

## Safety Training Awards Recognition (STAR) Program Prepares for Second Year

The Safety Training Award Recognition (STAR) program was established during the 2016-19 contract negotiations with the expectations from both labor and management that a greater number of journeypersons will participate in safety training upgrades. The idea has been in practice in other District Councils across the country, and it is a simple incentive program designed to reward employees that achieve a set standard of safety training courses provided through the Finishing Trades Institute training centers. Funding for this program came from a reallocation of existing contributions, moving money from the apprenticeship to STAR, and resulted in no increased contributions from contractors. Depending on future success of the program greater funding may be needed but as of now the current funding appears to be sufficient.

There are three established levels of participation (Bronze, Silver and Gold), and the number and type of training classes achieved during the qualification period determines which level each employee is eligible for. All employees that qualified for any one of the three levels is invited, along with one guest, to attend the recognition event which was held at Santa Anita Race-track. Every attendee that day was awarded a soft lunch cooler, insulated drinking mug and a \$200.00 gift card. Everyone goes home a winner just for showing up for a free buffet at Santa Anita!! But that's not all, as every Bronze qualifier that completed the four specified classes had their name placed in a container and then 40 names were drawn and they were presented with



Left to right: Luis Robles-IUPAT District Council 36, Wiley Zagajeski-LMCC, and David McLean-LAPFCA/ Merit Painting and Wallcovering, Inc.

a \$500.00 gift card. Next, all Silver qualifiers (5 classes completed) were eligible to receive one of the twenty \$1,000.00 gift cards. Gold qualifiers (7 completed classes) were also eligible to win the grand prize and one lucky Industrial painter and one Commercial painter left the event with a brand new pick-up truck. Not to leave out the apprentices, one painter apprentice won \$10,000.00 just by showing up.

As a first year program, we are all very encouraged with the turn-out and participation level that the STAR program produced. 338 journeypersons qualified a some level, 166 registered to attend the awards event and 149 actually showed up on that Sunday in October. While compared with the total members in District Council #36 that is a minority percentage, it is the belief of both labor and management that those numbers

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### Don't Miss Our Next LAP&FCA Meeting!

September 11, 2018 • 11:30am — 1:00pm



**Tam O'Shanter**  
2980 Los Feliz Blvd,  
Los Angeles, CA  
90039



Social: 11:45am — 12 Noon

Lunch served 12 Noon Followed by Program

Associates Meeting Immediately Following the Program





Tom Unsell - Chapter President

During the time lag since our last newsletter I have been busy managing the affairs of my industrial paint company, but I have also been active in representing the LAP&FCA in many aspects. As President, along with the board of directors, we feel it is important that the association continues to be a leader in promoting organized contractors throughout the painting industry.

To this end, all of your officials do their part to keep LAP&FCA at the front of most current events we face as contractors. I, along with Executive Director Vulich and board member David McLean, attend the regularly scheduled meetings of the Industrial and Commercial Apprentice programs. The future workforce must be properly trained in procedures required for safe, productive and diligent painters. The newly acquired training center, when completed, will provide an up-to-date state of the art facility for the training of apprentices, as well as the continuing journey person upgrades. We also hope to update the curriculum of study for the apprenticeship to ensure our training program meets the current and future demands of our industry.

I also serve, along with Director Vulich, on the Health & Welfare Trust that manages the medical insurance plan for our members. I'm proud to report that the full trust committee is always

working to provide the greatest amount of medical coverage, while also keeping cost increases at a minimum. The trust has been performing at a very profitable level for the past several years, and we have seen the reserve surplus grow. We feel confident that should a challenge similar to 2009 occur, the trust will be able to withstand a major threat and still provide the necessary safety net for our employees.

Additionally I and many members of the board of directors have been active in participating in the various opportunities provided by the Finishing Contractors Association (FCA). I'm proud to say that every active board member attended the Leadership Council in Huntington Beach, and we also continue to attend the FCA Legislative Conference in Washington DC. On a national level, we continue to inform our elected officials on the issues of pension reform, apprenticeship training, misclassification of workers and protection of prevailing wage.

Those of you who did not attend the most recent bi-monthly LAP&FCA luncheon missed out on one of the many ways our association can help you as contractors. Mr. Jim Maytas, of Oxford Risk Management, reported on the current Alternative Dispute Resolution

program that is available to unionized contractors. Through your current agent or broker, you may be able to save on workers compensation premium costs. You should have been there!! Contact Director Vulich at the chapter office to learn more about this valuable asset of being part of a Master Labor Agreement.

Finally, I'd like to remind all our members of two marketing tools that the board of directors produced a few years ago. One is a DVD disk video that is about five minutes in length and the other is a full color brochure and together they describe what defines an LAP&FCA contractor: Value, Professionalism and Safety. Often you will get a call from a general contractor, building owner or developer asking to send them your company introduction, or you might be send out solicitation letters to prospective clients. The chapter office has many of these DVD's and brochures on hand for you to use as an enhancement to your marketing strategies. We've included pictures of these two free items as a reminder of there availability and all you need to do is contact Don at the chapter office and he'll send you as many copies as you need.



4-Page Color Brochure

DVD and Self Mailer Jacket

## LAP&FCA Chapter News

Editorial Committee  
President: Tom Unsell  
Executive Director: Don Vulich

LAP&FCA Chapter News is printed bimonthly by the Los Angeles Painting and Finishing Contractors Association Inc., 1106 Colorado Boulevard, Los Angeles, CA 90041 (323) 258-8136

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Website: LAPFCA.org  
LAPFCA is a proud member of:



# Calendar

## 2018 - 2019

September 11, 2018

Board of Directors Meeting  
Chapter Office, Los Angeles

September 11, 2018

Membership Meeting  
Tam O'Shanter, Glendale CA

October 11-12, 2018

FCA Affiliate Executives Meeting  
Toronto, Canada

October 2018

FIF Meeting Cancelled  
Returning in 2019

November 12, 2018

Board of Directors Meeting  
Chapter Office, Los Angeles

November 12, 2018

Chapter Meeting  
Tam O'Shanter, Glendale, CA

December 1, 2018

Annual Holiday Event & Installation  
Pacific Palms Resort, City of Industry



*There were many winners at the LAP&FCA's Day at the Races (Santa Anita). See page 11.*



▲ LAP&FCA Holiday Dinner helping support Santo Niño. See page 8.



▲ Guests at the Day at the Races enjoyed a buffet lunch, bar and private betting windows.

◀ Ron Miller-Executive Secretary of the LA/OC Building & Construction Trades Council, and Don Vulich-LAP&FCA Executive Director.



**NATIONAL**

For those of you who follow current events and news, my next statement will come as no surprise. At the national level there is a new normal!! The Trump Administration operates quite differently than anything we've seen, and even consensus among his own party is hard to achieve. But it seems that the dust is clearing and progress is being made on several fronts. The White House achieved it's proposal for tax reform, with the hope that economic stimulus will result, and the talk of infrastructure funding remains on the front burner.

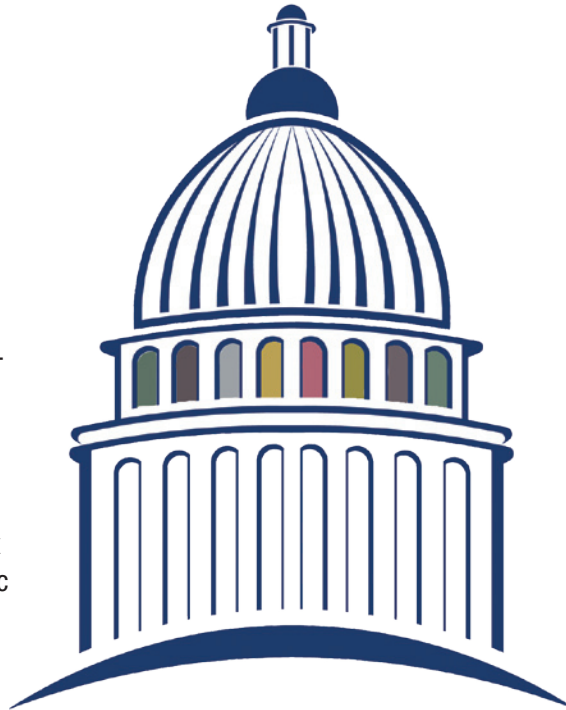
The business community welcomes both of these discussions, as



*Ken Rigmaiden-IUPAT General President addressing the Construction Employers Assoc.-Washington D.C.*

well as funding for the next fiscal year, leading to stability in the marketplace. Those of us in construction are looking forward to increased opportunities in projects at the federal level, including bridge maintenance, school construction and renovation, commercial development, federal housing, etc. The new administration is also supporting an increased emphasis on apprenticeship training programs to meet the demand for qualified labor and approaching shortages in journey persons.

The main area of concern for those of us in multi-employer pension plans continues to be our efforts in plan



design to reduce unfunded liability. The IUPAT Pension Fund is a prime example of the urgency to find new ways moving forward to provide retirement benefits for our employees at a sustainable level. Currently the fund is expected to become red zone rated soon and a revised pension repair plan has been put in place to make corrections. But many employer groups, including the FCA, continue the drive toward the establishment of composite plan design, and Congressional members Donald Norcross (D-NJ) and Phil Roe (R-Tenn) have co-sponsored the Give Retirement Options to Workers (GROW) Act that will provide the framework to establish new, fully funded pension plan for multi-employers. Currently a bi-partisan Select Committee of equal number

Representatives and Senators, as well as equal number Democrats and Republicans has been established to craft the appropriate language in the GROW Act to achieve the necessary pension reforms.

**STATE**

You may recall that LAP&FCA, along with the Painting and Decorating Contractors of California, is aligned with the American Sub-contractors Association of California. As a member of the Government Relations Committee of ASAC, we help formulate positions on many proposed bills, and then also advocate for and against the legislation based upon the committee's recommendations. 2017 was the first year of the two year legislative session, and many of the bills tracked by ASAC have been designated "2 year bills", meaning they are now being considered in 2018. However there are 4 bills that have cleared both houses and have been signed into law by Governor Brown. Their descriptions are:

AB618 Authored by Assembly-person Low, AB618 limits school districts from using job order contracting to circumvent project labor agreement provisions. Any project that exceeds \$25K will need to comply with project labor agreements that the district have previously executed. This is a benefit

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*The Finishing Contractors Association 2018 Washington D.C. Legislative Fly In.*



to the LAP&FCA members in that it provides a level playing field while competing for work in local school districts.

AB92 Assembly-person Bonta proposed this legislation that helps define “substantially complex” projects. This is important in that public agency’s were using that wording to withhold 10% retention on projects. However, often the project didn’t deserve such a label and only 5% retention would be sufficient. Thanks to AB92, simple painting projects will have the 5% retention withheld rather than 10%. Of course this means more timely payment to contractors that will help them in cash flow management.

AB1223 This bill, by Assembly-person Caballero and co-sponsored by PDCC, would require within 10

days of making a construction project payment, a state agency to post to it’s website the project that the payment was made, the contractor that received the payment and the date the payment was processed. This will greatly aid sub-contractors that are seeking progress payments for the work they have performed.

AB1701 A very significant piece of legislation, by Assembly-person Thurmond, will require that a direct contractor performing work for the state assume and be liable for specified debt owed to a wage claimant that is incurred by the direct contractor’s sub-contractors (at any tier

level). This will prevent contractors from accepting and utilizing just any sub-contractor on their projects. The intent of the bill is to exclude unqualified and unscrupulous sub’s from performing work on state sponsored projects.



Left to Right: Mike Oscar-FCA Legislative Director, Kevin McCarthy-House Majority Leader, Vicky Osburn, Terry Osburn-LAP&FCA Contractor Member & Past President, and Don Vulich-Executive Director LAP&FCA. Photo taken in the Washington D.C. office of Congressman McCarthy.

## LAPFCA Office Building Damaged by Auto Accident

In the early hours of March 5th, a wayward driver crashed his automobile into the front the LAP&FCA office causing extensive damage to the building and interior furniture. The driver was unhurt and the police allowed him to leave the scene without a violation, however, his car was a total loss and needed to be towed away. Because the incident occurred at 2:15am the alarm company was unable to contact Director Vulich but a private vendor for the LAPD was dispatched to our building and the facade was boarded up with plywood and the premises then secured from further vandalism.

On Monday the 6th our insurance agent was notified of the incident and we began the process of restoring the building as well as protecting against future events. This happens to be the second time a car has collided with our storefront, although the prior accident did not damage the building on such a scale. Following a site inspection with an adjuster from CNA Insurance and a construction consultant a repair plan was established, and after securing the proper plan check and permits, construction began early May.

**Final repair cost  
was just under  
\$115,000.00**



With a construction schedule of 4 weeks things returned to normal in early June. The entire storefront was replaced, and a new, highly fortified, low wall now protects our building, or so we hope. The desk that occupied the executive office was totally destroyed (thank goodness no one was sitting here at the time off the accident) and replaced. New flooring was required and now we have a much improved building image for meetings and events held at the chapter office. Final repair cost was just under \$115,000.00, and in case you were wondering, the driver was not insured. Nevertheless, the out of pocket expense to LAP&FCA was only our \$500.00 deductible, although the board did authorize the purchase of new chairs purchased conference room.

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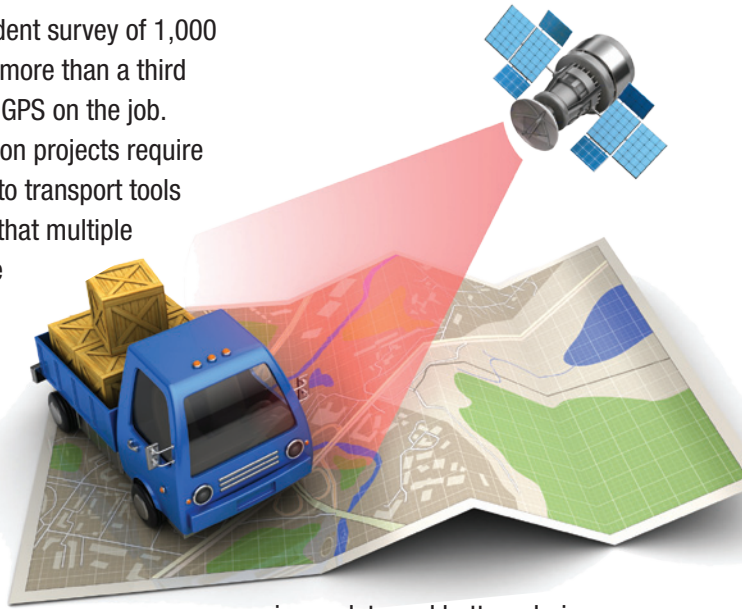


## Construction Companies are Tracking Employees with GPS and What Do They Think About It?

A recent independent survey of 1,000 employees show that more than a third have been tracked by GPS on the job. Large scale construction projects require workers and vehicles to transport tools and materials, add to that multiple job sites and the issue becomes even more complex. With so many moving parts it's no wonder that many construction companies are turning to GPS tracking software for help.

There are many reasons to employ GPS tracking for construction and fleet management. Not only does GPS tracking increase employee accountability and help keep workers safe on the job, but it tends to increase productivity and efficiency. It also can reduce the burden of paperwork and document retention, however not all employees see it that way.

Employees that have never been tracked by GPS at work feel negatively about the technology, even worrying about being tracked after hours and on their personal time. Add to that the recent exposure of data sharing by Facebook and many employees are resisting a workplace required GPS app on their personal devices. As employers, recognizing that



privacy, data and battery drain are among top GPS concerns, proactively addressing these issues is key to getting employees on board with GPS technology.

Remind workers that GPS tracking exists primarily for their safety and efficiency on the job. It allows supervisors and foreman to check in on workers across multiple job sites so they can ensure everyone is accounted for in the event of an emergency. And when it comes to fleet management, GPS technology allows for last minute adjustments as required for employee placement as well as materials delivery.

Honor worker's privacy by selecting a GPS tracking app that respects their personal time. It should only track locations when workers are actually on the clock,

not during breaks or off work for the day. In fact it is illegal in all 50 states to track an employee 24/7. Be up front with workers, let them know when exactly the GPS app will be tracking their location and when it won't. In some states, a fine or jail time can be administered if employees are not fully informed of GPS tracking policies.

Surprisingly, the most common concern of employees centers around battery drain and data use. They worry that the cost of tracking will be borne by the employee and not the employer. Management needs to do its homework to prepare in advance a system to allow for these concerns, and also to have alternative methods to utilize GPS technology, if necessary.

By being proactive, employers can employ a GPS tracking system with maximum buy-in from the workforce and common benefit for all involved will be achieved. The independent survey reported that at the end of the day, 54% of employees had a positive experience with GPS tracking as only 5% voicing a negative perspective.



### ***Auto Accident continued***

Now you know why our publication of the newsletter has been so delayed. But that is all in the past so expect the fall issue to be delivered in September. Also, should any of you want to visit our newly renovated office space feel free to contact me for a site inspection.

*Exterior of restored LAP&FCA offices.*

## How to Handle Workplace Harassment

Due to the recent #MeToo movement harassment is an issue that has emerged to the front of current events, and we in construction should not assume we are immune from this in the workplace. The Finishing Contractors Association retains the law firm of Felhaber and Larson, and at the recent Leadership Council in Huntington Beach attorney Penelope Phillips presented an informative seminar to help contractors prepare for and prevent harassment within the work environment.

First, be aware that harassment has many types such as race, color, creed, gender, age and many more. With this in mind do not assume harassment does not exist with your company. Know that a hostile work environment is the result of repeated unwelcome words, actions or innuendo that offend an employee based upon the various protected class types. Remember that inappropriate behavior is in the eye of the beholder, and therefore is very subjective. There is also a distinction between inappropriate and unlawful behavior, and what you may feel is “innocent banter”

may be a serious violation.

With this in mind you should have an easy to understand, comprehensive and enforced harassment policy. That is your first step toward protecting employees from unwanted behavior. A chain of command needs to be established to provide for any employee to safely report any actions that might be viewed as objectionable. Employers need to take any report seriously and conduct an investigation, and also ensure that no retaliation takes place. Any reported event should be documented and the results of the investigation collected and saved. It is very important that the reporting employee is assured that appropriate corrective action will be immediate, if required.

Following a through investigation and subsequent report, there also needs to be complete follow-up and monitoring of the situation. Do not assume that an initial warning will solve the problem. Make sure that the inappropriate behavior has been eliminated. To insure a through investigation collect the facts, determine

witnesses, answer the who, what, when, where and how questions of what happened and take corrective actions. After any investigation be sure that you keep all necessary documents, including the policy and procedures, evidence gathered, witness statements, notes and conclusions. This is important to protect the employer should further litigation occur. It is also important that your employees know that the company harassment policy extends to all beyond your immediate work force. Customers and the general public also need to be protected from undesirable behavior. Conversely, your employees also deserve to be protected from customers and the public.

The best way to prevent workplace harassment from invading your operations is to properly and thoroughly train supervisors and employees of the company's harassment policy, treat any and all reports seriously and demonstrate that all misconduct will not be tolerated.



## Painting & Decorating Contractors of California Convention

Earlier this year the Painting & Decorating Contractors of California held it's annual meeting and convention at the Embassy Suites Hotel in Sacramento. With robust attendance, several informative seminars and a vibrant trade show, the staff of the California Council should be proud of their efforts in staging this highly successful event.

During the annual business meeting several reports were presented updating members on activity of the past year as well as future plans and goals. The legislative committee continues to be an active partner with the American Sub-contractors Association of California Governmental Relations Committee and tracks several legislative proposals as they work their way through both houses of the California Legislature. Many of the current bills being monitored are two

year bills and will be more fully vetted in 2018. Secondly, the Council Insurance Committee, continues to work diligently to protect liability exposure for it's members and aid in providing low cost workers compensation coverage for contractors. In this regard , the council continues to work with Arrowhead General Insurance Agency to provide group policy plans for our members. The committee also is actively working to help guard sub-contractors involved in Owner Controlled Insurance Policy (OCIP) and Contractor Controlled Insurance Policy (CCIP) from potential abuses that are common with such policy's. If you do bid on projects covered by these “wrap around” policy's be sure to pay particular attention to the possibility of excessively high deductible amounts and also early sunset clauses (these limit the coverage period to less than the 10

year new construction requirement).

Council Executive Director, Sharon Hilke, should also be commended for securing three additional benefits of membership. First is the continuing relationship with ADP payroll services, an effective way to get weekly pay checks, tax payments and even workers compensation coverage for your company. A second benefit of membership is an estimating program provided by the firm Estimate Rocket (EstimateRocket.com). Estimate Rocket can provide contractors with accurate, professional on-site estimates, sales and work schedules, cloud access for project progress, invoicing and payment tracking and other paperwork aids. Remember, they more they do for you, the more time you have to monitor job sites and seek new customers. Finally, the

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## Awareness of New Silica Rule Compliance

As contractors in the construction industry in general, and specifically painting, you are required to provide the safest working environment. This includes, but is not limited to; fall protection, fire hazard, protection from chemical exposure, proper safeguards on mechanical equipment and many more. Beginning on September 23, 2017 OSHA issued a more stringent application of silica dust protection required in the construction industry.

To meet this end, OSHA details 18 construction methods, called Table 1, that employers can follow to implement a silica dust control program. The most common approach is the utilization of dust masks or respirators, and also dust collection such as vacuums or water introduction to prevent dust penetration throughout the work space. The new regulations set a lower permissible exposure limit of 50 micro grams per cubic meter as opposed to the former limit of 250 micro grams in construction.

When silica dust is inhaled, it can scar lung tissue, sometimes leading to lung disease that makes breathing difficult, or in severe cases even death. First and foremost contractors need to demonstrate an awareness and compliance program to meet the new regulations. The new rules require employers to monitor silica dust levels at work sites and then take action when limits are exceeded. Of course, most painting contractors lack the proper monitoring equipment to document exposure levels at work sites, so the best approach is to be fully aware of the Table 1 requirements and implement or exceed them wherever possible. Much of work performed within the commercial realm can meet the personal protection requirement with dust masks or respirators, but that may not be enough. Sandblasting, concrete cutting or other abrasive methods can easily produce silica dust levels that exceed the regulation limits, so the best approach is to be overly protective

of your workforce. A final cautionary note is that employers should be aware of the activity of other trades within the working environment, as you are responsible to protect your employee, even from the dust created by other trades.

Let me close by saying do not minimize the exposure you and your employees may face in regard to air-borne dust throughout the workplace. When in doubt, be overly protective. You may assume that a dust mask is sufficient but could be liable should more stringent measures are required. When OSHA is involved you can be sure that fines are a real possibility. Cal OSHA has a free consultation service that can be a valuable tool for contractors to utilize to insure compliance with regulations. One of their consultants, Dan Leiner, has spoken at a LAP&FCA luncheon on two occasions. He and other consultants can advise you and can be reached via telephone at 818-901-5754.



## Moments from the 2017 Holiday Dinner-Temecula, CA





## The 2018 Q Award Presented to Korean Air for its Development of the Wilshire Grand Center



Los Angeles, CA—A full crowd of construction industry professionals attended this year's Q Award presentation to Korean Air for its development of the Wilshire Grand Center. The Alliance for Quality Construction's selection has redefined Los Angeles's skyline. The Wilshire Grand Center's tower pinnacle is hard to miss with a glass covered sail and a 175-foot steel spire to claim it as LA's newest and tallest skyscraper at 1,100 feet.

The award presentation and lunch took place in the InterContinental Los Angeles Downtown Hotel located within the Wilshire Grand Center. This year's

speakers were Brendan Murphy, Senior Vice President of Turner Construction, Ron Miller, Executive Secretary of the Los Angeles/Orange County Building and Construction Trades, Pam Ackrich, Alliance for Quality Construction Chair, and Chris Park, Senior Vice President of Hanjin International, a company division with Korean Air.

Beginning with the 2018 Q Award video describing the challenges to constructing the Wilshire Grand Center, mention was made regarding the incredible concrete foundation that took hundreds of workers and management to complete, all within a one-day pour. This cement pour received a Guinness Book of

World Records recognition for the largest continuous pour.

Ron Miller explained how the success of the Wilshire Grand Center project depended on complete cooperation between local government, Korean Air, Turner Construction, sub contractors, and of course the hundreds of union craftspeople. "I visited this site during construction and I can tell you that the sight of our craftspeople working in concert with each other was incredibly impressive, as was their safety record," said Miller. Mr. Miller also mentioned how only a few years ago

construction work in Southern California had a major slow down and thousands of union craftspeople were out of work. Now



*Ron Miller- Executive Secretary of LA/OC Building & Construction Trades Council*

many substantial projects are in progress with several more to begin construction.

General contractor representative and project manager, Senior Vice President of Turner Construction Brendan Murphy, took to the podium to present a fascinating recollection of the construction of the Wilshire Grand Center. Mr. Murphy expressed the challenge of planning and construction within a city block without disrupting or damaging the perimeter of streets, utilities and subway routes. He showed a time-lapse video of demolition of the previous hotel through to the construction and completion of the Wilshire Grand Center. Murphy gave accolades to the sub contractors and their union work force.

Chris Park, Senior Vice President of Hanjin International, a Cho Korean Air subsidiary, was presented and accepted the award for property owner Korean Air from AQC Chair Pam Ackrich. Pam Ackrich read the engraved wording on the award,

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## New OSHA Guidelines for Safety and Health Programs

For decades OSHA has reinforced the same recommendations for programs to improve workplace safety and health. Twenty-seven years after the initial guidance, the agency has tweaked those recommendations. The new suggestions update OSHA's 1989 guidelines to reflect changes in the economy, workplaces and evolving safety and health issues. OSHA feels the improved guidance processes feature a new and easier to use format and should be especially beneficial to small business. Also OSHA has issued a new section for multi-employer workplaces, placing more emphasis upon continuous improvement and providing supporting tools and resources in the updated guidance document.

OSHA emphasizes that the program recommendations are not prescriptive. Rather, they are built around a set of processes that can be implemented at workplaces in any industry. The agency claims that the recommendations have successfully been applied in manufacturing, construction, health care, technology, retail, services, higher education and government.

David Michaels, Assistant Secretary of

Labor for Occupational Safety and Health, said "Since OSHA's original guidelines were published more than 25 years ago, employers and employees have gained a lot of experience in how to use safety and health programs to systematically prevent injuries and illnesses, and make businesses more sustainable."

To build upon that experience, OSHA explains that the recommended practices promote a proactive approach to maintaining workplace health and safety. Traditional approaches have often been reactive, meaning they address problems only after a worker is injured, or becomes ill, or a new standard is published, or an inspection identifies a problem. The agency has described seven core elements to build a successful safety and health program.

- Management leadership
- Worker participation
- Hazard identification and assessment
- Hazard prevention and control
- Education and training
- Program evaluation and improvement
- Communication and coordination among employers and staffing agencies.

OSHA maintains that implementing the

recommended practices, starting with a basic program with simple goals and growing from there, will help organizations achieve a higher level of safety and health environment. OSHA feels the new occupational safety and health program will help employers:

- Prevent workplace injuries and illnesses
- Improve compliance with laws and regulations
- Reduce costs, including significant premium savings
- Engage employee participation
- Enhance social responsibility goals
- Increase productivity and enhance business operations.

The new OSHA Press release notes that these new recommendations are advisory and do not create any new legal requirements but urge employers to fully implement these guidelines and track their effectiveness. (Article borrowed from Safety.BLR.com)



### 2018 Q Award continued

"Alliance for Quality Construction 2018 Q Award honoring Korean Air and its Wilshire Grand Center for their outstanding contribution toward the attainment of quality construction within the building industry of Southern California." Mr. Park graciously accepted the award and then spoke about his history with the company. He was a manager at the previously demolished hotel until the owner Mr. Cho offered him a job with the new development. Mr. Park said, "This has been a challenging project and I am proud to be a part of. There were many details along the way of which I would discuss with owner Mr. Cho." He thanked the Alliance for Quality Construction for the honor, and

recognized the incredible work by the union contractors and labor.

Pam Ackrich stated, "Given the nature of the tight confines of this massive project, it is amazing how the collection of contractors, government and craftspeople can construct such a beautiful project with an extraordinary safety record. This type of project is why Turner Construction and Korean Air



(L to R) Brendan Murphy-Senior VP Turner Construction, Chris Park-Korean Air, Pam Ackrich-AQC Chair, and Ron Miller- LA/OC Building & Construction Trades Council

chose the best workforce in the business to complete the structures on time and within budget."

John Tenorio  
J. Arthur & Associates  
Marketing Consultant AQC and LAP&FCA



## MEMBERSHIP ACTIVITIES

### Day At The Races 2018

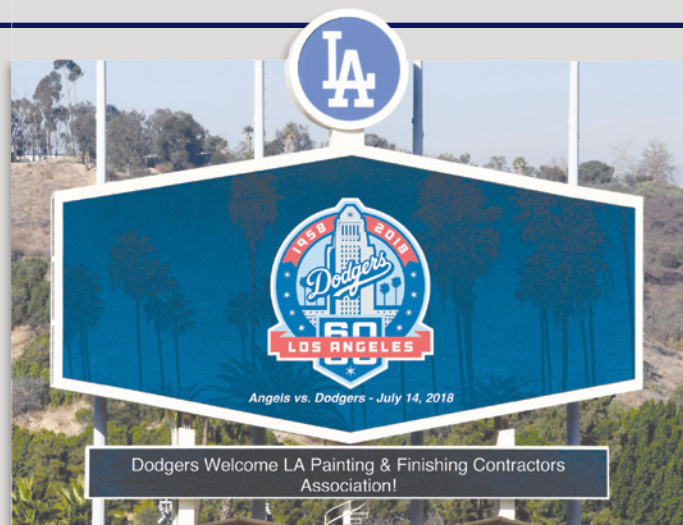
Once again, our Day at the Races event was a sellout with members and their employees and families enjoying a wonderful buffet, drinks and personal betting windows. The LAP&FCA raffle may have been the highlight of the day as many attendees won terrific prizes.

Join in on the fun April 2019.



### Dodgers Day

Those who attended LAP&FCA's Dodger Day were treated to an action-packed game as the crosstown Angels won in the 10th inning with Kole Calhoun's bomb off of Dodger closer Kenley Jansen. We thought Dodger starter Alex Wood and the Dodger hitters such as Chris Taylor and Andrew Toles put together enough to cause a win. But, Calhoun thought different as he hit the game winning homer along with two homers the previous game against the Dodgers. The final score: Dodgers 4 Angels 5. There was also plenty of action from the LAP&FCA attendees as their ticket price included all you can eat dogs, burgers, salad, peanuts, and drinks.



## FROM OUR EXECUTIVE DIRECTOR

Many of you may have been wondering why the LAP&FCA has not published it's newsletter for quite some time. The answer for that is rather simple, and if you've already read the article about the damage to our building, you can probably figure out the reason for the delay. But that does not mean the chapter, it's director or the board has not been active serving your interests.

Since the last publication of the newsletter the LAPFCA has been present at the state PDCA and national SSPC conventions, the FCA Leadership Council and Affiliate Executive's meetings, as well as all local trust fund and other committee meetings. The first major accomplishment I'm proud to report is the finalized building purchase for our new training center. Following many hours of negotiating the building purchase was completed in late July, 2017 and the City of Commerce approved our Conditional Use Permit (CUP) soon after that. As a result of this, the Finishing Trades Institute of District Council #36 will soon have a state of the art training center in Southern California. There is still much work to be done, as a build-out committee has been planning the infrastructure required, but the future is bright for the apprenticeship and journey-person training programs.

The Finishing Contractors Association sponsored two events recently, and LAP&FCA sent attendees to both the Leadership Council in Huntington Beach and the Affiliate Executives meeting in San

Diego. At the Leadership Council we were introduced to several initiatives that FCA offers to aid it's members in creating an efficient and competitive business model. Leading the way in this effort was a presentation by Richard Vireos of Consulting Collaborative titled "Compare Your Company to the Best Performing Subcontractors". Richard began by having attendees answer 14 self evaluation questions to gauge the management success level within your company, and it is no surprise that most of us have room for improvement!! Are you interested in seeing where your company rates, contact Richard at 214-361-2130 and see how his consulting firm might be able to help.

While in Huntington Beach we also attended two presentations of interest to business owners in general. A major topic that is quite prevalent in current events is the #MeToo movement. One seminar at the Leadership Council provided insight in ways to prevent and also confront workplace harassment issues. The second presentation dealt with the issue of silica and proper safety protocols contractors need to be aware of to comply with new regulations. Both of these topics will be addresses in separate articles in the LAP&FCA newsletter.

I also attended the Affiliate Executive's meetings in San Diego last September, gaining insight into FCA's continuing efforts to promote our industry. The national office is working on both a market share study and also a global boilerplate

collective bargaining agreement. The market share study will require local areas reporting data that will need to be analyzed so it's completion is in the future, but we hope to have a common collective bargaining language by year's end. While



Mike Cassidy-FCA & Long Painting.

in San Diego we also heard the latest update regarding the IUPAT Pension fund, and the news is not good, at least for the immediate future. The Fund is expected to announce in early 2018 that it's status will be downgraded from orange to red zone. While this means no reductions to participants existing benefits, earned credits after that date may be affected depending future trustee actions. One thing we know for sure is that the trustee's have already issued a revised Pension Repair Plan, and local negotiators will need to meet soon to address the shortfall. We do expect this trend to be reversed and the fund's actuarial advisers are predicting a return to the green zone around 2028.



*STAR Program Continued from page 1*  
will greatly increase in the second year of the program.

The second annual STAR event is again planned for October 28, 2018 at Santa Anita, and we anticipate a hoped for attendance of 500 members. As employers we ask that you promote the program as a part of your weekly tailgate meetings, and by encouraging employees to increase their training levels a more productive and safe working environment can be achieved throughout our industry.

*PDCC Continued from page 7*  
Council has also partnered with Power-site Web Design, a firm that can customize an easy-to-design website for your company. They offer a four page set-up that includes a home page, services offered page, photo gallery and contact information page for \$800.00 first year cost, with second and subsequent year updates for only \$275.00. For more information on any of these programs contact the state office at 916-972-1055.

The convention finished with a nice dinner but prior to this, Evan Ellithorpe was installed for a second term as President. We wish Evan and his full board a very successful year

