



Winter 2018-19

Los Angeles Painting & Finishing Contractors Association

Website: www.LAPFCA.org

2019-2020 LAP&FCA BOARD OF DIRECTORS INSTALLED AT ANNUAL HOLIDAY EVENT

On a pleasant evening last December 1st, the LAP&FCA annual Holiday event was held at the Pacific Palms Resort in the City of Industry. The hotel is located high on a hill overlooking the San Ga-

Company, we also enjoyed two wonderful carving stations of ham and turkey to complete the dining experience.

At the conclusion of dinner Executive Director Vulich was proud to present

reproach, and he is well deserving of the Outstanding Member recognition.

The next item on the agenda was the reception of the Nominating Committee's report to fill the 2019-2020 Board



Barbara Goshorn
President



Raz Bronstein
Vice President



Austin Vulich
Secretary



David McLean
Treasurer



Santos Hernandez
Board Member



Terry Osburn
Board Member



Robert Stewart
Board Member



Rick Suttles
Board Member



Tom Unsell
Past President

to David McLean of Merit Painting Company the Outstanding Member Award for 2018. David has served on the Board of Directors for 10 years, the last 4

of those years as treasurer. His contributions as a board member and dedication as treasurer have been beyond

of Directors. The report was accepted unanimously and the full board elected in the same fashion. A bit of history was also accomplished as the Association will be led for the first time by a woman President, with the election of Barbara Goshorn to fill the Presidential Chair. She also is the daughter of Past President JR. Grzeskowiak, thus being the second parent/child combination to serve as President in the 100 plus years

Continued on Page 6

briel Valley, and with an adjacent patio terrace next to the banquet room it is a very beautiful evening setting. The hotel has a very impressive lobby with a very high ceiling and grand appearance that set the tone for the gala event.

First there was the usual cocktail hour allowing for the arrival of all guests, and after a few short introductions everyone enjoyed a buffet stocked with a great variety of salad, side dishes, and main meal selections that suited everyone's palate. As an added bonus, thanks to a generous contribution from Behr Paint

Don't Miss Our Next LAP&FCA Meeting!

March 12, 2019 • 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





Barbara Goshorn - Chapter President

To begin my first article as President of the LAP&FCA I need to thank everyone for their confidence and support as I embark on this two year journey. My first thoughts were "Don't screw this up!!" Actually I'm kidding about that, but I hope you understand the joke. My real initial thoughts were of relief that this organization has such a wealth of knowledge and capable members to learn from, and I intend to tap into that experience to help me serve you.

I look to the Board of Directors to be an excellent resource of our industry's needs and goals for the next two years and beyond. They represent nearly 100 years of service to the LAP&FCA as Directors, Secretary, Treasurer and President. With their help I don't see how we can "screw it up"

Many of you are aware of the new Finishing Industries Labor Management Partnership (LMP) that has replaced the Labor Management Cooperation Initiative (LMCI), and your Board of Directors is actively seeking how to best utilize this entity in Southern California. One thing you should know is that the changes do not effect your day to day operations, and your trust fund contributions do not change. Continue making your monthly reports and payments just as you have in past years.

A second major goal we have is to improve our working relationship with District Council #36. Not that the current situation is problematic, but we want to work together with our labor partners to improve our available work force, increase safety (and therefore reduce compensation costs) and increase market share. The LAP&FCA is well represented at both the Apprenticeship and Health & Welfare Trusts and we will continue to manage those funds to keep rising costs at a minimum.

With the Apprenticeship in mind, we are sure that in the very near future construction will begin on the tenant improvements to the recently purchase training center. When completed, we hope by fall 2019, we will have the premier training center on the west coast, and all the apprentice training, journey-person upgrades and safety classes will be taught with state of the art facilities.

There are many opportunities approaching that could help us increase total hours in the organized painting

industry. With both city and county housing measures passed in the last year there will be an influx of new construction that will be performed under Project Labor Agreements (PLA) and Executive Director Vulich will be active in informing LAP&FCA members as those projects become available. I hope many of you consider these projects as they provide a "level playing field" bid process that should benefit union contractors.

As I close for this newsletter edition let me again thank the membership for allowing me to serve as your President and know that the Board of Directors will continue to represent your best interests, and always feel welcome to email you concerns, suggestions and criticisms to lapfcavulich@gmail.com.



LAP&FCA Marketing Materials and Website Listings

All members of the Los Angeles Painting & Finishing Contractors Association may obtain the above shown marketing materials free of charge. Contact the LAP&FCA's office for your set. In addition, please check your member listing on the members page of the LAP&FCA's website for accuracy at www.lapfca.org. Contact Don Vulich to have information updated on your listing.

LAP&FCA Chapter News

Editorial Committee

President: Barbara Goshorn

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

While this newsletter is designed to provide accurate information and authoritative information on the subject covered, the Association is not engaged in rendering legal, accounting or other professional or technical services. Accordingly, the Association cannot warrant the accuracy of the information contained in the newsletter and disclaims any and all liability, which may result from publication of, or reliance on the information provided herein. If legal advice or other expert assistance or advice is required, the services of a competent professional person would be sought.

Website: LAPFCA.org

LAPFCA is a proud member of:



2019 Calendar

March 12, 2019

General Member Lunch

Tam O'Shanter

April 6, 2019

Day at the Races

Santa Anita Race Track

May 14, 2019

General Member Lunch

Tam O'Shanter

May 15-18, 2019

FCA international

Leadership Council

Boston MA

June 22, 2019

LAP&FCA Dodger Day vs

Colorado Rockies

Dodger Stadium



David McLean accepting the 2018 Outstanding Member Award, and representatives from Santo Niño accepting toys from Holiday Event attendees.
See Page 6.



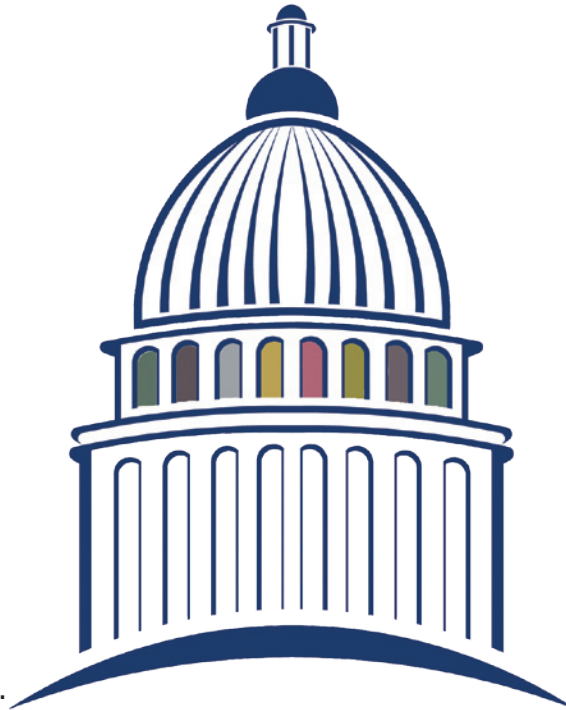
▲ LAP&FCA Members luncheon and presentation held at the Tam O Shanter restaurant.



▲ LAP&FCA Members luncheon during presentation by Jesus Fernandez, FIF Apprenticeship Director.

▲ Jesus Fernandez (left) with Owen Smith at LAP&FCA Members luncheon.





FEDERAL

As we enter the new congressional session, progress on critical issues will be affected by the recent change in House leadership from the Republicans to the Democrats. The overall impact on passing legislation is yet to be seen, but it will be different.

Through our alliance with the Finishing Contractors Association and their Director of Legislative Affairs, Mike Oscar, we are tracking several issues that are of importance to our industry. It goes without saying that the effort to achieve multi-employer pension reform remains at the forefront of our agenda. At the close of the prior congressional session the Joint Select Committee on Pension Reform issued its report resulting from months of information gathering on the issue. This committee, comprised of equal number of Republicans and Democrats as well as House members and Senators, presented a report that fell short of what FCA and other employer asso-

ciations had hoped for. The bad news is that no legislation addressing the composite plan we would like to see was submitted, the good news is that no legislation on composite plans was introduced. My point here is that no law is better than a deficient one. Please know that the issue is still our number one priority. One bill that was introduced in the new session, The Butch Lewis Act, which would provide a loan program to endangered plans will face an uphill battle to pass both legislative bodies.

Other issues on our agenda are as follows. A bill was introduced proposing a roll back from the Cadillac Tax in the Affordable Care Act, however we are unsure of the overall support for this piece of legislation. We continue to advocate for in-

creased emphasis and funding for approved apprenticeship programs. The Stop Unfair Bidding Act has been introduced, with the hope of limiting fraud and bid shopping for federal projects. This is another issue that has uneven support. Additionally, we are active in pushing a bill (not yet introduced) to limit retention of federal projects at 5%.

At the present time it's very unclear how things will work out but our legislative staff is not lacking in their efforts to improve the plight of unionized contractors.

STATE

The LAP&FCA, in conjunction with the Painting & Decorating Contractors of California (PDCC) and the American Subcontractors Association of California (ASAC) have aligned to present a strong voice in Sacramento. One advantage at the state level is the dominance of the Democrats in both houses. I say this as gridlock is not the issue, however single party control limits

the ability for compromise and therefore can produce a greater hurdle to overcome.

The current legislature is just getting underway and we

subs should only be responsible for their own actions on a project

have not yet been able to gauge what bills to support or oppose. However, with that in mind, now

is the time to introduce and foster support for issues we would like to address. One important topic is to try and amend Owner Controlled and Contractor Controlled Insurance Policy's that eliminate (or at least limit) sub-contractor indemnification. This issue simply is this, subs should only be responsible for their own actions on a project. We see this as a no-brainer, only hold the responsible party accountable for negligence.

Two other issues at the top of our wish list for this 2 year session are (1) a bill to

address stop work ability for non-payment on a project and (2) prompt pay assurances for contract and change order performance.

Should any of you have any additional concerns that you would like to presented to our state leaders please contact Don Vulich at the chapter office.



PaintCare Re-Introduced



I realize that many of you are aware of the PaintCare recycling program, but as not everyone is fully informed on this issue we are again bring it as a community service to you. The following has been prepared by Sarah Flocken of PaintCare.

Did you know that it is easy to dispose of your unused paint, primers, stains, sealers and clear coatings in an environmentally responsible way?

PaintCare, a non-profit stewardship organization that runs paint recycling programs across the country (and an Associate Member of the Los Angeles Painting & Finishing Contractors Association) launched in 2012. Today there are more than 725 convenient and free drop-off sites located throughout California, mostly at paint and retail hardware stores. Nearly 99 % of Californians live within 15 miles of a PaintCare drop-off location, and businesses as well as residents alike are encouraged to drop-off their unwanted paints and coatings.

Painting and finishing contractors, and others with large amounts of unwanted paint, can also enjoy the convenience of PaintCare's free Large-Volume Pick-up (LVP) service. If you have more than 200 gallons of unwanted paint (measured by container size, not content), you qualify for this free service. Last year, PaintCare completed more than 500 large-volume pick-ups across the state. Additionally, if you frequently dispose of large amounts of paint,

a regular pick-up service can be arranged, PaintCare presently provides a regular pick-up service for 60 such entities in California. To request a large-volume pick-up simply fill out a paper or electronic version of the "Large Volume Pick-up Request Form" and return it to PaintCare by Email, fax, or regular mail. Visit www.paintcare.org for the form.

WHAT PRODUCTS ARE ACCEPTED BY PAINTCARE?

PaintCare Accepts

Flat and enamel paint
Primers
Stains
Sealers
Clear coatings (shellac, varnish etc)

PaintCare Does Not Accept

Aerosols (spray cans)
Solvents
Industrial products
Non-architectural products
Open, leaking or unlabeled containers

For more information visit the PaintCare website.





Holiday 2018 Dinner



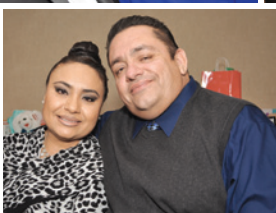
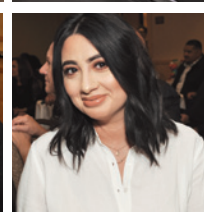
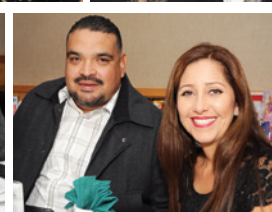
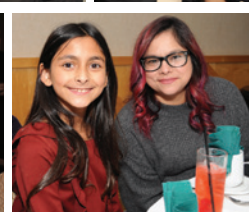
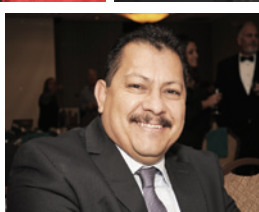
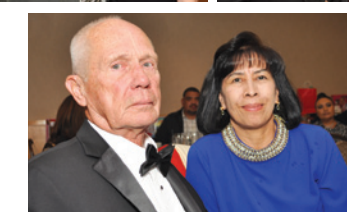
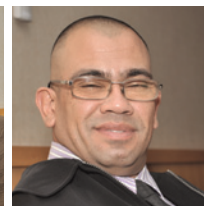
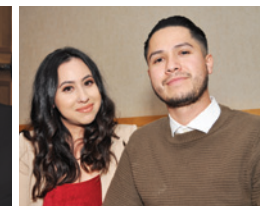
Board and Dinner continued

of our Association. We are also pleased that since 2014, 5 new faces are on the board, bringing new ideas and perspective. We are especially thankful for the two newest board members, Santos

Hernandez and Rick Suttles, for their commitment over the next 2 years.

The evening would not be complete without the annual presentation of donated toys to El Santo Nino Community Center, due to the overwhelming generosity of all who attended the event. Last

but not least, the guests in attendance were entertained by the musical talents of world-class violinist David Ewart and Leslie Garman on keyboards and vocals. They presented a variety of classical, contemporary and show tunes completing an evening that everyone enjoyed.



Second Annual STAR Program

On October 28, 2018 the Second Annual Safety Training Awards Recognition (STAR) event was held at Santa Anita Racetrack. The day began under a warm sun with beautiful blue skies, and a long

on the way to producing a better trained and safer workforce for our contractors. To remind everyone on how the programs works, each commercial and industrial journey worker is challenged to com-

Everyone in attendance receives a gift package that also contains a \$200.00 gift card and a delicious buffet meal. After all have been checked-in, the drawings begin. 40 Bronze level attendees were re-



A new 2019 Chevy truck won by an Industrial Coating and a Commercial Painting member.

check-in line for the District Council #36 members in attendance. The reason for the extended check-in was due to the increased numbers of participants this year, a 45% increase over the inaugural event in 2017.

plete certain safety classes during the qualification period. Then based upon the number of classes successfully completed the member will be placed in the Bronze (\$500.00), Silver (\$1,000.00) or Gold (a brand new pick-up truck) category.

warded with \$500.00 checks, followed by 20 Silver members receiving \$1,000.00 checks. The final grand prizes were then drawn out of the raffle box with one lucky Apprentice, Juan Arredondo, winning \$10,000.00. The Industrial truck winner was Salvador Cuevas and the Commercial truck winner was Adam Sanchez, Sr.

Next year we plan on increasing the number of awards in an effort to continue attracting member participation. Contractors also hope to include higher level safety and training classes as the program grows in the future. A great deal of money goes into this initiative but we all feel it is well worth it in the long run. We believe programs like STAR will help to separate us from our unorganized competitors and also produce lower

Continued on Next Page



*Salvador Cuevas
Industrial Coating
STAR Grand Prize Winner with a new truck*

For those of you that like numbers, 494 members qualified (338 in 2017) and of those who qualified 343 actually attended the event, up from 149 last year (a 135% increase). All this truly means the program is gaining momentum and is



*Adam Sanchez
Commercial Painting
STAR Grand Prize Winner with a new truck*



STAR Program Santa Anita Continued

experience modifications for our worker compensation premiums.

How can our contractors help? First, inform your regular employees of the STAR program and ensure to them that this is a legitimate awards benefit available to all who qualify. Secondly, use whatever persuasive powers you may have in encouraging their participation. The STAR event can prove to be a vital win-win program for all.



City Proposition HHH Provides Opportunities for Contractors

On Friday February 1, 2019 a meeting was held at the LA/OC Building and Construction Trades Council to discuss the upcoming business opportunities resulting from the recent voter approval of Proposition HHH. HHH is a Los Angeles City approved property tax assessment that will provide \$1.2 billion in available funds to construct affordable housing in the City. These projects will be performed under a Project Labor Agreement (PLA) which should provide a level bidding process for union contractors, however, at least 14 projects will also receive supplemental funding from the AFL-CIO Housing Investment Trust and those projects will have an all union bidding requirement.

Ted Chandler, of the AFL-CIO Trust was present at the meeting and described how the process by which the projects will be bid. First a developer will acquire the HHH funds and then selected general contractors will get involved. It is the hope of la-

bor leaders and contractors in attendance at the meeting that union sub-contractors will be invited into the process prior to bid time. The AFL-CIO funding will be able to limit sub-contractors to signatory employers as long as at least three such bidders participate in the process. The LAP&FCA will keep constant contact with the Building and Construction Trades Council to announce all projects to be performed using HHH funding.

Chris Hannan, Council Representative for the Building Trades, will be the contact point for getting the bid announcements to the various labor District Councils and Contractor Associations, and it is his hope that a plentiful response within all the trades will aid in their efforts to promote further implementation of all union projects within the City. With that in mind we encourage many of the LAP&FCA members to participate in bidding these and all PLA's as they come up for bid. A

common argument against union bidding requirements is that signatory contractors don't seem to want to participate in these projects. However, the organized construction industry needs to show City leaders and lending groups that it is in their best interest to utilize the manpower and expertise of union contractors, qualified journey-persons and properly trained apprentices.

There also are similar such funding efforts taking place in other cities in Southern California, as well as county measures that the LAP&FCA will be monitoring and will be notifying our members of those projects as they become available. As always feel free to contact the chapter office for additional information.



Visit: LAPFCA.org

2019 Q Award—

The Alliance for Quality Construction Chooses Banc of California Stadium



The annual Q Award is Southern California's premier construction industry award. This year's Q Award will be presented to the Banc of California Stadium. This year the awards event and luncheon will take place on Tuesday, May 21st at the Stadium.

The Q Award event is attended by 200+ construction and development professionals, including contractors, government officials, labor union representatives, commercial and industrial developers and property owners, architects and other industry leaders.

For more information or to become a sponsor, visit the AQC website at www.allianceqc.org, call 949/777-3855, or email acisneros@biasc.org.



On September 30, 2018, Governor Brown signed legislation (SB 1343) expanding sexual harassment prevention training requirements to include smaller employers with as few as five (5) employees. The prior law required only employers with 50 or more employees to provide at least two hours of training regarding sexual harassment to supervisory personnel every two (2) years.

Under the expanded requirements of SB 1343, California employers with at least five employees (including temporary or seasonal employees) must provide prescribed sexual harassment prevention training to supervisory employees and non-supervisory employees.

1. By January 1, 2020, employers with 5 or more employees must provide at least two hours of sexual harassment prevention training to all supervisory employees and at least one hour of training to all non-supervisory employees within six months of their assuming their posi-



tion. Thereafter training must be provided every two years.

2. Employers must also provide sexual harassment prevention training to temporary or seasonal employees within 30 calendar days after the hire date or within 100 hours worked if the employee has been hired to work for less than six months. In the case of a temporary employee provided by a temporary services employer such as a staffing or temp agency, the training must be provided by the temporary services agency.

3. The anti-harassment training may

be conducted with employees as a group or individually, and may be broken up into shorter time segments as needed, as long as the complete two-hour requirement for supervisory employees and one-hour requirement for non-supervisory employees is met.

4. The Department of Fair Employment and Housing (DFEH) must develop, obtain and make available (in multiple languages) on its website the one-hour and two-hour anti-sexual harassment training courses for supervisory and non-supervisory employees. Employers can comply with SB 1343 by directing employees to view the DFEH's online training which will provide a method for employees who have completed the interactive training to save and print a Certificate of Completion. Alternatively, employers may develop their own training platforms as long as they comply with the law's requirements.



OSHA Reveals Annual Top Ten Violations

The Occupational Safety & Health Administration (OSHA) announced its list of the agency's top 10 violations for fiscal year 2018 during a morning Learning Lab session that took place in the middle of the National Safety Congress & Expo floor show in Houston, Texas. Attendees of the NSCExpo Learning Lab session were the first to hear this major announcement from the federal agency.

The list was announced by Patrick Kapust, OSHA's Deputy Director of the Directorate of Enforcement Programs, in a highly attended half-hour session. Kapust gave the list of violation in reverse order and included the number of violations based on preliminary data.

The Top 10 list in reverse order are as follows:

Personal Protective Equipment: 1,536 violations



Machine Guarding: 1,972 violations
Fall Protection-Training Requirements: 1,982 violations
Powered Industrial Trucks: 2,294
Ladders: 2,812 violations
Lockout/Tagout: 2,944 violations
Respiratory Protection: 3,118 violations
Scaffolds-General Requirements: 3,336 violations
Hazard Communication: 4,552 violations
Fall Protection-General Requirements: 7,720 violations

As you can see, 7 of the the top ten violations are issues faced in the paint-



ing industry. I'm sure that workplace safety is a serious concern of every LAP&FCA employer and that each of you stress the importance of compliance during your weekly safety tailgate meetings. But you can never be too careful, or too alert, and let this article serve as another reminder of why you and your employees participate in our Safety Training Awards Recognition program



The Rise of Artificial Intelligence in Construction



Today, it seems as though everything is under construction. Be it downtown or beyond the county line, a walk outside unencumbered by a sleek looking building or bridge being built or altered is almost a rarity.

Although these projects are being built to the specs of the most modern designs and often accommodate the latest technology criteria, the crews building them are not necessarily taking advantage of the latest technology available to drive faster and more accurate project completion. While there have been recent strides in adoption, the construction industry has a looming reputation for being slow to adopt the latest tech for the jobsite.

As field teams dream of moving forward with new tools and tech initiatives, some owners remain hesitant. Because many tools being used on the jobsite are outdated, owners must recognize that without new tools, companies can lose significant money and productivity. Not a moment to soon, artificial intelligence (AI)

is emerging and completely reshaping the industry. While it's early yet, the rise and impact of AI has already been significant in various aspects of construction.

With powerful AI supported cameras on-site, project managers are able to get real-time visuals around the clock, allowing them to not only see when a mistake has been made, but also to predict and prevent mistakes from happening. Additionally, such camera coverage can greatly streamline sub-trade scheduling, as well as transmit current conditions to sub-contractors allowing them to spend time on other priorities instead of making jobsite visitations.

Although construction projects take time to complete, they operate on incredibly tight timelines. And as mistakes are unlikely to be completely eliminated, AI can greatly reduce the overall number of setbacks and increase productivity. Even though the construction industry has been slow to keep pace with technological advances, it is only a matter of time before these advantages will

become common place.

One of the construction industry's most challenging tasks is risk management. With many sub-contractors working simultaneously the door is wide open to safety issues. AI can help mitigate these concerns. Improved technology provides more options and increased convenience when it comes to supervision, safety and management. It is an exciting time to be a part of the construction industry, as emerging technologies like AI are becoming widely accessible. If

the latest technology
available to drive
faster and more
accurate project
completion

utilized, AI has the capability to revolutionize the industry, paving the way to levels of project efficiency and safety that were once impossible.

This article was condensed from the Scaffold & Access Industry Association newsletter and was written by Matt Man, CEO of indus.ai, a construction intelligence company.



FROM OUR EXECUTIVE DIRECTOR

As the recent holiday season approached I was hoping for some relief from the day to day obligations of my job. However, as many of you found out from the barrage of e-mails from the International Union and Finishing Contractors Association that those high hopes were not realized. It seemed like something new was sent out every day and maybe even more than one each day.

I can report to you that the association is dealing with the specifics of this issue and represent all LAP&FCA members as best we can, and will also be a voice in whatever is the end result. I believe it still is a work in progress and at the end of the day we will be left with a labor/management group that will serve both parties within our industry.

On the legislative front there is little to report as both the Federal and State bodies have just begun the current legislative session. Nationally, we will continue to seek pension reform as

well as more clarification of worker miss-classification. In addition to those ongoing issues we also hope to push the need for infrastructure funding to get more Americans back to work at well paying jobs. At the State level, we are still represent the California Council of Painters as a member of the American Sub-Contractors Association of California and a key issue we continue to pursue is prompt payment of both contract invoices as well as change orders. We are also monitoring the efforts of the California Air Resources Board to implement more stringent VOC regulations throughout California. CARB is discussing to standardize VOC levels to meet those that are set in the South Coast Air Quality Management District, which many within our industry feel are far to restrictive to be applied all across the state.

If you have already read the cover article regarding Proposition HHH, then you know about the bidding outreach

program you can expect to be receiving from me. Please don't get frustrated if I'm sending you things you don't want, but I believe it is better to send out everything I can and let you decide what to consider and what to delete. Also, in regards to these and other bidding projects please feel free to contact me should you have any questions regarding the wage and fringe requirements on a particular project. I can help you research any special wage questions and journey/apprentice worker ratio's that may apply.

In closing remember I am YOUR employee, and it is my job to serve you. I try my best but if you need anything please know I will do whatever I can to aid in your contracting efforts.



2018 City of Justice Awards at the Beverly Hilton



Left, LAANE Executive Director Roxana Tynan, middle; actress and emcee Robinne Lee, and Los Angeles City Attorney, Mike Feuer.

LAANE (Los Angeles Alliance for a New Economy) is a nationally recognized advocacy organization dedicated to building a new economy for all. Combining dynamic research, innovative public policy, and strategic organizing of broad alliances, LAANE promotes a new economic approach based on good jobs, thriving communities, and a healthy environment.

For the past 25 years, LAANE has been at the forefront of Los Angeles' progressive movement, transforming conditions in key industries and improving the lives of hundreds of thousands of working families in southern California. LAANE's groundbreaking policy wins a new approach to economic development have been a model for similar efforts across

the country. LAANE is a co-founder of the Partnership for Working Families, a rapidly growing national alliance fighting for good jobs and healthy communities in nearly 20 major metropolitan areas. LAP&FCA is an annual sponsor of LAANE's City of Justice Awards dinner.

