



DISTRICT COUNCIL 4 Update

April 2024

Painters, Tapers, Glaziers, Glassworkers, Billboard Posters, Wallcoverers, Printing Presswork and Pre-natal-Perinatal Workers

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Brothers and Sisters,
A Call for Unionism.

My parents got divorced when I was 10 years old. There wasn't much advance notice. My Mom packed up my two brothers and I when my Dad was out of town. She loaded a small truck with what she could and left. I had no idea what was going on or why. Needless to say for years after that we didn't have much of a family life since Mom worked 2 to 3 jobs and was never home. We moved into the projects and never saw any other family. Mom was ashamed. I really didn't know much about family for those early and teen years.

I kind of fell into the apprenticeship in Glaziers Local 660 when I was 25. I didn't have much going for me prior to that, with dead end jobs and dropping out of a brief stint at the local Community College. I had no idea what the union was all about. At the time it was just a job. I really didn't pay much attention to the prospect of a pension or annuity or any other benefits.

It didn't take long though for me to realize something. My mentors on the job and Local Union leaders talked about the Union as this brotherhood, a second family. For someone that kind of felt I didn't have much of a family life this was new to me. It slowly dawned on me that this Union I had joined had more to offer than just a weekly paycheck. I began to grow some of my best friendships at work. I realized that the people that had stepped up before me actually cared about me and looked out for me.

I attended all of my Local Union meetings and wanted to know more. Yes the pension, annuity and other benefits were more than I had anticipated. As I've grown older I have grown in wisdom (I'd like to think) and appreciate these benefits all the more. Sadly most workers in our country don't have access to these. But the real benefit of the Union became more apparent to me as I grew wiser.

I was asked to run for my Local Union vacant presidency along the way. At first I said no. How could I possibly fill the shoes of my mentor and trainer, Dan Penski Sr.? But Dan convinced me that I could and should. I will be forever thankful to him for that. I have been very fortunate along the way with opportunities opening up to me that I never could have imagined. I owe it all to the Union.

Of course I worked hard and I could say, "It was all because of my own hard work". That would be disingenuous of me. I succeeded because of my brothers and sisters that came before me. I didn't have to start from square one. Preceding Union members had already laid much of the groundwork and advanced their interests and the next generations along with them.

Why do I bring all this up? Because I am struck by many in our Unions lack of connection to the Union. Their selfish attitudes and me-first mentalities. It is a sad state when so many care for themselves first rather than their brothers and sisters. I used to feel like I had no real family. I owe this Union and all my brothers and sisters a huge debt.

They taught me that the Union is what you put into it. And what you make of it. I have made a family of it. And I will be forever grateful. Thank you all for being part of my family.

Lets all strive to be our best selves. To consider our family members in all our actions. To put our extended family first. We will succeed together or we will fail alone.

I've always said that my wife and kids are the best things that ever happened to me. This union is the second.

Please work hard for each other. And as always, work safe and work smart.

In solidarity,

Michael Hogan
DC4 Business Manager/Secretary-Treasurer





FRANK STENTO

Director of Business Development

Brothers and Sisters of District Council #4,

Just as Spring brings new life into our world, change offers opportunities for personal and collective rejuvenation and inspires us to bloom amidst the ever-shifting seasons of life. Adapting to changes within the Finishing Trades necessitates an approach that embraces innovation, technology, and evolving demands within our workforce. Our members and contractors alike must continually update their skill sets and methodologies to remain competitive and relevant. As we move full steam into 2024, we identify one of the greatest challenges we have faced as an Organizing Department. Recruitment of new “qualified” members and contractors. We spend a lot of time talking about workforce development so in this article I’d like to shift our focus towards contractors. Although we’ve had a record number of new contractor meetings in the last year, we have struggled to bring in partners and it has given us pause to review ways in which we

can address, as well as the importance in doing so.

Expanding our contractor base is imperative for several reasons. Firstly, a larger pool of contractors provides increased competition and drives up standards of quality, efficiency, and innovation. With more contractors vying for projects, owners and developers are presented with a wider range of options, encouraging excellence and accountability. Additionally, a growing contractor base would strengthen the bargaining power of our District Council, enabling our Business Representatives to negotiate more favorable terms and conditions for our members, including better wages, benefits, and workplace safety standards. A healthy contractor network fosters greater resilience and stability within the unionized construction sector which can mitigate the impact of economic downturns. More contractors would allow for the exploration of new markets and opportunities, enabling our union to adapt to changing industry trends and demands. Ultimately, growing our contractor base is not just about expanding market share but also about fortifying the foundations of the IUPAT and ensuring our continued relevance in the face of evolving challenges and opportunities.

So, what are we doing and how do we move forward? Continuing our marketing approach (Top Down) w/ contractors is always our first avenue. We promote the most talented, productive, & well-trained craft workers within our industry, and we must lead by example otherwise this allows the private workforce gains that lead to less opportunities for our membership. Pressure campaigns have become a tool that we are utilizing more often and some combination of the two (marketing and pressure) are likely with all new contractor partners. With increased compliance efforts and employing all tactics offered to us this not only has the impact of bringing the non-union contractors to consider options in partnering with DC4 but simultaneously levels the playing field for our current signatories. Part of our compliance includes filing complaints with the DOL for wage theft, following up on misclassification of workers, and reviewing unsafe work practices putting workers at risk. One angle we are more aggressively exploring is getting authorization cards signed & running more NLRB elections, especially under the CEMEX decision that favors pro worker organizing efforts. In addition, we must be prepared to assist our members that have prioritized starting their own sub-contracting businesses. We are putting together comprehensive resources to ensure that they have options and a pathway to remaining within our union by becoming a union contractor regardless of their size. Many of our members over the years have gone out and started private sub-contracting businesses and if educated we could provide an alternative. As we frequently discuss at our local and council meetings our members are a great resource in providing information/leads on new potential contractor partners. If you see any subs performing our work, please reach out to your local rep or organizer and we will follow up. Your tip could be the catalyst for our next large shop providing employment to our membership for years to come.

Our contractor partners are an integral part of our District Council and without them there would be few opportunities for our members leading to a race for the bottom in our industry. We must continue to foster relationships with those honest contractors that we do have while holding those bad actors (signatory and private) accountable. As we welcome in new contractors in the coming year it is important they are oriented properly and assisted to make sure they have long term success. Our future depends on it & rest assured that the Organizing Department has this as a priority. Together with us all pulling in the same direction nothing is impossible. Let this Spring be a prosperous one for all of us as we take the International Union of Painter’s & Allied Trades of Western and Central New York to new heights.

In Solidarity,

Frank A. Stento



DAN LAFRANCE

Director of Political Action

I am not sure how many may know this but Sarah Kegler was offered a position that better suits her and her family and will be leaving us. Sarah's last day with us will be March 22nd 2024 and I would like to wish her all the best so if you get the chance to talk to her please thank her for all her hard work over the many years she has been with us.

Political

We continue to work on legislation to implement AGMT/NACC certification language and have meetings every thirty days to track our progress. We will be starting in counties where we have elected officials that support our efforts to advance our industries and will help us implement this language. We will also continue to educate elected officials in other counties throughout our jurisdiction to build support in those counties and work towards getting this language passed in as many counties as we can.

We have also met with Assemblyman Harry Bronson who is the chair of the labor committee and asked for his support in trying to get apprenticeship language established in NYS. Harry is on board 100% and asked us to do some leg work to make sure NYS Building Trades would be on board. I have been in contact with Mike Cinquanti from NYS Building Trades Government Affairs and he will be bringing this up at the next meeting. If we are able to get apprenticeship language throughout NYS it will keep our tax dollars from being used to award contracts to contractors and subcontractors that do not have a NYS registered apprenticeship program. We will keep everyone informed as we move forward with our efforts.

As everyone should know by now, we do not endorse candidates that will be running in a primary election unless they have already been endorsed in a previous election by our membership and are only in a primary due to someone in the same party wanting to run against them. If this happens we will endorse in the primary unless they have not supported our efforts or have gone against us. So, I ask all our members and their families to please get out to vote in the primary on June 25th 2024. We have met with many candidates running this year and have informed them of our policy so your votes matter to us and our selection of candidates to endorse.

I would also like all our members to know that we have well over 20 projects in our jurisdiction that are signed to a PLA with more in the works.

Respectfully submitted by:

Dan LaFrance

Political Director



BRIAN LIPCZYNSKI

Director of Servicing

As Spring is "officially" here we have a strong forecast for the rest of the year, after a very slow start to the year. District Council 4 will have members on the Buffalo Bills Project in the fourth quarter of this year. Also, in the fourth quarter "The Kensington Tunnel" expansion in Western New York will also be seeing our members on site. In Central New York there is a giant addition/new hotel and convention center to The Turning Stone Resort and Casino slated for the same time as both of these other projects. When these projects get started there will be more than enough work to go around for everyone for years. As a servicing department, and staff as a whole we are monitoring all of the mega projects throughout our council to assure if an out-of-town contractor comes in, we are not left behind and get our qualified workers of District Council 4 on these projects.

With all of these projects getting going and out of town contractors coming in we, as a union have to be the best we can be. With that being said we need to be as best trained as we can be. If you are laid off take training. If you have time during the week nights take training. If you have an available weekend, take training. These out-of-town contrac-

tors have a lot of crossovers in what work they do. They will take whoever is the most skilled worker from whatever union hall is available. Not only that the better trained and more knowledgeable you are the less likely you will be laid off. We pay good money into the training fund; therefore, we should use it. The training department has been adding new and revamping/updating old classes. Would you trust a doctor who hasn't taken any training or learned the modern technology since he graduated 25 years ago?

This year is a great time for people to get involved. Almost all of our local Executive Boards and Delegates to the District Council are up for election. Instead of being an armchair quarterback, get involved and have a say in your local. If you do not want that much of a commitment join the District Councils V.O.C. (Volunteer Organizing Committee) We meet once a month for roughly an hour on zoom and rotate in person meetings throughout our 33 counties. Reach out to your local Business Representative or me for more information on how to get more involved. Without the rank and file, member activists, and strong solidarity unions would be nothing. Let's move forward in 2024 and make it District Council 4s best year yet!

As always reach out to me (716-429-7489) with any questions or concerns. Treat everyone as an equal and be kind. Life is too short for hostility in the workplace. Work safely and get home to your families unharmed.



MARC BRAUNSTEIN

Director of Training

With the Local wage allocations behind us, I would like to thank all of our DC 4 brothers and sisters who voted to allocate an increase in contributions to the Finishing Trades Institute of Western and Central NY (FTI of W&CNY). The contributions will help the FTI of W&CNY progress with all of your Apprenticeship and Training Needs. We appreciate all of your support!

Apprentice School is starting to wind down in WNY and at our Cortland Training Center. We have had a good year so far, and we have retained a lot of Apprentices throughout the school year. In addition to the apprentice's classroom curriculum and Health and Safety training that is mandated by the NYSDOL, our apprentices have been doing some offsite training throughout our District Council. FTI Coordinator Bob Brueckman and Josh Osterhout have scheduled offsite training at Tompkins Community Action (TCA) apartments, UA 81 in Ithaca, Rochester Auditorium Theater, Rochester Roofers Hall, Bornhava School, and Allen-Dale Columbia School. This training gives our apprentices real world experience, as if they are on a jobsite, and it also helps our non-profit community partners. Some of our Instructors are new to

training and some of them have been short handed all year. With this being said, our Instructors have done a great job this year. We look forward to having some experience and upgrading training under their belts when next school year starts.

The FTI of W&CNY is excited to announce the 2024 STAR event will be held on Saturday October 12, 2024, at the Double Tree by Hilton in Rochester, NY. As a reminder, you need 800 hours on the job and at least 16 hours of training through the FTI, from May 1, 2023 through April 30, 2024, to qualify for the STAR raffle. You will be receiving mailings regarding qualification status in the next few months. Please call the FTI office (716) 565-0112 if you have any questions. I hope to see all of you there!

In closing, I would like to share some of the information I received from the LMCI Finishing Industries Forum I attended in February 2024. The IUPAT loses 50% of the new members it signs within the first 2 years and the IUPAT loses 70% of our members over ten years. These numbers are not good. As a Union, we all need to work on retaining our new members. The more members we retain, the stronger we will be. We received some positive info as well. The IUPAT grew by 3,500 members in 2023. This is the best year of growth since 2008. There is a lot of work on the horizon, especially in DC4's jurisdiction, and I hope 2024 is even better than 2023!

I hope all of my DC 4 brothers and sisters have a healthy, safe, and prosperous year. I look forward to seeing all of you at our upcoming events like PATCH golf outing, Darien Lake Picnic, and STAR. Stay safe out there!

FTI of W&CNY 32 hour Scaffold Erector/Dismantler class that was held at our WNY Training Center in March.

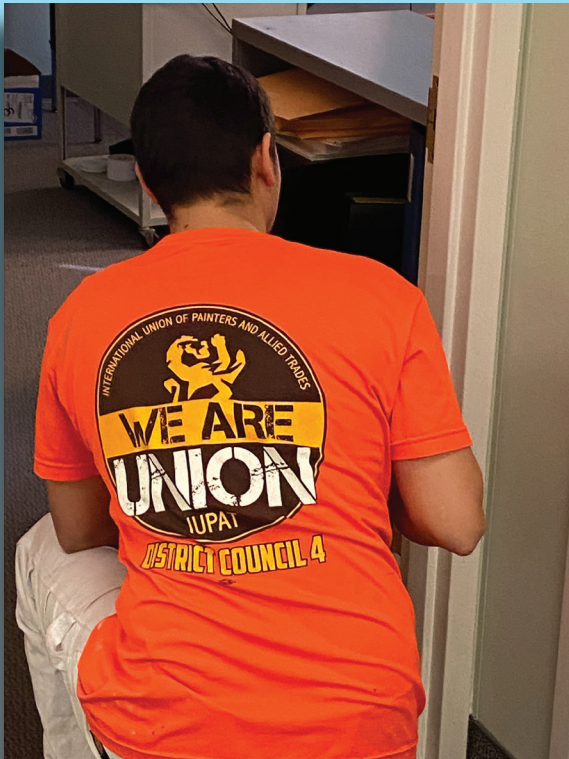


Local 150 Business Agent David Chaffee & Local 150 member Brittany Herthum receiving her fuel card for the DC4 Photo Contest. Keep the pics coming we love seeing the amazing work from the field.

CNY Apprentices training at UA
81's Hall in Ithaca. David Peterson
was the Instructor.



MEMBERS AT WORK





International Union of Painters
and Allied Trades of America and Canada, AFL-CIO
585 Aero Drive
Cheektowaga, NY 14225

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D.C. #4 LOCAL MEETING NIGHTS

	MEETING HALL LOCATIONS	MEETING NIGHT	CITY/TOWN
#11	701 West State St.	2 nd Wednesday, 5:30pm	Ithaca
#17	585 Aero Drive	Meets Quarterly	Cheektowaga
#31	615 West Genesee St.	1 st Monday, 6:00pm	Syracuse
#38	216 Cayuga St.	4 th Tuesday, 7:00pm	Fulton
#43	585 Aero Drive	2 nd Thursday, 6:00pm	Cheektowaga
#112	585 Aero Drive	2 nd Monday, 6:00pm	Cheektowaga
#150	244 Paul Rd.	2 nd Wednesday, 4:30pm	Rochester
#178	701 West State St.	1 st Tuesday, 5:00pm	Ithaca
#660	585 Aero Drive	2 nd Friday, 6:30pm	Cheektowaga
#677	6605 Pittsford Palmyra Rd.	1 st Monday, 5:00pm	Fairport
#1203	625 Delaware	Meets Quarterly	Buffalo

LOOKING FOR WORK?

Call the Regional Business Representative:

Buffalo/Niagara Falls/Jamestown/Olean

Dominic Zirilli (716) 393-7915
dzirilli@dc4.org

Brian Lipczynski (716) 429-7489
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