

# 2023

## ANNUAL REPORT

# WE ARE NCAT

## THE UNITED VOICE OF THE FINISHING TRADES

With over 20 years of combined experience in negotiations, labor relations, communications, member advocacy and event management, NCAT has a team with deep experience and knowledge. We are focused on helping your business thrive.



### STAFF



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**Rich Hill**  
Legal (Littler)

**Chris Lee**  
Safety (Chris Lee  
Consulting, LLC)

**Jennie Zraick**  
Accounting (Gilbert CPA)

### 2023 BOARD OF DIRECTORS



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President\*

**James Koreen**, KBI Painting Inc., First  
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**Matt Johnson**, George E. Masker Inc.,  
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**Dillon Bachemin**, Brand Energy Services  
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Alternate

**Kylee Brady**, KBI Painting Inc., Alternate

**Gary Robinson**, Magnum Drywall, Alternate

**Patrick Young**, F.D. Thomas, Alternate

*\*Asterisked individuals are also a member  
of the NCAT Board of Directors*

### 2023 BOARD OF DIRECTORS



**Chris Bagatelos**, Bagatelos  
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**John Maggiore**, Royal Glass Co., Vice  
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**Brian Moore**, Golden Gate Glass,  
Alternate

**Jeff Scalisi**, Architectural Glass &  
Aluminum, Alternate

**Chris Wolf**, Walters & Wolf, Alternate

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# MESSAGES FROM LEADERSHIP



**Sal Madrigal,  
NCPFC President**

The 2023 negotiation of the Collective Bargaining Agreement brought necessary long-term stability and training accountability for our contractor members. NCPFC invested in professional development through Estimating and Leadership classes, to equip signatory businesses with the tools to excel in this ever-evolving industry. The Employee Awards event was an incredible occasion to celebrate our achievements and recognize the talent that drives NCPFC forward. As we turn to 2024, we will continue to prioritize the well-being of our members through effective advocacy and top-notch training programs.



**Chris Bagatelos,  
NCGMA President**

Despite many headwinds in the economy in 2023, this year we ratified a 4-year contract with our production workers. In 2024, we look forward to completing our glazier's contract.

NCGMA has many value added classes in the queue for 2024, including estimating and project management classes. NCGMA will continue to advocate for the industry. Please don't hesitate to reach out to our great staff and take advantage of all that NCGMA does for its members.



**Mark Dutrow,  
NCAT President**

As we wrap up another very productive year by the NCAT association, there remains more work to be done. NCAT is about fostering a paradigm shift in the way trade associations operate. In 2024 NCAT will offer member courses in Contract Law, Leadership Training, and Emotional Intelligence training to mention just a few. We continue to press on all fronts to further our cause through lobbying efforts, joint labor/management programs, and outreach with other organizations that share the objectives of NCAT in creating benefits for our community.



**Jeannie Simpelo,  
NCAT CEO**

Both NCGMA and NCPFC were at the negotiations table in 2023 to ensure the voices and needs of the signatory companies they represent were heard. With a tempered outlook in the economy there was a focus on workforce training and strategies to keep contractors competitive. We continued to address workforce diversity and recruitment for industry longevity and stability. NCGMA and NCPFC will continue to listen, advocate, and leverage their strength by uniting contractor members in the painting and glazing finishing trades.

# SUPPORTING OUR MEMBERS



## NEGOTIATIONS

On behalf of your business, no matter the size, we represent your interests in the Collective Bargaining Agreements.



## LABOR RELATIONS

NCAT staff represents you when you have issues with grievances, arbitration, trust funds and compliance to ensure a positive outcome for your business.



## TRAINING

We help provide more advanced skills to your nonbargaining employees, managers and office staff.

**ESTIMATING | PROJECT MANAGEMENT | LAW | COMPLIANCE | LEADERSHIP | COMMUNICATIONS**



## PROFESSIONAL SUPPORT

We connect you with subject matter experts who offer individual consultations.

**LEGAL | HR | SAFETY | GOVERNMENT RELATIONS**



## COMPLIANCE

We ensure your business is up to date on all state and federal requirements regarding harassment, OSHA, and safety.



## EVENTS

We organize events that create opportunities for members to network, give back to the community and celebrate wins together.

**GOLF TOURNAMENT | EMPLOYEE AWARDS**



## REPRESENTATION

We represent contractors on H&W and pension trust funds, and local and national apprenticeship, training, and labor-management committees.



## THE LATEST INDUSTRY INFORMATION

We keep you informed with the latest news through our e-newsletters, website, text updates and mailers.



**Executive Leadership Training**



**Women's Leader Retreat**

# WORKFORCE DIVERSITY AND LEADERSHIP DEVELOPMENT NEW IN 2023!

In 2023, we introduced the NCAT Executive Leadership Training and Women's Leader Retreat to help our contractor members and their office staff get a deeper understanding of how to be a leader. If you missed it, don't worry, it will be available in 2024!

The Executive Leadership Training focused on developing leadership by teaching how to drive innovation, recognize potential in others, implement delegation processes, discover effective coaching techniques, apply techniques that strengthen teamwork and trust, and develop a values-based culture. The Women's Leader Retreat invited women leaders to gather, share, learn, and transcend the unique challenges that often accompany leadership roles in male-dominated industries.



Photo Credit: KBI Painting, Inc.

# ADVANCING THE INDUSTRY

## WORKFORCE DEVELOPMENT & RECRUITMENT

We are committed to developing the next generation of leaders in the trades, creating new career pipelines for women and advancing the skills of the current workforce.

- \* **Our Leadership Initiative in the Finishing Trades (LIFT)** Committee has a goal to prepare a diverse group of up-and-coming leaders by providing training in the areas of need. LIFT sponsored some of the most highly attended classes in 2023 such as the Executive Leadership Training and Women's Leader Retreat.
- \* Our joint/labor management **Finishing Trades Workforce Development (FTWD)** Committee met in a facilitated round table discussion to focus our priorities and action items for 2024.
- \* We strengthened the language in the collective bargaining agreements to ensure that moving forward DC16 workforce will have the training and certifications needed to support your businesses.

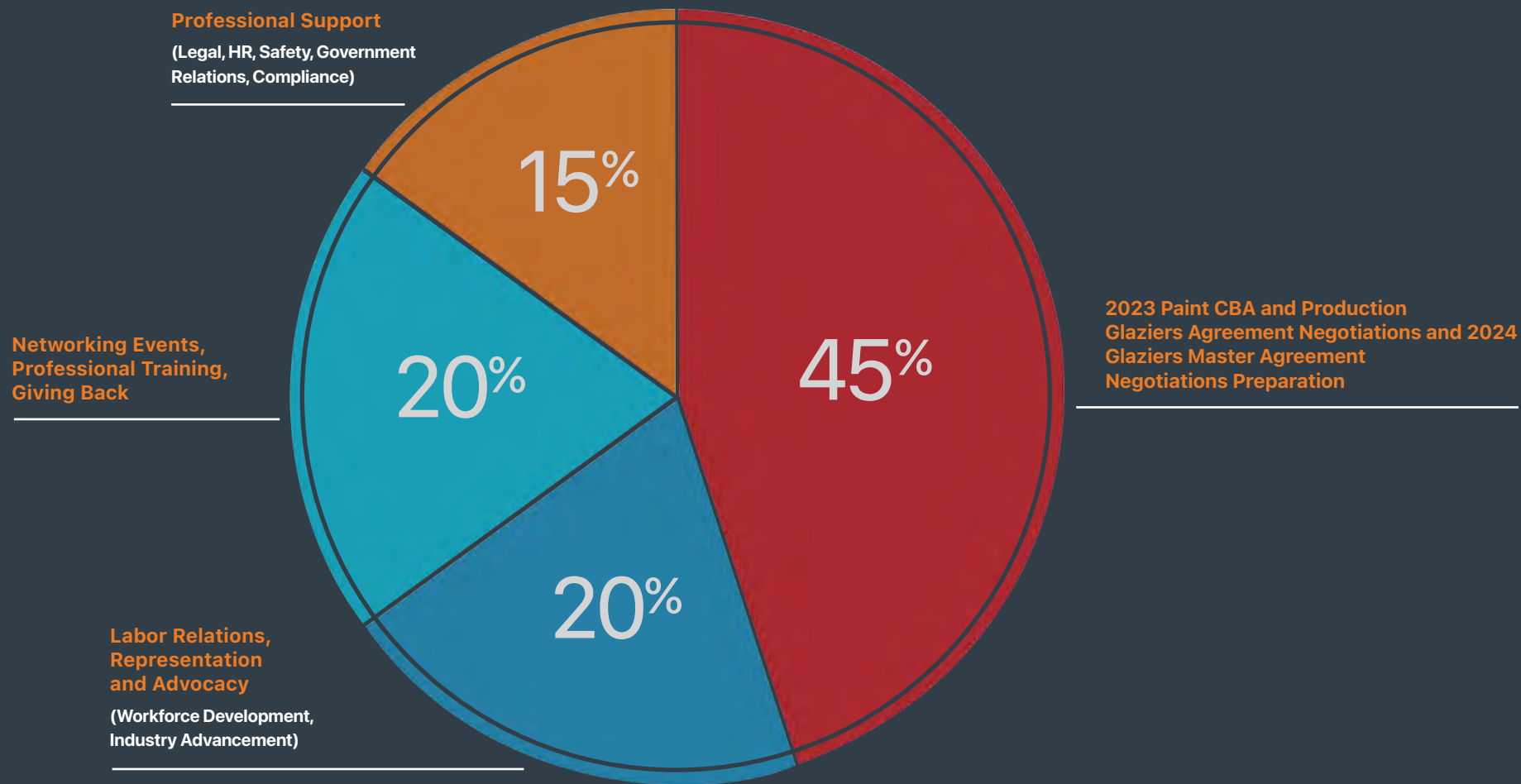
## MARKET GROWTH

We are focused on retaining market share and breaking into new markets by supporting the certification of union workers and signatory contractor companies and negotiating an agreement that makes our contractors more competitive.

## GIVING BACK

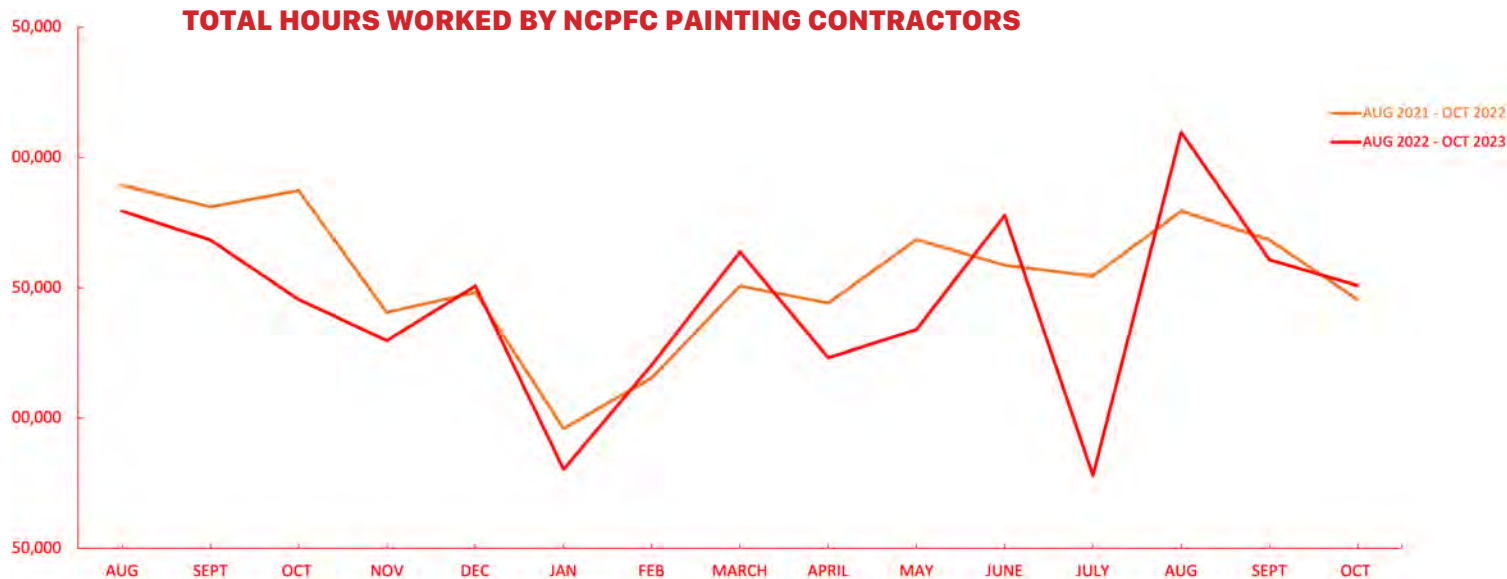
Each year we give back to the community through charitable events and donations. Some of the recipients include UCSF Benioff Children's Hospital, Shriners' Children's Hospital, St. Jude Children's Hospital, Okizu - a camp for children diagnosed with cancer, Turkey and Syria Earthquake, Nashville Covenant School, Maui Firefighter Relief Fund, local food banks, and other organizations.

# 2023 AREAS OF FOCUS AND PRIORITIES



# 2023 NCPFC HIGHLIGHTS

## SHAPING THE FUTURE OF THE FINISHING INDUSTRY BY FOSTERING POSITIVE GROWTH AND SUPPORTING MEMBER CONTRACTOR SUCCESS.



### QP1/QP2 AND CAS CERTIFICATION GRANTS

To support our contractor members who strive to achieve a QP1 or QP2 accreditations and their workforce seeking CAS certifications, NCPFC continues to provide a grant to cover the full cost of a new QP accreditation fee or 50% of the cost of a QP renewal fee and reimbursement for the testing time for up to 10 painters to get CAS 1 or CAS 2 certified. Grants will continue in 2024.

[www.ncpfc.org/QPGrant](http://www.ncpfc.org/QPGrant)  
[www.ncpfc.org/CASGrant](http://www.ncpfc.org/CASGrant)



### 2023 PAINTERS CBA NEGOTIATIONS RECAP

After a fourth vote, the 2023-2026 DC16 NCPFC Painters Master Agreement was ratified by the DC16 union membership on July 14, 2023 after an eight-day strike.

The changes made were:

A 3-year Agreement with annual raises of \$3.50, \$3.25, and \$3.25 for Commercial Painters.

Industrial painters receive the same increase as the Commercial painters, in addition to a \$2.25,

\$2.50 and \$2.75 premium each year over the 3-year Agreement.

Bridge painters receive the same increase as the Commercial painters, in addition to a \$4.25, \$4.50 and \$4.75 premium each year over the 3-year Agreement.

Specified journeyman training and certifications are required to be completed and maintained before union employees can be dispatched.

Shift pay increased from 15% to 20% and parking allowance increased to \$35 per day.

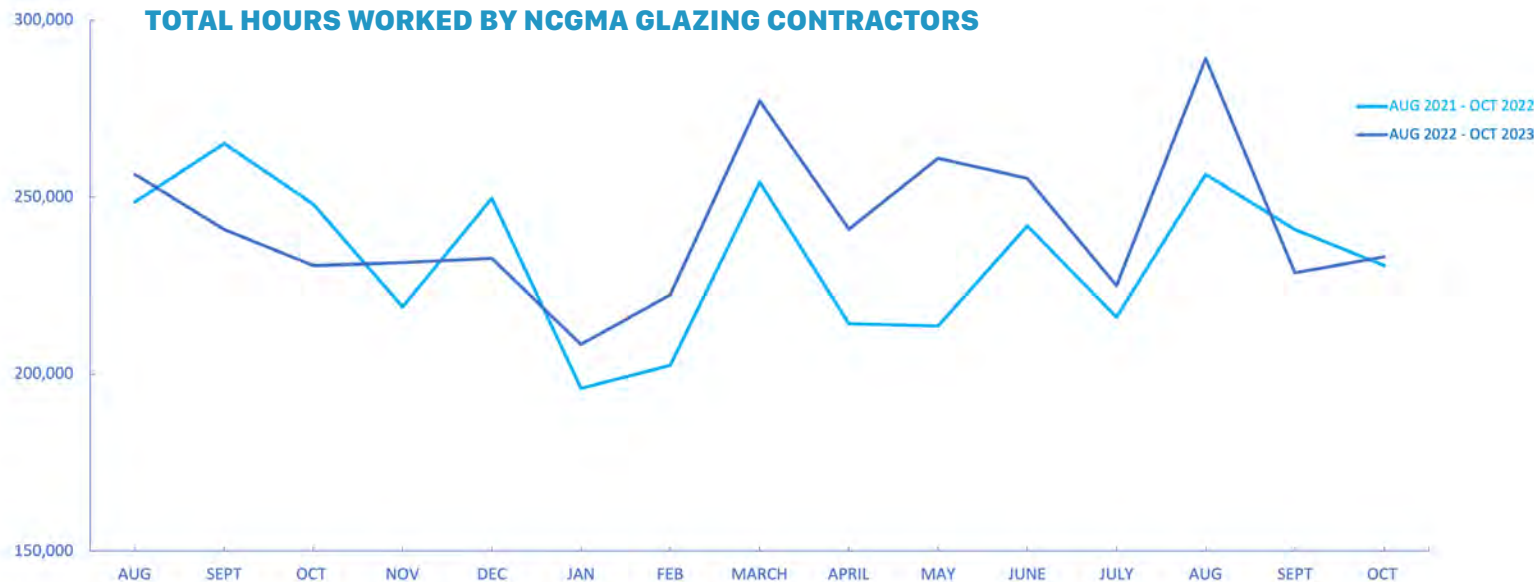
Defined shop requirement language that allows for multiple points of dispatch options from your company's shop locations.

A change in start time to 5:00 a.m. (previously 6:00 a.m.)



# 2023 NCGMA HIGHLIGHTS

**SHAPING THE FUTURE OF THE FINISHING INDUSTRY BY FOSTERING POSITIVE GROWTH AND SUPPORTING MEMBER CONTRACTOR SUCCESS.**



## 2024 GLAZIERS CBA NEGOTIATIONS PREP

The 2021-2024 Northern California Glaziers Master Agreement will expire on June 30, 2024. Staff and the NCGMA Negotiations Committee have been busy preparing for the upcoming negotiations with District Council 16. Active Members of NCGMA are able to provide feedback on what they would like to see changed, added or removed from the current Agreement prior to the start of negotiations this year. We also plan to host zoom and in-person meetings to get contractor feedback from companies of all sizes.

[www.ncgma.org/2024GlassNegotiations](http://www.ncgma.org/2024GlassNegotiations)



## NACC AND AGMT CERTIFICATION GRANTS

To support our contractor members who strive to achieve a NACC certifications and their workforce seeking AGMT certifications, NCGMA continued to provide a grant in 2024 to cover the full annual cost of the NACC accreditation fee and reimbursement for the testing time for up to 10 glaziers to get certified. Grants will continue in 2024.

[www.ncgma.org/NACCGrant](http://www.ncgma.org/NACCGrant)  
[www.ncgma.org/AGMT](http://www.ncgma.org/AGMT)

# THANK YOU TO OUR CONTRACTOR MEMBERS!



NORTHERN CALIFORNIA  
**PAINTING & FINISHING**  
CONTRACTORS

*\*Active Members Denoted in **BOLD**.*

A & A Painting Co.  
**A & B Painting, Inc.**  
AJS Painting  
**Andriani Painting, Inc.**  
Apache Industrial United, Inc.  
Applied Finishes, Inc.  
B & C Painting & Decorating  
BACA & Sons Painting  
**Basco Drywall & Painting**  
**Bay Cities Painters & Decorators**  
Bay Construction Co.  
Bayview Construction & Painting  
Bell Painting  
Blue Skies Painting  
**Brand Energy Services of CA**  
Brite Painting  
**C & J Painting**  
**C & O Painting, Inc.**  
**C.A. Bucher Painting**  
**California Drywall Co.**  
California Engineering  
CEE-GEE Parking Lot Striping  
**Certified Coatings Company**  
**Commerce Coating Services, Inc.**  
Commerce Coating Services, Inc.  
**Cool Painting, Inc.**  
Creative Ceilings, Inc.

**CYC Commercial Interiors, Inc.**  
**D & B / JTS Painting INC. JV**  
**D & B Painting Company**  
**D. Zelinsky & Sons, Inc.**  
**D.C. Vient, Inc.**  
**Darden Painting**  
DDPD Inc.  
**Dietlin Painting & Decorating, Inc.**  
Downy & Son Painting  
Eladio R. Gutierrez  
Elite Painting & Wallcovering  
**F.D. Thomas, Inc.**  
Fairmont Hotel  
FDT Structural Specialties, LLC  
**Fedor Wall Systems, Inc.**  
Fierro Painting  
**Fisher Design & Build, Inc.**  
Fuentes Painting & Decorating  
G & C Equipment Corporation  
Geely Painting & Decorating, Inc.  
**George E. Masker, Inc.**  
**Giampolini & Co.**  
Global Scaffold Construction Services  
**Gugel/Today Painting, Inc.**  
Hasson Painting Contractors  
**Herron Painting**  
J & L Wall Covering, Inc.

J & R Thompson, Inc.  
James Hague Wallcoverings  
Jeff Painting  
**JeffCo Painting & Coating, Inc.**  
**Jerry Thompson & Sons Painting**  
Kaiser Construction Services  
**KBI Painting, Inc.**  
Keys Painting & Decorating  
Lennen Commercial Builders, Inc.  
Lisa De La Sol Restoration  
LR Painting Group  
Lucas Painting  
M & R Painting  
**Madden & Nelson, Inc.**  
**Magnum Drywall**  
Mar Con Company  
Mason Painting Inc.  
**Master Painting & Decorating**  
Masterpiece Painting  
Mastria Incorporated  
**MGM Drywall, Inc.**  
**Molina's Painting & Wallcovering**  
**Monticelli Painting & Dec.**  
Murphy Industrial Coatings  
Nelson's Painting & Decorating  
Onpoint Construction  
Pacific Racing / Golden Gate Fields

Paint By KC  
Pari & Gershon, Inc.  
Picture Painting & Decorating  
Primal Paint  
**Pyramid Painting, Inc.**  
**Rainbow Waterproofing**  
Ralls Construction  
**Redwood Painting Co., Inc.**  
Rhodes Painting & Decorating  
**Rockaway Construction**  
**Romano's Painting & Paper Hanging**  
**Ruiz Painting and Wallcovering**  
**Russell Hinton Co.**  
Saint Francis Square Corp.  
Satellite Painting Inc.  
SDV Services, Inc.  
Slater Custom Painting  
**Stuart Dean**  
The Berg Group  
Twin Post Painting & Decorating  
United Field Services Corporation  
**Valdez Painting, Inc.**  
Valverde Co.  
**Wm. B. Saleh Painting, Inc.**

**WWW.NCPFC.ORG**

Although we represent all signatory contractors listed during negotiations, Active Members have officially given us their Power of Attorney to negotiate on their behalf, at no extra cost. Active Members also get exclusive communications on negotiations and additional benefits.

To become an Active Member, contact Brooke Fishel at [BFishel@alliedtrades.org](mailto:BFishel@alliedtrades.org).

# THANK YOU TO OUR CONTRACTOR MEMBERS!



NORTHERN CALIFORNIA  
**GLASS MANAGEMENT**  
ASSOCIATION

*\*Active Members Denoted in **BOLD**.*

A1-Pre Fab, LLC  
**AAC Glass, Inc.**  
Abco Restoration  
**ACR Glass and Doors**  
**AHC Glass, Inc.**  
Alan Garthwaite Industries  
**Alcal Glass Systems, Inc.**  
Alcosta Shower Door  
**All Bay Area Glass, Inc.**  
All Star Caulking and Waterproofing  
**Alliance Glass Company**  
Alutech  
**American Glass**  
**Andre's Reliable Glass, Inc.**  
Aragon Construction  
**Architectural Glass & Aluminum**  
**Arrow Glass**  
**Atlas Glass Company**  
**B & G Glass, Inc.**  
**Bagatelos Architectural Glass Systems**  
Bay Area Solar Control  
**Bay Area Tintworks**  
**Best Contracting Services, Inc.**  
**C/S Erectors, Inc.**  
**California Custom Tinting**  
**Capitol Glass Company**  
Center Glass Co. No. 3

City & County of San Francisco  
**Clarity Glass & Glazing**  
Clark Pacific  
**Classic Glass, Inc.**  
**Cline Glass Contractors, Inc.**  
**Coast Counties Glass**  
**Commercial Glass & Alum., Inc.**  
Coolview Tint, Inc.  
**Creative Shower Door Co.**  
**Crown Skylights, Inc.**  
**D & C Glass**  
**Dotto Glass Inc.**  
**F.D. Thomas, Inc.**  
**Franciscan Glass Co.**  
**Giroux Glass**  
**Glass & Sash**  
**Glass Concepts By Cline**  
**Golden Gate Glass Co.**  
Gozzi Construction Group, Inc.  
Grand Prix Glass  
**Hardman Glazing Systems**  
**Heritage Doors**  
Highrise Glass, Inc.  
Integrated Glass Concepts, Inc.  
**Interior Glass Systems**  
**Le Deit & Sons Glass, Inc.**  
**Lincoln Glass & Mirror, Inc.**

Metcoe Skylight Specialties  
**Mission Glass Company**  
National Glass Systems, Inc.  
**Nor-Cal Glass**  
**O'Neil Glass, Inc.**  
**O'Reilly & Faina**  
**Pacific Glazing Contractors**  
Paige Glass Company  
Paramount Glass, LLC  
Patriot Contracting, Inc.  
Performance Caulking & Waterproofing  
Phoenix Glass, Inc.  
Pinguelo Construction  
**Pinnacle Installations, Inc.**  
**PMR Pacific Sealants**  
**Premium Glass**  
Pro Access Solutions, LLC  
Products Services & Labor, Inc.  
**Progress Glass**  
**PVBS, Inc.**  
**QOL Corp. dba: Custom Engineered**  
Quality Glass, Inc.  
R & I Glassworks  
**R & S Glazing Specialties, Inc.**  
**Ranker AMG, Inc.**  
**Redhawk Glass, Inc.**

**Royal Glass Co.**  
Rynoclad, Inc.  
**Signature Glass & Window**  
**Silicon Valley Glass**  
Sunmaster  
**Team Glass, Inc.**  
Troyer's Door Control, Inc.  
**U.S. Glass & Aluminum, Inc.**  
**U.S. Glass, Inc.**  
**Union Door**  
**United California Access & Security**  
**United California Glass**  
**United California Glass & Door**  
**USGA, Inc.**  
Valley Glazing Systems, Inc.  
**Valley Waterproofing, Inc.**  
**Walters & Wolf**  
WestPac Architectural Glass  
**Whiting Glass**  
Window Covering Specialist

**WWW.NCGMA.ORG**

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**WE MOVED!**

**OUR NEW OFFICE AND MAILING ADDRESS IS  
55 OAK COURT, SUITE 100, DANVILLE, CA, 94526.**

**510-428-9486 • INFO@ALLIEDTRADES.ORG**



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



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



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