



## Master Labor Agreement Negotiations

LAPFCA Members,

As your bargaining representative, we are reminding you that our current [MLA](#) is a one (1) year extension that expires June 30, 2022. As of now, we are preparing to head to the bargaining table with DC 36 at the end of this year. LAPFCA prides itself in representing our contractor members and interests to ensure the most successful outcome possible.

**As an active signatory member, you are entitled to negotiations representation and support. We sincerely welcome and encourage your feedback and insight.**

This year, we are adding a fun element to our pre-negotiations period. Any active member that provides input regarding our upcoming negotiations during this period will be entered into our raffle to win prizes. **The window for membership feedback will close Tuesday, November 9, 2021.** Using a random choice generator, three (3) participants will win one of the following:

- \$200 Amazon Gift Card
- \$150 Amazon Gift Card
- \$100 Amazon Gift Card

*All feedback will be kept confidential. However, if you want to be entered into the raffle, you must provide your contact information. You may also provide feedback in-person (see below under Upcoming Events).*

If you're unfamiliar with the negotiations process, here is a snippet:

- **Pre-Negotiations Phase (ends Tuesday, November 9, 2021):**
  - We send out a notice to the membership that negotiations will commence soon (like this notice here). The Union will notify their membership accordingly as well.
  - LAPFCA Board will determine the Bargaining Committee to represent our membership during formal negotiations with DC 36.
  - LAPFCA surveys membership for feedback. This feedback helps our Bargaining Committee strategize.
- **Negotiations and Agreement Phase:**
  - Formal negotiations begin between LAPFCA and DC 36. This is a *silent period* where during this time, the feedback window from the membership is closed. Certain updates may be provided from LAPFCA to the membership.
  - A tentative agreement is reached. DC 36 workforce holds a vote to accept or deny the tentative agreement. If it passes, it will be implemented. If not, both parties will continue negotiating the contract.
- **Post Agreement Phase:**
  - Agreement is implemented and LAPFCA provides notices to the membership regarding the outcome and holds a membership meeting to review and discuss the complicated bargaining process and items. LAPFCA continues to

discuss and meet in preparation of the next round of negotiations.

[Click Here to Take Our 4 Minute Negotiations Survey](#)

## Contractor News

### Bid Opportunity - Santa Ana Unified School District

Affiliated Craft Local Union covering: **Project Areas of the Santa Ana Unified School District**

[To view more information, please click here.](#)

If you have any questions regarding same or the application of the Agreement, please contact Ernesto Medrano from the Council office at [emedrano@laocbuildingtrades.org](mailto:emedrano@laocbuildingtrades.org).

## Association News

### Event Recap - Local Union 1036 Painters Picnic 2021



On October 10th, LAPFCA attended the 2021 Local Union 1036 Painters Picnic at the Santa Anita Park to celebrate and give thanks to our incredible workforce. To demonstrate our support, LAPFCA donated gift cards that were raffled off to 3 lucky winners. On behalf of the contractors, we express much gratitude to our workforce for their tireless labor and commitment to safety.

[Click Here to View the Event Recap](#)

## Upcoming LAPFCA Events

### LAPFCA Membership Negotiations Discussion

*Join us for a free lunch to share your thoughts on our upcoming negotiations.*

**Dates:** Tuesday, October 26th AND Tuesday, November 2nd

**Time:** 11:45am - 1:15pm

**Location:** Old Ranch Country Club, Seal Beach, CA

*You must RSVP to this event. To RSVP, please respond to this email.*

### Safety Training Awards Recognition (STAR) Event

*LAPFCA will donate four (4) \$500 gift cards to show our support to our workforce and their commitment to continuing education in our field. Join us to see all the lucky winners!*

**Date:** Sunday, October 31st, 2021

**Time:** Doors Open at 10:30 am | Lunch 11 am - 1 pm | Raffle Starts at 1 pm

**Location:** Santa Anita Racetrack (enter through gate 6) - 285 W Huntington Dr, Arcadia, CA 91007

[Click here for more information.](#)

## Sexual Harassment Prevention Training

All contractor members are entitled to free online sexual harassment prevention training for all employees.

**To learn more, please respond to this email.**

If there is a certain topic you'd be interested in learning more about, please respond to this email.

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## Other Upcoming Events

### Finishing Industries Forum 2021

The Finishing Industries Forum is live in Vegas! Learn more about the economic forecasts for the construction industry, avoiding industry insurance & contract pitfalls, industry certifications, IUPAT health and safety, and more.

**Date:** December 13 - 15, 2021

**Location:** Caesars Palace - 3570 South Las Vegas Boulevard, Las Vegas, Nevada 89109

[To register, please click here.](#)

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## LAPFCA's October Article

LAPFCA 1106 Colorado Blvd Los Angeles, CA 90041 [in](#) [f](#) [@](#) [t](#) [v](#)



**BUILDING ON YOUR MANAGEMENT SKILLS:  
EFFECTIVE COMMUNICATION**



The most powerful leadership skill one could master would certainly be an effective communication method. Good communication is essential for maintaining strong functioning relationships at all levels of the organization. An organization that lacks communication often results in internal conflict due to the rising amount of distrust and confusion among the employees. Thus, leaders carry the great responsibility of maintaining and strengthening the flow of communication within the workplace. While it's still important to consider effective communication to be a 2-way street, communication as a leader is much more complicated. Leaders utilize their communication skills to accomplish specific goals including aligning employees with the company culture, cultivating trust, preventing internal miscommunications, and keeping employees informed and focused in the right direction. Leaders

are also expected to know how to communicate with various groups within the organization, including managers, customers, investors, and other stakeholders, bearing in mind that each group may require a different approach. All in all, it's clear that strong communication skills are key to becoming a successful leader. Taking all this into account, let's look at some tips to optimize your overall communication skills.

**Active Listening**  
Perhaps the most important communication skill is to simply listen. As mentioned before, effective communication is a 2-way street, meaning you need to listen to what your team is trying to communicate to you. Opening these lines of communication allow for improving accuracy, solving problems, and increasing productivity.

LAPFCA ARTICLE - BUILDING ON YOUR MANAGEMENT SKILLS: EFFECTIVE COMMUNICATION 01 OCTOBER 2021

In case you missed it, LAPFCA's new article *Building on Your Management Skills: Effective Communication* is available to view on our website!

Good communication is essential for maintaining strong functioning relationships at all levels of the organization. An organization that lacks communication often results in internal conflict. Thus, leaders carry the great responsibility of maintaining and strengthening the flow of communication within the workplace. Read on to learn more about mastering the art of communication.

[Click Here to Read the Article](#)

[Click Here to View Past LAPFCA Articles](#)

