

Deal Reached

◆ *Historic Citywide PLA Comes to Fruition*

After over a year of negotiations between the Building Trades and City of San Francisco, a citywide PLA has been finalized. The legislation was approved by the Board of Supervisors (BOS) 11-0 in December 2018 and was subsequently signed by Mayor London Breed. Then in January 2019, the BOS issued an ordinance requiring the City Administrator to embark on negotiations with the applicable trade unions and arrive at a deal by September 2019. When a deal wasn't reached by that date, the deadline was extended to December 1, and later into 2020.

"We're incredibly proud," said Tim Paulson, San Francisco Building & Construction Trades Council

(continued on page 13)

Generational Crisis: Building Trades Leadership Responds to COVID-19

◆ *Health and Wellness Number One Concern, Increased Safety Precautions Now the Norm*

By Jacob Bourne

Although initial reports indicate that the Bay Area's early action may be working to help stop the spread of the COVID-19 virus, the measures have taken their toll on the economy, with many in the Building Trades hit especially hard.

"The number one concern of the SFBCTC is the health and safety of our members," said Tim Paulson, San Francisco Building and Construction Trades Council Secretary-Treasurer. "This is the overlaying issue and we're taking it very seriously. We won't be forcing members into unsafe working environments. We're going to have to deal with the economic ramifications of this, but we're not going to tell people that they have to go to work."

The global pandemic has been a fluid, and at times, a rapidly-evolving situation with cases in many cities skyrocketing during late March and early April, and government agencies updating social distancing orders. On April 1, the death toll from



Signs of unique and challenging times in San Francisco include Mission Street nearly vacant during a recent rush hour.

the novel coronavirus surged above 4,000 cases in the U. S. eclipsing the number of deaths from the September 11, 2001 terrorist attacks.

"This isn't like a flood or fire. This is a pandemic and it's a different type of disaster with its own timeline and issues,"

(continued on page 8)

MORE COVID-19 COVERAGE

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ON THE Job Site

Local 483 Wraps Up Mexican Museum Project

By Jacob Bourne,
Contributing Writer and Photographer

The Sprinklerfitters 483 have kept busy during the past couple of years at 706 Mission Street. The major project involves a historic renovation of two connected buildings that will be the home of The Mexican Museum and The Four Seasons Residences, featuring homes with five-star hotel-like amenities. Some units will be as large as 10,000 square

(continued on page 20)



Necessary Work

by Tim Paulson, Secretary-Treasurer
San Francisco Building & Construction Trades Council

There is a debate raging in America. The debate is driven by the COVID-19 virus but the issues for workers is always similar. I am extremely irritated by the divisive dynamics of the arguments. But America thinks this is necessary.

The debate rages between the *Health and Safety* of American workers caused by the health care crisis versus the *Economic Health* of workers and their families to

- 1) Find and buy food and home products
- 2) Keep their jobs
- 3) Secure and keep health care benefits
- 4) Confront the unthinkable tragedy of not keeping a roof over their home

Like 2007, we could be that close to another economic collapse.

The corporations and the rich are insisting that all public policy and economic stimulus and assistance be left in their hands because they know best. Paternalistic bullshit to give the bosses all the money without guaranteeing it being used for any worker safety net.

We have members and coworkers who are generally feeling unsafe and fearful during this health crisis. Union members and other workers are afraid to go to work. They are also fearful that their families are going to be ignored when our checkbooks are depleted and job security disappears. Both are important. We cannot pick one over the other.

We must listen to these cries. It is my and your cries.

The California Building and Construction Trades Council has

pushed hard to keep construction jobs open, but many leaders have tempered that unilateral response in the “debate.”

We need to push for safety as much as we push for jobs.

Let’s be clear: We are all “necessary workers.” Whether health care, food service, or construction workers building houses and hospitals, roads, water and sewer systems and other critical infrastructure.

We are the workers who keep America alive. We built America. We make America work. If we don’t work, America doesn’t work.

The American labor movement isn’t about any single job or industry. The labor movement – the building trades councils and the labor councils and the AFL-CIO should be about “all of us.”

And now is the time to prove again that we are.

When certain jobs shut down (or not) due to Coronavirus we demand:

- Full pay, if furloughed or laid off, until we get back to work
- Continued full health care benefits to keep our families safe
- No construction shutdown of any project where social distancing and other safety practices are met. (I had a construction worker tell me



that he/she has worked on a highrise commercial construction project for two years.

“No accidents, no sickness no problems. Why can’t I continue to work? I need my paycheck.”

- Full PPE equipment as condition of safe employment
- Complete moratorium of Mortgages and Rent for housing and businesses shut down by government and other directives
- Engagement of the San Francisco Building Trades Council in any Department of Public Health (DPH) discussions related to “necessary work.”

This is just the minimum that your union expects.

Keep safe and keep fighting. **OL**

“We are the workers who keep America alive. We built America. We make America work. If we don’t work, America doesn’t work.”



SAN FRANCISCO BUILDING & CONSTRUCTION TRADES COUNCIL OFFICERS & AFFILIATES



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Bricklayers & Allied Crafts, Local 3
Carpenters, Local 22
Carpenters, Local 2236
Carpet Layers, Local 12
Cement Masons, Local 300, Area 580
Electrical Workers, Local 6
Elevator Constructors, Local 8
Glaziers, Local 718
Insulators & Asbestos Workers, Local 16
International Federation of Professional and Technical Engineers, Local 21
Ironworkers, Field Local 377
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Laborers, Local 261
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– The Publishers

Official Minutes of the San Francisco Building and Construction Trades Council

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DELEGATES MEETING MINUTES

March 5, 2020, 5 PM

Sheet Metal 104

ROLL CALL OF OFFICERS:

President Larry Mazzola, Jr, Secretary-Treasurer Tim Paulson, present; Vice Presidents John Doherty and Vince Courtney, Jr excused.

CORRESPONDENCE:

Letter from Paragon/Schlage Lock Attorney citing violation of the PLA

Thank you from Instituto de Laboral

REQUEST FOR FUNDS:

None

SECRETARY'S REPORT:

- Election update, Prop A and B won; Prop E won as expected (but close)
- Potrero Hill Power Plant PLA agreement
- Update on Citywide PLA negotiations
- City College over \$850M infrastructure bond PLA done

- India Basin Rec and Park portion of new project PLA update.
- Giants/Mission Rock signing ceremony
- Schlage Lock – Paragon, ready to begin work, real prejob being scheduled.
- Avalon Bay, Balboa Reservoir, meeting with Secretary Treasurer tomorrow
- Turner, 95 Hawthorne still being scheduled with Turner
- Park Merced PLA, trying to schedule dates
- PUC prejobs in email
- UCSF negotiations extended
- Trustees meeting, March 16
- Warriors retail and restaurant walkthroughs still happening with Warriors giving council list of subs, letters of assent and assignment
- Building Trades leg conference in DC end of March
- Secretary Treasurer to cancel March 19 and April 2nd Delegates meeting due to state and national building trades meetings
- President Mazzola and Local 483's Tony Rodriguez reminded us that we don't support the Mayor's housing initiative because it contains no labor protections

PICKET SANCTIONS:

None

OLD BUSINESS:

None

NEW BUSINESS:

None

REPORTS OF UNIONS:

None

ADJOURNMENT:

6:04 PM

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BUSINESS AGENTS MEETING MINUTES

March 11, 2020, 10 AM

IBEW 6

ROLL CALL OF OFFICERS:

President Larry Mazzola, Jr.; Vice President John Doherty; Secretary-Treasurer Tim Paulson, present; Vice President Vince Courtney, Jr., excused

CORRESPONDENCE:

None

REQUEST FOR FUNDS:

- CCHO fundraiser, M/S/C to file
- SFLC COPE banquet; M/S/C to buy Secretary Treasurer one ticket, \$500

SECRETARY'S REPORT:

- Potrero Hill Power Plant PLA update and side letter

- Update on Citywide PLA negotiations
- Negotiations and deal with City College over \$850M infrastructure bond and fundraisers for Measure A, almost done. PLA sent to NABTU
- Update on modular technology (President Mazzola)
- Update on India Basin Rec and Park portion of new project PLA update.
- Prejobs update; SFUSD and PUC
- Get updates to schedule other PLA negotiations
- Trustees meeting to hear about updated balanced budget; still finding dates
- Official Park Merced negotiations being scheduled
- Secretary-Treasurer meeting with Avalon Bay and Bridge for Balboa Reservoir
- Update on AB 5 defense
- BuildGroup requesting prejob conference at next phase of 5M
- Sheridan Elementary School prejob March 16th at 1 PM at SFUSD headquarters
- Next political breakfast April 10th

PICKET SANCTIONS:

None

OLD BUSINESS:

None

NEW BUSINESS:

None

REPORTS OF UNIONS:

None

ADJOURNMENT:

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MONEY MATTERS: Financial Services

Understanding Business Email Compromise (BEC) Fraud

Criminals are continuously looking for ways to access funds quickly and easily. Fraudsters may hack into CEO, CFO, Executive Council member, and business partner email accounts to initiate transfers to fraudster accounts using a format and language similar to genuine requests. Fraudulent transfers are then nearly impossible to recover because funds are moved elsewhere or withdrawn immediately with little or no audit trail.

BEC examples

Following are just a few recent BEC scams our Labor Management division clients have encountered.

#1 Hacked Labor Attorney Email

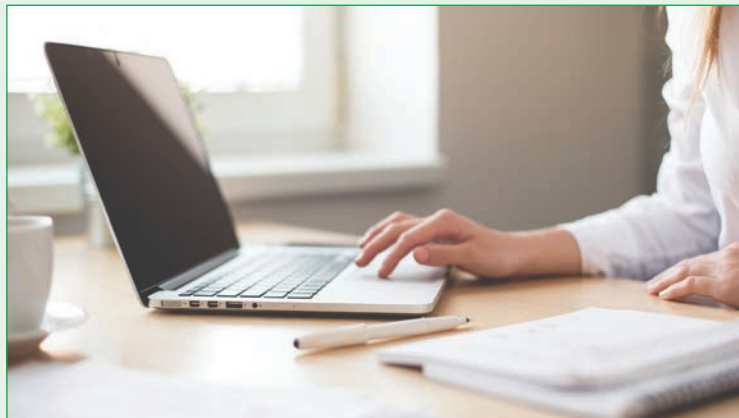
An attorney who works with many of our local unions emailed our bank representative about her account balance. We called the attorney's office to alert her staff about a potential email hack just as her administrative assistant was about to send a wire in response to the attorney's fraudulent email wire transfer request.

#2 Almost-Correct Email Address

We received an email from a labor organization executive requesting an urgent wire. Upon further inspection, we saw the email address was different from the executive's email address on file by one letter. We contacted the organization and found that the wire transfer request was fraudulent.

Warning signs of attempted BEC fraud

- Urgent requests, sometimes made near the end of the day or payment cut-off time or before weekends or holidays.
- Pressure to disregard standard procedures or keep transfers confidential.
- Transfers to bank accounts, countries, and/or currencies outside the norm.



BEC fraud prevention

Review internal procedures for authorizing, sending, and executing fund transfer requests to help prevent BEC fraud.

1. Assess security measures

- Routinely check your internal information security environment and keep antivirus software up-to-date.
- Provide ongoing training to teach employees to never reflexively open a link.

- Communicate via secure methods (e.g., use encrypted communication and password protect attachments).
- Change system passwords frequently.

2. Confirm and consult

- Confirm email requests using an alternative communication method (e.g., verify via telephone using contact details on file). Never use contact information provided in an email requesting a transfer.
- When replying by email, manually re-enter the email address on file in a new email thread.
- Consult with colleagues and cybersecurity professionals with any doubts about transfer requests.

BEC fraud is one type of payment fraud among increasingly sophisticated techniques using voice impersonation and other social engineering tricks to persuade staff members to share security credentials and exploit vulnerabilities in systems or procedures. Stay on the lookout for fraud to protect your organization and members.

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More Than a Numbers Game

Lindquist Certified Public Accountants Give the Lowdown on Forensic Accounting—Traditional vs. Digital
Lindquist LLP Certified Public Accountants took some time to answer a few questions about one of the fastest growing areas of accounting – digital forensic accounting – and about how it differs from traditional forensic accounting.

ORGANIZED LABOR: What is Forensic Accounting?

Lindquist LLP Certified Public Accountants: “It’s a process, typically coming after some event has happened, of piecing together financial transactions, events, people or parties to try to determine and quantify the nature of an actual or potential loss. It’s like putting together the pieces of a puzzle and connecting the dots. Most of the time, forensic accountants are brought in after an event has occurred. An issue has risen to the surface, and we’re brought in to help the client determine: is there a loss, how big is the loss, when did it happen, how did it happen, and how deep is the hole?”

ORGANIZED LABOR: It sounds a little like auditing

Lindquist LLP Certified Public Accountants: It can sound a little bit like auditing, but the mindset of an auditor versus a forensic accountant is

completely different. Yes, a financial statement auditor should be alert to red flags as he or she is conducting the financial statement audit, but some people are better at that than others. The training and the experience that a forensic accountant has versus

a financial statement auditor is tremendously different. Many times an auditor will just go right past the things that a forensic accountant looks for, but not because they don’t care. Financial statement auditors, in fairness to them, can’t look at every single piece of paper in every single document. The audit would never get done. So, they have to establish some parameters as to what they’re going to audit. Good fraudsters and criminals are keen to that. They know, for example, that only checks that are \$10,000 or greater require two signatures, so they’re probably going to relegate their thievery to somewhere below \$10,000. The skill set is tremendously different.

ORGANIZED LABOR: Is Forensic Accounting a recent field, or has this always been part of what accountants can do?

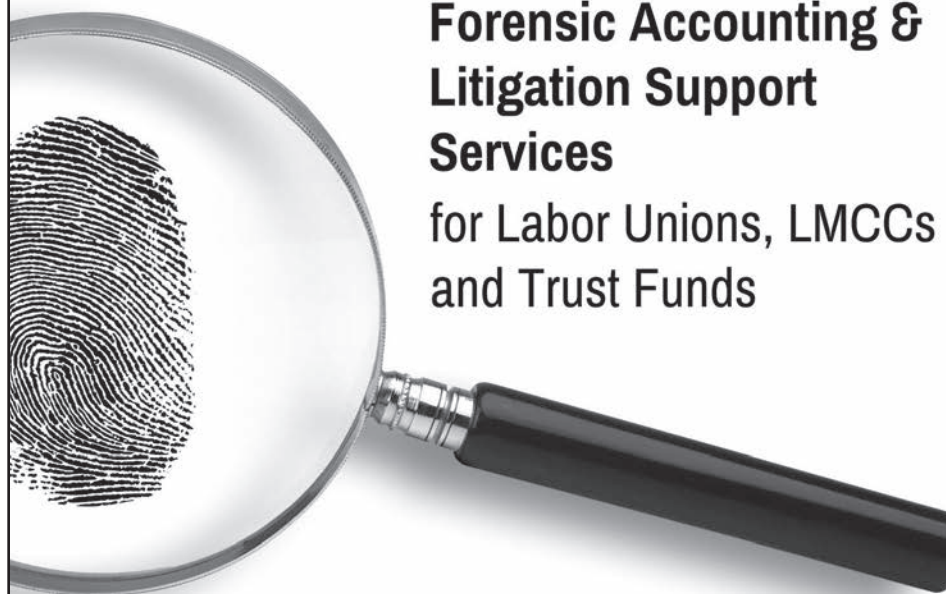
Lindquist LLP Certified Public Accountants: It really took until the late 1990s and early 2000s when you had some very substantial corporate scandals where the nomenclature, “forensic accounting,” had a lot more pizzazz to it.

(continued on next page.)



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MONEY MATTERS: Financial Services

ORGANIZED LABOR: We understand that Lindquist launched a new program at the end of 2019 called Digital Forensics. What's the difference and what is this new program about?

Lindquist LLP Certified Public

Accountants: Digital Forensics is the practice of going out and securing evidence that may be on a computer laptop, a desktop, a phone, a tablet, an iPad, so on and so forth, and you're doing it through permission and authorization. You're not doing it secretly. It's the process of getting what we refer to as forensic images on a device and processing it with software tools so that we can understand what was contained on that device. What were their communications – emails, chat messages? What type of business records were on there – word documents, PDFs? What type of browsing activity is on there – Google, so on and so forth?

Digital forensics is so important today because nearly everything we do is with some type of technology. Instead of using the green ledger sheets, we're using software programs like QuickBooks to record and capture accounting transactions. Rarely today

are you going to walk into a client's office and find a couple of boxes or more of business records with a label saying, "Here is everything!"

Digital forensics captures all of those footprints of the user: Traces of what they were doing, when they were doing it, who they were doing it with. It is a game changer. I don't know how you could do a

proactive or a reactive effort here. Let's put this into an HR (Human Resources) context. We have a high-level executive who gets up and leaves with little or no notice and we're not sure why he or she left. What you're trying to do in a proactive space is find out whether or not there was some pattern of conduct that they were engaged with or involved with that you didn't know before that

members, stock holders, whatever the case may be. You don't want to be the one sitting there later on when this thing blows up on you and you had an opportunity to investigate and examine certain information much earlier. In a reactive space, you may not know on day one, did they take \$5,000? Did they take \$20,000? Is it something else? A digital forensic accountant can tell with a high degree of confidence what's on that hard drive or phone and how all of that evidence correlates to the facts and circumstances leading up to our conversation.

ORGANIZED LABOR: Fascinating

Lindquist LLP Certified Public

Accountants: It is a total game changer. The way that we conduct our daily activities through email, through phone calls, through messaging applications, through Zoom conferencing, whatever it is, you're not going to find that on a piece of ledger paper with notes written. It's going to be on that device, that computer. In 2020, we don't know how you could do a forensic accounting investigation without including digital.

For more information, visit www.lindquistcpa.com

“It's a total game changer. In 2020, we don't know how you could do a forensic accounting investigation without including digital.”

forensic accounting examination without also including digital forensics, because you're going to miss something if you don't have the digital as well.

ORGANIZED LABOR: If I have an organization such as a union, why would I come to you?

Lindquist LLP Certified Public

Accountants: There are a couple of different avenues. You can have a

you need to know now. If they were using a shop computer or phone or whatever, evidence of wrongdoing may very well be on that device. A lot of clients, you have to help them understand why that is so valuable. The practice and effort of imaging a phone or imaging a computer is not cheap. There's a cost associated with that.

We tell clients, you've got to look at it in a couple of different ways. Your organization and its leadership have a fiduciary duty to your constituents – union

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Building Trades Sign PLA for Mission Rock Project

◆ *Mixed-Use Project Moving Forward*

After many years in the development pipeline, the Building Trades are moving forward with Mission Rock, a large mixed-use project located on a 28-acre Port-owned property at Pier 48, Seawall Lot 337. The project is being developed by Mission Rock Partners consisting of a collaboration with the San Francisco Giants, Tishman Speyer and the Port of San Francisco. The team also includes several architectural firms including MVRDV and Studio Gang that have designed the project's many aspects to create an aesthetic reminiscent of the Bayfront's historic past with strong indoor-outdoor connections.

"The project has been fully approved and the Building Trades signed a contract with the Giants for a deal on Mission Rock," said Tim Paulson SFBCTC secretary-treasurer. "Some affiliates have already signed but we are still working on gathering more signatures from other affiliates."

Because of the statewide shelter-in-place order due to the COVID-19 pandemic, Paulson said it has been difficult for the partners to hold the necessary logistical meetings associated with the project labor agreement (PLA). However virtual meetings are replacing in-person meetings to help tie up loose ends. Paulson also said

that although the project is almost ready to break ground, there could still be delays due to the public health crisis.

The City's vision for the site has been a project that rehabilitates the historical resources at Pier 48, provides public open space, creates affordable housing and livable wage jobs, and includes sea level rise resiliency and adaptation features. At full build-out, Mission Rock will offer eight acres of public parks and open space, including a five-acre waterfront park.

Of the estimated 1,200 rental residential units, 40 percent will be affordable for low and moderate income households. Other uses are up to 1.4 million square feet of office space and more than 200,000 square feet of neighborhood serving retail and local manufacturing space. A parking structure will accommodate vehicles for residents, workers and visitors to nearby Oracle Park. The project will involve historic rehabilitation work and a Blue Greenway trail connecting the Embarcadero and Hunters Point. The project is expected to create thousands of construction and permanent jobs and the developer agreed to a goal of 20 percent Local Business Enterprise participation during construction.

"We really enjoyed designing a

(continued on page 12)

Potrero Power Station Project Forges Ahead

◆ *Tentative Agreement Reached with Associate Capital*

By Jacob Bourne

Since the Potrero Power Station redevelopment project was approved by the Planning Commission on January 30, a Building Trades team has been working to finalize a deal for a project labor agreement with developer Associate Capital. The project is the last of several major developments approved in recent years to open up the formerly industrial Southern Bayfront. The result will be a stretch of mixed-use development supplying much-needed housing and publicly accessible open space from Mission Bay to Candlestick Point including the Mission Rock and Pier 70 projects. Adding to the repertoire, the Potrero Power Station will generate thousands of construction jobs as well as affordable housing.

"In March the Buildings Trades leadership team reached a tentative agreement with Associate Capital on the Potrero Power Plant project," said Tim Paulson, San Francisco Building and Construction Trades Council Secretary-Treasurer.

In addition to supplying a wealth of construction jobs at prevailing wages, the project has a First Source Hiring Agreement, goals set for Local Business

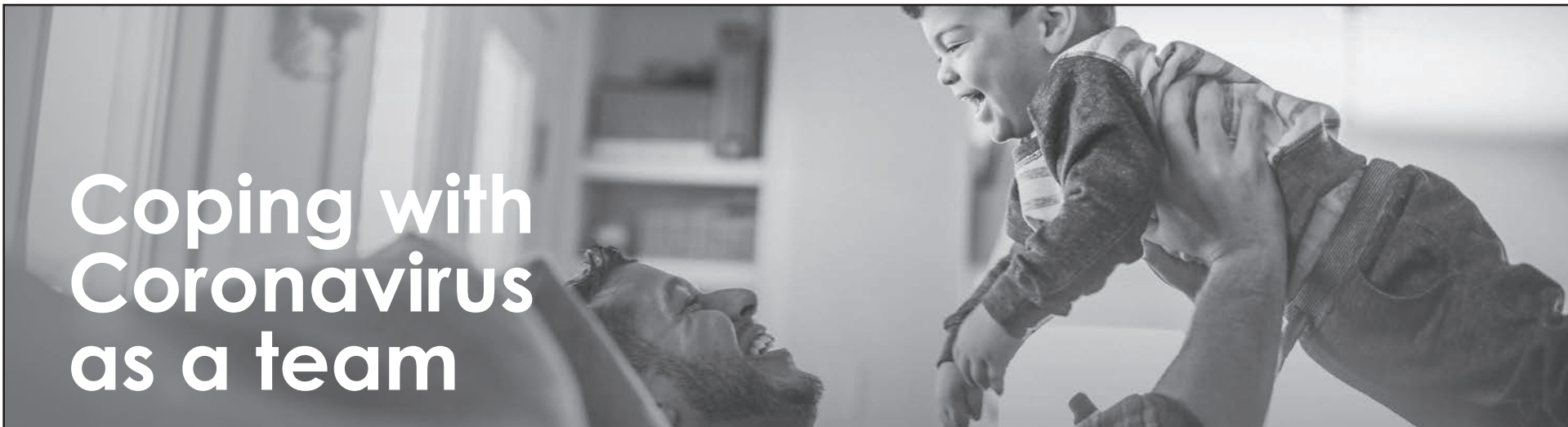
Enterprises, a job readiness training fund and an engagement program for tech and biotech employees.

To date, the project has undergone environmental site characterization and is at least 25 percent remediated from past industrial uses.

"My firm has been working with PG&E over the past three years to do the remediation and has been in coordination with the Regional Water Quality Control Board," said Enrique Landa, partner at Associate Capital. "We look forward to completing that work over the next few years so that the site is ready for development."

The project is located on a 29-acre site on the eastern side of the Dogpatch neighborhood and is just south of Pier 70. The site is broken down into a 21-acre portion owned by Associate Capital, a 4.8-acre area controlled by PG&E, a 2.9-acre Port property and a 0.2-acre City-owned portion. It will repurpose the long defunct power station into 2.6 million square feet of housing, 1.5 million square feet of office and life science lab space, 100,000 square feet of retail, 48,000 square feet of community facilities, a 240,000 square foot hotel and 25,000 square feet of assem-

(continued on page 12)



Coping with Coronavirus as a team

At Blue Shield of California, your health is our top priority. It's normal to experience worry and concern about what we are facing as a community. It is also important to remember that we have the power to make healthy decisions to protect our physical and mental health. The following are a few suggestions on how to create a positive framework:



Develop routines and have a disciplined way of managing the day



Use technology to connect—video chat with family, friends and colleagues



Pause to take 5-10 deep breaths per hour. It will help you feel grounded and manage feelings of anxiety

To learn more, visit www.blueshieldca.com/coronavirus

#WhatWeStandFor

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Local 510 Members Hit Early by COVID-19 Show Cancellations

Many industries and trades have faced economic and professional hardships caused by the COVID-19 pandemic. The Local 510 Sign & Display Union first experienced the impact of the health crisis in late February. Trade shows, which generally represent the bread and butter for Local 510 members, have been canceled or postponed because of the risks that large gatherings pose of spreading the virus.

Although the original shelter-in-place order for multiple Bay Area counties went into effect mid-March, trade shows began cancelling in February as exhibitors dropped out. The RSA Conference, a cybersecurity show held February 24-28 at the Moscone Center, was the last major show where Local 510 members worked. Shortly afterwards, events such as Google's Cloud Next, Game Developers Conference and IBM's Think 2020 — significant jobs for the union — all canceled.

"There were a number of show associations that acted to cancel shows even as they were still setting up," said Local 510 Business Representative Morgan Worth. "That took place over a week and a half to two-week period. [One show] had two attendees who went home to Connecticut and were later diagnosed with the Coronavirus, so our members were understandably concerned about possible exposure in late February."

Worth said that as shows cancelled, employers started laying off and furloughing workers because there were no jobs for them. Due to continued uncertainty over the duration of the pandemic, Local 510's largest employer, Freeman Company, opted for a 90-day shutdown with a tentative reopening planned for June.

Nearly all of Local 510 members have either been laid off or furloughed and they are feeling the impact.

"A fair number of our members live hand to mouth," said Worth. "Many of them are looking to unemployment benefits. Many had claims already open and those that didn't may have to wait a little longer. This is going to be really hard on our members. Our union is trying to find the best resources for our membership. We're relying on some measure of help from the labor community."

In addition to concern about being able to pay rent and bills, a majority of Local 510 members will only have health insurance coverage for two to three months while they are out of work. The union's medical trust fund is exploring ways to extend those benefits.

"We've never seen anything like this so we don't know what to expect," Worth said. "We're keeping members updated by posting resources on our website as they become available and are maintaining contact on a daily basis."

—By Jacob Bourne



Local 510 work on setting up an event at Moscone Convention Center in July.

COVID-19

Continued from page 1

Paulson said. "There are a lot of new things we haven't seen before. Responding to crisis situations isn't new for the Building Trades, but this crisis is new. There are many more concerns coming up than did with 9/11."

"This is worse than any crisis our generation has ever seen. This is a scary thing," added Larry Mazzola, Jr., SFBCTC president. "This is such a unique situation, and all unions are trying to protect their members right now. It's hard."

Many construction projects have been shuttered. Some of these closures are due to changing definitions from San Francisco and state leaders about which construction jobs are deemed essential. In other instances, contractors have opted to halt work for safety reasons. If a family member of a worker tests positive for the virus, then the worker might have potentially spread the virus to everyone at a given job site.

"The issue is being dealt with on a project-by-project basis," Paulson said. "All trades are monitoring their job sites in every way they can."

For "essential projects" that are moving forward, extensive measures are being taken under the guidance of contractors and unions to keep everyone healthy. These include maintaining six feet of distance between workers, wearing personal protective equipment and supplying sites with hand wash sta-

tions, sanitizer and cleaning supplies. According to Vince Courtney, assistant business manager for the Northern California District Council of Laborers, strict attention to safety protocols are just part of the daily routine for skilled building trades workers. Many trades are also following the advice of federal, state and local government officials regarding which specific precautions they should take.

"The last ten years, we've seen an increase in PPE requirements," said John Doherty, IBEW Local 6 business manager. "Many of our contractors already require our members to do task assessments to figure out if there are any hazards. Oddly enough, this is the type of training that lends itself to what we're doing now. Some of the bigger shops have elaborate systems of rotating PPE and washing helmets. Others aren't as sophisticated."

While all trades are impacted by social distancing requirements, there are situations with nuances. For example, some emergency jobs enlisting the skills of Local 8 elevator constructors may pose situations in tight elevator shafts that make it difficult for workers to keep the minimum six feet of distance between each other. Conversely, trades like the Sprinkler Fitters who work in more open areas, can more easily keep adequate distance. Regardless, many jobs employing crews of Sprinkler Fitters Local 483 members have closed.

NABTU Partners With Nurses to Donate Masks

North America's Building Trades Unions (NABTU), an alliance of fourteen affiliated unions collectively representing over 3 million skilled craft professionals in the building and construction industry, have announced a partnership with National Nurses United (NNU), the largest union of registered nurses in America, to donate N-95 respirator masks and other protective equipment to nurses.

"The health and safety of our members and their families is always job number one," said NABTU President Sean McGarvey. "All of North America is our family right now, and we stand ready to help. We commend the thousands of nurses, first-responders, and healthcare workers who are putting their lives on the line every day during this pandemic. Given the shortage of health supplies, we are asking our contractors and our own training centers to donate N-95 respirators and other protective equipment like face shields and goggles as quickly as possible in their own communities. Our men and women will continue doing all we can to support those in need during this critical time."

Nurses say they are especially appreciative of the donated protective equipment given that the Centers for Disease Control (CDC) recently weakened their infectious disease guidelines for health care workers. The agency announced that in a pinch, even a bandana or scarf is adequate protection for nurses.

"We are beyond grateful to the building trades for their generous donation of respirator masks and other equipment to help protect nurses and other health care workers during the COVID-19 pandemic," said NNU Executive Director Bonnie Castillo, RN. "We need the highest level of protections—N-95 respirator masks and other protective gear—not surgical masks or bandanas. Right now, the building trades unions are stepping up to help get us that equipment, as the government should have begun doing months ago."

“Some of our members have senior citizens living at home with them or they have kids,” said Tony Rodriguez, Local 483 business agent. “A lot of them have said that they don’t feel comfortable going to work. They’d much rather collect unemployment and wait until it’s safe to go back to work.”

Rodriguez said that he’s spoken with many members who agree with the decision to shut down jobs as they see the number of cases and deaths from COVID-19 escalate. He said health benefits will last for four months for most members followed by an extension option with scaled back coverage for about \$275 per month for a family. Local 483 union meetings are still being held via Skype, and apprentices have access to online coursework.

Despite some agreement about the necessity of the job closures where appropriate, the situation has placed many members in tight financial situations. Many of these members were not prepared to go from having steady work to having no work at all, but they still have to provide for their families. Union leadership has shifted into high gear fielding calls and emails from worried members while disseminating the latest information online. Many have steered members to apply for unemployment and to wait for stimulus checks from the federal government. Most union leaders are themselves working from home with a few essen-

tial staff rotating stints at the halls

“Members are hopeful about the unemployment benefits and stimulus package,” said Courtney. “Union officials are assisting with filling out the unemployment paper work. A lot of emergency newsletters and bulletins have gone out to membership from all of the local unions in Northern California. Every single day, something new is being done by leadership, and the administration is carrying it out.”

As of early April, there were no reports of COVID-19 being widely spread through Bay Area construction sites. A handful of incidents of workers testing positive for the illness within the region were dealt with swiftly and an abundance of further precautions have been taken for any emergency or essential work going forward.

“I tell my members, if you don’t feel it’s safe to go to work, don’t go. If you don’t feel well, don’t go,” Mazzola Jr. said.

“This disruption is going to go on a lot longer than people think,” added Doherty. “We’re going to be dealing with the virus through the winter, and so even when we do get back to work, the workers are going to have to be vigilant for a lot longer than this shelter-in-place order because we don’t want to see this spike again. This is going to be our norm until we get the real all-clear signal. This could be our norm for a while.” **OL**

Pass This Bill, Then Do Much More

AFL-CIO President Richard Trumka made the following statement in response to a deal on the coronavirus response bill.

Make no mistake, working people and our allies took last week’s corporate grab bag and made substantial improvements. We are thankful to Senator Schumer and Speaker Pelosi for their intense effort on behalf of working people.

This deal includes a number of things America’s workers must have immediately, including an expansion of the unemployment insurance program, increased funding for schools, hospitals and state and local governments and relief for the airline industry that protects worker rights. Given the urgency of the situation, Congress should pass this bill and President Trump should sign it today.

However, the package does not address critical aspects of the coronavirus crisis—issues that threaten the lives of working people and the integrity of our democracy.

The package fails to provide front line workers with the health and safety protections necessary to keep them from contracting Covid-19. It includes no workplace standard, no increased funding for OSHA and not enough resources to frontline workers. And because of Senator McConnell’s obstruction, the deal is silent on the multiemployer pension crisis.

Though this bill is urgently needed, as the epidemic intensifies it will not be enough to keep our economy healthy and our people safe. America’s working people, our businesses, and our state and local governments will have to have more support. There must be another effort.

So our message to Congress is this: Pass this bill. Then do much more.

Public Servants Continue to Provide Essential Services

As the COVID-19 pandemic delivers a devastating blow to working people, many dedicated public servants of IFPTE Local 21 have continued to provide essential services to San Franciscans during the crisis. Due to the shelter-in-place order, the union shifted gears to virtual organizing and fought for paid furlough, paid leave and sick leave benefits to help members who are facing economic uncertainty. Members have been encouraged to telecommute when possible, and the City agreed to extend emergency benefits until May 1.

Employees performing essential services who have been quarantined due to COVID-19 can utilize the Family First Coronavirus Response Act (FFCRA) paid sick leave supplemented by paid administrative leave. The FFCRA also provides an additional 80 hours of sick leave. A new category of paid furlough benefits are now available to members for whom no work is available.

“A lot of our workers can’t go into work and they also can’t work from home, so they’re on what’s being called paid furlough, which is like a paid administrative leave that’s been extended until May 1 so that they have that guaranteed pay,” said Luke Thibault, IFPTE Local 21 communications specialist. “It may get extended again if the County order gets pushed back. It’s been said that cases in California won’t peak until mid-May, so shelter-in-place won’t be ending anytime soon.”

Thibault said that because of the benefits there haven’t been any reports of layoffs or members filing for unemployment. However, there is deep uncertainty for workers’ futures because the economic impacts from the pandemic are expected to cause a City budget deficit of up to \$1.7 billion over the next two fiscal years.

In the meantime, many IFPTE 21 members are assuming advocacy roles and working in frontline positions while the union fights to obtain more personal protective equipment (PPE). One Local 21 member started a GoFundMe campaign to get masks donated to health care workers. Another launched a fund to assist undocumented workers who won’t be receiving federal stimulus checks.

“We want to make sure that all the front line workers have access to the correct kind of PPE,” said Deanna Chan, an IFPTE 21 chapter president and delegate. “It is a critical situation. We don’t want to be unwittingly spreading this virus as we work. We might not find out until days later that somebody we had seen two or three days ago is now a person under investigation [for COVID-19] or an active COVID-19 client. It’s just days too late of, again, not being able to protect ourselves, our families, or the people who we work with.”

Local 21 represents an array of public sector workers all over Northern California including engineers, architects, planners, accountants, auditors, computer programmers, chemists, building, housing and fire inspectors and advisors, health professionals, managerial and administrative employees. Employees of the Department of Building Inspection have been working remotely on permits for essential construction projects. Others are frontline healthcare workers at the Laguna Honda Hospital who have experienced a shortage of PPE.

“We’re working on getting masks for them,” said Thibault. “They are having a very difficult time getting PPE and that’s a big part of the advocacy work that we’ve been doing over the past month. There are limitations in what PPE is available and what the state can provide. However there are other things that cities can be doing to help protect workers and the public in the absence of PPE. One thing is scaling back work that’s non-essential. Another way is to implement other safety measures at job sites.”

—By Jacob Bourne

CARPENTERS LOCAL 22



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Fax (415) 355-1422
Website www.local22.org

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GENERAL MEMBERSHIP MEETING NOTICE:

May 5, 2020 at 7:00PM

450 Harrison Street, San Francisco
(located between 1st & Fremont St.)

Parking is available on the street and behind the building.

Please bring your current dues card for entrance into the meeting.

PLEASE REFER TO THE local22.org WEBSITE FOR UPDATES REGARDING THE ABOVE NOTICE.

We regret the loss of the following members.

Gilbert Joseph – 78, passed away on February 14, 2020 with 49+ years of membership. He is survived by his wife Lola, eight daughters as well as his grandchildren and great-grandchildren. He had resided in Santa Rosa.

Egisto J. Fanti – 93, passed away on April 2, 2020 with 73+ years of membership. He is survived by his wife Mary and children Cristina Dawson, Linda Brown (Lyle) and Richard Fanti who is also a member of Local 22.

Cornell Miller – 25, passed away on April 5, 2020. He is survived by his mother Willetta and his father Local 22 member Cornell as well as siblings Dominique, Desirae and Jordan. He had resided in Hercules.

Jose Nicolas (Nico) Sandoval – 33, passed away on April 9, 2020. He had been diagnosed with an incurable cancer only two weeks earlier. He is survived by his wife Miriam and their two children Jose and Julianna. He resided in Antioch. A Go Fund Me page has been started to help ease the financial hardship this loss has caused the family. Please visit <https://www.gofundme.com/flf/help-jose-nicolas-sandoval-nico-fund> should you wish to make a donation.

Retired Members

Paul A. Astabie
John A. Bassi
John T. Gomez
Kenneth Luna
Gerardo Mena
Jaime Villasante

Here's the Deal by Kenny Lukas

I was extremely pleased when I recently watched our Governor deliver a press conference on California's response to the coronavirus epidemic. Gavin Newsom's press conference was one of the most informational ones that I have ever listened to. He showed all of the relevant statistics without getting lost in the weeds as well as spoke in a way that everyone could understand and appreciate. He explained the challenges and followed with solutions that he would use to address this crisis. It was truly a remarkable presentation (especially after listening to the guy in the White House). We are lucky as Californians to have such a well-spoken, knowledgeable, Governor. I wish he were in the White House.

Carpenters 46 Northern California Counties 2020 Scholarship Applications

Applications for the annual drawing are available for download at www.local22.org or you may pick one up at your Monthly Membership Meeting. All applications must be completed and returned to Local 22, postmarked by June 26, 2020. No late applications will be considered.

Ninety-nine (99) scholarships will be given away in the amount of \$3,000.00 plus one in the amount of \$6,000.00.

Journey Level Upgrade Courses

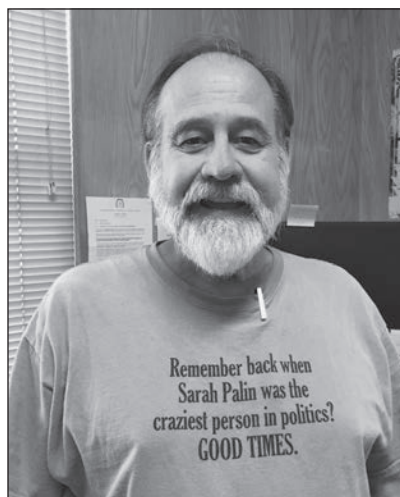
If you are interested in keeping up to date with the Journey Level Upgrade Courses that are being offered, or if you are interested in being placed on a wait list for future classes, please visit www.ctcnc.org or contact Field Representative Peter Garza at (415) 355-1322, ext. 18.

E-mail addresses

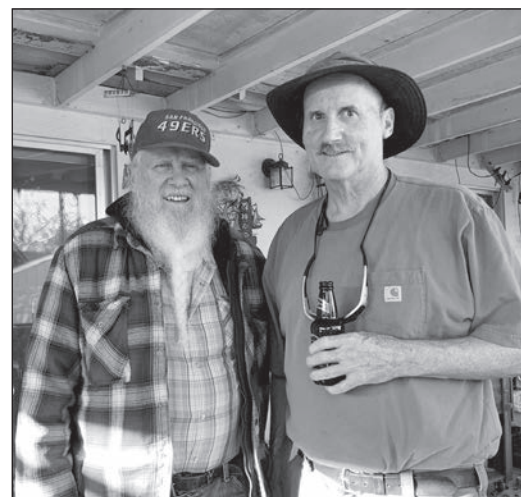
Please update your contact information and provide us with a current email address. You may do this by stopping by the hall, emailing info@local22.org or giving us a call.



Mike Needham and Dan Frazier exercising social distancing while at work.



Long time member and advocate Kenny Lukas.



Pete Peterson and Mike Alvers honoring the Shelter in Place Order.



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Organizers – Dave Tafoya & Ryan Ruf

From the desk of Dave Tafoya:

Greetings to all, as I am writing this article, we as human beings have never witnessed a global pandemic like the one now. COVID - 19 has affected the way we operate and live our daily lives and is very serious. There have been shelter in place orders across this nation and world as other countries are dealing with this same crisis. It is important to listen and follow the directions of your state and local authorities. If you are not working due to COVID – 19, apply for unemployment immediately.

- If you feel sick, stay home. Do not go to work.
- If your children are sick, keep them at home and contact your medical provider.
- Avoid social gatherings.
- Always practice good hygiene, wash your hands.

This pandemic has halted a lot of construction projects across our region

that we as union members rely on to help support our families. There are some projects that will continue to be built and fall under the classification of “essential projects” – some Public Works projects for example. BAC local 3 members working on these projects continue to leave their homes every day to help these projects be built on time. For all members who are working, it is important to not carpool. When taking lunch, maintain your distance from others. These safety precautions are NOT being done at all projects and we all need to take this seriously as we all have an obligation to our families and our community. I want to thank all members for doing so and displaying “The Best Hands in The Business”. For those dealing with financial difficulties, the biggest stimulus package in US history regarding COVID – 19, “Care Act” valued at \$2 trillion dollars is on its way. This bill will allow members that are

2020 Chapter Meetings

MAY 2020							JUNE 2020						
SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
								1	2	3	4	5	6
							7	8	9	10	11	12	13
							14	15	16	17	18	19	20
							21	22	23	24	25	26	27
							28	29	30				

First Tues., 6:00 pm Monterey, 1945 Natividad Rd. Salinas (The Pizza Factory)
First Wed. 5:30pm San Jose, 14940 Camden Ave., San Jose (Round Table Pizza)
First Thur., 6:30 pm Sacramento, 77465 Rush River Dr., Sacramento (Mountain Mike's Pizza)
Second Tues., 5:00 pm San Francisco, 2227 Gellert Bl., So. San Francisco (Round Table Pizza)
Second Thur., 5:00 pm Oakland, 720 Marina Bl., San Leandro (SMW Local 104)
Third Thur., 6:00 pm Manteca, 1120 North Main Street, Manteca (Mountain Mike's Pizza)
Third Tuesdays/Even Months only, 6:00 pm Fresno, 324 E. Shaw, Fresno (Ramada Inn)
Come share your ideas, concerns and suggestions!

on unemployment an extra \$600 per week on their unemployment claims for up to four months. The Care Act also offers many programs that can help everyone get through these difficult times. Please see the helpful information regarding paid leave to guide you to the proper resources you might need. I hope this will come to an end soon so that we can get back to normal. We must also keep in mind that this is an election year, and it's crucial that we vote for candidates that are Labor friendly. Stay Safe.

*In Solidarity,
Dave Tafoya*

IN MEMORIAM

We are sorry to announce the passing of our Brothers:

Eugene Switzer BL 3/9/2020
09-CA 59 yr. mbr

BAC LOCAL #3, CA is now on Facebook and Twitter. You can get our tweets to your phone by texting **Follow baclocal3ca** to 40404. You do not need a twitter account to get our “Tweets”; they will come to your phone. Or you can check on your home computer by setting up an account at www.facebook.com, Search for BAC Local You can also “like” us from our website at bac3-ca.org.

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

► PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at ⅓ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

► ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.*

► QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- | | |
|---|---|
| 1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; | 5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or |
| 2. has been advised by a health care provider to self-quarantine related to COVID-19; | 6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
| 3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis; | |
| 4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | |

► ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



WH1422 REV 03/20

COVID 19 WAGE REPLACEMENT CHEATSHEET

- Effective April 1, 2020 through December 31, 2020, U.S. workers employed by entities with less than 500 employees are now entitled to 2 new forms of paid leave pursuant to the federal Families First Coronavirus Response Act.
 - **Up to 80 hours of emergency paid sick leave:** The Act provides for eligibility for up to 80 hours of emergency paid sick leave (on top of any paid sick leave already provided by your employer) if you meet any 1 of the following 6 conditions:
 - You are subject to quarantine or isolation order related to COVID 19;
 - You are advised by a healthcare provider to self quarantine;
 - You are experiencing symptoms and seeking medical diagnosis;
 - You are caring for someone subject to quarantine or with symptoms;
 - You are caring for children because schools closed due to COVID 19; or
 - You are experiencing “any other substantially similar conditions.”
 - **Expanded FMLA leave rights:** The Act also provides for an expansion of FMLA rights, providing unpaid leave for the first 10 days and 2/3 pay for the remainder of the FMLA leave (subject to certain limits) if:
 - You have been employed by your employer for at least 30 days; and
 - If you have children under the age of 18 that you need to care for due to school closure.
- California workers should also take full advantage of the resources already available to them by the state, including:
 - **Unemployment insurance benefits** (partial wage supplement for up to 26 weeks available via the EDD to those who were laid off or whose hours were reduced substantially due to COVID 19 “shelter in place” orders or “lack of work”);
 - **Paid family leave** (partial wage replacement for up to 6 weeks [8 weeks starting July 1] available via the EDD if you are not able to work because you are caring for a family member who is ill or who is quarantined because of COVID 19);
 - **State disability insurance benefits** (partial wage supplement for up to 52 weeks available via the EDD to those unable to work due to medical quarantine or illness; requires certification by a medical professional);
 - **Workers' compensation** (applies if you cannot work due to a work related injury, including if you contract COVID 19 in the course of performing your work duties)

*Except for unemployment insurance benefits, all of the above are available regardless of immigration status. Workers in the “gig economy” who believe the “hiring entity” they engage with is actually their employer under AB 5 should also make claims for benefits they believe they are entitled to. For more information, go to: www.unioncounsel.net

Potrero Power Station

Continued from page 7

bly space. An essential component is a seven-acre publicly accessible waterfront open space area.

“The perception of what’s out there has really changed from an industrial wasteland where no one wants to be to the next hot neighborhood of San Francisco,” said Lou Vasquez, founding and managing partner of BUILD.

An intensive outreach effort on the part of the developer revealed that Dogpatch residents prioritized more housing for the site. Of the estimated 2,600 units, 30 percent will be below market rate, and there will also be 18 to 36 units devoted to the Homeless Prenatal Program. Woven within the residential use will be pedestrian pathways linking with the project’s other uses including a hotel that will feature the preserved, iconic 130-foot smokestack.

“We heard a desire for a variety of urban form and a mixed-use neighborhood,” said Landa. “The buildings on our site vary in height from 65 to 240 feet and are set with residential and offices next to each other to make a vibrant neighborhood throughout the day.” **OL**

BY THE NUMBERS

20,000

New housing units at the Potrero Power Plant site

38,000

Jobs to be created



At full buildout, the Potrero Power Plant Redevelopment will be an active neighborhood with diverse uses and fully connected within and to the surrounding area.



JERRY NEIL PAUL

An Advocate for the Building Trades
Asbestos-Related Mesothelioma, Lung Cancer and Asbestosis

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San Francisco, CA 94111

Mission Rock Project

Continued from page 7



RENDERING COURTESY STEELBLUE/
PERKINS+WILL/SAN FRANCISCO GIANTS

Groundbreaking on Mission Rock had originally been set for 2020 but may be delayed. The full project could take up to ten years to complete.

unique building for this great location next to the iconic Giants ballpark,” said Nathalie de Vries, MVRDV architect and co-founder. “In cooperation with three renowned architectural firms, we managed to create a dynamic design with a great vibe. Mission Rock will mean the start of a new, mixed neighborhood.”

To help mitigate traffic impacts from the influx of new residents and workers, over \$40 million will be invested in neighborhood-supporting transit infrastructure as well as a transit subsidy, bike share program, carpool program, bike and pedestrian facilities and street reconfiguration for improved access. The site will be raised approximately 5.5 feet to

accommodate sea level rise projections.

“It has been rewarding to lead this collaborative team of architects in the design of a new neighborhood for San Francisco that reflects our combined experience of working in cities around the world,” said Jeanne Gang, Studio Gang founding partner.

Phase I of the project involves two residential buildings totaling 540 units and two commercial buildings totaling 550,000 square feet along with a five-acre China Basin Park and 85,000 square feet of retail and restaurant space. Groundbreaking had originally been set for 2020 but may be delayed. The full project could take up to ten years to complete. **OL**

PLA

Continued from page 1

Secretary-Treasurer. "This took us five years and another year to negotiate the final document. I want to thank all the patient members of the negotiating team that the Building Trades assembled. This is a unique groundbreaking agreement for the public sector."

During the last stretch of negotiations, the parties sorted out final details ensuring unions would be engaging in local hiring practices, integrating CityBuild programs and finding core employees for Local Business Enterprises. Although the milestone has been reached, a formal ceremony commemorating the historic PLA has not been scheduled due to the COVID-19 shelter-in-place order. The health crisis caused by the pandemic has resulted in the stoppage of many construction projects and will likely delay the start of many others.

Even prior to the final year of negotiations, the Citywide PLA had taken years of discussions between labor and city management. Supervisor Mark Farrell's introduction of the PLA legislation in 2017 was followed by many rounds of lengthy revisions. Issues posing challenges included requirements for the percentages of apprentices and local hires as well as the determining constituents of a labor-management oversight committee and language around use of core employees by contractors.

A broad range of public sector projects will fall under the Citywide PLA. Construction, remodeling, seismic upgrades and modernization of city infrastructure and buildings such as fire and police stations, libraries, hospitals and public work projects will be covered. The workforce policy will require contractors who bid for Department of Public Works, Recreation and Parks, and other city departments to work under terms set by the collective bargaining agreements contained within the Citywide PLA. The agreement underscores the need for a highly skilled workforce to tackle critical jobs and that those workers are ensured competitive wages, health and retirement benefits.

On March 3, San Francisco voters approved Prop B, allowing \$628.5 million to be spent on bolstering the city's infrastructure in preparation for the next major earthquake. The measure contains many years worth of work for the Building Trades and will be covered under the Citywide PLA. The work will include replacing deteriorating cisterns, pipes, tunnels and facilities necessary to ensure that firefighters have access to a reliable water supply to put out multiple fires that could erupt simultaneously in the wake of an earthquake. The bond funds will also be put towards building a 911 Call Center and other public safety facilities. **OL**

Working Together Sets Us Apart

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*THESE VERDICTS AND SETTLEMENTS ARE GIVEN AS EXAMPLES AND ARE NOT INTENDED TO GUARANTEE ANY RESULT



International Brotherhood of
Electrical Workers Local Union 6

55 Fillmore Street, San Francisco, CA 94117
(415) 861-5752

John J. Doherty
Business Manager-Financial Secretary

Michael V. McKenna, President
Jeff B. Hawthorne, Vice President
Mary M. Cordes-Hutchings, Recording Secretary
Stephen C. Passanisi, Treasurer

Russell Au Yeung, Officer
Douglas J. Wydler, Officer
Carlos U. Salazar, Officer
David McCarroll, Jr., Officer
Anthony C. Sandoval, Officer

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MEETING NOTICES
55 FILLMORE STREET

All meetings subject to cancellation
due to Shelter in Place Orders.

Unit One Committee Meeting
Tuesday May 5, 2020 4:30 P.M.

Unit Five, Muni Railway Shop
Wednesday May 6, 2020 4:30 P.M.

Executive Board
Tuesday May 12, 2020 4:30 P.M.

General Membership
Wednesday May 13, 2020 4:30 P.M.

Unit Six, Sound & Communications
Thursday May 14, 2020 4:30 P.M.

Retired Members-Senior Sixes
Thursday, May 21, 2020 10:30 A.M.

Executive Board
Wednesday, May 27, 2020 4:30 P.M.

We extend our sympathy to the family and friends of **Jacob C Drake**, Inside Apprentice who passed away on, January 26, 2020, and to the family and friends of **Robert L. Bacciocco**, Inside Journeyman Wireman, who passed away on March 21, 2020.

Best Wishes to our recently
retired members:

Cornelius J. O'Leary

Business Manager's
Report

Where to begin?

To start, I believe that I speak for all of the membership when I extend our heartfelt sympathies, our thoughts, and our prayers to all of you who have had their lives forever changed by the COVID-19 outbreak. We know of members that have already lost loved ones as a result of this pandemic. Words cannot capture the sorrow we feel at this time. We also know that some of our

fellow members who have come down with the virus and we wish them a full and speedy recovery.

There has been so much change in our day to day lives as a result of the COVID-19 outbreak that mailing updates to the members is not practical. I have been posting updates when information changes and/or becomes available on the IBEW Local 6 website. Please take a moment to review the material posted to make sure you are as up to date as possible by visiting www.ibew6.org.

Working Safely

It is in times like these that the training and safety programs put in place over the years really comes in handy. By its nature, our industry is a dangerous one. We work on and around voltages of all levels. Our great Union was founded on the principles of worker safety, and at the time the IBEW was formed roughly fifty percent (50%!!) of electrical workers were killed on the job.

We have come a long way from there, and safety has become part of the cul-

ture in our industry. Putting on Personal Protective Equipment (PPE) such as hard hats, safety glasses, ear protection, and gloves has become the norm. Daily task evaluations and equipment checks are increasingly being implemented by our signatory contractors in an effort to raise the worker's awareness of the hazards around them.

For those who are still working, Public or Private Sector alike, a new regimen has entered their workday: personal assessments and sanitation. It is incumbent upon our members to assess their health before they head off to work, not just for their own safety but also for their co-workers. If you don't feel well, don't risk it.

As for sanitation precautions we cannot become complacent on key issues. Wash your hands thoroughly for 20 seconds. Avoid touching your face. Bring your lunch from home to limit your exposure to others. Workers should change their work clothes and shoes prior to arriving at home. Clothing should not be shaken out, as this can aerate virus particles. Launder work clothes



LOCAL UNION 6

International Brotherhood of Electrical Workers

55 FILLMORE STREET • SAN FRANCISCO, CA. 94117 • (415) 861-5752 • FAX (415) 861-0734

April 3, 2020

NOTICE OF ELECTION OF LOCAL UNION OFFICERS

Dear Member,

Nominations for Local Union 6 Officers as provided in the International Constitution and the Local Union Bylaws normally take place during the May General Membership meeting. At this time, it is unknown if the restrictions on public gatherings will be lifted in time for either the May 13th General Membership meeting or for the June 9th Election of Local Union Officers. The Department of Labor has asked Local Unions to make every effort to keep Local Union Elections on schedule.

Nominations are open for the following Local Union Offices:

President
Vice President
Recording Secretary
Business Manager-Financial Secretary/Delegate to the International Convention
Treasurer
Five (5) Executive Board Members
Five (5) Examining Board Members
Seven (7) Delegates and Alternates to the International Convention.

No member shall be eligible for office unless they have been a member of Local Union 6 in continuous good standing for at least two (2) years immediately prior to nomination. Section 9 (f) of Article III of the Local Union Bylaws states, "No Apprentice shall be eligible to hold office in the Local Union, except that a member who was previously eligible to hold office in the local union shall remain eligible if he/she entered an apprenticeship program for the purpose of upgrading his/her classification.

As noted above, it is unknown if the restrictions on public gatherings will be lifted in time for either the May 13th General Membership meeting or for the June 9th Election of Local Union Officers. The Department of Labor has asked Local Unions to make every effort to keep Local Union Elections on schedule. Accordingly, Local Union Officer Election Nominations are being changed as follows:

Nominations for Local Union Officers shall be done in writing by all candidates seeking Local Union Office. Your letter of interest should include the office you are seeking, your current mailing address, card number, email address, as well as updated phone contact information. The letter of interest must be signed by the member seeking office.

(over)

Please mail your letter of interest to:

Election Judge,
c/o IBEW Local Union No. 6
55 Fillmore Street,
San Francisco, CA 94117.

Your letter of interest must be received no later than May 1, 2020.

The Election Judge will be appointed by the President. the Election Judge will call each member that has submitted their interest to be a candidate as soon as possible to confirm their interest, provide important information regarding the election process and answer any questions the candidates may have.

The Election of Local Union 6 Officers will be held by an all-mail balloting procedure. The counting of ballots will be held on Tuesday, June 9, 2020 beginning at 10:00 a.m. at Local Union 6, 55 Fillmore Street, San Francisco, California 94117. Candidates and observers will be allowed to observe the ballot retrieval and the counting procedure pursuant to Federal Law and within any restrictions that may be in place by the Department of Public Health. All ballots returned by mail must be received in the post office box prior to retrieval by the Election Judge on Election Day.

Federal Law requires that balloting for an all-mail Election of Local Union Officers, if necessary, will allow for at least fifteen (15) between the mailing of ballots and when the ballots to be received at the designated post office box. Due to the size of the mailing, the twenty-one (21) day requirement contained in Article III, Section 4 (l) shall be extended to remain in compliance with the Department of Labor guidelines.

The counting of ballots for the Run-Off Election, if necessary, will be held on Tuesday, July 7, 2020 beginning at 10:00 a.m. at Local Union 6, 55 Fillmore Street, San Francisco, California 94117. Candidates and observers will be allowed to observe the ballot retrieval and the counting procedure pursuant to Federal Law and within any restrictions that may be in place by the Department of Public Health. All ballots returned by mail must be received in the post office box prior to retrieval by the Election Judge on Run-Off Election Day.

Any questions can be directed to the Election Judge after May 1, 2020 at (415) 861-5752.

Fraternally yours,

John J. Doherty
Business Manager-Financial Secretary

separately from other laundry. Clean personal tools prior to use, as well as group tools. Do not share phones.

Field Safety Guidelines

Within days of the Shelter-in-Place Orders, I wrote to the Mayor's Office seeking further clarification and guidance on construction safety and essential projects. I was asked to be part of a working group to establish Construction Field Safety Guidelines for SFPUC jobsites. The working group consisted of Labor Representatives (Tim Paulson of the SF Bldg Trades, Larry Mazzola of UA Local 38, and I) along with representatives of Industry groups like the Association of General Contractors and Construction Professionals at the PUC.

Paulson, Mazzola and I fought for clarity in jobsite safety regulations and increased sanitation. As Labor Representatives we find ourselves balancing the rights of our members who want to remain sheltered in place with our serious concerns for the health and safety of the members who want to work.

If a project is open but you don't feel safe or you have a compromised health condition, then stay at home. If you feel safe enough to go to work, please exercise every caution to stay safe. Your jobsite should have specific conditions and guidance for you to follow. FOLLOW THOSE GUIDELINES.

Essential Workers

At this critical moment in time, we are all thankful for the Nurses, Doctors, and other medical professionals serving on the front lines of this pandemic. We are also thankful for the janitors, the stationary engineers, the laundry workers, and the food service workers who are also serving on the front lines in our medical facilities. But we should not forget that our members are also working in those facilities to service, maintain, and repair the electrical systems that are vital to our success against the Coronavirus. Please keep them ALL in your prayers.

Our Industry is essential in the service we provide, and one need look no further than our members who are employed at medical facilities like SF General Hospital or UCSF Medical Center. But we can also look to our members who help ensure the delivery of clean, safe drinking water and the processing of sewage for the residents of San Francisco. Look even further to the members who generate and transmit the electricity from Hetch Hetchy Reservoir and those that distribute that electricity to all the City facilities engaged in this emergency.

Another group of essential workers I don't want overlooked are our Transit workers. They continue to en-

sure that safe public transportation is operating in this time of need, helping to keep the City moving and keep our economy on life support.

Thank you! The work you do benefits all of us and all of San Francisco.

Inside Wiremen Allocation

There is a raise scheduled for the Inside Wiremen's Agreement this coming June 1st. At this time, we do not know if the restrictions on public gatherings will be lifted. I will work with the Executive Board and the Unit One Committee on a plan for this allocation. We have not experienced a situation like this before, but we will make every effort to find a way for this allocation to occur on time. Whatever way we make this happen, it will include information from the Pension and Health Trusts regarding any recommendations, and the final allocation will be voted on by eligible Local 6 members. Your patience is appreciated as we work through these unprecedented issues.

Local Union Elections

Title IV of the Labor-Management Reporting and Disclosure Act of 1959, as Amended (LMRDA or the act) establishes election procedures that must be followed by all unions covered by the act, regardless of whether their constitution and bylaws so provide. The act requires that all officers be elected. The act defines the term as "any constitutional officer, any person authorized to perform the functions of president, vice president, secretary, treasurer, or other executive functions of a labor organization, and any member of its executive board or similar governing body."

Our Local Union Election had already been scheduled for June 9, 2020. It is unknown if the restrictions on public gatherings will be lifted in time for either the May 13th General Membership meeting or for the June 9th Election of Local Union Officers. The Department of Labor has asked Local Unions to make every effort to keep Local Union Elections on schedule. Accordingly, Local Union Officer Election Nominations and Election Procedures are being changed. Please see the information that was mailed to all members on April 3, 2020 for more information. We are including the same information here in addition to my article.

IBEW Local 6/SFECA Scholarship

As crazy as this year has become, we know that many of our members have children beginning their college careers in the Fall. Applications will soon be available for the IBEW Local 6/SFECA Scholarship Program. This Scholarship is open to the sons and daughters of

IBEW Local 6 members who work for an employer that is required to make contributions to the Electrical Industry Service Bureau, Inc. (EISB). Please visit www.eisb.org for full details and to download an application.

Rebuilding Together

It should not need explaining that this year's Rebuilding Together and SHE-Build projects have been postponed. We will update you when we have information to pass along.

Warmer Weather Approaching

After we get back to work from our Shelter-in-Place Orders, we need to remember that safety is always job one. Warm weather is approaching, and as we move into the Spring and Summer months, we need to remind ourselves that with the beautiful weather comes some risk. If you are working outdoors, please take the time to use sunscreen, as prolonged exposure to the sun can increase your risk for skin cancer. Whether you are working outdoors or indoors, with the Spring comes an increase in temperatures. Although nature's air conditioning will keep things West of Twin Peaks cool, the Eastern half of our great City can become quite warm.

Workers need to make sure that they drink plenty of water, as this will help prevent heat stroke. Construction sites are hazardous locations, and the dizziness, increased body temperature, etc. that are associated with heat stroke can make those

sites even more dangerous. Look out for your fellow members and if you notice the signs of heat stroke, make sure to take appropriate action. Always remember that it is by looking out for each other's safety that we all get home safely.

In Solidarity

As I wrote in my March 20th Update to the members, we are moving into the unknown. It should be expected that tensions will be heightened. We all need to remain calm and respect the fact that we, along with our co-workers, are all in a stressful time. Breathe. Count to ten. Don't be a jerk. Go home safe and healthy.

We in Local 6 have a long history: 125 years to be exact. In those many years we have seen our way through two World Wars, a Great Depression, a Great Recession, industrialization and even de-industrialization. We have also survived a global pandemic -- the Spanish Flu of 1918.

We got through all of that by doing what we do best. By being Local 6. We stood together, shoulder to shoulder, through the toughest times. We'll need to have a little more distance than shoulder to shoulder, but we will get through this together. Be respectful. Look out for yourself, your families, and your fellow members.

Work Safely, Save For A Rainy Day, and Come To A Union Meeting

John J. Doherty

Business Manager – Financial Secretary

United We Bargain



Divided We Beg

HEAT & FROST LOCAL 16



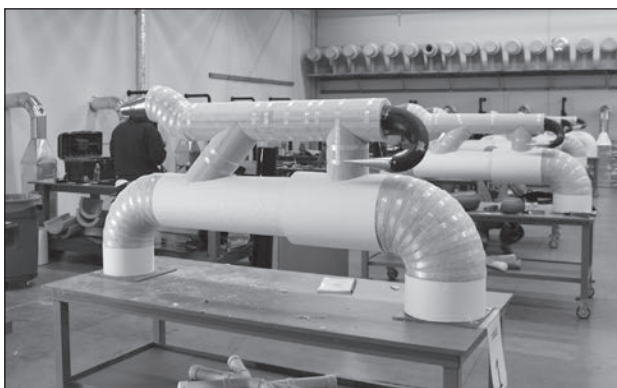
**Heat & Frost Insulators and Allied Workers
Local Union No. 16, AFL-CIO**
Northern California – Northern Nevada
3801 Park Road
Benicia, CA 94510
Office: (707) 748-1616 • Fax: (707) 748-1620
MELVIN BRESHEARS BUSINESS MANAGER
CHRIS GREANEY BUSINESS AGENT
MARK PLUBELL BUSINESS AGENT
BILL HODGES PRESIDENT
JONATHAN BLAINE VICE PRESIDENT
FORTINO CURIEL ORGANIZER

On March 10 through 12, Local 16 hosted the 2020 Western States Conference Master Apprenticeship Competition. Apprentices from ten locals participate: They were Jose Vasquez from Local 5 in Los Angeles, Brian Lee from Local 7 in Seattle, Casey Bay from Local 16 in San Francisco, Anthony Light from Local 36 in Portland, Mike Ames from Local 69 in Salt Lake City, Angel Franco Chavez from Local 73 in Phoenix, Clint Stallard from Local 76 in

Albuquerque, Mark Felsman from Local 82 in Spokane, Gregory Rumbaugh from Local 132 in Honolulu and Cory Eplin from Local 135 in Las Vegas. Sponsors of the event included Local 16, Insul-Therm, Milwaukee, Distribution International and Armacell. The apprentices were tasked with insulating and jacketing a set of pipes (designed by Local 16 Apprenticeship Instructor Jonathan Blaine and welded together by Instructor William Hamman) that looks



Instructor Jonathan Blaine



Almost halfway there!



Hard at work.

Future Membership Meetings

Tentatively
Tuesday May 19th
6pm at the Union Hall
Tuesday June 16th
6pm at the Union Hall

Saturday July 18th
9am at the Union Hall
IAP Contribution Vote and BBQ
Tuesday August 18th
6pm at the Union Hall

like our logo the Salamander.

This quote from the JATC's Facebook page:

"Thank you to 3M for donating backpacks and 25' tape measures to all of our Western States competitors along with metal tumblers for the competitors and Coordinators!"

"Thank you to CLC for donating electrician style tool bags for each competitor!"

"Thank you to Armacell for donating all of the knife kits for each competitor and our program!"

"Thank you to IES and Milwaukee for donating duffle style tool bags and 16' tape measures for each competitor!"

You all made this event even better

than expected!

Thank you to WICA for helping to purchase the Trophies, donating Home Depot gift cards to each competitor, and for being one of our judges!

Thank you to IES and Milwaukee for donating the impact drill kit to the competitor that won Top Honors!"

Thanks to the Judges, Craig Rossi, Archie Daubin, Mike Shipley, Travis Steele, Roger Bellamy, Doug Stienmetzer and alternate Kevin Martin.

To see more pictures go to <https://www.local16photos.com/mac-competition>

Submitted by,
Alan Pierce

PLASTERERS AND CEMENT MASONS LOCAL 300



Plasterers and Cement Masons Local 300

Main Office:
100 Hegenberger Rd. Suite 220 Oakland CA 94621
Tel: 510-430-9492 Fax 510-430-9183
Keith Shanks, Business Manager
Greg Levy, Senior Business Agent

Business Agents: Emilio Aldana, Carl Crawford, Devin Evers
David Johnson, Chris Knerr, Marshall Vasquez

Work Preservation Officer: Alex Neang

www.opcmialocal300.org

Brothers and Sisters,

Measures for protecting workers from exposure and infection from the novel coronavirus (COVID-19) depend

on the type of work being performed and exposure risk. The potential for interaction with infectious people and contamination of the work environ-

ment is of utmost importance. Employers should adopt infection control strategies based on a thorough hazard assessment, using recommended safe work practices and personal protective equipment (PPE).

Some OSHA standards that apply to preventing occupational exposure to COVID-19 also require employers to train workers on elements of infection prevention, including PPE. This simply means we all must do our part in protecting ourselves and others

in our communities. For all workers, regardless of exposure risk, it is always a good practice to wash your hands frequently and use an alcohol base wipes. Avoid touching your face with unwashed hands, and remember to practice of safe distancing. The Building Trades along with all the Local Unions are invested in doing all we can to get their members back to work.

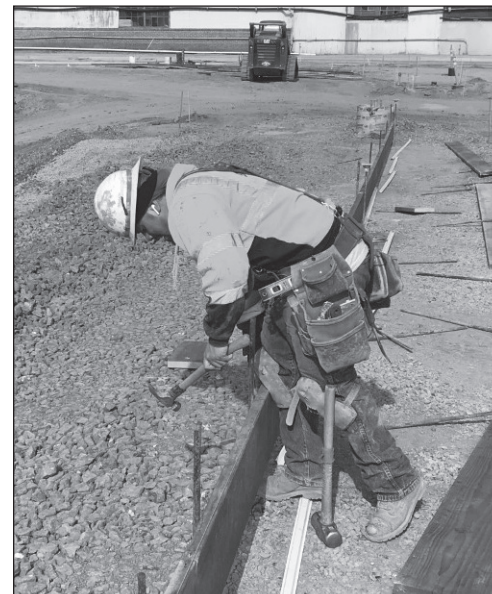
Be Safe
David Johnson & Chris Knerr



Local 300 Journeyman James Fox working with Bauman Landscaping, Pier 70 San Francisco.



2 Local 300 Journeyman Cement Masons exposing concrete for Gordon Ball, Crane Cove project San Francisco.



Local 300 Journeyman Aitu Puni working with Bauman Landscaping, Pier 70 San Francisco.

GLAZIERS LOCAL 718



Glaziers, Architectural Metal & Glass Workers

Union Local 718 of San Francisco

1939 Market St., Suite B
San Francisco, CA 94103
(415) 625-0225
Fax (415) 553-5955

Bart Pantoja – Business Representative
Nick King – President

MEETING DATES

GENERAL MEMBERSHIP:

All meetings are CANCELLED until further notice.

EXECUTIVE BOARD:

All meetings are CANCELLED until further notice.

DDO/HOLIDAYS:

May 22, 2020 DDO
May 25, 2020 Memorial Day
June 19, 2020 DDO

All Classes, meetings VAC events are CANCELLED until further notice.

Brothers and Sisters,

We are in uncharted waters. I hope you and your family are well. If you are not working call in to the hall and be placed on the out of work list. Unemployment may need this record in the future, but more importantly I need an accurate assessment of who is not working due to the COVID 19 shelter in place order. Local 718, DC16 and the IUPAT are fighting for support from federal legislation to construction workers impacted by this. As you know we do not have the ability to work from home. The Union office is closed to walk-ins, but me, Anthony Nuanes, and Carlos

Martinez are tending to the phones to answer questions and continue the business of the union. Our Administrative assistants Diana and Brandy are off due to the shelter in place order. I we do not pick up your call leave a message and I will return it as soon as I can. Your patience is greatly appreciated.

Now in other news.

Anthony is assisting me with contacting Local 718 members to update contact information and check on your well-being. We want to assist where we can. The IUPAT has waived dues for April. If you have prepaid you will be credited the month on your next quarter, biannual, or annual payment. If you are set up on auto dues payment it will also be credited and advanced a month of dues. The E-board will be meeting via phone conference or online meeting to review any necessary business. Minutes will be kept and reviewed at our next general meeting when the shelter in place is lifted. The Pension Trust board has met and motioned action on your

ability to withdraw from your annuity. You will most likely have received a mailer with information and an application form for COVID 19 hardship.

Well Brothers and Sisters this what I have for now. Enjoy a couple of pictures of glaziers in action or standing in a group before social distance became a term.

In Solidarity,

Bart M. Pantoja

Business Representative

Glaziers Local 718

District Council 16



PILE DRIVERS LOCAL 34



Hammers and Leads

PILEDIVERS LOCAL 34

55 Hegenberger Place, Oakland, CA 94621
Phone: (510) 635-4227
Fax: (510) 635-1234

Leo Vega – President
Joe Karinen – Vice President
Chris Moyer – Senior Field Rep/Financial Secretary-Treasurer
Martin Espinoza, Jr. – Conductor
Martin, Espinoza, Sr. – Warden
Chris Puglisi – Recording Secretary

Trustees – Fred Barnes, Jesse Johansen, Tina Nixon
Field Reps – Martin Espinoza, Sr., Martin Espinoza Jr., Chris Puglisi

From the Desk of Chris Moyer

It's probably needless to say but our State, our Nation, and pretty much all of mankind are going through some difficult times right now. In case you didn't know due to the Governor's Shelter In Place directives the Hall is closed to walk-in, window service but the Business Agents will still be there during regular hours to answer calls and serve the Membership to the fullest extent possible while on lock-down. The Trust Fund is following the same guidelines with regard to walk-in service and, for those of you who may have previously had trouble getting through,

they've gotten their phones back up and working again.

As far as our work in the field goes, things haven't changed too drastically so far. While the pace has been impacted significantly in San Francisco, the effects seem to decrease the farther out one looks and a good portion of our public sector work is still moving along. The BART Tube job folks told us that they intend to keep going; the High Speed Rail job is still ongoing; and a lot of our bridge and highway work is continuing.

For those of you who have come to

find yourselves out of work, due to this pandemic and have not already found out through the grape vine or by being on the Carpenters' text alert network (text NCCRC to 91990 to get in the loop), the folks at the big building on Hegenberger Rd. have made arrangements to get some cash into the hands of our Brother and Sister Members who've been hit hard by this situation and meet certain criteria. If you were laid off on or after March 16th as a result of your employer's response to COVID-19 and the Governor's directives, you might want to go to the nccrc.org website, find the link, and see if you qualify. The number of payments will be limited so, if the program is still in effect, it might not be for much longer.

For those of you fortunate enough to still be working, a note of caution: There have reports of civilians bird-dogging construction sites and calling complaints into state agencies, such as Cal-OSHA. From what we're hearing, our Union Brothers and Sisters are doing a good job and apparently taking this stuff seriously, but there have been reports of workers on non-Union jobs

doing things like packing too tightly into construction elevators and bunching up too much during lunch breaks. It's unclear whether or not inspectors, let alone members of the general public, can distinguish between Union and non-Union crews, or if they even care to, but if the behavior continues or they determine it could become a safety issue, what's to say they might not start re-evaluating what jobs are considered essential or not?

One thing we can be pretty sure of is that the swift and aggressive action Governor Newsom took a month ago, by implementing these policies seems to be helping. California is the most highly populated state in the nation, yet we're managing to keep our infection and death rates on par with states whose populations are a third of ours or even less.

We may be temporarily hindered a bit and we may have had to cancel our annual Old Timer's Luncheon, but the Pile Drivers were around before the Spanish Flu of 1918 and we'll still be here after this thing passes.

Together, we'll get through this.
Stay Safe, Be Well

SPRINKLER FITTERS U.A. LOCAL 483



Sprinkler Fitters and Apprentices Local No. 483

Of the United Association of Journeymen and
Apprentices of the Plumbing and Pipe Fitting
Industry of the United States and Canada, AFL-CIO
2525 Barrington Court, Hayward, CA 94545
(510) 785-8483 – Fax (510) 785-8508

Business Manager/Financial Secretary: STAN M. SMITH
Business Agents: Tony Rodriguez, Dan Torres, Dylan Boldt
Organizer: Jeff Dixon, John Medina

Meetings are held on
the 4th Wednesday of each month at 5:30 p.m.

REQUIREMENTS: At time of application, applicants must bring A PHOTO COPY
ALONG WITH ORIGINAL DOCUMENT as proof of completion of high school.
Diploma, transcript, G.E.D. certificate of proficiency or DD-214 is acceptable.

Applications must be filled-out at the Training Center.

Applicants must be at least 18 years old. **PLEASE BRING PHOTO COPY and ORIGINAL** to show proof of age at time of application.

Driver's license, picture I.D., passport or birth certificate will be accepted.

A valid Drivers License is required at time of indenture and dispatch to employer.

Applicants must be physically fit to do the work of the trade, and will be required to work anywhere within the nine (9) Bay Area Counties. Applicants must be legally authorized to work in the United States.

EQUAL OPPORTUNITY: Recruitment, selection, employment and training of Apprentices will be without discrimination because of Race, Color, Religion, National Origin, Age, Sex or Physical Handicap as required by Ca. Admin.Code, Chapter 2. Veterans are encouraged to apply.

WRITTEN TEST: Only *qualified* applicants will be notified by mail regarding date, time and location of the next written test: **JUNE 2020**. Check the web-site for current information: www.sprinklerfitters483.org

ORAL INTERVIEW: Only applicants who successfully pass the written test (**Minimum of 70%**) will be eligible for the oral interview.

ELIGIBILITY LIST: Applicants will be placed on the apprentice program eligibility list based upon the written examination and oral interview. Hiring is usually done in February & August each year.

HOURLY WAGE: Starting Wage: \$25.75 Per Hour plus the fringe benefit package.

THIS ANNOUNCEMENT DOES NOT GUARANTEE EMPLOYMENT
WE ARE AN EQUAL OPPORTUNITY EMPLOYER

(Revised 07/31/2019)

APPLICATIONS ARE CLOSED UNTIL JAN. 2020

SPRINKLER FITTERS U.A. LOCAL 483

OFFICIAL ANNOUNCEMENT

APPLICATION INFORMATION FOR THE APPRENTICESHIP PROGRAM

Visit our Website @ www.sprinklerfitters483.org

TO: All Interested Parties

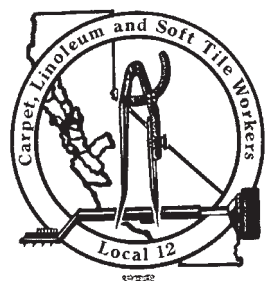
SUBJECT: Application for Apprentice Sprinkler Fitter U.A. Local 483

WHEN: EVERY 2nd WEDNESDAY OF EACH MONTH
12:00 NOON TO 4:30 P.M.

WHERE:

SPRINKLER FITTERS U.A. LOCAL 483
APPRENTICESHIP TRAINING CENTER
2531 BARRINGTON COURT
HAYWARD, CALIFORNIA 94545
(510) 782-9483

CARPET LINOLEUM & SOFT TILE LOCAL 12



Carpet Linoleum & Soft Tile Workers Local 12

Administrative Office:
2149 Oakland Road
San Jose, CA 95131
(408) 824-1280 • Fax (408) 955-0150

President: Dave Bradfield
Financial Secretary: Omar Larrea

Regional Offices:
San Leandro - 2020 Williams St., Suite A1, San Leandro, CA 94577
(510) 454-8150
San Francisco - 1939 Market St., Suite B, San Francisco, CA 94103
(415) 625-0225

Business Representatives: Anthony Nuanes • Juan Calderon • Steve Belong
Organizers: Lance Ryken • Curtis Day

Monthly meetings held every third Thursday of the month
at 6:30 p.m. at 2020 Williams Street in San Leandro.



Leroy Schoenberger, 69-year gold member of Local 12.

STAR CLASSES

Canceled till further notice

JATC TRAINING

Canceled till further notice

MEETINGS

Canceled till further notice

VACs

Canceled till further notice

DDO

FRIDAY, MAY 22

HOLIDAY

MONDAY, MAY 25 Memorial Day

Dear Brothers and Sisters, as of today we have not had any reports of a member or family member contracting CO-VID-19. We must be grateful for this and

pray for people who are affected by this deadly virus. As we shelter in place let us not forget to check on our neighbors and especially the elderly. We can still help each other and remain safe by following CDC Guidelines and our common sense.

As for our members who are still working on essential infrastructure projects please follow the COVID-19 Construction Field Safety Guidelines. All of these projects are aware of the guidelines and have implemented them.

As difficult as this situation is for us right now we must give thanks to our first responders, grocery workers, utility workers and delivery workers. Many who are union workers like ourselves who are putting their health and lives on the line to keep our communities running.

The IUPAT is waving all over the counter dues for the month of April. If you have already paid, a credit will

be issued at some point. If you are not working, please put your name on the out of work list so that we can have an accurate count on how this is effecting us. If you have questions please call the offices. We are closed to walk in visits

but are here to receive phone calls and conduct business. For now, stay safe and healthy and remember **WE WILL GET THROUGH THIS.**

Respectfully, Anthony Nuanes



Local 12 members practicing social distancing.

SIGN DISPLAY LOCAL 510



SIGN DISPLAY & ALLIED CRAFTS

LOCAL UNION 510

Established March 10, 1900

400 Talbert St.
Daly City, CA 94014-1623
Office: 650-763-5405 ext. 1112; Fax: 650-871-8406

Annette Dosier, Business Agent
Morgan Worth, Business Agent
Peter Forni, Field Representative

Office hours:
8:30 am – 4:00 pm Monday through Friday

Facing the Waves

“China sent medical masks to Italy, and wrote on the boxes a quote of a Roman poem, We are waves from the same sea”

We are facing an unprecedented time with the Covid-19 virus spreading throughout our nation, and the world. We are under a “Shelter in Place Order” to save lives, to bring the infection rate down and to “flatten the curve.” We need to do our part to protect ourselves and others.

Your local 510 representatives are still at work taking phone calls, text messages and e-mails from the membership. We are working with various labor councils on developing hardship programs. We are participating in webinars, and Zoom conference meetings. I have been in the office on a rotational basis to handle all and any issues. Please refer to our web page at www.local510.org; it is a great place to get the latest information with helpful links. **I can be reached at 1(650) 763-5405, ext 1118.**

In any time when public health is a concern, and when questions arise, we need expert opinions. We need facts grounded in science, and reliable medical data from local and state public health authorities, the World Health Organization, and the Centers for Disease Control and Prevention, to name a few. Social media is not where we should be looking right now for facts.

Remember, as we stay home to flatten the curve, we save lives and prevent further sickness and death. We must offer our support and solidarity to ALL of our Sisters and Brothers on the front lines fighting this Covid-19 virus. They're sacrificing their lives, health and safety for ALL of US!

In Solidarity,
Annette Dosier
Business Representative

Navigating The New Normal

We live in a time like no other. Nearly all of us are struggling to adjust to the New Normal, which is marked by social distancing practices and sanitary practices that we're not used to. For nearly all of us, it means standing in line for 40-45 minutes, six feet from the nearest person, just to buy groceries. It may also mean having “Zoom get-togethers” online with those that you used to greet with a warm hug or handshake. For others, the practice of wearing a mask when it's not Halloween seems foreign. Now it's been transformed into a matter of life and possible death.

In the office, we've also had to adjust to the New Normal. While we're still doing the “old” normal business of the union—collecting dues, paying the bills and answering member questions—the

New Normal has required us to conduct it in a different manner. The New Normal requires to us alternate days spent in the office and limit our contact with members. The New Normal means holding daily virtual meetings in order to touch base and strategize. We've used Zoom to meet with Executive Board members as well as members of the District Council.

Early on, when work came to a standstill, we reached out to the various regional Labor Councils to let them know of our members' plight. The Councils have been responsive and have raised our concerns to municipal and State government. They've also been staunch advocates for corporate citizenship, pressing the companies who rely on union workforces to recognize Labor's members in their time of need. We continue to maintain close contact with them as they organize the effort to provide direct relief to workers. At the local level, we've reached out to our employers as well as the facilities where we work to remind them that our membership is ready to assist, however necessary, in the fight against the pandemic.

As workless weeks have passed, our focus has been on gathering resources and guidance for our membership. We've posted links to information about filing for unemployment, as well as links that describe Federal benefits available to unemployed workers. Those links and others are on our website, www.local510.org. **We are also updating the Local 510 Message line (650) 871-8374 on Mondays and Thursdays at 5 p.m.**

We're open to suggestions from membership on ways to disseminate information or pass the most vital information on to those who need it. **I can be reached at 1(650) 763-5405, ext. 1115.** While there is much about the New Normal that is uncertain, there is one certainty—we will all need each other to navigate the road ahead.

In Solidarity,
Morgan Worth
Business Representative

Staying in Touch

Every day of the unfolding Covid-19 crisis brings new information to the table for both the short and long-term future of Local 510, the trade show industry and to the larger world. Local 510 Reps continue to meet daily via Zoom video-conferencing to address the immediate issues facing our union and membership as well as to assess an uncertain future. Whatever challenges arise, and there will be no doubt be many, we remain ready to meet them.

Over the last month, I've talked to well over a hundred Local 510 members with various concerns ranging from healthcare

“All Tradeshow, Event and Sign work for April and May has been postponed, canceled or moved to later dates. We will update our show calendars when scheduling stabilizes again. Thanks for your patience.”

coverage, dues, future prospects for work, pension, the future of our contractors, questions about the apprenticeship, paying rent and mortgages, unemployment, disability etc. While there is plenty of real worry about these issues within the membership, there is also a strong resilience among 510ers to get through this difficult and unpredictable situation. Moreover, many 510ers have expressed interest in helping with whatever issues arise. Solidarity is a source of union strength, please stay informed and practice it.

Local 510 will continue to be active and embedded in Bay Area Labor Councils, DC36 and the larger labor movement. An immediate act of solidarity with frontline workers is to follow CDC health protocols like Social Distancing. Their lives depend on limiting the spread of the Covid-19 virus.

We are working to increase communication with the membership with regular updates via our website and A tape. Any journey person interested in being on a texting “tree,” **please contact me at (650) 763-5405 ext. 1111.**

In Solidarity,
Peter Forni
Field Representative

Staying Connected

Our industry was amongst the first to feel the full impact and displacement of our work. Your Union Reps are keeping in close contact with the facility management in all areas as well as keeping in frequent communication with our Labor Councils and other Unions whose crafts intersect in these event centers.

I represent our Union and District Council on the Board of Team San Jose. We have met several times in the past few weeks, most recently by Zoom, to keep abreast of the cancellations of events and the implementation of the emergency use now in effect at the convention centers.

I am also in contact with event managers at San Mateo Event Center and tracking Santa Clara CC and Oakland. The information and updates from these communications are passed on to our business reps and District Council. At the end of each working day your reps participate in a Zoom conference to discuss and disseminate information and ideas to help our members navigate this challenging time. As a delegate to the Alameda Central Labor Council I have participated in informational webinars discussing the Care Act; a link to it is on our website.

All local event centers are being set aside and utilized for the mitigation of the impact of this crisis on our community. Control and utilization of event centers, convention halls, are under the authority and management of Federal, State, and Local Governments. In San Jose, Santa Clara, San Mateo, Oakland and San Francisco, the familiar spaces of our industry have been rapidly transformed into shelters, examination cubicles, and possible overflow annexes

for the care of recovering patients.

The actions taken so far in California seem at this time to be flattening the curve and containing the contagion. The better we are all able to assist in slowing the spread of the virus by our own behavior, the quicker we can look forward to the return of this crucial and valuable industry that we have invested our lives and energies in. Please stay connected to each other, reach out to those you have not heard from, stay connected through our website -Local510.org. **I can be reached at 1(415) 691-0254.**

Be safe! Be vigilant!

In Solidarity and with Respect,
Owen Murphy,
Field Representative

Report from the Socially Distant Field

Here is what I have been working on with all our reps in the month of March and now into April:

- Gathering information and resources for the Union
- Daily meetings with Morgan, Annette, Peter and Owen
- Helping to organize questions regarding financial assistance, hardship cases and benefits
- Contacting members and employers
- Attending remote meetings
- Helping to update the web page and refine our messaging to the membership
- Communication with the larger union networks: Labor Councils/Cal State federation of Labor/ local politicians/ our employers
- Helping to create agendas and strategies for facing the long haul and getting us back to work
- Supporting the workers on the front lines: doctors, nurses, health care professionals, grocery workers, delivery/ food services

I can be reached at 1(415) 691-1319.

In these times of uncertainty and fear about the future, it is important to prioritize that which is important to us, individually and collectively. Health, family, and community are at the top of the list for most of us. Our sense of community is where the union plays a large role in our lives. There can be no doubt that we need each other now more than ever and that is a necessity of survival. Everything we thought we could rely on has been turned inside out, and we find ourselves needing to figure out how we face the future and the world when it recovers from the pandemic. We are in a learning moment about how we conduct our lives and what we truly need. By the time you read these messages, we hope that the worst will be over. Local 510 has always shown itself to have the grit to endure in the face of hardship. We will survive, together.

We are facing the waves from the same sea.

In Solidarity,
Joe Toback
Field Representative

ON THE Job Site

Continued from page 1

feet with sweeping views of the city and Bay in all directions. The 700,000 square foot site includes a 14-story building and a 48-floor tower containing 146 condo units as well as five stories devoted to the museum. The ground floor includes retail and restaurant space. Webcor is the project's general contractor.

A team of Sprinklerfitters working for Oakland-based Allied Fire Protection has been skillfully meeting the challenges posed by the project's 115-year old historic Aronson Building. These challenges include includes working around historical brickwork set for preservation. Crew members reported a pleasant work environment with all the various trades working in sync and superintendents who have been on the ball. Of the 10 Sprinklerfitters who started on the job, and with the work nearing completion, approximately five are left. The project is now in the final stretch with about a month and a half remaining and a final haul of piping and materials recently delivered to the site. **OL**



Javier Manzanares
Journeyman

"I've been with Local 483 for 20 years. I saw a hiring sign one day and just walked right in. I had been a forklift driver with a warehouse union. Being a member has given me great pay and benefits. The medical is especially important. Everything has been really good. I attend about four union meetings per year. I go because I get to hear about what kind of work may be coming in the future and to just stay informed overall."



Jose Diaz
Foreman

"I've been with the union for 19 years. I got in when I was 18 years old through a family friend. It was the best move of my life. The overall package that you get for retirement is great and the work is always there. There's never any doubt that I'm going to stay busy for the year with work. I'm going to build a great retirement with double pension and supplemental. With the union, you're setting yourself up for life. Joining was the best decision of my life and it's been an amazing experience. The trade itself is just great work."

"We have a very strong union background in my family. Longshoreman, laborers, carpenters, pipefitters — we've done it all. I always knew that being part of a union would be the road I'd take. Ever since my apprenticeship was over I've been very busy, running big projects with Allied Fire and I am very tied up in with that. So I don't participate as much as I should, but I hope that'll change in the future."

"Unions have your back. The main focal point is the prevailing wages. You know you're going to step on the job and get that prevailing wage. There's no boss messing with you, undercutting your pay. It's going to be a union-backed project, run the right way with safety on point. That's the biggest selling point."



Zachariah Pahulu
Apprentice

"I got lucky. I used to work for Junk King, a garbage removal service. I did a house clean out for a guy who had recently passed away. He left behind a union newspaper that had information about all sorts of trades, and I got lucky and found out about Local 483. At the time, I was living in East Palo Alto, and Hayward was right over the bridge. My father is in the Elevators Union and he works for Otis. He had been telling me to get into a trade."

"Within the last three and a half years, since I started the apprenticeship, I've been able to buy a house in San Francisco, and now I work in the city as well, so I catch BART and bike to work and make some good money to raise my two boys with. Life has been amazing. It's a blessing. It's been convenient to have classes on Wednesdays, which is the day they hold meetings, and so I've attended some. I'm able to voice my opinion and be a part of things."

"Work has been very busy. Instead of picking up garbage with Junk King, I'm doing work that brings me a sense of accomplishment. The brotherhood and sisterhood has been great. It's a pleasure to be a part of this local. I appreciate everything Stan Smith has been doing for us. I've heard work could slow down because of the coronavirus but I'm still here working until that day comes."





Dennis Romero
Lead Foreman

It's been 30 years since I joined Local 483. I got in because a friend had encouraged me to consider hanging pipe for a living with the Sprinklerfitters. I went and signed up. I've always been union and was driving for UPS beforehand. I have a brother who is a union electrician. I couldn't be more blessed with what Local 483 has done for me because I have two kids in college, and I've worked steadily for 30 years with good wages and benefits. It's been hard work, but it puts food on the plate.

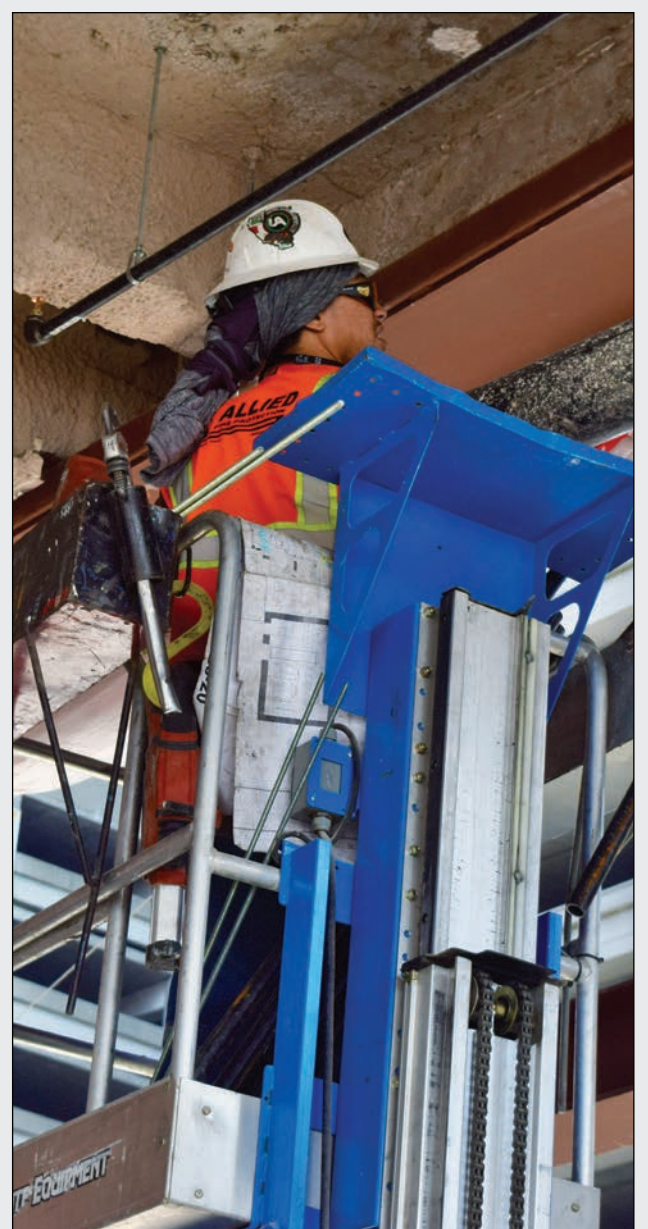
I usually go to meetings especially to vote for president and business manager. They're also offering the upgrade classes for fitters, so I go in for that as well. The greatest thing about the union is that they fight for your wages. If you go non-union, they can give you any number and you've got no leg to stand on. These guys go in, know how much work we have and try to get as much as they can wage-wise and for health benefits. If you have a family, you better have healthcare because if not, how are going to take care of your kids?



Celestino Marroquin
Apprentice

My uncle is in the trade and so he guided me into taking the test and applying. After I had my first kid, I had to find something more sustainable for a career. I didn't know that much about the trade until I started my first class. I love learning about this stuff and doing the work. It's a quality program. I just had twins, so things are a little rough right now but I try to get out to meetings when I can. I try to be active because this is our union. We're all supposed to participate.

Joining this union is the best thing I could have done with my life. You have people looking out for you when you're not working and will help you get back to work. The benefits are amazing. There are just so many great things. It has provided a steady, reliable income for me especially with three kids. As an apprentice, I do whatever they need me to do, and I'm learning a lot out here.



ELEVATOR CONSTRUCTORS LOCAL 8



Looking Up the Hatch

International Union of Elevator Constructors Local No. 8

690 Potrero Avenue
San Francisco, CA 94110-2117
(415) 285-2900 • Fax (415) 285-2020

Mark Thomas

Business Manager/Financial Secretary

Del Garner

Business Representative/
Recording Secretary

Kevin Wright

Business Representative

Ryan Lange

Business Representative

Greg Hardeman

Organizer

MEETINGS:

CANCELLED:

San Francisco

Wednesday, April 15, 2020
5:30 p.m.

North Bay

Monday April 20, 2020
5:30 p.m.

Stockton

Friday May 1, 2020
11:30 a.m.

Please note if shelter and distancing requirements are not lifted by the date of any tentative meeting, it will be cancelled.

TENTATIVE:

San Francisco

Wednesday, May 20, 2020, 5:30 p.m.
690 Potrero Ave, San Francisco CA

Watsonville

Monday, May 4, 2020, 5:30 p.m.
Round Table Pizza
1975 Main St. Watsonville

San Luis Obispo

Tuesday, May 5, 2020 11:30 a.m.
Firestone Grill
1001 Higuera St, San Luis Obispo, CA

Sacramento

Wednesday, May 6, 2020, 5:30 p.m.
SMW Apprentice and Journeyman
Training Building
3665 Bleckely St, Mather, CA

Lake Tahoe

Thursday May 28, 2020 11:30 a.m.
Motts Canyon Tavern & Grill
259 Kingsbury Grade Rd., Stateline NV

Reno

Thursday, May 28, 2020, 5:30 p.m.
Nevada Building Trades Hall
1819 Hymer Ave., Sparks, Nevada

Fresno

Wednesday, June 10, 2020, 5:30 p.m.
Piccadilly Inn Airport
5115 East McKinley Ave., Fresno, CA

Bakersfield

Thursday June 10, 2020 7:30 a.m.
Zingos Café
3201 Buck Owens Blvd Bakersfield, CA.

We continue using the Local 8 website www.iuec8.org as an additional means of notifying our members of upcoming Special Called Meeting Items and any upcoming social events.

SPECIAL CALLED MEETING ITEMS FOR APRIL

(to be heard by the Executive Board)

April's meeting is Special Called for the following items:

- Fund the SF Area Golf Tournament, not to exceed \$8,500.00
- Fund the 2021 Honorary Members Luncheon, not to exceed \$45,000
- First Round of Nominations for the following:
 - » President
 - » Vice-President
 - » Secretary-Treasurer
 - » Warden
 - » Trustee, One (1)
 - » Executive Board Members, Four (4)
 - » Correspondent to the Journal
 - » Delegates to the Building & Construction Trades Councils:
 - ♦ San Francisco, Four (4)
 - ♦ San Mateo, Three (3)
 - ♦ Santa Clara, Two (2)
 - » Delegate to the San Francisco Labor Council, Four (4)

Please note: If you're planning on running for any of the positions, and would like mail election literature to members, please request labels by May 26, 2020.

SOCIAL EVENTS

The Sacramento Bowling, Bakersfield Picnic, and Reno Golf Tournament are cancelled until further notice. The SF Area Golf Tournament on June 20, 2020 is TENTATIVE.

ELECTIONS

Due to the current environment, the first Round of Nominations for the 2020 Election of Officers is a mail-in nomination process. Notices were mailed to members the first week of April. Please read the instructions carefully to ensure paperwork is returned timely, and to the correct address: P.O. Box 411110, San Francisco, CA 94141-1110

If orders are not lifted by May 1, 2020, we will continue this process for the second round of nominations. We will send another nomination letter, to be returned no later than May 20, 2020. While this is not business as usual, we must keep moving forward and completing tasks. I appreciate your understanding of our commitment to complete the nomination and election process.

NEIEP

We were notified that classes will resume via online curriculum on April 13, 2020! NEIEP will email details to [NEIEP email addresses only](#), so check your NEIEP email for notifications. Information is also available via the NEIEP website. Contact Joel Roberts with questions or concerns.

COVID – 19

In March, Local 8's work environment was turned upside down. We have gone from zero unemployed members, to over 200 not working. The 7 Bay Area counties continue to put restrictions on Construction and Modernization jobsites. Buildings have shut down due to the orders, which also hampers the ability of service mechanics and repair crews from performing their jobs. Many members have only known times of full employment and job security. Those of us who went through the slowdown of 2008, when hundreds of members were on the bench, remember the struggle to make ends meet and feeling as though things would never get better. Eventually they did, and we came back stronger. I'm not saying this will be easy, but it'll also not be this way forever. It's your time in history to stand together like our Brothers and Sisters have done for the past 125 years, and work together so we all come out of this as strong UNION members who look out for one another. I will do all I can to help, and expect nothing less from our members. Local 8's By-Laws, Article IV, Section 1. (a) 1. states: "Keep the local union properly notified of their place of residence and all changes." The changes include when companies ask you to work modified hours or volunteer for the furlough list. We must know when you stay home because of exposure to the virus, or because you're uncomfortable going to work for fear of bringing anything home to an at-risk family member. The hall MUST KNOW if you have

any employment changes. If you're furloughed, you need to apply for unemployment, and call the hall to receive a dues relief form. If you're quarantined due to exposure, or tested positive for COVID-19, you must submit a **Weekly Income Claim form** to the NEI Benefits Plan office. All forms and information are on the Local 8 website.

The International Officers saw this was not going to be a short disruption and developed the MOU you received in the mail. This collaboration between the IUEC, NEBA, and ECA produced a plan to keep as many people working as possible. That is why we have Modified workweeks and work hours. If you read the MOU, you know that a member cannot be scheduled for more the 40 hours per week. Two days after the MOU came out, a Brother called stating a company was trying to schedule 6 10-hour days for his crew. He knew this was against the MOU and wanted me to know what the employer was attempting. I thanked him for being a good UNION member and told him to keep up the good work. I'm happy to say that 95% of our members are behind this plan and willing to make it work. As always, we have a few that think only of themselves. I assume these are the same individuals that have bought up and hoarded all the toilet paper. If we work together and share hours, we can get through this and return to normal soon. I understand that we also have furlough lists, with those members not getting any hours at all. Hopefully they heeded our warnings to save for a downturn. For those struggling, please visit our website to find what types of assistance are available. This will not last forever. If we work together, we will get through these uncertain times.

Work Safe and wear every piece of PPE required. Be thoughtful about the safest way to do your job. If you do not have the correct PPE to go into a hot spot, don't go in. Inform your supervisor you're not properly protected and need further equipment to do the task according to CDC regulations. If they refuse to comply, call me and I will personally have a conversation with the company Safety Director. I'm at the hall every day, working to do everything to keep our members safe.

Faternally,
Mark J. Thomas, Sr

THE ONLY EFFECTIVE ANSWER TO ORGANIZED GREED IS ORGANIZED LABOR

ROOFERS LOCAL 40



United Union of Roofers, Waterproofers & Allied Workers Local Union No. 40

150 Executive Park Boulevard
Suite 3625
San Francisco, CA 94134
Phone: (415) 508-0261
Fax: (415) 508-0318

JOSE OSCAR PADILLA Business Manager
SALVADOR RICO Secretary/Treasurer
PETER LANG President

From the desk of Jose Oscar Padilla – Business Manager

COVID-19 Safety Measures on Construction Sites

It is essential that our members maintain the following guidelines that include social distancing, driving directly to and from work with no contact with the general public, hand washing, and equipment and site cleaning. While some construction projects are strictly complying with state guidelines, one large worksite in California was closed because workers were not adhering to appropriate social distancing by gathering in groups at lunchtime.

The vast majority of our membership is adhering to these guidelines as they continue to need to work to support their families and keep California and its critical infrastructure operational. As you know, the state, by executive order, has deemed construction workers essential; therefore, at this time, they are permit-

ted to travel to and from work. If we do not adhere to the basic guidelines of not gathering in groups at lunch or otherwise, our members will lose this designation.

Every Building Trades member has the ability to choose whether they continue to work or not depending on their own personal health or that of their family or other personal circumstances such as living with elderly or an immune compromised relative. No member should be working who has a fever, cough or who otherwise displays symptoms of COVID-19 infection.

This scenario may change because of circumstances beyond our control, but at this moment, as the coronavirus outbreak continues to spread, Building Trades leaders are working closely with local affiliated unions, project owners, contractors, and public agencies to keep construction sites open and safe. The safety of workers is always of paramount importance, particularly in situations like this.

Contractors and jobsite safety personnel should take specific steps to increase hygiene on the jobsite, such as:

1. Adding sanitary facilities (toilet and hand washing stations with soap and hand sanitizer provided). Workers should wash their hands with soap for twenty seconds and use hand sanitizer often.

2. Performing deep cleaning on jobsites including disinfecting handrails, doorknobs, equipment handles and tools on an accelerated basis.

3. Instead of having group safety meetings they should have smaller individual safety meetings at the jobsite maintaining social distancing guidelines.

4. Keep separation of at least six feet as feasible while on the job and always during rest and break periods and lunches; there should be no group gatherings.

5. Workers should consider bringing a lunch made at home and stay away from congested lunch trucks and coffee shops. Go directly from work to home and vice versa with as little contact with the general public as possible.

6. Workers should wear and utilize all safety equipment available on the jobsite. Contractors should provide all protective equipment as available.

It is up to us to make the conditions as conducive toward the safety of our members as possible. In addition to the above guidelines, here are the NABTU (North America's Building Trades Unions)

and the CPWR (Center for Construction Research and Training) guidelines:

1. If you are sick, stay home and don't show up to work.

2. Don't shake hands when greeting others.

3. Try to stay three to six feet away from others.

4. Avoid sick people.

5. Avoid touching your eyes, nose, or mouth with unwashed hands.

6. Clean your hands often by washing them with soap and water for at least 20 seconds or using a hand sanitizer that contains 60-95 percent alcohol; soap and water should be used if hands are visibly dirty.

Construction workers often work with gloves outside and typically can work with some distance between each other. And they get paid only when working.

If these guidelines cannot be met and a project is in tight quarters, or in contact with the general public, consideration should be given to shutting the construction project down until safer conditions exist.

We will keep you up to date with the latest information as we get it.

Stay safe, protecting yourself and the family members you come home to.

*Sincerely,
Jose Oscar Padilla
Business Manager*



Thank you to all the front-line workers going above the call of duty to keep us safe during these trying times.

Be Safe. Stay Strong. Buy Union.

Labor 411
MAKING IT EASY TO BUY UNION

www.labor411.org



STAND TOGETHER. THRIVE TOGETHER.

Kaiser Permanente's reputation for delivering high-quality health care was built on organized labor, so you can trust that we'll take care of you and your family. We collaborate with union workers to help improve what we do. It's how we got our start and how we'll continue to help keep our members healthy, strong, and on the job. Organized labor and Kaiser Permanente: in it together.

Learn more at kp.org.

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