

SUMMER/FALL 2018

BLUEPRINT FOR LABOR MANAGEMENT COOPERATION

“SLAVE LABOR” ALIVE AND WELL IN SILICON VALLEY

Living in warehouses, forced to work tortuously long hours, sometimes with obvious injuries, sounds like something you would hear about in a third world country, not in one of the richest communities in the world, Silicon Valley. But that is just what was discovered as ICE and the Labor Department finally took



action after local unions, including Plumbers Local 393, alerted officials of the ongoing problem.

22 workers being held in captivity were freed and \$250,000 in back wages were paid. Unlicensed contractor, Nobilis Construction, used illegal immigrants as forced labor. Federal prosecutors and Hayward police claimed that Job Torres Hernandez, Owner of Nobilis,

forced his workers at Silvery Towers in downtown San Jose and other construction projects around the Bay Area to work without pay. Hernandez was indicted on charges of harboring illegal immigrants for commercial advantage or private financial gain.

“Workers on jobs all over Santa Clara County are being exploited as the local construction boom intensifies,” said Steve Flores, Local 393 Business Manager pictured here at a rally

on August 9th in front of downtown San Jose Silvery Towers, dubbing the project “Slavery Towers.” Some 400 protestors joined Local 393 in bringing attention to this project and developer. Full Power Properties, based in Foster City with huge construction multi-million dollar loans from China

Citic Bank International stated in a press release, “Full Power Properties sees this protest as nothing but a misplaced publicity stunt to blame the builder for alleged wrongdoings by a subcontractor over a year ago.”

Unfortunately, Full Power’s stake in the city’s residential market—four projects with a combined 1,873 units—also raises concerns about how a crackdown

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PROFILE

70 YEARS IN THE INDUSTRY EDWARD CALCANY W. L. HICKEY SONS INC.

Born in San Francisco, Bay Area native, Edward (Ed) Calcany began his career as an apprentice for Local 467 in San Mateo County, the year ... 1949. Shortly thereafter, he would become a Local 393 member, and believe it or not, he has worked for *only one company, W. L. Hickey Sons Inc. in Sunnyvale*. Not only has he been on the negotiating committees for Locals 38, 393, 467, 342 and 159, he has also served at W. L. Hickey as Journeyman, Estimator, Foreman, Superintendent, General Manager, Vice President, President, Chairman of the Board and now as a Senior Advisor.

“A lot has changed in the valley. No more apricot or cherry fields. Mary Avenue (a main throughfare in Sunnyvale) was not yet built,” Ed reminisces. Ed and his wife of 65

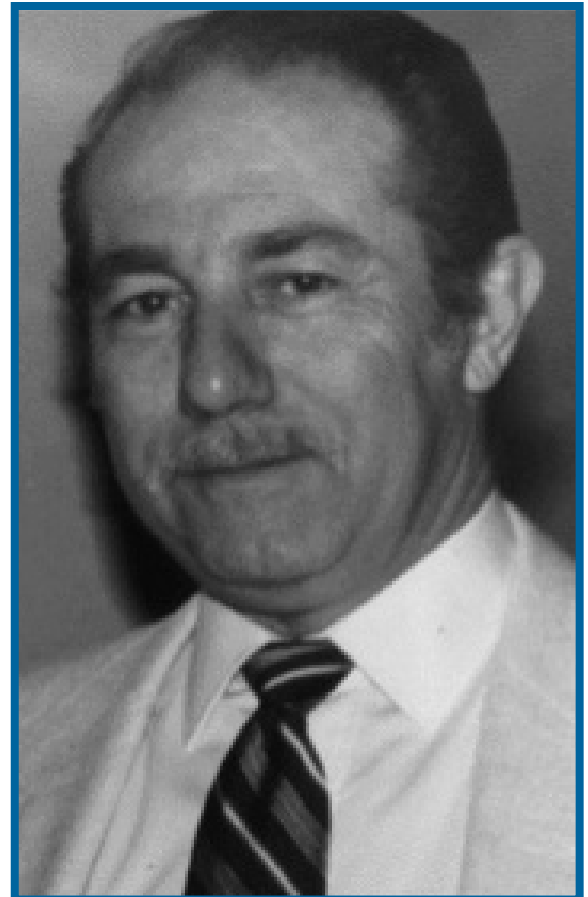


years, Fran, have lived in Sunnyvale through the years, raising two daughters who became teachers and both, at one time or another, working at W. L. Hickey Sons. Fran and Ed enjoy four grandchildren as well and all family resides in the Bay Area.

“We are not moving away to retire, we like it right here with our family,” Ed states.

W.L. Hickey Sons is well into its 2nd 100 years, four generations, of installing plumbing systems and literally building thousands of residences (including Eichler) and apartments in the San Francisco Bay Area. Hickey prides itself on being able to operate in both the high-density residential markets and the commercial plumbing arena. Recent local projects include Centerra, 347 apartments in San Jose and the new Skyport Marriot. Other high-profile projects include Santana Row, San Jose State, Agnew State Hospital, Stanford Student housing, and Mayfield Mall. In 1965, W. L. Hickey Sons completed the United Airlines Maintenance Facility at San Francisco Airport. In 2004, W. L. Hickey celebrated 100 years at an event with 500 plus guests at the Santa Clara Convention Center. Currently at the helm of W. L. Hickey Sons, Ed Hickey serves as CFO and Adam Hickey serves as President.

Ed Calcany continues to serve the industry as a Board Member of the Santa Clara Valley Contractors Association (SCVCA) and has just



recently worked through a successful process with SCVCA and Local 393 on their current Building Trades contract negotiations.

Ed is an Army veteran of the Korean War. He met Fran on a blind date in 1950. Staying active, playing golf and rooting for his home teams, the 49r's and Giants, while continuing a significant presence at W.L. Hickey – Ed is not slowing down. In his earlier years, he also enjoyed hunting and fishing. Ed's experience is invaluable, and we will all continue to benefit from his insights.

TRAINING CENTER UPDATE

COUNCIL ON OCCUPATIONAL EDUCATION

The Council on Occupational Education (COE) is accredited by the U.S. Department of Education and, like the Western Association of Schools and Colleges (WASC) they are empowered to evaluate and offer accreditation to deserving institutions.

On June 7, 2018 the Loyd E. Williams Pipe Trades Training Center received their accreditation as a college through the Council on Occupational Education.

Due to the hard work of the staff at the training center and the cooperation, input and dedication of the instructional staff and Joint Apprenticeship Training Committee (JATC), the typically two-year process was completed in less than a year. The training program became the first apprenticeship program in California to earn this accreditation and only the 12th in the United States.

In doing so the training center has further demonstrated the quality of the program and the academic rigor that is required of its curriculum and training. COE visited the site

on three separate occasions in order to evaluate the facility, training and teaching capabilities as well as the operational policies and procedures of the organization. The visits and evaluation process progressed outstandingly, and the Loyd E. Williams Pipe Trades Training Center received the accreditation without a single negative “finding” that would have required further effort to correct.

The accreditation reinforces the Training Center’s confidence that the organization is running on all cylinders and there are no issues with compliance, policies and procedures. It also serves as a beacon to the community at large that apprenticeship programs are legitimate post-secondary education options that lead to middle class careers. It has also raised eyebrows in the educational community sparking new initiatives with our educational partners. Currently Foothill Community College is working to assess and map Training Center programs in order to identify General Education requirements imbedded in the

curriculum so that apprentices may leave their apprenticeship better positioned to complete an Associate of Science Degrees.

Additionally, the State Community College Chancellors Office worked with the California Apprenticeship Council to adapt the “Minimum Qualifications for Apprenticeship Instructors” to engage instructors that are uniquely qualified to teach apprenticeship courses.

As the High-Tech and Manufacturing industries turn a curious eye towards apprenticeship as a viable method to prepare their workforce of the future, the education community is looking to partner in all ways possible. By aligning and partnering with apprenticeship programs they can improve on their traditional educational delivery methods so that our workforce can continue to thrive and address the needs of employers. The COE accreditation is another major step in reassuring them that apprenticeship programs, like ours, are for real.

continued from cover – Slave Labor

and union push for stronger worker protections will impact San Jose Mayor Sam Liccardo’s ambitious plan to build 25,000 new

units by 2022. With tales of substandard wages and no benefits, workers living 12 deep in apartment studios or in their trucks

on jobsites, the concern is a real one for our legitimate local contractors and their union workers.



COMMUNITY

CITY TEAM MINISTRIES – SAN JOSE BACK TO SCHOOL BACKPACK DRIVE

Serving some 1,500 families living in San Jose below poverty level, the services City Team provides is extremely critical. Here families find resources to help break the cycle of poverty including food, clothing, diapers, household items and furniture.

The Backpack drive adds another element. LOCAL families must choose between food and rent, school supplies may not be an option. This year, the South Bay Piping Industry put together dozens of backpacks filled with the necessary supplies to launch a child into the new school year. **Helping Kids Start the School Year Strong**



Samantha Vinson from the South Bay Piping Industry delivers backpacks to Jesus at City Team's San Jose Warehouse

Loaves & Fishes



Family Kitchen



Chamberlain's Children's Center



Pacific Autism Center for Education



All these organizations have received donations from the South Bay Piping Industry. For over 100 years, we have been part of this community and we will continue to serve those that need it most here at home.



RESOURCES



Public Works Educational Conference

Underground Economy-California Apprenticeship Standards-
Prevailing Wage Enforcement- Awarding Body Responsibilities

Date: October 18, 2018

Time: 8:00 a.m. - 3:00 p.m.

Location: Loyd E. Williams Pipe Trades Training Center
780 Commercial Street, San Jose CA 95112

Invited Presenters: State of California Department of Insurance- DIR-
Tax Recovery and Criminal Enforcement- Labor Commissioners
Office-California State Licensing Board

Registration Required - Online www.sbaypipe.org

Questions? Email admin@sbaypipe.org, or call 408.970.8578.

This is a free event but RSVP's are required. Lunch and breakfast provided.



BLUEPRINT

FOR LABOR MANAGEMENT COOPERATION

THE SOUTH BAY PIPING INDUSTRY NEWSLETTER

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