

*Si Se Puede!  
Yes We Can!*



**Instituto Laboral De La Raza  
2018  
National  
Labor-Community Awards**

**Eric Dean**

Guest of Honor & International Labor Leadership Award

**Donald A. Zampa**

California Labor Leadership Award

**Dick Zampa, Jr.**

Bay Area Labor Leadership Award

**Fiona Ma**

Special Guest of Honor



## **Congratulations to the Instituto Laboral de la Raza Honorees:**

who have dedicated themselves to protecting the health and safety  
and the dignity of the working men and women of California.

### **ERIC DEAN**

General President of the International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers  
**International Labor Leadership Award**

### **DONALD A. ZAMPA**

General Vice President of Iron Workers International and President of California and  
Vicinity District Council of Iron Workers  
**California Labor Leadership Award**

### **DICK ZAMPA, JR.**

Director, Field Iron Workers Apprenticeship and Journeyman Retraining Program  
**Bay Area Labor Leadership Award**

**AND OUR HEARTFELT THANKS TO RICHARD “DICK” ZAMPA, SR.**  
Retired President of the California and Vicinity District Council of Iron Workers and  
retired General Vice President of the Iron Workers International

And to the Zampa family, four generations of proud Iron Workers, starting with Al Zampa.  
We are privileged to have worked with and represented members of this family.



**KAZAN, McCLAIN  
SATTERLEY & GREENWOOD**  
A PROFESSIONAL LAW CORPORATION  
Helping Asbestos Victims Since 1974

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# IRON WORKERS

Congratulations for receiving the  
**INSTITUTO LABORAL DE LA RAZA**  
2018 National Labor-Community Awards

Guest of Honor & International Labor Leadership Award Recipient



**Eric Dean**  
General President, Iron Workers International

California Labor Leadership Award Recipient



**Donald A. Zampa**  
General Vice President  
Iron Workers International  
President  
District Council of the State of California  
and Vicinity

Bay Area Labor Leadership Award Recipient



**Dick Zampa, Jr.**  
State Apprenticeship Director  
California & Vicinity  
Apprenticeship Program

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**Bernie Evers**  
General Treasurer

**Eric Dean**  
General President

**Ronald Piksa**  
General Secretary

**Joseph J. Hunt**  
General President Emeritus

**Walter W. Wise**  
General President Emeritus

1st General Vice President Jay Hurley  
2nd General Vice President Marvin Ragsdale  
3rd General Vice President Darrell LaBoucan  
4th General Vice President Bill Dean

5th General Vice President Steve Sweeney  
6th General Vice President Kevin Bryenton  
7th General Vice President Robert Boskovich  
8th General Vice President Donald Zampa

9th General Vice President James Mahoney



*Best Wishes!*

**IRONWORKERS DISTRICT COUNCIL  
OF  
PHILADELPHIA AND VICINITY**

Stephen Sweeney.....President  
Raymond Woodall.....Vice President  
Richard Sweeney.....Recording Secretary  
Samuel Rubino.....Treasurer  
Jeff Hendrickson.....Sgt at Arms

TRUSTEES

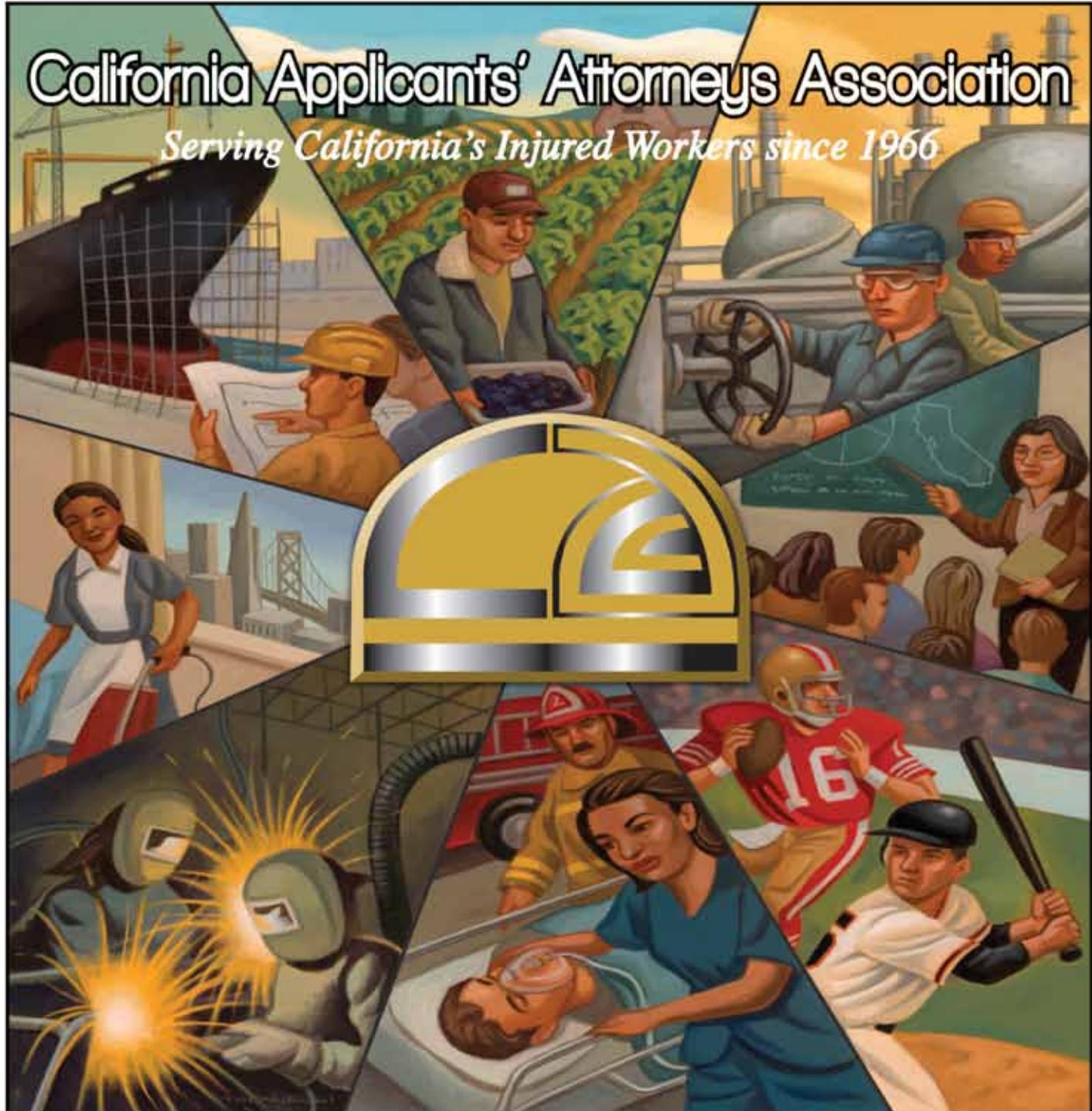
Will Pauls – Kerry Zettlemoyer – Sam Malone

AFFILIATED LOCAL UNIONS

11, 399, 401, 404, 405, 451, 502,

# California Applicants' Attorneys Association

*Serving California's Injured Workers since 1966*



We would like to congratulate ALL THE HONOREES at this year's  
Instituto Laboral de la Raza Labor Awards Dinner

California Labor Leader Northern California Carpenters Regional Council

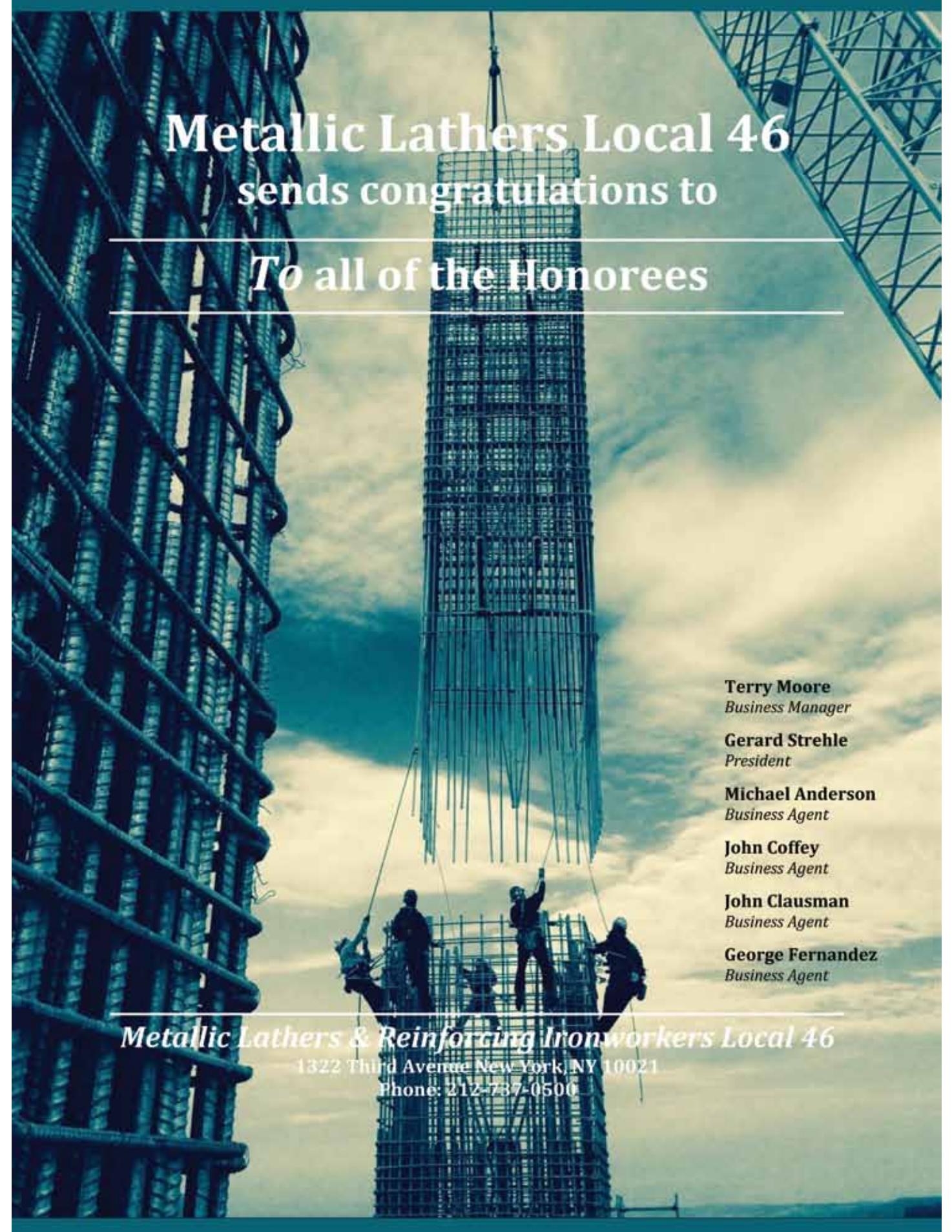
California Congressional Leader Ro Khanna

California Legislative Leader Kevin de Leon

National Community Service Shoot For A Cure

[www.caaa.org](http://www.caaa.org)





# Metallic Lathers Local 46 sends congratulations to

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## To all of the Honorees

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**Terry Moore**  
*Business Manager*

**Gerard Strehle**  
*President*

**Michael Anderson**  
*Business Agent*

**John Coffey**  
*Business Agent*

**John Clausman**  
*Business Agent*

**George Fernandez**  
*Business Agent*

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***Metallic Lathers & Reinforcing Ironworkers Local 46***

1322 Third Avenue New York, NY 10021

Phone: 212-737-0500

# The International Union of Bricklayers and Allied Craftworkers



is proud to join

## Instituto Laboral de la Raza 2018 National Labor-Community Awards

in honoring

### International Labor Leadership Award

**Eric Dean**

General President, The International Association of Bridge Structural,  
Ornamental and Reinforcing Iron Workers Union, AFL-CIO

### California Labor Leadership Award

**Donald A. Zampa**

General Vice President, Iron workers International, President,  
California and Vicinity District Council of Iron Workers

### Bay Area Labor Leadership Award

**Dick Zampa, Jr.**

Director, Field Iron Workers Apprenticeship and  
J Journeyman Retaining Program

for their energy, passion and commitment to  
mobilizing people in advocating for labor unions,  
workers rights and economic and social justice

**James Boland**  
President

**Timothy Driscoll**  
Secretary-Treasurer





# ULLICO INC. IS PROUD TO SUPPORT INSTITUTO LABORAL DE LA RAZA AND THEIR 2018 NATIONAL LABOR-COMMUNITY AWARD HONOREES!

The Labor movement has given workers a way to collectively achieve a better future for their families and Ullico shares in that passion for collective achievement. As the only labor-owned company of its kind, Ullico's insurance and investment services are customized to fit the needs of unions, their members and employers. No other company comes close to meeting the needs of the union workplace like Ullico.



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# CONGRATULATIONS TO OUR FRIENDS THE IRONWORKERS



**General President, Eric Dean**  
Guest of Honor & International Labor  
Leadership Award



**General Vice President,  
Donald A. Zampa**  
California Labor Leadership Award



**Director, Dick Zampa, Jr.**  
Bay Area Labor Leadership Award

The AFL-CIO Investment Trust Corporation & AFL-CIO ITC Financial, LLC,  
Are Proud to Join the Instituto Laboral de la Raza  
in Honoring

Eric Dean,  
General President

The International Association of Bridge, Structural,  
Ornamental and Reinforcing Iron Workers Union, AFL-CIO  
&

Donald A. Zampa,  
General Vice President  
Ironworkers International  
President

Dick Zampa, Jr.,  
Director  
Field Ironworkers Apprenticeship  
& Journeyman Retraining Program

California & Vicinity District Council of Ironworkers



**AFL-CIO  
ITC** INVESTMENT  
TRUST  
CORPORATION

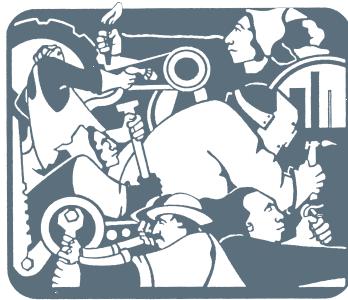
Mike Stotz, President

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**AFL-CIO  
ITC FINANCIAL, LLC**  
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(an indirect subsidiary of the AFL-CIO Investment Trust Corporation)

Paul Gurewitz, Regional Vice President



# **Instituto Laboral de la Raza**

## **2018 National Labor-Community Awards**

**Saturday, March 24th, 2018**  
**Reception and Media Coverage: 5:00pm**  
**Dinner and Awards: 6:00pm**

Hilton San Francisco — Union Square  
333 O'Farrell Street — San Francisco, CA

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## **2018 Honorees**

### **GUEST OF HONOR & INTERNATIONAL LABOR LEADERSHIP AWARD**

Eric Dean, General President

The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Union, AFL-CIO

### **CALIFORNIA LABOR LEADERSHIP AWARD**

Donald A. Zampa

### **BAY AREA LEADERSHIP AWARD**

Dick Zampa, Jr.

### **SPECIAL GUEST OF HONOR**

Fiona Ma, CPA



## Instituto Laboral de la Raza

2947 16th Street, San Francisco, CA 94103

Tel: (415) 431-7522 Fax: (415) 431-4846

[www.ilaboral.org](http://www.ilaboral.org)

# About the Instituto Laboral de la Raza

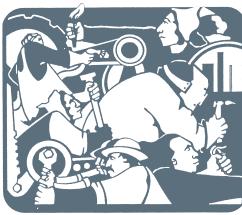
For over 35 years, the Instituto Laboral de la Raza has served low income families of California as a nonprofit advocacy and workers' resource center in the Mission District of San Francisco. Most of its clients are unorganized working poor immigrants from Mexico, Central America and Southeast Asia.

The Mission of the Instituto Laboral de la Raza is to provide labor rights education and legal advocacy to obtain unpaid wages and other denied benefits for the unorganized working poor. It works in collaboration with other neighborhood organizations to effectively manage all other critical needs for the economic, health and social welfare of these disadvantaged, disparaged families.

The Goal of the Instituto Laboral de la Raza is to attack the root causes of systemic poverty of people from all social and ethnic backgrounds through programs that stabilize them in their communities, and to build leadership skills so that they may contribute to the economic, social and cultural enrichment of their communities.

Founded in 1982 by Jose E. Medina and community labor leaders, the Instituto, through its community unionism program, also provides workers with information to assist them to seek employment opportunities through Union hiring halls as well as to provide them the means to organize in their workplaces. The Instituto Laboral de la Raza has both community activists and labor leaders that sit on its Board of Directors. Its Advisory Board includes men and women from Organized Labor, from the legal and religious community, as well as grassroots activists.

Instituto Laboral de la Raza is a 501(c)(3) nonprofit corporation. It does not charge for any of its services. It is funded by donations, grants and sponsorship by Unions and select businesses. It produces an annual fundraising Labor Community Award Dinner that is the largest in the U.S. Donations are tax deductible in accordance with section 170 of the Internal Revenue Code.



# Welcome

## Instituto Laboral de la Raza

2947 16th STREET • SAN FRANCISCO, CA 94103

Dear Friends of Labor and Community Supporters:

Welcome to Instituto Laboral de la Raza's 2018 National Labor-Community Awards. Your continued support helps us to fulfill our mission of providing workers' rights education and direct legal services without fee for California's unorganized working poor. Our staff at Instituto Laboral de la Raza advocate for workers using California's administrative laws to secure wages, compensation for injuries, and other earned benefits previously denied to them.

This evening we are celebrating the fine work and the legacy of the International Association of Ironworkers, its district councils and its local unions. Ironworkers General President Eric Dean has agreed to attend and be honored for his leadership on behalf of Ironworkers across this Nation as well as in Canada. Thank you, President Dean, and thank you for the work you have done to bring more women and minorities into the union workplace. Thank you also for spearheading maternity leave benefits for Ironworkers, a groundbreaking initiative that is model for other unions within the building trades.

It is our privilege to honor the Zampa family and its current leadership. The legendary Alfred Zampa, so instrumental in the construction of the Bay Area's bridges is with us in Spirit. From his son Dick Zampa, to the current Zampa Ironworkers, including Don and Dick Zampa, Jr., our Bay Area is enriched by their leadership and mentoring of thousands of ironworkers throughout this Western Region of the United States. We are pleased to honor both Don and Dick, Jr. and are grateful for their participation in this Event. We have a special video this evening that will highlight the work of Alfred Zampa, Dick Zampa, Don Zampa and Dick Zampa, Jr.

We are pleased to have California Assemblywoman Fiona Ma with us this evening. She is our Special Guest of Honor, and is running for California State Treasurer in 2018. Fiona is a Certified Public Accountant, former Chair and current member of the Board of Equalization, former member and Speaker pro Tempore of the California State Assembly, and has served as a Supervisor for the County of San Francisco. Fiona has been a tireless advocate for the protection of the health and safety of California's consumers and of the environment. She is a proponent of the California High-Speed Rail and sits on the California Franchise Tax Board.

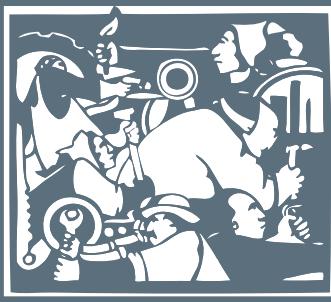
As we strive to protect the labor rights of those less fortunate, it is with great satisfaction that Instituto directs workers to union apprenticeship programs being offered in the San Francisco Bay Area. All net proceeds from this Event fund educational and labor services that we provide for low income families. We now look forward to providing you with entertainment, inspiration and a renewed call for the empowerment of all workers.

Enjoy your evening.

In Unity,

*Sarah M. Shaker*

Sarah M. Shaker  
Executive Director



# Instituto Laboral de la Raza

2947 16th Street, San Francisco, CA 94103

Tel: (415) 431-7522 Fax: (415) 431-4846

[www.ilaboral.org](http://www.ilaboral.org)

## Labor Rights Education and Legal Advocacy Services

Instituto Laboral de la Raza provides labor rights advocacy and broad-based educational outreach. Clients are served 7 days a week on a drop-in basis or by appointment. The Instituto is proud to serve all California residents, regardless of their race or national origin, without fee.

The Instituto works closely with community-based organizations, federal and state agencies, law firms, and Organized Labor to assure that clients are effectively served on all other social, economic, and labor issues.

### LEGAL SERVICES

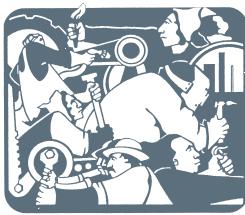
- Advocacy for denied Wages and other Earned Benefits through state administrative and judicial proceedings
- Referral Services to Labor Law Firms for all other legal issues that place low income families at risk including
  - Injury Cases in the Workplace (Workers Comp), medical care and benefits
  - All other Injury Cases suffered by Workers and Non-Workers alike
  - Discrimination, Harassment, and Wrongful Termination (Race, Sex, Age, Pregnancy, Language)
  - Unfair Labor Practices
  - Immigration Law related to Employment and Labor

### EDUCATIONAL SERVICES BOTH IN ENGLISH AND IN SPANISH

- Labor Rights Workshops and Classes, In-Office and Outreach into the Community
- Financial Literacy and Economic Empowerment Workshops and Classes
- Health and Safety Workshops and Classes with Strong Support from Organized Labor
- Union Rights and Job Opportunities in Organized Labor

### REFERRAL SERVICES TO OTHER COMMUNITY- BASED ORGANIZATIONS

- Job Training and Job Placement Services.
- Children and Family Services.
- Immigration Services.
- Elder Services (social and legal services for seniors).
- Emergency Services (Food, Shelter, Medical Care, Sustaining funds)
- Alcohol and Substance Abuse Services



# Instituto Laboral de la Raza

## STAFF

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**SARAH M. SHAKER**  
Executive Director

**DOUG HAAKE**  
Senior Legal Advocate

**ROSA ARGENTINA OATES**  
Office Manager

**NELSON ALVARENGA**  
Legal Advocate

**AMIT PENDYAL, J.D.**  
Law Clerk

**NATALIE HOPNER**  
Special Events

## BOARD OF DIRECTORS

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**Board President**  
Contract Enforcement Specialist  
SEIU Local 521

**RUDY GONZALEZ**  
**Board Treasurer**  
Teamsters Local 856

**BRIAN McWILLIAMS**  
**Board Secretary**  
Ship Clerks Union Local 34 (ILWU)

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**LAURIE MESA**  
UFCW Local 5

**OSCAR DE LA TORRE**  
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**SAMUEL ROBINSON**  
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**FRANK MARTIN DEL CAMPO**  
Labor Council for Latin American  
Advancement (LCLAA)

**BRIAN WEBSTER**  
Consultant / Events Manager





# **Eric Dean, General President The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Union, AFL-CIO**

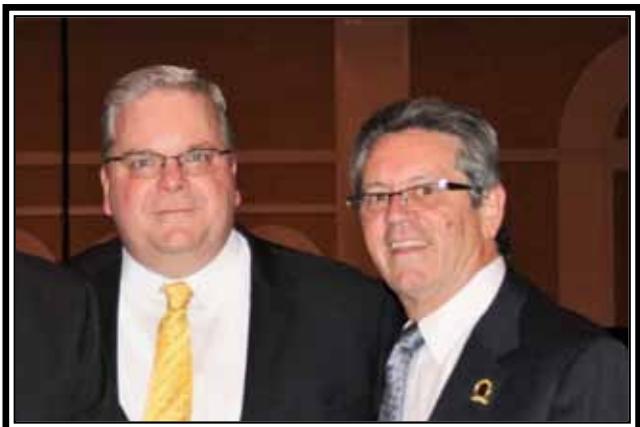
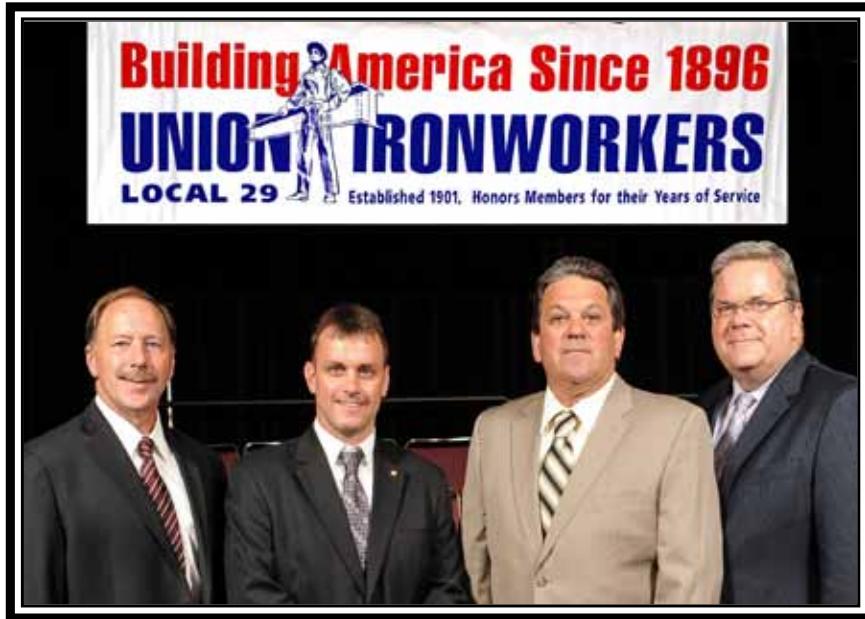
## **Guest of Honor & International Labor Leadership Award**

Eric Dean was born and raised in Chicago, Illinois. His career as an Ironworker began in December 1980 when he joined the Apprenticeship Program as a fourth generation Local Union No. 63, Chicago, Illinois, Ironworker. He completed his Apprenticeship Program in 1984 and went on to become a Journeyman, Foreman, and Apprentice Instructor. Eric became a Local Union officer in 1989 and held various offices within the Local.



In 1999 he was appointed General Organizer of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers working in the Department of Ornamental, Architectural and Miscellaneous Metals. In 2005 he became President of the Chicago and Vicinity District Council of Iron

Workers. He was appointed 9th General Vice President in 2008. Effective February 1, 2011 he was appointed General Secretary of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. In August 2011 he was elected by the Delegates to the 42nd International Convention as General Secretary for a five-year term. In February 2013 he graduated from the Harvard Labor Trade Program.



**Iron Workers President Eric Dean with Don Zampa**

On April 22, 2015 Eric Dean was unanimously elected General President by the General Executive Council of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers effective July 1, 2015. On May 29, 2015 Eric was elected Secretary of the National Coordinating Committee for Multiemployer Plans (NCCMP). As General President, he is a member of the Building and Construction Trades Department's Governing Board of Presidents.

He is married and the proud father of three and one granddaughter. He and his wife, Judy, relocated to Alexandria, Virginia.

# ENR

Engineering News-Record

**General President Eric Dean  
Named ENR 2017 Top 25 Newsmaker  
Jan 23, 2018**

## **ENR Honors Iron Workers International for Groundbreaking Maternity Leave Program**

Iron Workers General President Eric Dean Named ENR Top 25 Newsmaker for Pioneering Paid Maternity Leave Program in the Building Trades

Iron Workers International (IW) General President Eric Dean was named one of 2017 ENR Top 25 Newsmakers for his role in establishing a groundbreaking paid maternity leave program. The IW employer-ironworker partnership IMPACT announced the pioneering move at its annual conference last year.

Individuals from diverse sectors are recognized by ENR's editors for their service to the construction industry and the public using the below criteria for the prestigious award.

- It must be a story that made headlines in the news in that particular year
- It must be something that made a difference in the industry
- It must be a story ENR covered within the year

The program is the first of its kind in the building trades and provides qualified pregnant ironworkers up to six months of paid leave and up to six weeks postpartum.

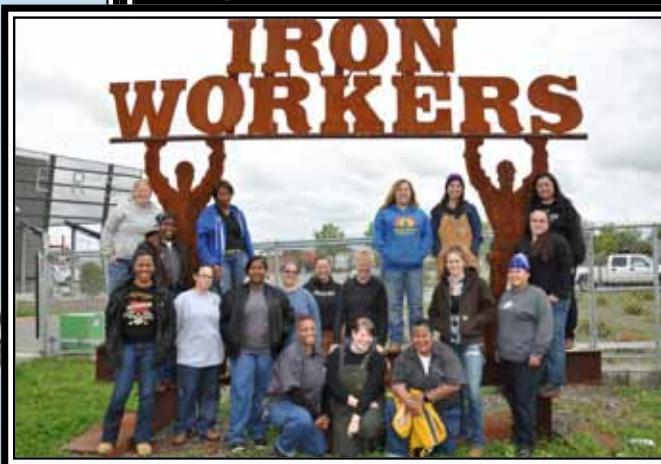
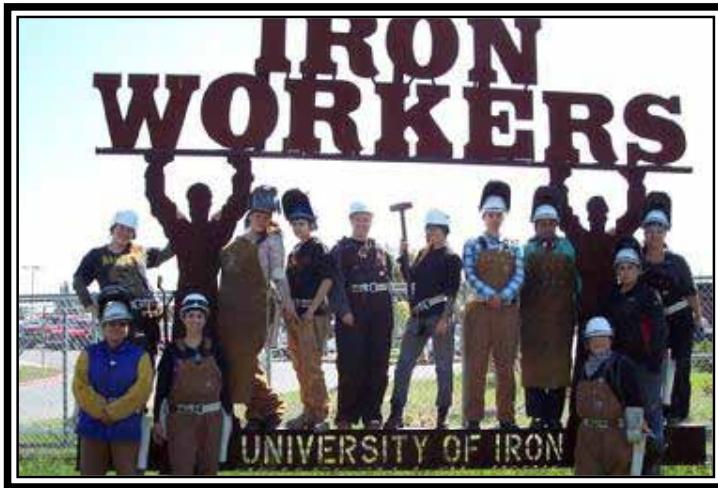
The tragic story of an ironworker woman who had miscarried due to physically demanding work during pregnancy inspired Eric Dean to work with the IMPACT Contractor Co-Chair and CEO of Ben Hur Construction Bill Brown to introduce a paid maternity leave program.

"When Eric Dean heard the ironworker woman's story at the Women Build Nations conference, he took immediate action not only to keep the ironworker women safe during pregnancy, but also to give them time after birth to take care of their babies," says IW General Organizer Safety/Diversity Vicki O'Leary.

The IW leadership hopes the program will not only keep ironworker women safe but also improve retention. It's an adjunct to the IMPACT Off-the-Job Accident program, which provides financial support for ironworkers while recovering from an injury that occurred off the jobsite.

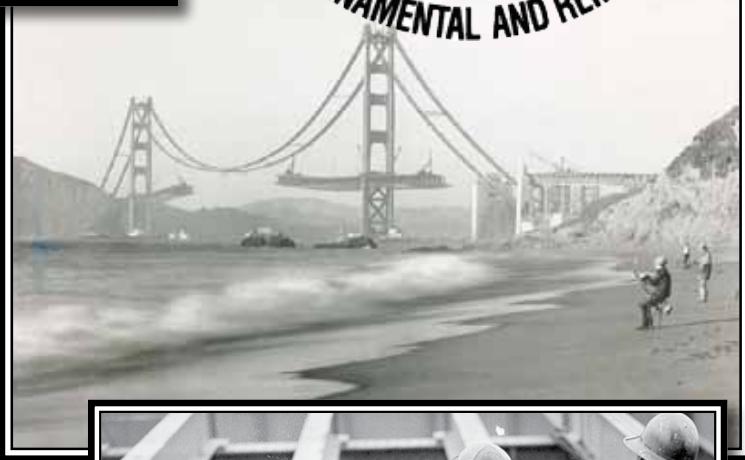
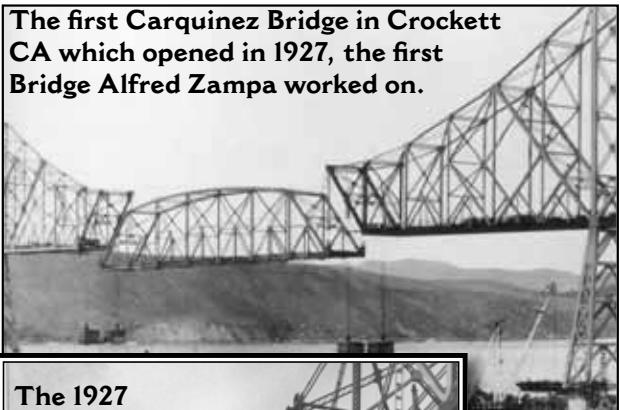
"We are very proud to be an agent of change in the industry," says Dean. "It's about time we make diversity and inclusion a priority. The maternity leave program was a big step for ironworker women but we are now exploring other initiatives to improve diversity and retention." "It's an investment because we want our well-trained ironworker women to come back to work after pregnancy," says Bill Brown.



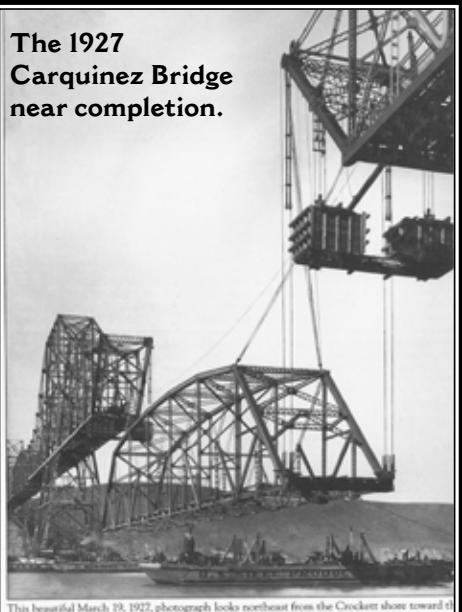




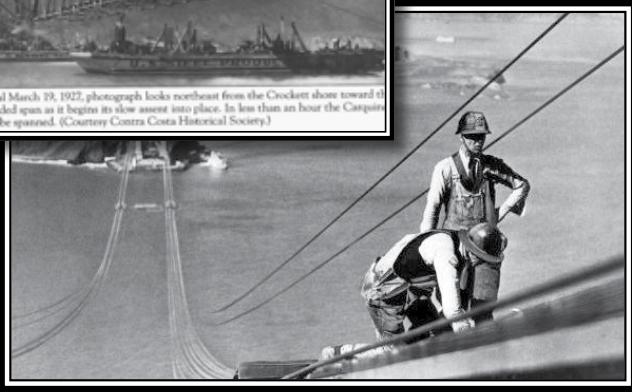
The first Carquinez Bridge in Crockett CA which opened in 1927, the first Bridge Alfred Zampa worked on.



The 1927 Carquinez Bridge near completion.

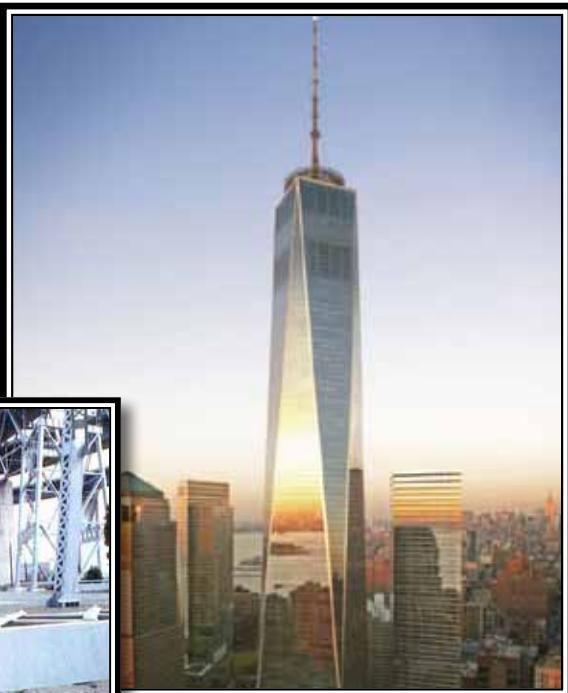


This beautiful March 19, 1927, photograph looks northeast from the Crockett shore toward the south suspended span as it begins its slow ascent into place. In less than an hour the Carquinez Bridge would be spanned. (Courtesy Contra Costa Historical Society).

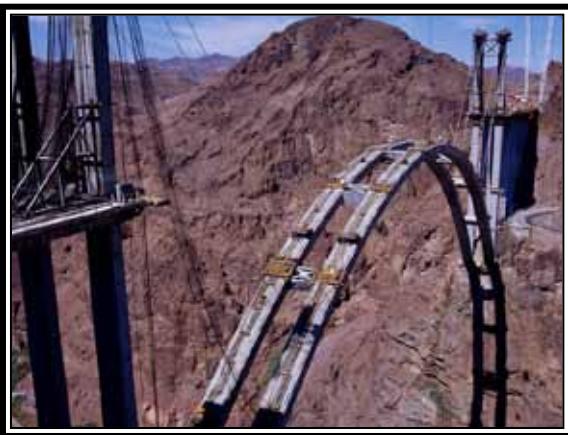




Iron Workers Local 433 on Wilshire Grand in Los Angeles



The Alfred Zampa Memorial Bridge



Mike O'Callaghan - Pat Tillman Memorial Bridge, Arizona

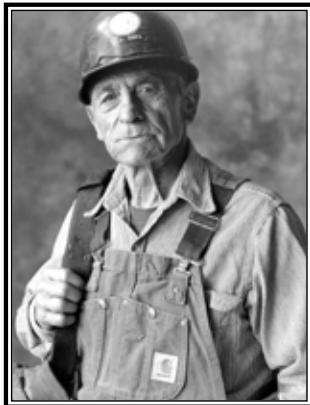


# Donald A. Zampa

***General Vice President, Ironworkers International  
President, CA & Vicinity District Council of Ironworkers***

## **California Labor Leadership Award**

I grew up in Tormey, a suburb of Crockett, California. This is the same small town that my Great-Grandfather emigrated to from Italy in the 1890s, my fraternal grandparents were born and where my father, Richard L Zampa was born. It was a small town when I was growing up and it is even smaller now, with only 8 homes left, one of which is where my parents live. I attended school in Crockett and graduated from John Swett High School in 1977. I am one of six children, (3 brothers, 2 sisters) of Richard L and Anne Zampa.



Alfred Zampa in 1986

My Grandfather Alfred Zampa, my father Richard and his brother Gene were all Iron Workers and I was anxious to do the same as soon as I got out of school. Unfortunately, the Union did not accept new Apprentices into the program every year so, I wasn't able to get in until about 18 months later.

I was finally able to join the Iron Workers Local 378 in October 1978, served a 3 year apprenticeship and became a Journeyman in 1981.

I worked in the field as an Iron Worker from 1978 to 1995 and had the pleasure working with some of the finest Iron Workers in the country. I enjoyed the fast pace and competitive nature of this very physically challenging work and have always been very proud to be an iron worker. A significant amount of my years in the field were with three employers; Romak Iron Works, Sheedy Drayage and California Erectors and almost all were in the Bay Area.

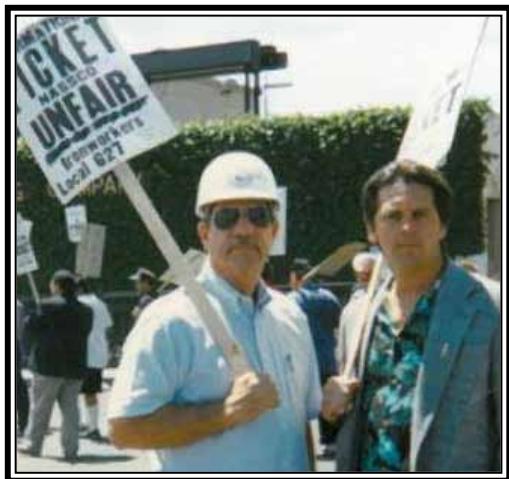
I did travel to Las Vegas with Sheedy Drayage Co. in the early 90s to assist with the final jump of the tower crane over the Stratosphere project, working at more than 1,000 feet over the Las Vegas strip.

I worked for California Erectors on numerous projects including almost two years on the widening of the Benicia Bridge.

One particular project I worked on for Romak was the Pacific Bell retrofit in Oakland. At one point in this project, me and my 3 brothers were all on the project as well as 10 other tradesmen that I had gone to school with.



Don (Center without shirt) at March in SF



Charlie Foquette and Don Zampa  
on a picket line in San Diego 1994



**Left to right: Richard L Zampa (my father) Dick Zampa Jr, Don Zampa The Alfred Zampa Memorial Bridge under construction in the background**

are of some of the iron workers that I helped become Union members. There are so many workers out there that are just busting their butts, working hard, fighting the traffic and weather and doing the very demanding work expected of construction workers, for less than half the pay a Union member earns. I was fortunate enough to connect with a few of them

and help guide them to a life within the Union. I still hear from some of them and their lives are completely different than what would have been if they had not joined the Union. Their children were born and raised with excellent health insurance, good wages and working conditions and they will have a pension when they retire. You can't put a price on the value of a Union, there are just too many advantages to list.



**Don Zampa**

The Union has provided for me and my family for almost 100 years and I intend to do all I can to see that it is still around for the next 100 more. Fortunately or unfortunately we all know that there are enough greedy and unscrupulous employers out there that exploit and mistreat workers to the point that Unions are the best alternative so, unless and until we rid our society of these immoral creatures, our work is never done.

I served on the Executive Board of Local 378 from 1985 to 1991 and was elected President of the Local in 1991. In 1995, I was hired as a full-time Organizer for the Local Union. I also served as Business Agent and Business Manager before being hired by the Iron Workers International as a General Organizer in 2006. In 2015, I became President of the California and Vicinity District Council and was appointed a Vice President of the International as well.

Some of my most cherished memories



**Don Zampa and Dolores Huerta**



**Front row: Anne and Richard Zampa**  
**Back: Ron, Carolyn, Don, Cathy, Dennis, Dick Jr**

**The District Council of California** was established November 14, 1953 to; assist the Local Unions and Employers engaged in our trade within our jurisdiction, and to "improve the standard of living, moral and intellectual condition of our members and to establish uniform agreements for our industry"

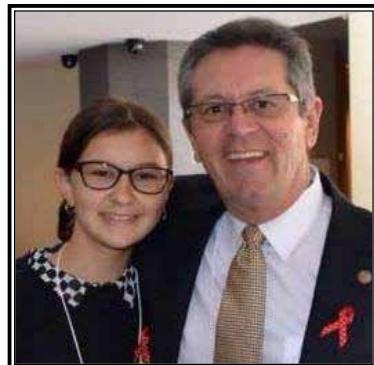
The California and Vicinity is made up of the Iron Worker Local Unions within the States of California, Nevada, Arizona and Hawaii.

There are 3 Shop Local Unions and 9 Field Local Unions in the District Council.

The 20,000 members of our Local Unions have fabricated and installed the reinforcing steel, ornamental iron, structural steel, architectural edifices, exterior panels and numerous more pieces of the largest and most complex projects within our territory.

Our rigging contractors and our members have hoisted, moved and set equipment weighing over 1,000 tons.

As far as the eye can see, every major bridge, stadium and skyscraper in every city in our 4 states were built by our members.



**Daughter Giovanna and Don**  
**at "Women Build" conference**

Just a small sample of the significant projects our members have helped build;

The 73 story Wilshire Grand in Los Angeles, the tallest tower west of the Mississippi.

Members of Reinforcing Ironworkers Local Union 416 placed 7 million pounds of reinforcing steel in order for a new Guinness World Record to be set for the largest continuous concrete pour of 21,200 cubic yards.

Members of Local 433 installed the structural steel, decking, ornamental and miscellaneous iron, and the beautiful Architectural exterior all the way to the top of the spire at a breathtaking 1100 feet.



**Wife Betsy and Daughter Giovanna**

The entire skyline of San Francisco, including the recently completed Salesforce Tower at over 1,000 feet high.

The Stratosphere in Las Vegas at over 1100 feet

The Pat Tillman Memorial Bridge that spans the Colorado River between the states of Arizona and Nevada.

The Oakland Bay Bridge, Golden Gate Bridge and the Alfred Zampa Memorial Bridge in Crockett are just a few of the many significant structures built by our members.



# **Dick Zampa, Jr.**

***Director, Field Ironworkers Apprenticeship  
and Journeyman Retraining Program***

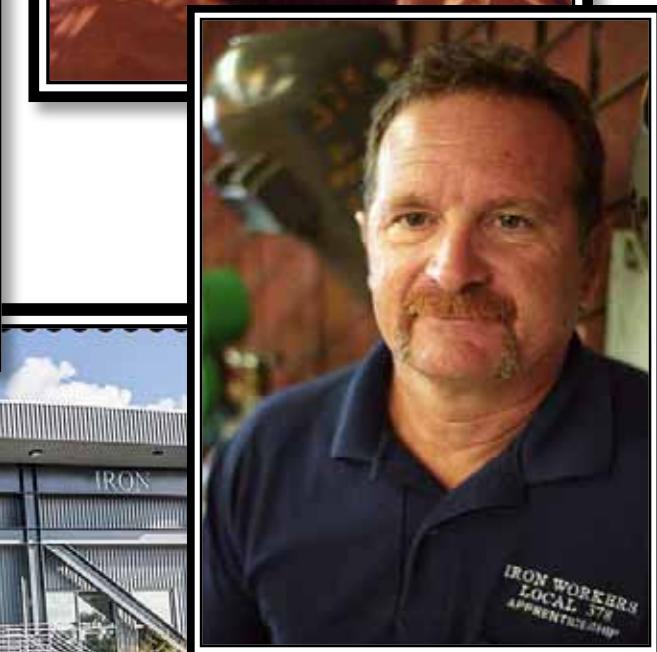
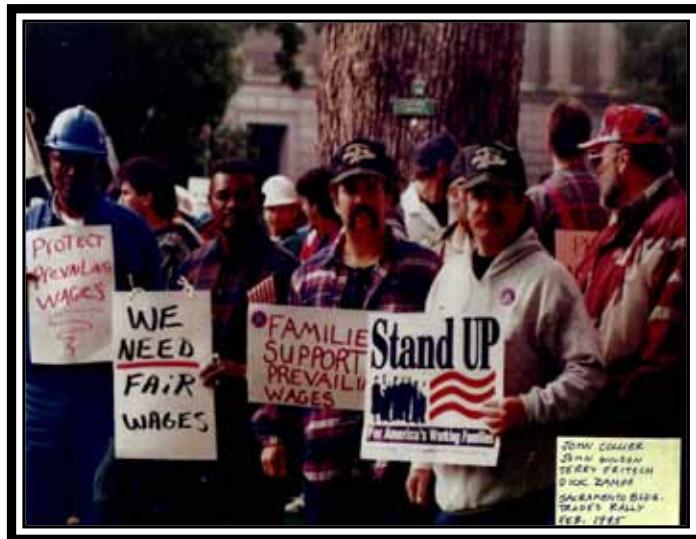
## **Bay Area Labor Leadership Award**

Dick Zampa, Jr. worked as an apprentice on the old Carquinez Bridge retrofit job in 1976, graduating from Apprenticeship the same year. Although Dick has worked on quite a few projects with his brother Don, they have never collaborated on a bridge job. As an apprentice coordinator Dick Zampa Jr. directs training, schedules classes and advances pay rates for apprentices as they complete requirements. He also schedules instructors for additional training and says the number one qualification for being a good instructor is being a skilled ironworker.

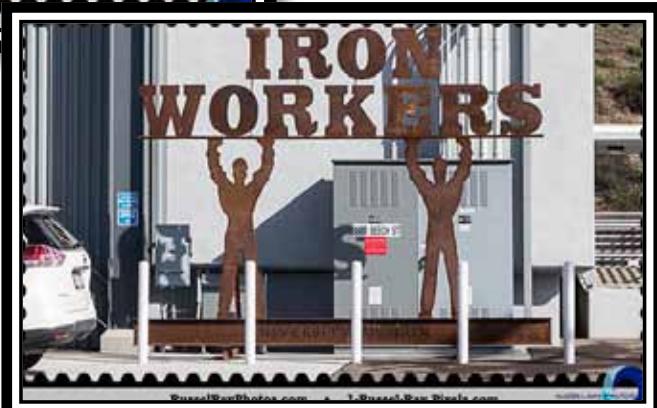


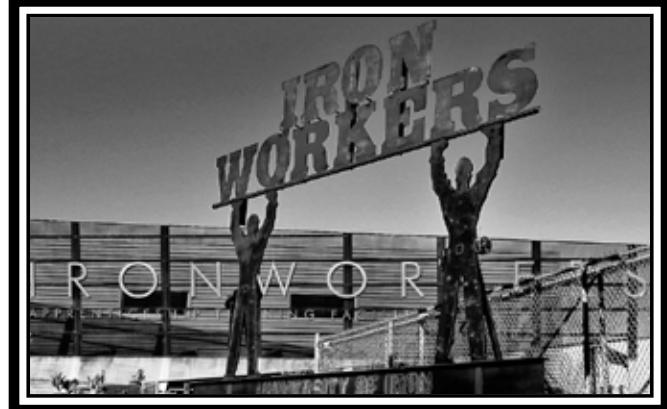
Al Zampa, Dick Zampa, Jr, Dale Ray, Dick Zampa, Sr

Dick Zampa, Jr working on the old Carquinez Bridge retrofit job in 1976.



Dick Zampa Jr., Alfred Zampa, Don Zampa





## University of Iron

The mission of the Field Ironworkers Apprenticeship and Journeyman Retraining Program is to ensure that our union ironworkers have the skills, knowledge and training necessary to be safe on the jobsite; competitive in the workplace; and satisfied in their careers.

We accomplish that mission by providing training and training materials, trained and experienced instructors and leadership in order to uphold union values and principles of service and professionalism.

### APPRENTICESHIP TRAINING

The road to becoming a Journeyman Ironworker is through Apprenticeship Training. The Ironworkers Apprenticeship Program is a well organized and supervised method of training people, with little or no knowledge of the craft, to become Journeyman Ironworkers qualified in all segments of the Trade.

### JOURNEYMAN RETRAINING

An ironworkers' education does not stop when his or her apprenticeship ends. Journeyman ironworkers are eligible to take advanced courses. Experienced ironworkers can become certified welders, advance to foreman and superintendent and can become leaders in their local union.

### MUCH PROGRESS HAS BEEN MADE IN 2016 INCLUDING:

- NEW SATELITE TRAINING LOCATION IN SAN JOSE
- NEW ARCHITECTURAL MOCK UPS AND TRAINING FOR ALL TRAINING CENTERS
- ADVANCED INSTRUMENT (TOTAL STATION) TRAINING FOR JOURNEYMAN
- MANY PRE-APPRENTICESHIP CLASSES AT TRAINING CENTERS
- 2 NATIONAL WOMEN'S PRE APPRENTICESHIP CLASSES CONDUCTED

### PLANS FOR 2018 INCLUDE:

- NEW 'APP' FOR APPRENTICES TO TRACK WORK PROCESSES
- DISTRICT COUNCIL AND INTERNATIONAL APPRENTICESHIP COMPETITIONS
- NATIONAL WOMEN'S PRE APPRENTICESHIP CLASS (APRIL)
- CWI PREP CLASS (JANUARY)
- PDC 1&2 CLASS (FOR NEW AND POTENTIAL INSTRUCTORS FEB 27-MARCH 1)
- OSHA 510 CLASS (MARCH 13-16)
- OSHA 500 CLASS (APRIL 30 – MAY 4)
- SCAFFOLD TRAIN THE TRAINER CLASS (MAY 8-10)



Alfred Zampa





# Fiona Ma, CPA

*Board of Equalization Member - Second District*  
**Special Guest of Honor**

California State Board of Equalization Member Fiona Ma, CPA is a proud advocate and voice for working people. Her experience as a small business owner and Certified Public Accountant ensures she understands the needs of working Californians and the small businesses that make up our communities.

Throughout her government career – where she has transcended from a San Francisco Supervisor, to State Assemblymember, to the California State Board of Equalization; Fiona has been a strong voice for families and workers.

### **A Voice for the Voiceless**

Fiona has always been a tireless advocate for the most vulnerable – our children. Unfortunately, California has the highest rate of child poverty in America. Fiona supported AB 1520 (Burke) to champion anti-poverty efforts in California.

As a Supervisor in San Francisco, Fiona was horrified when she learned about the effects of certain phthalates on children. Young children are vulnerable to phthalates because they frequently put toys in their mouths and ingest them. Fiona was able to pass an ordinance to ban bisphenol-A, and di phthalate (DEHP), di butyl phthalate (DBP), benzyl butyl phthalate (BBP), diisobutyl





phthalate (DINP), diisodecyl phthalate (DIDP), or di-n-octyl phthalate (DnOP) in concentrations exceeding 0.1 percent and in toys for children under three in San Francisco. When she was elected to the Assembly, she took this concept statewide by introducing AB 1108, the Toxic Toys bill. This was an epic David vs. Goliath battle with toy and chemical companies fighting against families and children. In the end, Fiona was able to pass this landmark, first-in-the-nation law – called the “Rubber Duck” bill because phthalates are often used in the manufacturing of soft plastic toys and baby teethingers. Furthermore, AB 1108 was the catalyst that led to

a nationwide ban when Senator Dianne Feinstein introduced the Consumer Product Safety Improvement Act that was later signed by President George Bush in 2008.

### **Protecting the Rights of Survivors**

Fiona was inspired to help domestic violence survivors convicted for simply defending themselves from their abusers by introducing AB 593 and AB 1593, known as the “Sin by Silence” bills. At the time, she was the Chair of the Select Committee to End Domestic Violence, which heightened her ability to be a voice through legislation to help these domestic violence survivors. Fiona attended emotional, heart-wrenching parole hearings; hosted informational hearings to understand the issues and challenges faced by domestic violence survivors, spoke to the women and heard their stories first-hand. Ultimately, she spent most of 2011 and 2012 fighting for the rights of these survivors and was successful in having these bills signed into law by Governor Brown. Fiona was able to give these women a fighting chance for justice, and today 100 women are free thanks to her legislation.



### **Leader for Women and Minorities**

Fiona is an experienced and principled mentor for women and minorities. She is the oldest child born to Chinese Immigrants. Her mother was an art teacher and her father was a civil engineer, so she watched her parents work hard to support the family. Fiona learned at age 22 she had Hepatitis B (HBV), with Asian Americans infected at a much higher rate compared to the general population. To raise awareness about this critical health issue, in 2007, she started San Francisco Hep B Free, the

largest and most intensive healthcare campaign for Asian American Pacific Islander Community in the United States. In addition, Fiona successfully sponsored legislation (AB 280) in 2017 to find funding to help eliminate the rape kit backlog. Fiona travels throughout California to mentor young women to become future leaders through her work in California Women Lead and Alliance for Girls. She was the first Asian-American woman Assembly Speaker pro Tempore in California history, and is the only woman CPA, and one of the few women overall to ever serve on the California State Board of Equalization. Fiona breaks the glass ceiling in her efforts to show other women and minorities that anything is possible with hard work and dedication.

## Working for Workers Like You

Fiona continues to be a strong advocate for workers and families. While in the Legislature, Fiona was commended for her 100% voting score in support of working families by the California Labor Federation, ALF-CIO and the State Building and Construction Trades Council. She successfully passed legislation (AB 586) that allowed members of San Francisco's Public Safety community to receive full disability pay for a period of one year when injured during the course of work. Fiona proposed legislation (AB 400, AB 2716, and AB 1000), sponsored by the California Labor Federation and modeled after the San Francisco Proposition F ordinance, that would have helped workers forced with making a decision to take care of a sick child, family member, or themselves or go to work sick, losing a day's pay, or even their job.



She fought this fight for six years to help working families but due to the recession, was told each time the bill costs too much. Fiona continues her effort to support families by supporting AB 1522 (Gonzalez Fletcher) from 2014 that required employers to provide workers with a minimum of three earned sick days per year, and supports newly introduced AB 2841 (Gonzalez Fletcher) which would enable California workers to earn a minimum of five sick days per year. She also proposed legislation in 2007, (AB 182) sponsored by AFSCME and SEIU, that would have established statewide job training standards for in-home support service workers, and proposed legislation in 2008 that would have required public, for-profit, and district hospitals to provide community health benefits (AB 2942).

## Banking the Unbanked

Fiona has taken the lead in clearing the haze around the cannabis industry by holding informative stakeholder meetings to discuss key issues – transportation, track and trace of cannabis products, and the lack of banking services. She is instrumental in discussions to help industry business owners pay their taxes safely and efficiently, generating innovative ideas for an industry lacking banking services. Fiona is sponsoring SB 930 (Hertzberg) to provide limited charters to allow cannabis businesses to pay their taxes and necessary business expenses, and lent her expertise to California Treasurer Chiang's Cannabis Banking Working Group.



## Fighting For Small Business Owners

On the Board of Equalization, Fiona works with dedication to create informative tools to help taxpayers navigate California's complex tax laws and be successful in California's business climate. Fiona has supported or sponsored a variety of legislation geared towards helping small business owners, including – expanding the time businesses can file returns when a disaster strikes. She started her public service as a small business owner and served as the President of the Asian Businesses Association in San Francisco. Fiona was an elected delegate to the 1995 White House Conference on Small Business under President Bill Clinton, where she contributed to a report to Congress of the 60 top policy recommendations on changes needed to help small businesses grow and prosper.





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# Instituto Laboral de la Raza

## A Pictorial History of the Last Eight Years of Our Labor & Community Award Dinners



**2010-2017**