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ORANGE COUNTY



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NEWS



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PLUMBERS & STEAMFITTERS NEWS
February 2019
Volume 3, Number 4
A Publication of UA LOCAL 582

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PLUMBERS & STEAMFITTERS



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LEADERSHIP MEANS GROWTH

Anthony Novello
Business Manager/Financial Secretary

We have all heard about how important leadership is, and there is a sense in which we know it when we see it. In war movies, leadership is associated with bravery and grace under pressure as well as the willingness to suffer the privations and risks of those who follow you. In politics, leadership is rare, as many elected officials stand with their fingers in the air testing which way the wind is blowing this week.

As the Business Manager of Local 582 and the one responsible for providing leadership and direction to this organization, I have thought about what leadership means to me. Here are elements of leadership that I believe have moved Local 582 forward and will continue to guide us in the future.

Leadership means articulating clear goals: The primary goal that we have shaped together is to grow our union. Only by capturing increased market share can we be strong enough to protect our trade and to continually improve our standard of living to enhance the lives of our families.

Leadership means building a consensus among the membership: As Abraham Lincoln said, "A house divided cannot stand." That is why I have worked to unite our membership by being transparent, communicating clearly and often, and focusing on our joint interests as plumbers and pipefitters.

Leadership is preparing to fight when you need to: Unions are democratic organizations but they are also organizations that occasionally have to prepare for battle. I have made it clear to anyone who is intent to undermine our strength and resolve that we will fight to protect our member's interests if we need to. We will not look for conflict but we are prepared for it.

Leadership means building organizational capacity: I will continue to look for better ways to represent our members and secure more work and better contracts. That means being more efficient as an organization and being strategic in the use of our resources. We have potential allies in Orange County and I will continue to cultivate partnerships with true friends.

Leadership is about results: I am proud of the fact that Local 582 has grown over the past two years to its highest membership numbers in decades. I am proud that our members are going to work, building their retirement and healthcare accounts and planning for a more secure future. Results are what matters and leadership to me means knowing that what we have achieved was not the results of one person's effort. We have improved our local because everyone is making an effort.

As we move into 2019, I will be pushing for more reforms and positive change that will make us even stronger. I want to thank the membership for your continued support.



UA Local 582 to Host California Pipe Trades Convention

The annual State Convention of the California Pipe Trades Council will be held in Anaheim from May 15th through May 17th at Disney's Grand California Hotel & Spa. Local 582 is the hosting local and will be responsible for a number of key functions that will take place at the convention.

Delegates from throughout the state will also hear from elected officials – Governor Gavin Newsom has been invited to address the delegation – as well as hear reports from standing committees of the council. Partch also indicated the United Association General



"It's a great honor for us to be hosting the convention this year," Business Manager Anthony Novello explained. "So much of importance to our union, our trade and our industry takes place here, and our local and our delegates will be right at the center of those activities."

California State Pipe Trades Council Executive Director Gregory A. Partch has outlined the events that will take place at the convention and emphasized that it is an important time for Local delegate's voices to be heard. "This convention only takes place once a year," Partch explained, "so its important for us all to come together to work on joint issues together that impact working people in California."

Partch said that the convention will be kicked off by an educational seminar titled "Unions Strategic Campaigns In Support of Market Expansion and Organizing." Delegates will have a chance to exchange ideas and concepts on how better to organize the industry on behalf of the membership.

President Mark McManus has also been invited. Novello said that he looked forward to talking about the membership growth of Local 582 and the local's aggressive moves to enhance it's visibility and strength in Orange County. "I'm proud of what we've accomplished here," Novello said, "and I think that delegates from other locals can learn from us and we can certainly learn from them." The Anaheim Chamber of Commerce is also looking forward to welcoming the Pipe Trades to the city. "The Anaheim Chamber of Commerce has worked closely with Plumbers and Pipefitters Local 582 to create good jobs and economic opportunity for local workers.,"said Todd Ament President and CEO of the Chamber. "So it's fantastic that the California State Pipe Trades Council has chosen Anaheim for its upcoming convention. It's a great honor for Anaheim as well as Local 582." Next year the 100th anniversary of the California State Pipe Trades Council will be held in Napa. Local 582 is determined to make the 99th annual convention one of the best ever.

Respecting Tradition -

Preparing for Change

An Interview with **Ray LeVangie III**
Executive Director of the **Apprentice & Journeymen Training Trust**

Ray LeVangie III is enjoying the challenges of his job. As Executive Director of one of the oldest active apprenticeship training programs in California, he oversees training centers that serve between 2500 and 3000 apprentices each year as well as 9000 journeymen that are part of Southern California Pipe Trades District Council 16. Mr. LeVangie is a graduate of UA University /Washtenaw Community College, the National Labor College where he received a Bachelor of Arts degree in 2013, and the University of Redlands where he graduated with a Master's Degree in Business Administration in 2016. Before taking on the Executive Director position last year Mr. LeVangie was an instructor for the A & J for almost ten years.

Q. When you were in the apprenticeship program, what do you think made a good teacher?

LeVangie: Part of it was passion. People that are passionate about passing on knowledge about the trade and passionate about sharing their success about what being a journeyman union member in the pipe trades entails. That could be from plumbing, site utility, welding, pipe fitting in refineries to the smallest of the residential service and repair workers.

Q. How large is the program?

LeVangie: Land wise we cover the bulk of the state. We train approximately 2500 to 3000 apprentices a year. We also train up to 9000 journeymen a year.

Q. What do you see in today's young apprentices?

LeVangie: I don't think the new apprentices coming in are that different from the past. They are used to technology.

They are very driven. They want results. They want success. They want to learn and do a great job. They are very motivated. They want to have a voice and a say, so I think our classrooms are a good format for that. We make room for feedback from our students.

Q. Did you come in as Executive Director with any particular goals in mind?

LeVangie: Everyone wants to put their mark on what they are doing. We want to be progressive in embracing new technology and having more underrepresented and non-traditional workers as part of our program. We are always looking forward to the future. Starting last year, every journeyman inside the district council is required to do 10 hours of training each year. So the majority of those classes will come through our doors. We are also chasing a couple of credentials with the Council on Occupational Education.

Q. How do you approach technological change in the industry that is very competitive?

LeVangie: Technology is ever changing. Being part of a labor and management trust we hear about new technologies from our contractor partners. They start a conversation about how we incorporate these new methods or tools into our program. We've got a curriculum committee to make sure we are following the trends of the market and we are up to date. Every foreman out in the field has a laptop or an iPad where he communicates with the field. Most plans in the field are now electronic. Ideally we want to embrace the technology the best that we can and also be fiscally responsible.

Q. Is there one piece of technology that will transform the industry that you are paying attention to?

LeVangie: Communication is always the issue. Now it's training to real time technology. As an email comes out or a new drawing is issued its immediately in a foreman's hands. The work hasn't changed but the technology should make the work easier. Any form of energy that we can use to protect our longevity and ourselves is helpful.

Q. When a person finishes the apprenticeship program what do you want them to know and what kind of person or worker do you want them to be?

LeVangie: Before they even graduate they need to be all in, they need to be motivated and be willing to ask questions and take direction and learn. They need to speak up but also listen. Ideally when someone leaves the apprenticeship program you would want to be able to give them a set of drawings and say "Here is a project, go build it." And they would know what needs to happen from A to Z and how to communicate that to their employer, how to order the material and how to accurately do the take offs and how to estimate it appropriately. They would know how to be efficient and safe workers in the field.

Q. What is your sense of the health and future of the industry?

LeVangie: I think the future for anyone who wants to get into the piping trades is bright. We've been hearing for some time that there is going to be a labor shortage. For anyone who wants to learn welding it is one of those crafts you can take anywhere in the world. Plumbing and pipefitting are just as good. The codes and some of the local laws may change but the principles remain the same. We are always going to need people to provide us with plumbing, refineries, hospitals, and schools. Regardless of the way the economy is or who is in the White House, we are always going to have a need for piping professionals.



Miguel Gomez - 5th Year Student





Rafael Nieto

Journeyman Plumber 20 years

It's not a trade for the faint of heart, but at the same time it is something that you will never ever lose. You have true freedom when you have a skill. Many young people go to college and come out in serious debt. I say if you are young and want to make money and be debt free this skill is great and the apprenticeship program is free. I tell my apprentices to learn as much as you can and always challenge yourself to be better. Always stay humble because the more you think you know the more you find out you might not know anything. In order for a country and people to grow, we have to have young people who stay on the cutting edge. This industry is constantly innovating, and it can change overnight. For instance, there are new piping and welding processes like Regulated Metal Deposition (RMD) that are coming on line. Understanding people is also important. There are different ethnicities, different attitudes and beliefs. You just have to be authentic to yourself and to other people. With anything in life you have to have discipline and take this trade seriously. It's not a party or glitter and cupcakes. But if you are serious and work hard it will pay off for you.

Sherwin Charles

I try to tell not just the new apprentices but my fellow journeyman that you have to take pride in what you do because your work reflects who you are. I've had steady work in my career because I'm responsible and I take pride in what I do. I see a lot of the young guys eager to learn and they want to do things fast. But it's important to think about what you are doing first to make sure you are doing the job right. You can't cut corners in this trade. I want my work to look good and be professional because that is what the contractor wants – professionalism. It makes no difference if the pipes will eventually be



Journeyman Pipefitter / Welder 18 years

covered up. The work has to be clean and high quality. I would also tell apprentices that they should get as many certifications as they can. The union provides free access to certs and they should go out and get them. I'm working at Disneyland on the new Star Wars attraction and it really is a once in a lifetime opportunity. I love what I do and I would not change from this trade for anything. Local 582 is the major leagues of plumbing.

5th Year APPRENTICE

Russell Perna

is a young man on the move. In conversation he is enthusiastic, confident in his skills and willing to share what he knows with other apprentices and journeyman. He wants to be a foreman or general foreman and has taken steps to reach that goal, including learning all that he could from the Joint Apprenticeship program. Russell's road has not been easy or quick – in fact, he missed years of continued work taking care of family issues along the way to becoming a journeyman. What he has lost in time he has made up through hard work and a thoughtful approach to his craft. This month we profile Russell as he prepares to turn out and move a giant step forward in his career.

Q. What was the most important part of the apprenticeship program for you?

Russell: The most important thing for me about the apprenticeship program was getting me ready for the field and giving me an overall sense of how a project works from start to finish. I look ahead when I'm doing something to make sure I have enough room or clearance on a project. I have to anticipate what room I need for a system so I have to anticipate the direction of a job.

Q. What did your journeyman tell you along the way?

Russell: My journeyman always said use your head because the plans are not always complete. You have to know the code but you also have to check the drawings to make sure that it will work in the field. You have to make sure you are code compliant, safe and detailed. Sloppiness is not what a true craftsman does because your work speaks about who you are.

Q. What changes are you seeing in the industry?

Russell: With prefab construction the problem with some new plumbers is they don't actually know how to plumb. So there is a difference between a plumber and an installer. As old school plumbers retire, they are taking the art with them. This is crucial knowledge so I consider myself an old school plumber in this respect. New technology is allowing us to communicate better in the field. We can all be looking at the same plans through ipads and other devices that will improve efficiency and productivity.

Q. How will you approach your own apprentice now that you are turning out?

Russell: I believe in taking guys under my wing. I don't talk down to them and I treat them with respect. You have to talk to people rather than yell at them. You have to know where other workers are coming from and what they are experiencing. Teaching and learning is a different experience for each person. But I believe in a camaraderie of respect in the field which I believe leads to greater productivity from crews.

Q. What do you want for your future?

Russell: I'm taking a lot of steps and a lot of planning for my future. I'm making sure I've gained enough knowledge where I can be a general foreman or a superintendent or a detailer as I get older. I think the industry is going to be revamped and it could happen very quickly. I want to be prepared when that happens.



Blessed are the Plumbers and Pipefitters

Journeyman Local 582 member Joshua Hodge feels blessed having been a part of the crew that helped renovate the iconic Chrystal Cathedral Church in Garden Grove. It's not just that the other Local 582 members he worked with were skilled and dedicated. It's because the Bishop who oversees the Catholic Diocese where the cathedral is located, literally blessed the work they completed.



"It was so cool," Hodge reflected. "When the Bishop walked through the church everyone stopped to watch as he blessed different parts of the work that was done and recited short prayers." For Hodge, his work at the church - which is now called Christ Church after being sold to the Catholic Diocese - the beauty of the building provided extra incentive to produce high quality work. Under its previous name, the Chrystal Cathedral was one of the most well known churches in the United States. It was home of evangelist preacher Robert Schuller. Local 582 plumbers and pipefitters joined Superintendent and 582 member Todd Gear in the yearlong \$29 million renovation that included substantial work on the HVAC systems. "Previously they only had air conditioning in the basement," Gear explained, "so we had to run air conditioning into the worship area and the mezzanine area to make the experience much more comfortable for people." For fifteen year Journeyman Jacob Cardenas, working at the cathedral was a unique experience. "I take pride in my work wherever I'm working," Cardenas pointed out, "but the impact on that particular space to the visitors who come is very significant." Cardenas praised foreman Aaron Clark as being primarily responsible for the quality of the job. There were challenges on the job as well. Hodge described a difficult situation on an uneven floor where a scissor-lift could not make it from one part of the floor to another area. Local 582 apprentice Fernando Sevilla, who was thinking on his feet, built a 30-foot pathway constructed out of wood that solved the problem. "He's a really smart guy," Hodge added, "and he saved the day for us." The Bishop of Orange Rev. Kevin Vann, who frequently walked through the construction site at Christ Cathedral, confirmed Hodge's observation. He blessed the "exquisite craftsmanship of this holy place" and said he was "thankful for those who made sacrifices to produce the work." Twelve thousand people will soon gather at Sunday services at Christ Cathedral. They will be kept cool or warm due to the work of Local 582 journeymen and apprentices. Halleluiah to a job well done.



Poseidon Project Moves Closer to Approval



The Huntington Beach Poseidon water desalination project moved one step closer to final approval last month when a judge rejected a lawsuit designed to slow down the project. The plant, which will generate 50 million gallons of fresh water a day for local consumption, will create 2000 jobs during construction, many of them plumbing and pipefitting jobs for Local 582. At a time when our state has been experiencing chronic water shortages it is more important than ever to have water infrastructure projects that are designed to secure our future needs.

The Poseidon project has bi-partisan support from local lawmakers, business owners, chambers of commerce and various think tanks. Assembly Speaker Anthony Rendon has voice approval as well as Orange County Assemblyman Tom Daly.

Desalination is the process that removes salts, minerals and biological and organic compounds from water making it available for drinking and other uses. The process has been used in 120 countries throughout the world to provide sustainable water supplies. Israel, for instance, now sources half of its water supply through the same process that is being proposed for Huntington Beach.

Local 582 has been one of the primary backers of the project that has secured a Project Labor Agreement that assures the work will be done union. We've gone to hearings, offered testimony, met with local officials and campaigned for those who have made a commitment to help Local 582 members.

A few more steps are required for final approval of the project so Local 582 leadership will be putting out the call for members to turn out to the Costal Commission and other meetings where our voices need to be heard. Good union jobs are what make our economy work and that is the message we will put forward everywhere we go.