



BUILDING TRADES NEWS

VOLUME 26 NO. 1

LOS ANGELES/ORANGE COUNTIES BUILDING AND CONSTRUCTION TRADES COUNCIL, AFL-CIO



JANUARY 2021

LET'S BUILD

Union Goals for 2021

A New President

Vaccine Update

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FROM THE EXECUTIVE SECRETARY

PRESIDENT BIDEN, THIS IS WHAT YOU NEED TO DO

As current events in our country go from shocking to violent, it's more important than ever to make a long-term plan to get us through.

The man on the spot is our new President, Joe Biden. Back when the primaries were going on, many didn't think that "Uncle Joe" was young enough or exciting enough to win.

Well, we've seen what "exciting" can turn into—a riot invading our Capitol. And as for "young," these days, I'll take wisdom over anything else.

Now we need the wisdom to solve the Coronavirus pandemic.



BY RON MILLER
Executive Secretary

develop a vaccine. Several different companies are now manufacturing it.

But that's where the good news stops. Here in Los Angeles County, it's estimated that one in three people has had Coronavirus, even if they didn't suffer any symptoms. There's still a huge disconnect between the doses of vaccine being manufactured daily, and the millions of people who need to get their shot. LA County doesn't have enough trained workers to administer the

vaccine.

This isn't a local issue. It's a problem throughout the United States. And that's why we need Biden and his new Administration to make this their first priority. Biden's "American Rescue Plan" stimulus bill is necessary—and its main goal must be to solve the pandemic so we can reopen our economy. It helps that we have longtime ally Xavier Becerra on tap to become Secretary of Health and Human Services, and Building Trades member Marty Walsh nominated for Secretary of Labor. The Senate must devote its time to confirming Biden's Cabinet and moving his agenda forward, while it also acts on the impeachment of a President who encouraged the violent overthrow of our government. No excuses.

Respect at the Capitol

On another note, I want to say that every year, the Building Trades sends delegates to Washington, D.C. for our legislative conference. The last day of the conference is also lobbying day on Capitol Hill. Our delegation sits down with the Congressmen and women in their offices, which are in buildings across the street from the Capitol itself.

We're known for having the largest delegations that most of these offices have ever hosted. We split into groups but there are always at least a dozen of us at each meeting.

SEE MILLER PAGE 22

"We are citizens of our union, and citizens of our country."

It is the key to re-starting our economy. Any other stimulus will help but we need kids back in school and travelers back on planes.

The fact is, we have the answer in our hands. For Operation Warp Speed, our partners in the pharmaceutical industry worked overtime to

Photo by Jennifer Morris



Building Trades meet Rep. Linda Sanchez during the annual legislative visit in Washington, D.C.

BUILDING TRADES NEWS

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Sheet Metal Workers Local 105
Sheet Metal Workers Local 170
Teamsters Joint Council 42
Teamsters Local 843
Teamsters Local 952
Teamsters Local 986

Change of address: Union members, please contact your local.



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Up-to-date information from union health care partners

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- Kaiser Permanente: Vaccination checklist

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In the New Year, we will overcome the pandemic and add more work in LA and Orange Counties

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Make a real vaccination plan and put working men and women at the top of the Capitol agenda



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On the way to topping out, the two-tower complex fills a big gap in the Downtown LA skyline

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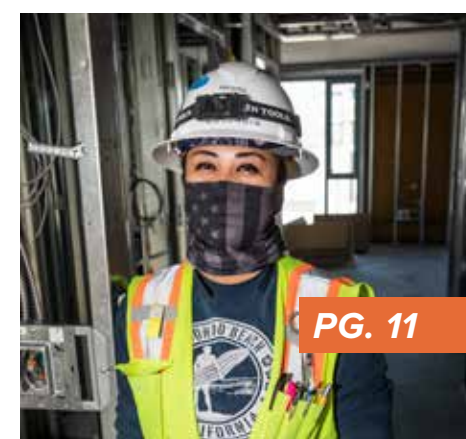
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The PRO Act will be the biggest boost to organizing since the reforms of the 1930s—if Congress passes it

9 LAX ADDS \$6 BILLION IN WORK

With a renewed Project Labor Agreement, nation's second-busiest airport will add Concourse Zero and Terminal 9 before the 2028 Olympics



PARTNERS OFFER VACCINE ADVICE

Union Health Insurers and Providers Keep Members Up to Date on Coronavirus

The vaccine to prevent Coronavirus infection is here. As of mid-January, distribution in California extends to health care workers, first responders and people 65 or older. Most construction workers will be in the next tier, covering people under 65 who are working in

residential, industrial or commercial construction. It is uncertain when there will be enough vaccines available for those under 65, with estimates ranging from one to several months. This leaves three major issues:

- How effective and safe is the vaccine?
- How do eligible people sign up?
- Is it still important to follow safety rules like mask-wearing?

To answer these questions, we turned to union health care partners.

For more information, please visit:

Publichealth.LACounty.gov
OHealthinfo.com/
Blueshieldca.com/coronavirus
Anthem.com/ca/coronavirus/
Uhc.com/health-and-wellness/health-topics
Healthy.kaiserpermanente.org/



United Firefighters of Los Angeles City receive their first dose of COVID-19 vaccine.

BLUE SHIELD: VACCINE FACTS AND MYTHS

BY MARK REYNOSA

Senior Sales and Account Executive,
Labor and Trust: Blue Shield of California

My son is an emergency medical technician in Orange County. As part of the Labor and Trust team at Blue Shield of California, I have personally seen the effects

of the pandemic on health and welfare trust funds and their members. With my son on the front line, I knew the decision about getting vaccinated was coming, but I didn't anticipate the mixed emotions and questions that I would have until it became real.

Blue Shield of California is committed to supporting and keeping members and essential workers like my son and their families safe through the pandemic. Our President and CEO, Paul Markovich, led the state Testing Task Force; our Foundation has donated millions of dollars to

communities affected by the coronavirus; and we created a COVID-19 resource center on our website to provide the latest news.

"Distributing the vaccines quickly and equitably to 40 million Californians will take tremendous coordination from state and local governments, with the help of health plans like Blue Shield of California," said Brent Beasley, Business Manager of Roofers, Waterproofers & Allied Workers Local 220.

I'm not sure when I'll be able to get the vaccine, but I'm grateful that many of our

members like my son will be among the first to receive it. Along with our provider and pharmacy partners, Blue Shield is ready to help bring the pandemic to a halt.

Seven things to know about the COVID-19 vaccine

Safety: The COVID-19 vaccines now being distributed have received the US Food and Drug Administration emergency use authorization. According to the Centers for Disease Control and Prevention there is clear scientific evidence that the COVID-19 vaccine is safe and effective. **SEE VACCINE PAGE 20**



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"Over the last 10 months we have truly learned the value of biopharmaceutical research and development. It's given us hope at a very dark time. Working together, we ensure that here in California, we continue to research the next generation of drug therapies and cures that will be tomorrow's hope."

—Robbie Hunter, President,
State Building and Construction Trades
Council of California

"The biopharmaceutical industry's partnership with the State Building Trades has never been more important. As drug manufacturers work to develop and manufacture the critically needed COVID-19 vaccines and therapies, we rely on the skilled construction and maintenance of our facilities. PhRMA is proud to stand with the State Building Trades to get the country through this pandemic and revitalize California's economy."

—Floreine Kahn, Deputy Vice President,
State Advocacy, PhRMA

Track our efforts to beat COVID-19 at
PhRMA.org/coronavirus



Prioritize you this year

Protect your health with routine care

Maintaining and monitoring your health is more important than ever, especially for essential workers continuing to battle the pandemic head-on. Kick off the new year by scheduling covered preventive visits for you and your family. Talk to your physician about your options as some routine care visits can be done virtually. Because if 2020 reminded us of anything, it's that staying healthy should be a top priority.

To learn more about how we're transforming the healthcare system into one worthy of organized Labor and our family and friends, visit blueshieldca.com/laborandtrust or contact Tera Brandon Clizbe, vice president, Labor and Trust, or Mark Reynosa, account executive, Labor and Trust.

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UNIONS CALL FOR LABOR LAW REFORM

PRO Act will stop punishment of workers for organizing



Vice President Kamala Harris often attended State Building Trades events.

BY LESLIE BERKMAN

With the incoming Biden Administration pledged to union causes and the Democrats' newly achieved majority in both houses of Congress, labor unions are poised to seize the best opportunity in decades to deliver jobs to American workers and empower millions more to organize and bargain for better wages and benefits.

"We have an administration coming in with Joe Biden with the strongest labor rights platform we have seen since FDR," said Steve Smith, communications director for the California Labor Federation.

Franklin Delano Roosevelt, President from 1933 to 1945, was known for the New Deal that created Social Security and

generated jobs to pull the country out of the Great Depression. He signed the National Labor Relations Act in 1935, which set the template for union bargaining in the workplace.

But in the decades since, the NLRA has been weakened, and workers face firing and retaliation when they try to organize.

The Biden Administration and Congress are under pressure to deal swiftly with a deadly pandemic, an economic crisis and the fallout from the assault on the Capitol and impeachment of President Trump.

Labor leaders argue that legislation they seek—such as assuring health and safety protections in the workplace and rebuilding the nation's infrastructure—will help defeat the virus and reinvigorate the na-

tional economy.

Success is far from certain, especially for landmark labor law reform legislation, which is at the top of labor's agenda. Despite Biden's support, the Protect the Right to Organize Act (PRO Act) faces well-funded opposition from big business.

Democrats won two more seats in the US Senate in Georgia's Jan. 5 elections, which can give them a one-vote majority if they act in unison and rely on Vice President Kamala Harris, who presides over the Senate, to cast the tie-breaking vote.

Slim Margin for Change

"We have a Democrat-controlled Senate at the very slimmest of margins so nothing is to be taken for granted. Nothing will be a slam dunk and we will have to work for all the reforms we get," Smith said.

Characterized as the most comprehensive national labor law reform since 1935, the PRO Act "would allow millions to freely and fairly form a union. So we can raise wages and expand health care. So we can make workplaces safer and retirement more secure," said AFL-CIO President Richard Trumka.

The PRO Act would specifically make it harder for employers to fire employees who try to organize unions. For example, if an employee is fired and says it is because of union organizing, he or she can



Laborers union member Marty Walsh is nominee to head Labor Department.

file a claim to be reinstated. Currently, the employee would have to wait until the case is heard to file for rehiring—and that can take years.

Much of the law deals with changing policies that don't seem dramatic, but add up to discourage employees from seeking unions.

Since the 1950s, union density in the United States has fallen to 10 percent from 35 percent, and in the private sector, it is

SEE PRO ACT PAGE 15

*"More than
60 million Americans
would join a union
today if they could."*

*— Richard Trumka,
President, AFL-CIO*



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JERRY NEIL PAUL

An Advocate for the Building Trades
Asbestos-Related Mesothelioma, Lung Cancer and Asbestosis

The Paul Law Firm has been representing the California Building Trades for the past 35 years. We have always been a California-based law firm, specializing in asbestos-related diseases such as mesothelioma, lung cancer and asbestosis, and representing the individual members. We are proud to say that we have had many landmark settlements and verdicts for our union brothers and their families totaling over \$3 Billion. One of the highlights of my career was when I, along with our mesothelioma client, Billy Joe Speicher from U.A. Local 250 Steamfitters/Pipefitters, went before the U.S. Senate and testified in front of the Chairman of the Judiciary Committee, U.S. Senator Arlen Specter, regarding asbestos legislation.

Jerry is also a Founder of the Mesothelioma Research Foundation of America (www.mesorfa.org), along with his wife, Elizabeth Ann Paul, Executive Director, and Jim W. Kellogg, retired International Representative of the California Pipe Trades and past Vice President of the State Building and Construction Trades Council of California, who have all served as Board Members since 2001. Since this time, we undertook the successful funding and opening of a mesothelioma research lab at USC/Norris Comprehensive Medical Center in Los Angeles under the direction of Lab Director Dr. Parkash Gill. Over the past 19 years novel new treatment options Veglin, which went through FDA-approved clinical trials phase 1 and 2, and now EPH B4, in FDA-approved clinical trials phase 1, have helped expand the depth of research and expand the types of treatment options. This offers greater hope to those afflicted with asbestos-caused cancer, with options not previously available. None of this could have been done without the support of the Building and Construction Trades Council of California and also Southern California Pipe Trades District Council 16, the Heat & Frost Insulators 16, along with the support from the Western States Conference, and all their able leaders and supporting local unions.

As asbestos disease and mesothelioma tend to surface later in life, we recommend workers take a chest X-ray screening every three years where the results are examined by a certified B reader radiologist, a doctor who is additionally trained to know what is and is not an asbestos marker and asbestosis. Plus you will increase your chance of discovery at an early stage, should you have lung cancer, which would likely respond better to treatment options.

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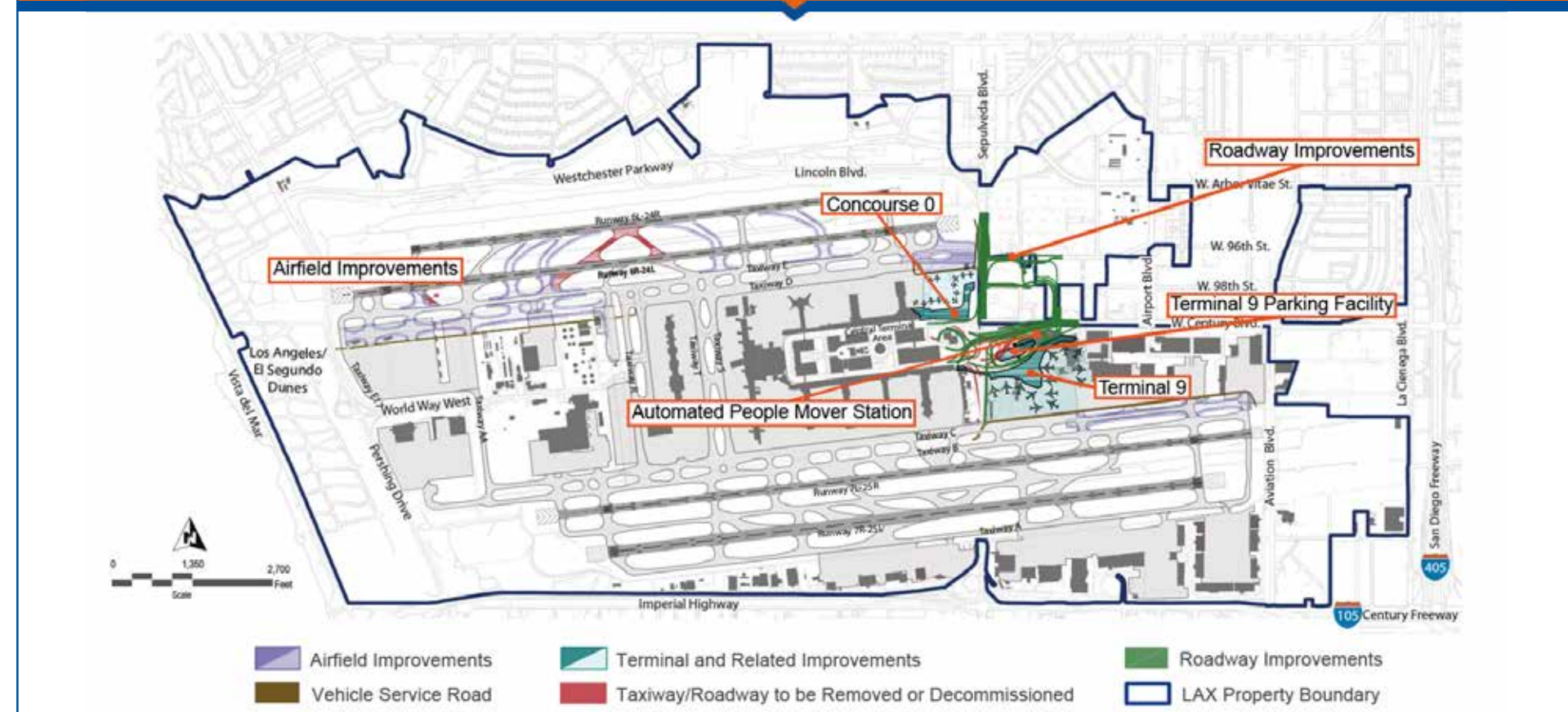
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INFRASTRUCTURE NEWS

LAX ADDS \$6 BILLION IN WORK

New terminal and roadway overhaul will mean thousands of jobs for Building Trades members

Proposed Project Improvements



The ATMP is likely to be the last major phase of a massive, multi-billion-dollar overhaul at LAX.

The modernization of Los Angeles International Airport was front-page news in the December "Building Trades News." And to start the New Year, LA World Airports has announced \$6 billion more in work, which will be done under a Project Labor Agreement with the Building Trades.

"We value our partnership with the unions and we look forward to continuing to work with them to provide good-paying jobs and opportunities for our local workforce on this important project," said Samantha Bricker, Chief Sustainability and Revenue Management Officer for Los Angeles World Airports, the authority that operates LAX.

On Jan. 5, Bricker held an online session with local union representatives to brief them on the Airfield Terminal and Modernization Project. The ATMP is likely to be the last major phase of a massive, multi-billion-dollar overhaul at LAX. Planners are hoping to move swiftly through City of LA approvals, in time to start work at the end of this year, and finish before the Summer 2028 Olympic Games.

The \$6 billion ATMP crowns the biggest LAX expansion since the airport's 1980s reconstruction. That work was completed in time for the 1984 Olympics, which is the last time LA hosted the games.

The Landside Access Modernization Program is currently under construction with the Automated People Mover, Intermodal Transportation Facilities, ConRAC rental car center and roadway improvements. In addition, several terminals have been or are being reconstructed.

Council Executive Secretary Ron Miller said he admired LAWA's drive to plan and build for the future. "They are looking at the big picture," Miller said. "This pandemic will come to an end and LAX once again will be the second-busiest airport in the country—and perhaps become the busiest someday. Our skilled and

SEE LAWA PAGE 10



The Automated People Mover will add a new station to serve Terminal 9.

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trained workforce will be ready.”
The ATMP will add a “Concourse 0” to the east of Terminal 1, and a 12-gate Terminal 9 (east of Sepulveda Blvd.) that will connect with an additional station for the People Mover system, as well as roadway and airfield upgrades.

Proponents say the overhaul will upgrade passenger experience; improve airfield safety; and redirect traffic to dedicated roadways. “We will reconfigure all roadways in and out of the airport,” said Bricker, which could help win support from nearby residents whose streets are crowded with backed-up airport traffic.

A new taxiway will eliminate the need to send passengers to remote gates by bus. “This is better for the community,” Bricker said. “We’ll have less aircraft idling time and better air quality.”

The ATMP will also create hiring and business opportunities. Under a Project Labor Agreement with the Building Trades, which was renewed in 2020 for



Building a ramp for the People Mover tracks.



Roofing and waterproofing at the Consolidated Rent-A-Car Facility.

10 more years, the ATMP will provide members thousands of jobs and apprenticeship opportunities. That includes slots for graduates of approved apprenticeship-readiness programs, such as HireLAX, with many of them living nearby.

All new buildings will adhere to a minimum LEED Silver standard for environmental friendliness.

The ATMP has been in environmental planning stages since 2017, and a Draft Environmental Impact Report is currently under review.

Public comments are scheduled to close on March 15.

Bricker urged affiliated local union members and leaders to send in support emails and letters. “We have hurdles and hoops, for

the entitlements and logistics,” she said.

Approval in 2021

LAWA notes the environmental planning process is on schedule, and will go before the Board of Airport Commissioners and full City Council later this year for full approval.

The timeline is still tight though, as LAWLA calculates it will need to start design and pre-construction at the end of this year in order to finish in time for the Olympics. No architects or contractors have been named, but LAWLA reported “strong support” from related businesses, while it works closely with local groups and elected officials.

Concourse 0 will be built on an existing parking lot east of Terminal 1, whose main tenant is Southwest Airlines, adding more than 700,000 square feet and 11 new gates (a net increase of nine gates).

Connected to Terminal 8 via bridge,

the new Terminal 9 will replace hangars and a regional concourse normally used by American Airlines. It is not known yet which airline will occupy it, but, Bricker said, it will be able to accommodate international flights.

While the pandemic has dramatically interrupted the air travel industry, LAX has in recent years been the second-busiest airport in the US, with around 89 million passengers annually, and among the most traversed worldwide.

Bricker said LAX estimates 111 million passengers per year in 2028.

The ATMP joins a growing list of landmark Southland developments that are banking on a robust, if delayed, rebound from the global economic downturn—a future union craftspeople will be instrumental in building.



Samantha Bricker, Chief Sustainability and Revenue Management Officer for LAWLA.

SUPPORT THE ATMP

Public Comment Needed by
March 15
<https://www.lawa.org/ATMP/documents>

Go to
“We Want Your Input” section
to make comments online

ON THE JOB

THE GRAND FILLS THE SKYLINE



“I never could have made it in an office, I can tell you that much,” says Glaziers Local 636 journeyman Garrett Benner, although he’s built plenty of them.

BY LOUIS KEENE

They say opposites attract, so it follows that Walt Disney Concert Hall, whose soaring, sloping steel façade makes it one of the most photographed buildings in Los Angeles, would get an angular, skyscraper neighbor across Grand Avenue.

The union-built newcomer to Downtown’s Bunker Hill, The Grand, bears a title that is as much a promise as it is the name of the street it rises from.

Like Disney Hall, The Grand was de-



One Grand tower will hold an Equinox Hotel and the other, 400 homes.

Photos by
**HECTOR CRUZ SANDOVAL/
SANDOVAL MEDIA**

signed by legendary postmodern architect Frank Gehry. But that may be where the similarities end. Gehry conceived the new development as a complement to its Grand Avenue neighbors—not only Disney, but also The Broad and the Museum of Contemporary Art—with an Equinox hotel, a residential high-rise and 176,000 square feet of retail space connecting them.

The \$1 billion project is being built under a Project Labor Agreement with the LA/Orange Counties Building and Construction Trades Council.

“It’s been exciting to build something so close to something I built before and to be able to have them talk to each other,” Gehry, 91, said at the project’s February 2019 groundbreaking.

BUILDING TRADES NEWS 11

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San Bernardino County (Coming Soon)

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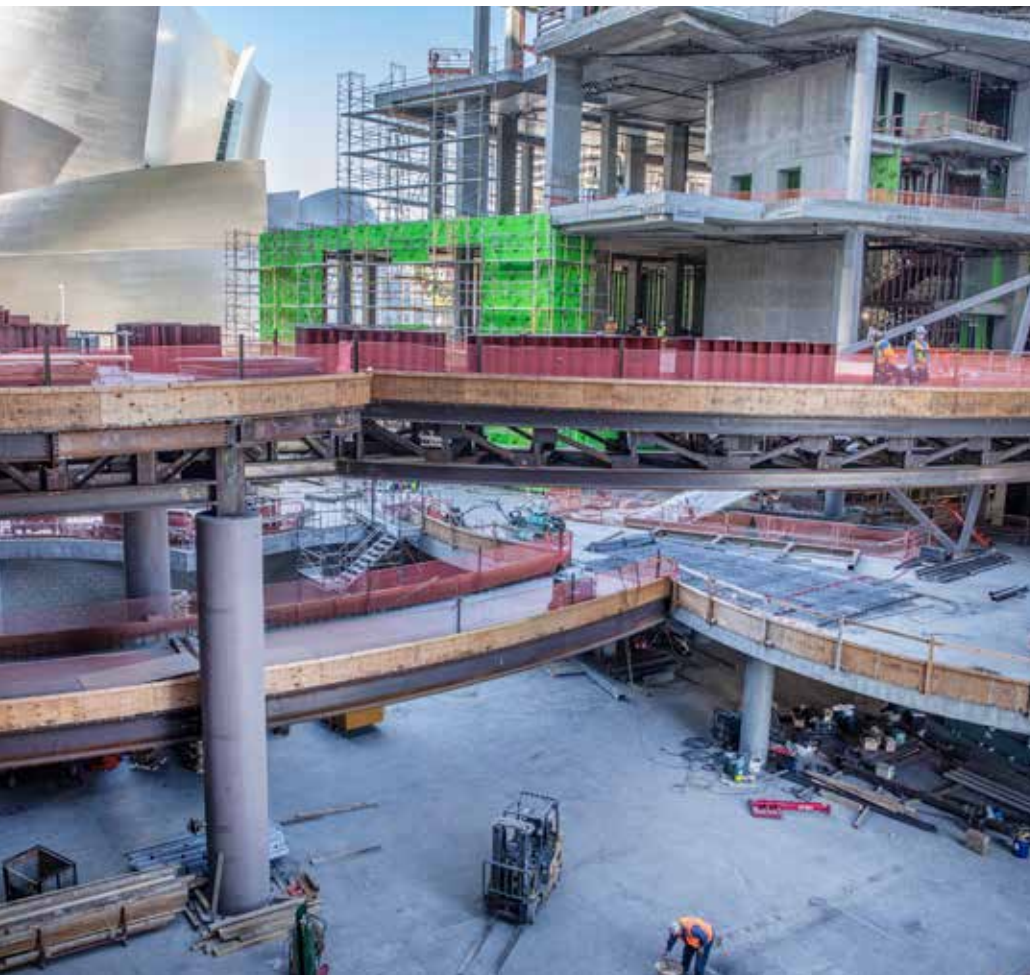
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Two pedestrian bridges will connect the halves of The Grand.



Operating Engineers Local 12 journeyman Wayne McCoy wears a sticker honoring George Floyd on his hard hat.



Rogelio Miranda of Laborers Local 300.



"Benefits are good. Pay is good," says Iron Workers Local 433 general foreman Chris Slonick. "You find your niche and work your way up."



Benner and fellow Local 636 Glazier Kalolo Leauasoga, right, working on the 22nd floor of the hotel.

Two years later, the new towers look like sets of loosely stacked children's blocks, on their way to heights of 46 and 29 stories.

"It makes things more interesting for the contractors," said Tom Gribbin, general superintendent for construction manager Aecom.

Further complicating the construction is constant vigilance against the highly contagious Coronavirus raging in Los Angeles County.

As workers arrive on site each day—around 620 altogether—they have their temperature taken at a tented checkpoint in the underground parking garage. If the digital thermometer reads below 100, they can clock in.

Of course, everyone on site is required to wear a mask at all times. Other precautions the site is undertaking include limiting the number of people sharing a manlift.

On a recent afternoon when "Building Trades News" visited, it was Wayne McCoy's first day running a Terex lift on the residential tower. You can't be afraid of heights in the Building Trades, but McCoy, a journeyman with Operating Engineers Local 12, said he was "skeptical" when he first broke in 16 years ago.

That feeling was gone by his second trip up.

The view from McCoy's lift was spectacular—a 20-mile panorama of the Los Angeles basin from its historic center on a bright January day. But for McCoy, the highlight of this gig was the elevator he was operating, which is the largest he's ever piloted.

'Stand for Something'

"I love everything about it," he said.

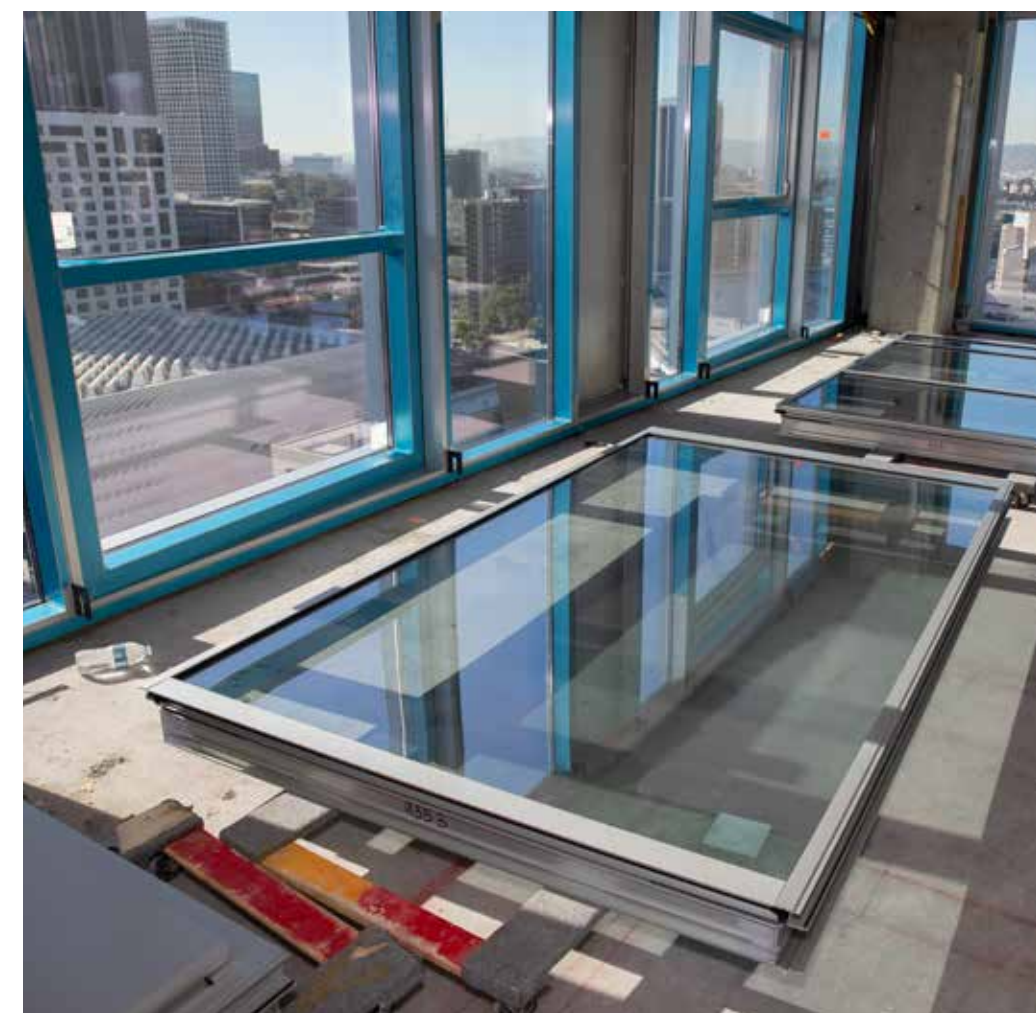
McCoy was sporting a George Floyd sticker on his hard hat, a tribute to the fight for justice and equality for African-Americans like him. "If you're going to stand for something, stand for something," he said.

A Road Runner sticker on the hat of Francine Giglotto, who was operating the adjacent lift, struck a more playful tone.

The journeyman Operating Engineer described Road Runner as her spirit animal, a totem of sprightliness. It fits her line of work, where people skills are essential; it's not just forklifts going up and down, after all.

"I'm high strung, positive, bubbly," Giglotto said, chirping the trademark Road Runner beep-beep! "Ninety-nine-point-nine percent of the time, I have a great attitude."

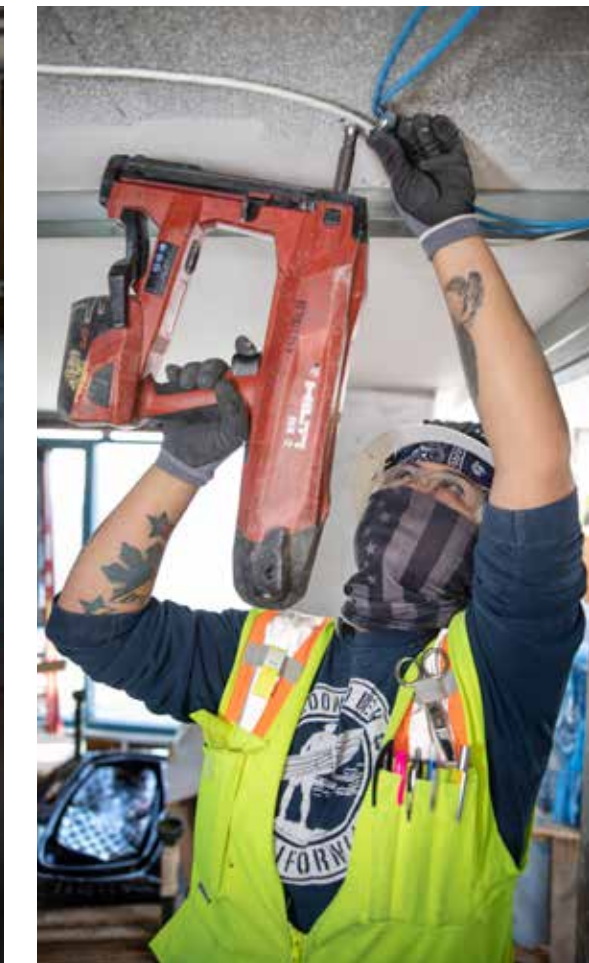
The tower on the south end is the taller of the two buildings, and its 39 residential floors will eventually hold 400 units,



Glass panels await installation.



IBEW Local 11 apprentice Mary Sayson can fix things at home now, too.



with 80 of them designated affordable housing. All but three of those levels were poured as of January 14, and The Grand is expected to complete in January 2022.

Inside one of the future homes, Brian Page-Howell, a journeyman electrician from IBEW Local 11, was mounting a switchbox.

Page-Howell didn't know much about Gehry, but appreciated working on his second Bunker Hill project after serving as a foreman on The Broad museum con-

struction. "Every time I drive by it, it's awesome," he said.

One of Page-Howell's Local 11 sisters, Mary Sayson, is still an apprentice. But she's well-traveled after just two years in the business. SoFi Stadium, where she installed fire alarms, is one of a dozen projects she's contributed to in that time.

But she also delights in using her knowledge at home. She recently repaired a light switch and power outlet at her dad's house, impressing her family.

Sayson encouraged any woman to join



"Ninety-nine-point-nine percent of the time, I have a great attitude," says Operating Engineers Local 12 journeyman Francine Giglotto.



Journeyman Brian Page-Howell of IBEW Local 11 mounts a switchbox.

OTJ

CONTINUED FROM PAGE 13

the Trades. “They spoil us,” she said with a laugh. “We always tell them, treat us the same.”

While Sayson was wiring rough-in, Rogelio Miranda pushed a wheelbarrow full of empty gas canisters past her. In other words, cleaning up. Without Laborers like Miranda, a member of Local 300, any job site would be messier, much less one as big and fast-paced as The Grand. It’s hard work, Miranda said.

Genuine Camaraderie

Not that what Garrett Benner and Kalolo Leauasoga were doing looked easy. The Glaziers from Local 636 of IUPAT DC 36 harnessed themselves securely as they prepared to hang a corner on the 22nd



Disney Concert Hall finally has company across Grand Avenue.

floor of the hotel tower. This is what Benner likes doing—working outside, hanging on the side of a building—and he’s been doing it for 18 years now.

“I never could have made it in an office, I can tell you that much,” Benner said.

Genuine camaraderie stood out to him as a defining feature of his local. When one of his peers contracted the Coronavirus, the union passed around a hat and raised money to support the man while he missed work. And Benner made sure “Building Trades News” photographed his brother Leauasoga.

“You can’t leave my partner out!” Benner insisted. “Tall, dark and handsome, right there!”



Alex Bosco, Iron Workers Local 433 journeyman.

PRO ACT

CONTINUED FROM PAGE 7

only 6 percent. That includes most Building Trades union members.

“The PRO Act is more than labor law reform legislation,” Trumka said. “It’s an economic stimulus bill. It’s a civil rights package. So we are going to fight like hell to pass it. An MIT study shows that more than 60 million Americans would join a union today if they could. And that number has increased during this pandemic.”

27 Anti-Worker States

The PRO Act provides monetary penalties and stiffer enforcement against employers who violate worker rights and interfere with union elections. Employers could no longer stonewall contract negotiations with newly unionized employees, because any unresolved dispute would go to binding arbitration. Also the act would quash right-to-work laws in 27 states that allow employees to forgo participating in and paying dues to unions that represent them.

And it would clarify who can be considered a private contractor, with the aim of preventing businesses from treating workers as private contractors who actually are employees and are unjustly deprived of employee protections and the right to organize.

That’s especially important for the Building and Construction Trades, said Jim Williams, general vice president of the International Union of Painters and Allied Trades. IUPAT is taking a leading role in the fight to make the PRO Act into law.

Besides ending confusion about worker roles in the “gig economy,” this would



Xavier Becerra, left, meeting with State Building Trades President Robbie Hunter, is Biden’s nominee to head Health and Human Services.

provide organizing and bargaining rights to people in other industries, such as the residential construction sector, where non-union workers typically are considered independent contractors even if they become part of a subcontractor’s steady workforce, Williams said.

At an online rally for the legislation, Trumka said unions have a chance to reverse a decades-long decline in union representation that has been accompanied by depressed wages for the middle class.

From 1980 to 2017, average incomes for the bottom 90 percent of households increased just 1.1 percent, while average

incomes for the wealthiest 1 percent increased more than 184 percent.

“Get ready to organize and mobilize like never before,” Trumka urged union members.

Virginia Congressman Bobby Scott, who chairs the House Education and Labor Committee, said immediately after Biden’s inauguration the PRO Act will be introduced in the House, where it is expected to pass, as it did in the last Congressional session but then died in the Senate.

Williams said while Democrats now have a majority in the Senate, they do not have the required 60 votes to prevent a Re-

publican filibuster of the legislation. But he said it is a “win” for unions that Chuck Schumer (D-New York), who will be the Senate majority leader, wants to bring the PRO Act to the Senate floor.

Williams said that will make labor law reform the focus of serious public debate “for the first time in generations.”

Education is the way to build momentum behind labor reform, Williams said. “I think because labor unions have been weakened so much, the vast majority of working people don’t understand the rights they do have to organize and the ones that have been taken away over time.”

In campaigning for labor reform, Williams recommends reaching out to Democrats and Republicans both within and outside unions with the realization that all workers have common concerns. He also said he wants to partner with activist youths who from personal experience understand the need to reduce income inequality.

Infrastructure Is Next

A positive for labor, he said, is that Biden “understands labor unions and isn’t afraid to talk about unions as a solution for working people.” In pre-inauguration speeches, Biden said he wants to raise the national minimum wage to \$15, and both he and Harris support the PRO Act. “Having both of them put it on their legislative agenda should be a big help,” Williams said.

Passage of infrastructure legislation is important too, and it may be easier than labor reform.

“I think the only time that Congress moves is when there is public outcry,” Williams said. “I would say there is now an outcry for things like job creation and

SEE PRO ACT PAGE 17

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UA LOCAL UNION 250

2021: HERE'S TO A HEALTHY NEW YEAR

Whether indoors or outside, at the top of a high-rise or deep in a refinery, UA Local Union 250 members go wherever the job takes them.

As 2021 begins, the rules for pandemic safety are still in place—and more important than ever.

“This is not the time to let our guard down,” says

Glenn Santa Cruz, Business Manager of UA Local 250. “We are essential workers and it’s our responsibility to keep ourselves, our union brothers and sisters, and our families safe.”

By staying safe on and off the job, Local 250 members are able to continue their crucial role to keep the Southern California economy running.

“The vaccine is on its way, but it will be a while before all our members have the opportunity to get the vaccine,” Santa Cruz notes. “So the best thing to do is to be as careful as possible, on the job and off. We will outlast it, we will continue to build, and we’ll have a better and healthier year in 2021.”

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PRO ACT

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infrastructure and relief for those who are most affected by the pandemic like the unemployed and under-employed. But I do think the PRO Act will require much more of a public debate. And I don’t think there is enough outcry right now for labor law

reform.”

“Rebuilding the nation’s infrastructure has support from Republicans and the business community. This ought to be a no-brainer for Congress and the President to move forward quickly and robustly,” said Smith with the California Labor Federation, especially when the nation’s pandemic-devastated economy needs an infusion of jobs.



Unions will thrive when workers in the service sector can organize.

MILLER

CONTINUED FROM PAGE 3

Our delegates are enthusiastic and they want to see as many representatives as they can—and for those lawmakers to see many of us.

And afterward, with our work done, we walk to the Capitol building. It’s become a tradition to take photos there, on the steps, with the magnificent dome in back of us.

I wish the rioters in DC had come to the Capitol under different circumstances: sitting down with lawmakers and having a face-to-face dialogue. Saying to a Representative, “I live in your district. Yes, you have to listen to me.”

I know that sometimes, talking isn’t enough. We go to plenty of rallies, demonstrations and strikes. Making our demands in public is important. So is voting someone out of office if they let us down.

These are all tools of change.

But we don’t use an American flag as a bat to hit a man over the head for doing his job—defending the US Capitol.

If anyone reading this went or knows someone who was at the Capitol on Jan. 6, please know: This is not the way to make your point. Our unions are democracies. We are a vehicle for working men and women, the people of this country, to have representation at their job. We organize politically to win better standards, pay and protection for workers. That’s why we’re on Capitol Hill every year, and in Sacramento and at every City Hall

in our state, every day.

Our unions offer us a unique chance to be involved in this way. We are citizens of our union, and citizens of our country.

Our power is our vote and we saw in the 2020 election what happens when as many people as possible vote. It wasn’t a fraud. It was the opposite. For the first time, voting became truly accessible, while also staying secure.

155.5 Million Votes

The result was record turnout. Joe Biden received 81.3 million votes, and Donald Trump, 74.2 million. Those are both overwhelming numbers. The election was close but not a squeaker. Four years ago, those of us who voted for Hillary Clinton accepted the results. This year, those who voted for Donald Trump must accept them now.

That is the starting point for our democracy. It’s the same as a union election. A legitimate election, with participation as high as possible, gives trustworthy results. The same election that brought in Biden also produced, for example, a close win of only 330 votes by Rep. Mike Garcia over Christy Smith in the Antelope Valley. We endorsed Smith, but she did not win. And so Rep. Garcia is the one we will see next time we go to Washington.

We’re not going there to overthrow him. We’re going there to educate him on the Building Trades’ programs and mission. And if he is not inclined to work with us, we will work hard and vote to put in someone who will. That’s democracy.

BIDEN TAPS TRADES LEADER AS NEW LABOR SECRETARY

Underscoring his commitment to organized labor, President Joe Biden has nominated Boston Mayor Marty Walsh, formerly head of the Boston Building Trades, to serve in his cabinet as US Secretary of Labor.

Walsh is the first rank-and-file union leader to be nominated as Labor Secretary since 1973, when Peter Joseph Brennan, a leader of the New York Building Trades, was chosen by Richard Nixon. Walsh resigned as head of the Boston Building Trades in April 2013 after formally announcing his bid to run for mayor. He won election as mayor in 2013 and re-election in 2018.

The son of Irish immigrants, Walsh started his career working as a Laborer in Boston’s Laborers Local 223 and served as the union’s president until he became mayor. Having obtained a bachelor’s degree from Boston College in 2009, Walsh the next year was elected secretary-treasurer and general agent of the Boston Metropolitan District Building Trades Council.

‘Tough As Nails’

During a press conference announcing Walsh’s nomination, Biden called the 53-year-old Dorchester native “tough as nails,” referring to Walsh’s survival of childhood cancer and recovery from alcoholism, and said he was counting on Walsh to protect and encourage unionizing. Biden mentioned Walsh’s support of raising the minimum wage and paid



Building in Boston, like Southern California, has boomed.

family leave.

“Marty understands, like I do, the middle class built this country, and unions built the middle class,” Biden said.

Walsh, in turn, said the pandemic has shown how workers face “impossible conditions.”

“Working people have been struggling for a long time under the erosion of their rights and the deep inequalities of race, gender and class,” Walsh said. “For the last four years they’ve been under assault, with attacks on their rights, their livelihoods and the unions that built the middle class. We are facing hard times. But nobody’s tougher than the American worker. And now, we have the opportunity to put power back in the hands of working people all across this country.”

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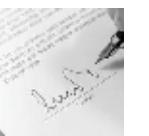
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In Tustin, the helicopter hangars of the Marine Corps Air Station inspired the design of the Legacy Magnet Academy. The school is located on a 33-acre site in Tustin Legacy, once the home of the air station, which closed in 1999. It now serves grades six through nine, and will go from sixth to 12th grade in the future. With 1,400 students on tap, the school is an architectural and educational accomplishment.

SMART Local 105, on the job for signatory contractor Letner Roofing, installed the panels of the dramatic, soaring roof. Each signatory contractor to SMART Local 105 follows the principles of excellence. This ensures that jobs are completed efficiently, helping save money for the client. Signatory contractors also utilize the most highly trained union workforce available which promotes safety and increases productivity.



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BUILDING TRADES FINANCE: PENSION FUNDS

YOUR SECURITIES PORTFOLIO: 10 BEST PRACTICES

As institutional fiduciaries, Taft-Hartley multiemployer pension plans have a fiduciary responsibility to monitor their investment portfolios, protect and maximize their assets, and ensure that no money awarded to their funds is left unclaimed. If investment funds are lost due to corporate fraud or mismanagement, the fund trustees are responsible for making best efforts to reclaim those assets if possible.

But just like personal habits such as exercise and healthy eating, the act of monitoring, tracking and understanding the legal ramifications affecting an investment portfolio can be a complicated, time-consuming and daunting task for even the most sophisticated fund.

In fact, every year, millions of dollars, often tens of millions, recovered in securities class actions are left unclaimed.

Today there are about 1,400 multiemployer defined benefit pension plans, covering about 10 million active and retired skilled craft professionals in the United States and Canada. With total assets totaling over \$1 trillion, Taft-Hartley multiemployer pension plans play a critical role in monitoring, investigating and recovering funds that have been lost as a result of corporate mismanagement or fraud.

What can be done to ensure that your fund is not leaving millions behind in unclaimed awards? How do you ensure that your beneficiaries' interests are represented, and you are exercising the best possible portfolio monitoring practices? And most important, how do you do this with the limited resources, time and knowledge at your disposal?

The answer is to implement best practices. Best practices are the equivalent of compound interest. The same way that money multiplies through compound interest, the effects of best practices multiply as you repeat them. They make little difference on any given day and yet the impact over months and years can be enormous. It is only when looking back years later that the value of good habits and the cost of bad ones become strikingly apparent.

The following 10 items form the best portfolio monitoring practices for limiting unclaimed funds and helping trustees carry out their fiduciary responsibilities.

1. Solicit Monitoring Firms Through Requests for Proposals.

The retention of outside firms provides an efficient and economically prudent means of monitoring investment portfolios. The RFP process is an effective tool for selecting outside counsel best suited to meet your fund's needs. The fund's outside counsel and consultants can be very helpful in the preparation and review of the RFPs.

2. Monitoring Agreements Should Be Non-Exclusive.

A portfolio-monitoring agreement should not be exclusive. Rather, advice from multiple firms provides your fund with all available options, allows for



Eduard Korsinsky, founding partner of Levi & Korsinsky.

comparisons when assessing the best action to take, and mitigates against the risk of receiving poor legal advice.

3. Maintain Independent Decision Making.

Decision-making authority should always belong to your fund and demonstrates that your fund is informed and actively engaged, and that the advice received from outside counsel is disinterested and not frivolous. While your fund may seek advice from counsel, it is ultimately the fund's decision whether to bring legal action, or any other action, in response to fraud or mismanagement in your portfolio's investments.

4. Focus on Technology.

The technology necessary for monitoring firms to apply in order to provide advice is often overlooked. If monitoring platforms cannot accurately identify losses eligible to be reclaimed or cannot timely and robustly pick up on potential claims before filing deadlines, then advice is not very valuable. Easily navigable monitoring platforms with technological innovations can save fund trustees time, and simplify the decision-making process to evaluate legal options.

5. Receive Regular Updates From Monitoring Firms.

Your fund should receive regular updates from monitoring firms with relevant information about your fund's portfolio, including investment losses, the cause(s) of any such losses, potential claims and legal options.

6. Actively Monitor Your Portfolio.

It is important to remain actively and directly involved in the monitoring process. Your fund should have direct access to the platforms used by any monitoring firms. Seek to retain the firm offering the best technology platform—it will result in more accurate information, transparency to the fund and over time, higher recoveries to the fund.

7. Monitor Settlements to Determine Eligibility.

Every year millions of dollars, often tens of millions, recovered in securities class actions are left unclaimed. To ensure your fund is not foregoing settlement money, a designated person or entity (such as monitoring firms) should monitor all settlements, regardless of whether your fund is a party to the lawsuit.

8. Designate a Person or Entity to Handle Proof of Claims.

The submission of proof of claim forms must meet strict deadlines and requires documentary evidence to support your claim. Understanding the intricacies of the claims process and submitting the appropriate forms takes time and expertise. The best practice for avoiding forfeiture of eligible claims is to designate a person or entity, such as a monitoring

firm, to handle the submissions.

9. Maintain Accurate Records.

Accurate and accessible documentation on your purchasing and trading histories assists in determining your fund's eligibility in settlements. Given that settlement notices may not be sent until years after the initiation of litigation, documentation must be held and maintained for years in order to submit valid claims. A robust monitoring platform should be able to maintain these records.

10. Maintain Up-To-Date Security.

Cybercrime is a growing area of concern. To ensure protection of your members' sensitive information, you should utilize the most up-to-date security software while continuously evaluating your system for vulnerabilities. Third parties, such as monitors, must also do the same.

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VACCINE
CONTINUED FROM PAGE 5

ID-19 vaccine is safe and effective. Trials involving tens of thousands of people have been conducted, and the vaccines are now recommended for most adults. They have not been tested for children, people with severely compromised immune systems, or pregnant women. Once the trial results indicate a vaccine is safe and effective, it can be authorized by the FDA.

Cost: Blue Shield is providing COVID-19 vaccines at no out-of-pocket costs to members, as are most health insurers. Vaccination providers can charge administration fees for giving the shot; for the most part, these fees will be paid by insurers.

Dosage: Most COVID-19 vaccines developed in the US need two shots with a waiting period between them. For example, Pfizer's vaccine doses are 21 days apart; Moderna's are 28 days apart. It is important to get both shots to be fully protected.

Effectiveness: Both the Pfizer and Moderna vaccines are highly effective (about 95 percent) against the virus that causes COVID-19. That number surpasses expectations and levels typically seen with other vaccines.

Monitoring/Side effects: The CDC and FDA are closely monitoring side effects and adverse outcomes on an ongoing basis. Side effects are normal with most vaccines. Early reports show some people experience fatigue, fever, chills, head and muscle aches, and redness or pain at the injection



Workers ship the first vaccine doses.

site. These symptoms are signs that the body is building immunity, and they don't last long.

Timing: California began vaccination in late December. The goal is for everyone to have access to the COVID-19 vaccine, but the vaccine supply will be limited at first.

Priority: According to the California Department of Public Health, vaccines are now provided to health care workers at risk of exposure in direct or long-term care settings (such as skilled nursing and assisted living facilities); residents in such facilities; people 65 or older.

Myth-busting: 7 facts about the COVID-19 vaccines

Myth 1: "COVID-19 vaccines can give me COVID-19."

FACT: None of the COVID-19 vaccines being developed can cause COVID-19.

There are several types of vaccines also being worked on. The goal for each is to teach our immune systems how to fight the virus that causes COVID-19.

Sometimes, this process can cause symptoms such as fever.

Myth 2: "I've already been sick with COVID-19. I won't get any benefit from the vaccine."

FACT: Experts don't yet know how long someone is protected from getting sick again after recovering from COVID-19.

Re-infection with COVID-19 is possible.

The immunity gained from having an infection (natural immunity) varies. Some evidence suggests that natural immunity from COVID-19 may not last long.

Myth 3: "I'm young and healthy. I won't need the vaccine when it's available to me."

FACT: There is no way to know how COVID-19 will affect you, even if you're not in a high-risk group.

Many people with COVID-19 have only a mild illness. However, others may get a severe illness or even die. COVID-19 vaccination helps protect you.

Also, if you get sick, you may spread the disease to friends, family, and others.

Myth 4: "COVID-19 vaccines will cause positive results on COVID-19 diagnostic tests."

FACT: The EUA vaccines and other vaccines currently in clinical trials won't cause you to test positive on diagnostic tests. These tests are used to see if you have a current infection.

The goal of vaccination is for your body to develop an immune response. This means you may test positive on some antibody tests.

Antibody tests indicate that you had a previous infection and you may have some level of protection against the virus.

Experts are looking at how COVID-19 vaccination may affect antibody testing.

Myth 5: "Getting the COVID-19 vaccine means I won't need to wear masks anymore."

FACT: Experts still need to learn more about the protection that COVID-19 vaccines provide under real-life conditions.

This means you should continue to wear masks, practice physical distancing, wash hands often, and give the vaccine time to be effective. It typically takes a few weeks for the body to build immunity after any vaccination.

Myth 6: "The mRNA COVID-19 vaccines will alter my DNA."

FACT: Some COVID-19 vaccines use mRNA (messenger ribonucleic acid). These include the Pfizer and Moderna vaccines.

The mRNA is not able to alter a person's genetic makeup (DNA). The mRNA from a COVID-19 vaccine never enters the nucleus of the cell, which is where our DNA is kept.

COVID-19 vaccines that use mRNA work with the body's natural defenses to safely develop immunity.

Myth 7: "I can pay to get on a list for early access to the vaccine."

FACT: There are no lists that allow you to access the vaccine ahead of schedule. But a number of scams are circulating, offering to add you to a list to get early access to the vaccine in exchange for payment. Do not give your personal or financial information if someone contacts you promising access to the vaccine for a fee.

SEE VACCINE PAGE 22

PARRIS LAW FIRM advertisement featuring a lawyer in a hard hat, text about legal services, and contact information.

A.J. Longo & Associates Insurance for Locals and Trusts advertisement featuring a group photo of the team and a banner for Plumber's Local Union 78.

SoCal plumbers 911 advertisement featuring a plumber working, a large \$500 OFF discount, and contact numbers (877) - PLUMBER and (877) 758 - 6237.

VACCINE

CONTINUED FROM PAGE 20

ANTHEM BLUE CROSS: THREE THINGS TO KNOW



1. Anthem members will receive the COVID-19 vaccination at no cost

Anthem will cover the cost of the COVID-19 vaccine for its members. Anthem members won't have out-of-pocket costs for the vaccine during this national public health emergency. This applies to all Anthem members, regardless of the type of health plan they have, or which doctor or health care professional they choose to visit for COVID-19 vaccination.

2. The FDA has approved the vaccine

Researchers have studied vaccine reactions and potential side effects throughout the trials. The FDA and outside experts carefully reviewed all of the clinical trial data when weighing approval of the vaccine. The FDA, CDC and vaccine manufacturers will continuously monitor vaccine safety and quality.

3. Vaccine distribution has begun

Vaccine supplies will increase over time. The CDC says all adults should have access to the vaccine in 2021. Right now, health care workers; residents of nursing homes and long-term care facilities; frontline es-

sential workers and people who are 65 years old or older are in the first tiers.

- Other essential workers, and people who are 16-64 years old and have high-risk medical conditions, would follow. Building Trades union members are in the "other essential workers" category.

- According to the CDC, frontline essential workers include: First responders (firefighters, police); Education (teachers, support staff, daycare); food and agriculture; manufacturing; corrections; US Postal Service; public transit worker; grocery store workers

The CDC's next tier of essential workers includes: Transportation and logistics; food service; shelter and housing construction; finance; IT and communication; energy; media; legal; public safety engineers; water and wastewater.

Anthem will keep its members updated. Anthem is committed to supporting you and your health.

TAKE CARE OF YOURSELF DURING COVID-19

BY DR. JAMES METCALF
Chief Medical Officer, West Region,
UnitedHealthcare Medicare & Retirement

As COVID-19 cases climb again, people may consider skipping visits to the doctor to reduce risk of exposure. But delaying preventive screenings like mammograms and colonoscopies, along with annual wellness visits, could have serious health consequences, particularly for older adults.

According to the Centers for Disease

Control and Prevention, 40 percent of adults delayed or avoided medical care due to COVID-19-related concerns in the early months of the pandemic. This included a third of people who report avoiding routine annual exams. In California, more than 9 million people said they had delayed medical care in the prior four weeks because of the pandemic.

At UnitedHealthcare, our data show insurance claims for mammograms dropped by as much as 95 percent in April. More broadly, we've seen 1 million fewer screenings in 2020 for breast, colorectal and cervical cancer than we would expect among Medicare Advantage members. The number of diagnoses for six types of cancer dropped 46 percent.

Illustrating the staggering consequences of missed or delayed care, the National Cancer Institute predicted that delayed screenings could lead to 10,000 additional deaths from breast and colorectal cancer over the next decade. People with obesity, diabetes, heart disease or lung disease are dying at 12 times the rate of the rest of the population because they're avoiding care.

A new study found deaths in the United States were 20 percent higher than expected in March and April, but just two-thirds of these deaths were attributed to COVID-19. The remaining deaths were likely the result of patients not getting the care they need for other health conditions.



The vaccine has been fully tested.

We have learned many lessons in how to keep ourselves and our environments safe and healthy. Health providers and clinics implemented social distancing, mandatory masks indoors, smart scheduling and lower numbers of people in waiting rooms. Many ask patients to fill out forms at home, then wait in their car until their appointment to avoid the waiting room altogether. Clinics are offering drive-through care for screenings, tests and vaccinations.

Alternatives to in-person appointments are gaining popularity. Many providers encourage appointments and Annual Wellness Visits through telehealth, allowing patients to meet their doctor from their home. Vulnerable or seriously ill patients may be eligible for remote disease management services. Most UnitedHealthcare Medicare Advantage members can take advantage of a yearly visit with a licensed practitioner in their home.

As we prepare for the pandemic to stretch through the winter and beyond, a great first step is to get your flu shot—and couple that with other needed care or screenings. Continue to call 911 when serious symptoms like chest pain strike. Ask your doctor or health insurance plan about telehealth, home monitoring and other virtual care options.

COVID-19 is a serious illness, and it likely will be years before we know the full impact of the pandemic. As we work to save lives and prevent the virus from spreading, we also must ensure we aren't adding to its toll through delayed care and missed

diagnoses. Take care of yourself by seeking needed care—safely—today.

KAISER PERMANENTE VACCINE GUIDANCE

Will the vaccine require more than one injection?

Most of the vaccines currently approved or in clinical trials use two shots, given several weeks apart. The same vaccine brand needs to be used for both shots. The first shot primes the immune system, helping it recognize the virus, and the second shot strengthens the immune response.

Did Kaiser Permanente evaluate the safety and effectiveness of the vaccine?

Yes. When the COVID-19 vaccines were approved for emergency use by the FDA, the vaccines were released with safety and effectiveness data. Our infectious disease and other clinical experts, along with state and federal public health officials, closely reviewed that data to ensure we could administer the vaccine safely.

Are there side effects for the vaccines?

Like most vaccines, the ones for COVID-19 can produce side effects. Some people have reported fevers, fatigue, muscle aches, and soreness around injection sites. These side effects are normal and a sign that the body is building immunity.

If I get the vaccine, can I stop wearing a mask?

No. It will be important for everyone to keep using all available methods to help reduce the spread of COVID-19. These include covering your mouth and nose with a mask, washing your hands often, and staying at least six feet away from others.

Is Kaiser Permanente providing the vaccine?

Kaiser Permanente is an approved vaccine provider in every state where we operate. As vaccine supplies increase, we'll start offering it to more groups, according to state and federal health guidelines.

How will Kaiser Permanente identify which employees and members will get the vaccine first?

Public health officials decide the order in which groups of people are eligible. We'll offer the vaccine to people who meet those criteria, as supplies allow. We expect to offer the vaccine at many different locations to maximize safety, convenience and the efficient use of resources.

Will there be a cost for the vaccine?

No. Kaiser Permanente won't charge its members or employees for the vaccine. Vaccine doses purchased with taxpayer dollars are required by the federal government to be given at no cost.

Can I get the vaccine outside of Kaiser Permanente?

Yes. You'll be able to get the vaccine from any facility that has been approved as a COVID-19 vaccine provider by its state department of health. Non-Kaiser Permanente members will also be able to get the vaccine through Kaiser Permanente at no cost.

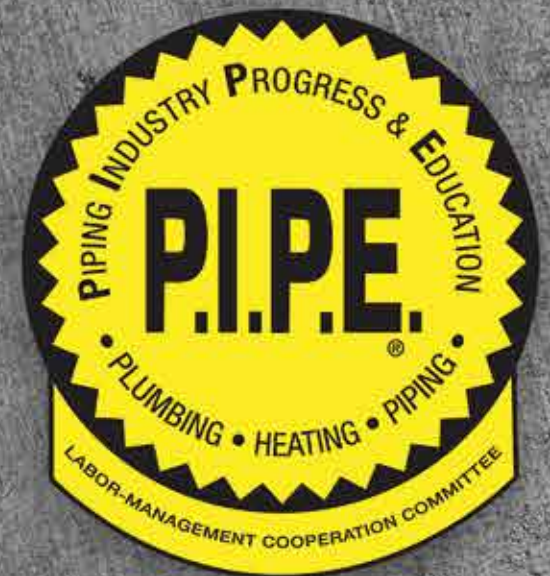


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Move more, more often

You know exercise is good for you. But when your to-do list is a mile long, it can be easy to write off your workouts. To get back on track, follow these simple tricks to stay active.

Do it your way

Staying active is easier when your workouts don't feel like work. Maybe treadmills and barbells aren't your thing. But what about dancing? Shooting hoops? Taking a walk on a sunny day? (Psssst! That's exercise!)

Divide and conquer

Exercise adds up. So if you don't have a solid 30 minutes to spare, break it up into 10-minute bursts of activity, 3 times a day. The health benefits are the same — your body can't tell the difference.

Keep workout gear near

You never know when you'll find extra time for a workout. Stash running shoes, a bike helmet, or whatever else you need to get moving in your car or at the office — so you never have an excuse to stay put.

Visit kp.org/fitness.

Serving unions for more than 70 years.

Since Kaiser Permanente first opened its doors, we've been providing high-quality, affordable care to union members. Decades later much has changed, but our commitment has not. Here's to many more years of helping to keep union workers on the job. Learn more at kp.org/laborandtrust.