

BLUEPRINT

FOR LABOR MANAGEMENT COOPERATION

STATE OF THE VALLEY COMMERCIAL DEVELOPMENT AND LEASES DOWN AS WORKING REMOTE TAKES HOLD

Silicon Valley is a dynamic region defined as Santa Clara, San Mateo, Alameda, and Santa Cruz Counties. The growth over the last half-century has reshaped the world through technological innovation. It is also the place that three million residents call home.

The South Bay Piping Industry Labor/Management Trust continues to sponsor Joint Venture Silicon Valley and the State of the Valley conference which was held on March 1st at San Jose State University. The annual event, as always, highlights vital statistical information on the Economics and Culture of Silicon Valley.

Unemployment had an uptick since 2022 to the current rate of 3.7%. Even though twenty of the largest tech companies shed 7% of their Bay Area workforce (approximately

18,800 workers), tech industry jobs now comprise 28% percent of our total area workforce.

Other areas of economic growth include jobs in arts, entertainment, and recreation. *Community Infrastructure and Services* including education, construction and healthcare have experienced three consecutive years of positive growth and returned to pre-pandemic levels.

Office vacancy rates across the region saw an increase to nearly 19% by the end of 2023, reflecting new patterns of remote working and a transitioning economy. Commercial leases declined 22% over the previous year, leaving 31 million square feet unoccupied. The amount of office space under construction declined by 35%. This includes Hotel development. No new Industrial or R&D

developments broke ground in 2023.

Silicon Valley, as we all are aware, still has the nation's highest housing prices with median home sale at \$1.76 million, a price that is out of reach for 74% of first-time homebuyers. More than 10,000 Silicon Valley residents are homeless. 24% of these homeless in Santa Clara County resulted from job loss. An astonishing 10% of the wealthiest households hold 70% of all local wealth that if evenly distributed would provide \$2 million per household.

Silicon Valley has 52,000 "mega commuters" who travel more than three hours daily to and from work. More residents are biking to work – up by 54%.

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PROFILE

ADAM HICKEY

LEADING W. L. HICKEY SONS INTO THE FUTURE

“There is high demand for skilled labor and qualified subcontractors to meet the demand of the infrastructure needed to support our local population. Technology will play a big role alongside the skilled and trained workforce. Designing buildings with software applications such as BIM will continue to evolve to eliminate uncertainty during the construction phase. Artificial Intelligence (AI) presumably will play a larger role holistically within our industry. We are seeing this already on the project management side with product data specification sheets and procurement. Augmented Reality (AR) appears to be the next layer to be added to the coordination process both in design-build and plan-specification,” Adam Hickey 4th generation leader of W. L. Hickey Sons comments on the future of the local construction industry.

In 1904 two neighbors had a dream and formed a partnership to install and service the indoor plumbing industry. Ten years later the neighbors would part ways, but the legacy of W. L. Hickey Sons would span through two world wars, a great depression, two global pandemics, the great recession, many other historical events and into its fourth generation of family leadership. Celebrating 120 years in business this year, Adam Hickey started in 1995 at W. L. Hickey Sons as Safety Officer. He continued to build an extensive resume

throughout his years with W. L. Hickey Sons which included forging progressive company policies, relationships, innovative concepts, and knowledge-based integration, to now lead W. L. Hickey Sons as President.

Raised in San Ramon, California, after graduating from San Ramon Valley High School, Adam went on to earn an undergraduate degree in Finance and International Business Management from Oregon State University. He continued course work at the University of Technology in Sydney, Australia which emphasized the international business component. Adam has continued his education, most recently through the University of California Berkeley’s extension program on Construction Project Management. He also has been a California Department of Real Estate licensed broker for more than 20 years. He contributes to several organizations as a Board Member helping to guide policies for the UA-Plumbers Locals in the Greater Bay Area. Adam is married and has a 15-year-old daughter. Come late spring, Adam and his wife, Kimberly, are expecting a baby boy. His passions are skiing, hiking, swimming, and wine. Adam states, *“I humbly attempt to golf and play guitar, as well.”*

When asked, “what market changes do you see within the construction industry that could



positively or negatively affect building,” Adam responded, *“regionally, we are seeing the adoption of new energy codes that have created constraints both economically and design feasibility wise on many projects. Manufacturers are working to create solutions for the electrification standards; however, the technology is still emerging. Developers are adjusting to the higher interest rate environment and that process takes time to work itself out. Once projects are released for construction, the pace at which structures go up is very fast. This, amongst other things, is attributed to the pre-construction coordination and offsite fabrication capacity of our subcontracting community.”*

Adam’s knowledge, leadership and devotion to the construction industry is on target to take W. L. Hickey Sons into the 5th generation. If you would like to learn more about W. L. Hickey Sons, visit www.wlhs.com.

Training Center Update

MENTAL HEALTH TRAINING AND PEER SUPPORT

AND 2024 LOCAL APPRENTICESHIP CONTEST



In September 2022, the Pipe Trades Training Center (PTTC) launched a monthly Health & Wellness series offering 1-2 hour seminars on numerous topics related to Mental Health and Wellness. These seminars were free to all Local 393 members, their partner/spouse, and adult children. Presenters came from the County of Santa Clara and other local non-profits, provided free or affordable. The series of programs began with Suicide Awareness and Prevention training to coincide with Suicide Awareness Month.

Training Center staff participated as they are on the front lines dealing apprentices and journeypersons daily. Brian Murphy, Director of the Training Center stated about these hard-working women, ***“they are often assigned the “mother” role by apprentices and journeypersons and experience a fair amount of emotional dumping.”*** The entire staff at the Training Center is Mental Health First Aid certified

Seminars are announced through social media, at union meetings, and most recently through mailed out schedules which targeted spouses/significant others and encouraged them and their partners to attend. A slight increase resulted with a few member’s spouses and adult children participating. After the initial year, evaluations were made which led to the development of the 393 Peer Support Program.

Working with Dr. Sally Spencer-Thomas, Eduardo Vega, and Seraluna, introductory peer support classes were held at the Training Center. Initially,

20 members enrolled. Now, any 393 member that has a **393 Peer Supporter** sticker on their hardhat or lunchbox signifies that they have received training and are available to help and aid members in need. Funding for the program came from the South Bay Piping Industry Labor Management Trust, Local 393 and area Contractors.

The premise of the 393 Peer Support Program is meeting in a dedicated space and time to: 1) train peer supporters to help one another with mental health-related situations that arise on job sites, 2) to be available to 393 members that need support, 3) to continue to brainstorm and generate new and innovative ideas to expand the reach of our network and 4) provide the attendees with a mental health tool-box talk to take back to the field. The Training Center is also working specifically on “VitalCog” Suicide Prevention in Construction training courses. At a recent session, the seminar was full of VPs and department heads from area signatory contractors.

Throughout the year, PTTC has worked on providing quality mental health resources on our website [Mental Health & Wellness | Pipe Trades Training Center \(pttc.edu\)](https://www.pttc.edu). Staff continues to audit resources and the 393 Peer Supporters will continue to meet bi-monthly to ensure continued training and support. You can view developing toolbox talks on the PTTC website [Toolbox Talks | Pipe Trades Training Center \(pttc.edu\)](https://www.pttc.edu). Brian Murphy, The PTTC Director, recently won the 2024 Mental Health Toolbox competition at the 3rd Annual Mental Health Summit for construction. The main goal is to keep spreading mental health awareness and to lead by example.

The Training Center recently hosted the **2024 Local Apprentice Contest**. The contest goal is to foster a sense of community and encourage apprentices to challenge themselves in ways they normally wouldn’t. Forty-one apprentices participated this year. This group pared down to the top six contestants per trade through written examination. Those individuals earned the right to compete at the local contest held Saturday March 2nd and Sunday March 3rd. A total of 19 apprentices competed in the finals, six plumbers, four steamfitters, six HVAC, and three welders. The competition lasted 16 hours across four disciplines. With sponsorships from South Bay Piping Industry, Local 393, Santa Clara Windustrial, Milwaukee Tool, Lincoln, Miller, and Linde Gas, the event concluded with a fantastic awards dinner and participant prizes. The top four winners earned the right to represent Local 393 at the Cal State Apprentice Contest in Santee, Southern California this April. Local winners were **Plumbing- Brian Crummet, Steamfitting- Courtney Borja, HVAC- Adam La-Clair, Welder- Hunter Houston.**



[More Contest Photos on pg5](#)

COMMUNITY

SOUTH BAY PIPING INDUSTRY COMMUNITY INFLUENCE

Blood Donors Needed: South Bay Piping Industry is proud to join *San Jose State University's student run radio station KSJS 90.5* in sponsoring an advertisement to remind listeners, and the community the need for safe and secure blood supply is now upon us. If you are healthy and qualified, please consider donating blood at the hospital or blood bank of your choice. To learn more about the need for blood, please visit the Red Cross website at: www.redcrossblood.org. They are especially in need of Type O Blood. You will be giving the gift of life - and support local college radio! Listen to KSJS 90.5!



What's Cooking?

Nayeli Ceja Anguiano from Rebekah Children's Home in Gilroy accepted food and a check as part of South Bay Piping Industry's (SBPI) annual food giveaway in conjunction with the Santa Clara County Fair FAA animal auction. Held annually, SBPI purchases student raised livestock, has the meat processed, and then donates to local organizations. Pictured here with **SBPI CFO Wayd La Pearle**, the meat will be used as part of Rebekah's cooking program which teaches disenfranchised youth culinary and job skills (it is a 60 hour, certified program). The program has expanded since its inception in 2012 to employ up to 10 apprentices at a time and help them explore their interests in Savory Cooking, Baking and Pastry, Business Management, and Customer Service.

Scholarship Applications being accepted!

The South Bay Piping Industry has been a time sponsor of the Air Systems Foundation Inc. They are proud to announce their annual college scholarship program is now accepting applications for the 2024 year. The Foundation scholarship review team is especially interested in teens coming from our industry. While good grades are wonderful, the committee looks at the whole student. To date, they have given over 350 scholarships to teens right here in Santa Clara County. To apply and get more info, visit their website, www.asifoundation.org.



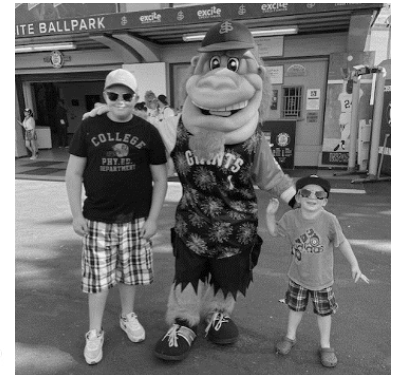
RESOURCES

South Bay Piping Industry continues to sponsor local sports! Get your comp tickets by visiting our website – www.sbaypipe.org



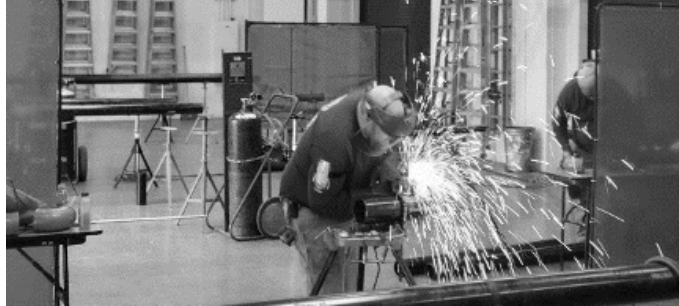
Earthquakes Soccer Tickets – South Bay Piping Industry is proud to announce we are a sponsor of the San Jose Earthquakes. Visit our website at: www.sbaypipe.org click on News-Events-2024 Earthquakes Soccer Tickets for details. The season runs from March 2nd through December 3rd, 2024. Tickets are distributed on a first come first serve basis 24 hours prior to game day. You must provide an email address at the time of ticket reservation to receive tickets.

San Jose Giants Baseball Tickets – The new season is almost upon us, and South Bay Piping Industry is your sponsor and resource for tickets. Please keep checking our website at www.sbaypipe.org for details. Tickets are distributed on a first come first serve basis 24 hours prior to game day. You must provide an email address at the time of ticket reservation to receive tickets. You may order up to 10 tickets per family, per game. This is a great way for family, friends and your little league or fast pitch girls teams to get together and enjoy a day of local baseball, hot dogs and popcorn at San Jose Muni Stadium.



Industry Kids, Zach and Brock Smart, enjoying a beautiful day at the San Jose Giants with Gigante

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High school graduates in Silicon Valley meeting UC/CSU requirements have increased by 15% over the past decade. School Meal programs (breakfast, lunch, and summer meals) served 78% more meals than last fiscal year. Eighth-grade math proficiency remains higher in Silicon Valley (48%) compared to San Francisco (38%) and California overall at (30%).

Nearly all Silicon Valley residents (95%) have health insurance

coverage. Mental health continues to be a struggle for the region's residents. One in five Bay Area residents experience anxiety and/or depression most days of the week, with rates particularly high among young adults (ages 19-29).

Construction employment in general has rebounded to pre-pandemic levels with three solid years of growth. Per capita income for our area is \$153,000 compared to US amount of \$65,470. On a final note, Silicon Valley is home

to 84 billionaires, with New York City and Hong Kong the only locals with more. AI is leading the tech way in our area with a whopping 220% increase in venture capital investment.

The South Bay Piping Industry Labor Management Trust THANKS Joint Venture Silicon Valley for providing this critical information. To get more details on the event and the State of the Valley index, visit their website at jointventure.org.

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THE SOUTH BAY PIPING INDUSTRY NEWSLETTER

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