

Building Trades Council Continues Securing Project Commitments

◆ The Year Remains Active for PLAs, LOIs

Despite the COVID-19 pandemic's economic devastation and heightened challenges on many construction work sites, the San Francisco Building and Construction Trades Council continues securing project labor agreements and commitments from many developers to only hire union contractors and subcontractors. This trend comes in the wake of the recent monumental achievement

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Elevator Constructors Local 8 mechanic Zach Jones with Apprentice Dylan Johnson on the jobsite.

◆ Mentoring Essential to Long-Term Vitality of Building Trades

By Jacob Bourne

Talk to 10 different Building Trades members about their experiences with mentoring in their trade, and one will hear an eclectic collection of stories reflecting the richness of the various crafts, generational differences and changing economic realities. Yet one thing will remain a consistent thread: A robust atmosphere of mentoring on union jobsites is essential to both safety and quality of the work performed. It's a notion that's

often been on John Christopher's mind over the years. Christopher joined Local 8 in the 1970s and he recalled two individuals in particular, Earl McClaskey and Dan Edberg, senior members who took him "under their wings" and taught him what it means to be an Elevator Constructor. "Those two individuals instilled a strong work ethic in me," said Christopher. "What was so neat about Earl was that he took the time to explain to you what he was doing and why he was doing it." When he entered the

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Tule Elk Park School Gets Major Upgrades

◆ Renovations, Improvements Funded Through SFUSD Bond Program

By Jacob Bourne

Tule Elk Park Early Education School (TEP) will be getting an "annex upgrade" and many additional site improvements thanks to a bond measure that targets aging school facilities. TEP, which has approximately 150 early education, pre-K and kindergarten students, will fund its improvements through the SFUSD Bond

Program approved by voters in 2016. The project involves the modernization of the main campus building — known as the annex building — as well as the construction of a new one-story classroom. Arntz Builders is the general contractor for the project and many Building Trades unions are represented. "Initially we came in and demoed everything except for the structure and the exterior walls," said Sasha Olshansky,

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Site improvements and an 'annex upgrade' are underway at Tule Elk Park Early Education School, thanks to a bond measure that targets aging school facilities.

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ON THE Job Site

Cement Masons Enhance Pedestrian Access

By Jacob Bourne
Contributing Writer and Photographer

When walking San Francisco's many neighborhoods, one may only take notice of the sidewalks when they've ruptured from years of pressure from tree roots or geologic

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Senator Kamala Harris and Labor Day

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

Kamala Harris took me out to lunch a while back. I had just been elected to my previous job at the labor council and she was calling to congratulate me. She wasn't the mayor or president of the Board of Supervisors. But she was the first local leader to reach out in my first days on the job. I will never forget that. We went to a funky hamburger joint and talked for over an hour. She had a big black Suburban or whatever folks drove in those days. Driven by a cop. I asked her about the cop.

"Don't be silly, Tim. I am a prosecutor and put people in jail. Some folks get angry."

We talked about social justice and

health care and raising wages and political power and probably could've talked longer but we were busy. But it was an important reach out for me, and the labor council and the building trades council have supported her in all her endeavors when she ran for California Attorney General and then U.S. Senator. When our hamburgers arrived she cut hers into *four* pieces. I had never seen that before.

Now she will hopefully be our next Vice President and we are excited. Hope that turns our more votes this November. As recently departed Congressman John Lewis from Georgia stated: "Voting is the best non-violent tool of Democracy that all Americans can use."

Please vote this November.

I just realized that Labor Day is coming up next month and it will be the first day ever that we don't have our Friday breakfast and the picnic in Alameda County. But the values we need to celebrate and promote these days are not just the bumper stickers that say: "It's the unions that brought you the weekend, overtime, good education, etc.," but today during this crisis we need to push for more contemporary values such as:

America's Five Economic Essentials:

- Keep front-line workers safe and secure.
- Keep workers employed and protect earned pension checks.
- Keep state and local governments, our public schools and the U.S. Postal Service solvent and working.
- Keep America healthy—protect and expand health insurance for all workers.
- Keep America competitive—hire people to build infrastructure.

COVID 19 update

Many have seen City Administrator Naomi Kelly's letter warning that construction jobs may have to close if workers don't comply with safety and social distancing regulations. And they have found some places where things have lapsed.

In my recent discussion with her and



the Mayor's office they have assured me and the building trades council that this isn't on the top of their radar and but that we still need to be as diligent as we've been when they reopened up our construction sites as "necessary work" in San Francisco.

The biggest and most obvious takeback from this is that if OSHA and City inspectors see workers not wearing a mask – that is an excuse to look deeper and jeopardize a job being shut down.

Please wear your mask!

The National Football League (unlike the MLB and NBA) has somewhat that same structure as construction. If you don't work, you don't get paid. And I have heard players telling their teammates/co-workers: "Don't screw this up for all of us!"

Wear your damn masks!

Be safe. **OL**



From left: San Francisco Labor Council Executive President Rudy Gonzalez; Senator Kamala Harris; and San Francisco Building & Construction Trades Council Secretary-Treasurer Tim Paulson.



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– The Publishers

Official Minutes of the San Francisco Building and Construction Trades Council

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DELEGATES MEETING MINUTES

July 2, 2020, 5PM

Zoom call

ROLL CALL OF OFFICERS:

President Larry Mazzola, Jr., Vice President's John Doherty and Vince Courtney, and Secretary-Treasurer Tim Paulson present.

COPE CONVENTION:

Supervisors:

- Aaron Peskin interview at 5 p.m.
- Dean Preston interview at 5:15 p.m.
- Vallie Brown interview at 5:30 p.m.
- Danny Sauter interview at 5:45 p.m.
- Tim Paulson gave political assessment and recommendations prior to COPE process.
- District 3, Ramon Hernandez made motion for sole endorsement for Aaron Peskin. M/S/C
- District 5, Terry Dunnigan recommended dual endorsement. John Doherty mad motion made to table the item. M/S/C
- District 9, open due to no show and no response by Hilary Ronan. Tony Rodriguez

made motion to table item. M/S/C

Convention adjourned at 6:20pm

CORRESPONDENCE:

None

REQUEST FOR FUNDS:

- Catholic SF's Labor Day & Disaster Preparedness Features Ad.
- Motion made by Tim Paulson to continue to support historically and purchase ad. M/S/C

SECRETARY'S REPORT:

- Review on SIP and COVID policy
- COPE endorsement plan, another endorsement cope meeting for school board, city college and remaining supervisors.
- Updates on PLAs. Citywide PLA done, and document has been received and to be provided to all via email to all affiliates for signatures ASAP.
- Prejobs. SFPUC and Yerba Buena prejobs coming up.
- Park Merced follow up in the works, caucus update on 4 GC bidders, Webcor no longer in mix. Bargaining team has met and are re-engaged again. Negotiations to continue.
- PEC meetings and Mayor updates on City budget.
- CBA update – City, UC, CCSF, SFUSD

PICKET SANCTIONS:

None

OLD BUSINESS:

- Affordable Homes initiative removed from ballot due to COVID-19, but Tony Rodriguez reported it will be put back on with signatures and recommended we keep it on radar.

NEW BUSINESS:

- Per Tony Rodriguez, Crescent property sold at 325 Fremont Street project. Fisher the GC is looking for bids and entertaining non-union bids. Members asked to collect information to present to Supervisor Haney.

REPORTS OF UNIONS:

- Mark Plubell asked for information on Planned Parenthood project located on Bush Street.

GOOD OF THE ORDER:

- Pat Mulligan shared concerns on modular housing and feels candidates should be also asked on their support on other issues first and include in the next questionnaire and/or ask them directly during interview. Secretary Treasurer Paul reported that Supervisor Ronen does want to address us. She is unopposed.

ADJOURNMENT:

adjourned at 6:31pm

BUSINESS AGENTS MEETING MINUTES

July 28, 2020, 10 A.M.

Zoom call

ROLL CALL OF OFFICERS:

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

CORRESPONDENCE:

None

REQUEST FOR FUNDS:

None

Tony Rodriguez of Sprinkler Fitters Local 483 announced retirement as of September 2020. Dan Torres was introduced as replacement.

SECRETARY'S REPORT:

- Review on SIP and COVID policy. All council meeting continues to be held via Zoom. Office hours still limited for council; Sandra Duarte continues to go into the office once a week on Wednesdays until further notice.
- COPE Convention and Endorsements up-
(continued on page 47)

Wishing a safe and happy

Labor Day

to all the hard-working men and women
in the Bay Area building trades.



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A Labor Day Like No Other

◆ Celebrations Adjust with COVID-19 Pandemic

Monday, September 7 is Labor Day. Because of the continuing COVID-19 pandemic, for the first time in recent memory for many workers, the social calendar is clear.

Solidarity will be in full force on Labor Day 2020, but on the holiday where we celebrate the contributions of our nation's working men and women, the region's health climate requires us to keep our festivities virtual or crowd-free.

In 2019, the San Francisco Labor Council kicked off the weekend with its annual pre-Labor Day breakfast. CLCs across the region held breakfasts, picnics and barbecues including, for the first time, a joint gathering of the San Francisco, Alameda, Contra Costa and San Mateo Labor Councils for a four county celebratory picnic in Oakland's Snow Park.

This year, with more than

65,000 reported cases of COVID-19 in the San Francisco Bay Area as of August 11, things will be different. Throughout the Bay Area, Labor Councils have canceled their celebrations due to the risks posed by large gatherings during the pandemic. Events such as picnics, barbecues, parades and breakfasts will hopefully return in 2021.

One exception is the North Bay Labor Council AFL-CIO which has scheduled its Labor Day with the Labor Council with a health-conscious twist. The program will be streamed live from 9:30 to 10:30 am on Facebook, Zoom and on KSRO. Participants seeking a bite can drive by the Council's parking lot between 7:30 and 9 am and pick up a contact-free breakfast burrito, orange juice and swag.

"This will be fun," the Council promises. "Different, but still fun!" **OL**

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1. Weekends

2. Paid Vacation

3. FMLA

4. Paid Sick Leave

5. Child Labor Laws

6. Social Security

7. Minimum Wage

8. 8 Hour Work Day

9. Overtime Pay

10. Health & Safety OSHA

11. Health Care

12. Dental

13. Vision

14. Collective Bargaining

15. Breaks

16. Wrongful Termination Laws

17. Age Discrimination Laws

18. Raises

19. Sexual Harrasment Laws

20. American Disabilities Act

21. Holiday Pay

22. Military Leave

23. Equal Pay Act

24. Civil Rights

25. Workers Comp

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JERRY NEIL PAUL

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

The Paul Law Firm has been representing the California Building Trades for the past 35 years. We have always been a California-based law firm, specializing in asbestos-related diseases such as mesothelioma, lung cancer and asbestosis, and representing the individual members. We are proud to say that we have had many landmark settlements and verdicts for our union brothers and their families totaling over \$3 Billion. One of the highlights of my career was when I, along with our mesothelioma client, Billy Joe Speicher from U.A. Local 250 Steamfitters/Pipefitters, went before the U.S. Senate and testified in front of the Chairman of the Judiciary Committee, U.S. Senator Arlen Specter, regarding asbestos legislation.

Jerry is also a Founder of the Mesothelioma Research Foundation of America (www.mesorfa.org), along with his wife, Elizabeth Ann Paul, Executive Director, and Jim W. Kellogg, retired International Representative of the California Pipe Trades and past Vice President of the State Building and Construction Trades Council of California, who have all served as Board Members since 2001. Since this time, we undertook the successful funding and opening of a mesothelioma research lab at USC/Norris Comprehensive Medical Center in Los Angeles under the direction of Lab Director Dr. Parkash Gill. Over the past 15 years novel new treatment options Veglin, which went through FDA-approved clinical trials phase 1 and 2, and now EPH B4, in FDA-approved clinical trials phase 1, have helped expand the depth of research and expand the types of treatment options. This offers greater hope to those afflicted with asbestos-caused cancer, with options not previously available. None of this could have been done without the support of the Building and Construction Trades Council of California and also Southern California Pipe Trades District Council 16, the Heat & Frost Insulators 16, along with the support from the Western States Conference, and all their able leaders and supporting local unions.

As asbestos disease and mesothelioma tend to surface later in life, we recommend workers take a chest X-ray screening every three years where the results are examined by a certified B reader radiologist, a doctor who is additionally trained to know what is and is not an asbestos marker and asbestosis. Plus you will increase your chance of discovery at an early stage, should you have lung cancer, which would likely respond better to treatment options.

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Labor Day Special 2020: Celebrating our Members

One of *Organized Labor's* most popular features is On the Jobsite, where we visit with building trades members from a specific trade as they perform their craft on some of San Francisco's biggest projects. What follows are some interview with trades people since last Labor Day, in their own words.



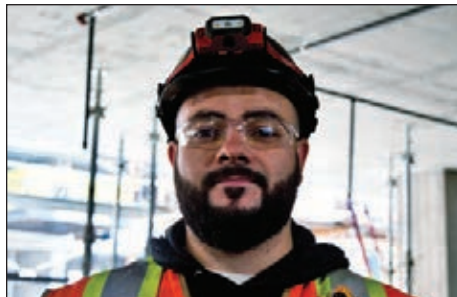
Orlando Rodriguez

Journeyman, Local 6
Affordable Housing Project
at 1950 Mission St.

I've been with IBEW 6 for over 20 years — my apprenticeship started in 1998. I had been working as a plastic fabricator but because I have family in the trade, they had always encouraged me to join but I put it off until I was 27 when I got my act together. It was the right decision and the right trade. It's put a roof over our heads and takes care of my family. The union takes care of all the members with retirement plans and all the benefits. Everything is great.

I feel fortunate to be able to work on an affordable housing project. I was born and raised in the city, so I've seen a lot

of changes. I grew up not too far from here in Noe Valley and used to come to the Mission with my mom as a kid. I've witnessed all the gentrification that's happened and so it feels good to be a part of this project.



Greg Guitron

Foreman, Local 6
Affordable Housing Project
at 1950 Mission St.

It's been 16 years since I joined Local 6. I got in right out of high school. I was getting ready to go to San Francisco State when my uncle who's in Local 6 encouraged me to join the union because I wasn't that interested in going to school. My dad was a fire inspector and also steered me toward IBEW. I've had friends who've gone to college and ended

up getting in the union afterwards or guys who went to college, got the office job and just aren't happy. I love being out here in the field.

I try and attend meetings as often as I can. I was more active when I lived in the city, but because it's so expensive to live here now, I'm out in the East Bay. I keep in close contact with the membership and have my finger on the pulse of the union.



Andre Ortiz

Owner, San Francisco Power
Affordable Housing Project
at 1950 Mission St.

I've been a member of IBEW since December 2003. Both of my parents are electricians, both with Local 6. My mom just retired and my dad is an inspector with DBI and is getting ready to retire as well. So I'm just playing the cards I was dealt. I wasn't pressured into the trade but growing up I always viewed it as an option and gravitated toward it. I wanted to work with both my hands and brain and that's electrical work.

About three years ago I started the company San Francisco Power. I had always wanted to work for myself and create a good working environment for others. It's allowed our small crew to earn a decent living, care for our families and have a little fun while we're at it.

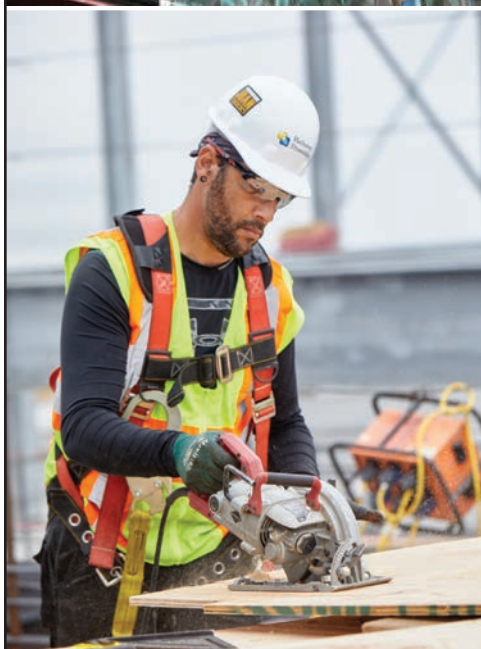
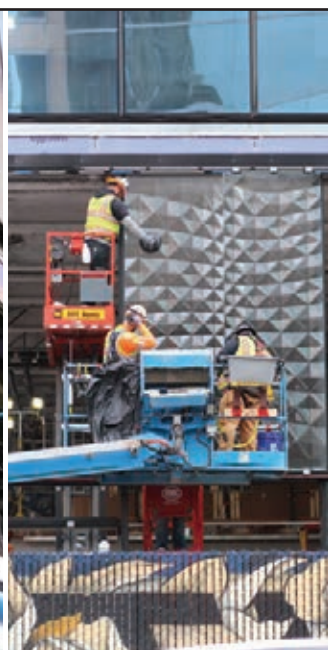
I maintain a good relationship with my union. I was John Doherty's Apprentice way back when he was still in the field, so we played in the dirt together. Local 6 has always been very helpful any time I have questions about the agreement and what can and can't be done. I just pick up the phone and call because we always want to do things the right way.



Doug Wylder

Foreman, Local 6
Affordable Housing Project
at 1950 Mission St.

I've been with Local 6 for 19 years. I became a Journeyman in 2008 and a Foreman in 2010. I've always been active in the union and am an Executive Board
(continued on page 9)



Happy Labor Day from Us

To All Of The Hardworking People In The
Bay Area Construction Industry



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Labor Day Special 2020: Celebrating our Members

member. Being part of a union is the only way to go in my opinion. I have a lot of respect for all workers, non-union and union, but belonging to a union you get better pay, benefits as well as safer conditions on the jobsite.

I didn't go to college but the union has been my college because it's like a big fraternity. If someone gets hurt, we pass the hat and raise money. If someone is sick or someone is in need of help for their kid, we're there for each other. The IBEW brotherhood is unparalleled.

In this trade I'm always learning and I feel like I get better and more confident in my work every year. Even though I'm a veteran in the field, I'm able to learn things from other members as well as pass on my knowledge.



Christopher McGovern

Apprentice, Local 6
Affordable Housing Project
at 1950 Mission St.

I'm a fifth-year apprentice and have been on a number of different jobsites, learning new things. I have a couple family members in the trade and they said it has been a good trade for them, so I applied just over five years ago and got in. It's definitely a good trade to be in.

I make it out to meetings whenever I can; it can be hard when I have class two nights a week, but it's definitely worthwhile when the schedule permits. It's an opportunity to learn about all the different things going on in the union whether it be upcoming events or issues on the jobsite that need to be discussed. Local 6 is doing a great job of taking care of its members. The wages are really good right now. The benefits are much better than non-union.



Luis Simonin

Journeyman, Local 12
Renovation Project for Dropbox
at 1800 Owens St.

I'm a floor layer, installer and welder who's been with Local 12 for six years. Before that I was a non-union floor layer for seven years. My dad has been a union layer for 30 years and he encour-

aged me to join Local 12. The decision has made a big difference in my work and life. I've gotten to learn about new materials and I see that the quality of the work is better. I've definitely learned so much more during the last six years as a Local 12 member than the seven years non-union.

Being a part of Local 12 feels like being in a family. We're treated very well. Hoem & Associates is the third shop I've worked for, and the company schedule has allowed me more time to be more involved and attend union meetings.



Felipe Aguilar

Journeyman, Local 12
Renovation Project for Dropbox
at 1800 Owens St.

It was 16 years ago that I joined Local 12. I had been working scrubbing floors previously and so this was a big change. It's been great because the pay is better and I'm always learning something new. When I went through the apprenticeship program, I learned so many new skills.

I found out about the opportunity to join on the union's website. I discovered it all my own. No one in my family belongs to a union so I'm like a pioneer. It's great, I love it. I can earn a pension and have my family covered with medical benefits. I go to meetings and it's a good experience to talk about what we need. I like the way things are going.



Angel Nevarez

Apprentice, Local 12
Renovation Project for Dropbox
at 1800 Owens St.

I'm a first-year apprentice — started in January on this job. It was a challenging for a first job but by now I feel I've learned what I need to know. I've been very busy working on weekends and taking the required coursework for the apprenticeship program.

Before joining Local 12 I was a warehouse worker for Hoem & Associates for two years. I was just out of high school and saw a career path with this instead of taking on student debt. This is a viable career path for me. I've done some side jobs for non-union shops and the quality is lower and the pay is also lower.



Ernesto Gonzalez

Journeyman, Local 12
Renovation Project for Dropbox
at 1800 Owens St.

I had been non-union floor layer before joining Local 12 a year and a half ago. I joined as soon as I had the time to do it. What motivated me was the better benefits, retirement and good pay. Now that I'm a member my quality of life is improved and I'm more relaxed knowing that my future is secure.

This has been a good but demanding job. I've gotten to learn about new materials. My role is to get all the necessary areas prepped and lay the floors ahead of the welder.



Alfredo Benitez

Journeyman, Local 12
Renovation Project for Dropbox
at 1800 Owens St.

My brother-in-law has been in the trade for years and he introduced me to Local 12 in 1998. This is the first and only job I've had since coming to the U. S. from Mexico. I love this trade, it's great to do this kind of work. Being a union member the benefits are great and everything is good. They take care of us, they fight for us and they've got our backs.

This past month they fought for our pay

during contract negotiations. I had worked for a company a few years ago and they weren't paying us on time and Local 12 came to our assistance and got it sorted out.

This job has given me the opportunity to learn something new. This is the first time I've worked with marmoleum, and our foreman, Chuy is great and always shows us what we need to know.



Scott Askins, Local 12

Journeyman/Shop Steward
Renovation Project for Dropbox
at 1800 Owens St.

I became a floor covering installer 33 years ago. My buddies and I started out as truck driver/material handlers. Back then it was important to learn the job sites and materials by delivering before you were allowed into the trade. You earned your right to be an apprentice by starting out as a truck driver. I was a truck driver for about a year and a half — it was an effective way of doing it.

Membership in Local 12 comes with great security. The wages improve as time goes on and I have really good benefits for myself and my family. I attend meetings and was a union secretary for 11 years. A new contract just passed about a month ago and we all made it a point to talk to all our brothers. We even discuss things with other shops so everybody is involved whether you attend meetings or not.

It's important for people to know what a blessing it is to be in the union because non-union companies don't have our benefits, our retirement and care for our families provided. I know non-union people and they make half of what we make and don't have benefits and their families suffer because of it.

(continued on page 40)

Citywide Project Labor Agreement to Support Working People and Small Businesses on Public Construction Projects

On July 24, the Office of Mayor London Breed Released the Following press release:

San Francisco Mayor London Breed and City Administrator Naomi Kelly have announced that San Francisco has finalized a citywide Project Labor Agreement (PLA) for public construction projects, which supports working people and small businesses. The 20-year agreement was negotiated and executed on behalf of San Francisco by the City Administrator following legislation that Mayor Breed advanced and signed in January 2019, which created a structure for this negotiated PLA. The

legislative framework was the result of input from Mayor Breed, the Board of Supervisors, city departments, labor leaders, community stakeholders, and small and local business owners. “I am committed to making sure that working people can continue to live in San Francisco and I am proud that we finalized this Project Labor Agreement, which is good for workers, the city, and provides opportunities for our local small businesses,” said Mayor Breed. “San Francisco has a long economic recovery ahead of us, and using our public construction projects is a key way that we can provide good-paying jobs and economic opportunity.”

“This is a historic accomplishment for all of San Francisco and San Francisco workers. This agreement, where all the city family participated, ensures good jobs and apprenticeships to all the workers who will build San Francisco’s public infrastructure for the next generation.”

—Tim Paulson, Secretary Treasurer of the SFBCTC

“This agreement is very important in that it will protect all workers to make sure that they receive the pay, benefits and working conditions that they deserve when working on publicly funded projects.”

—Larry Mazzola, Jr., President of the San Francisco Building and Construction Trades Council (SFBCTC) and Business Manager of Plumbers and Pipefitters Union Local 38.

“We look forward to the continued work to deliver the many public works projects under the finalized Project Labor Agreement,” added City Administrator Naomi M. Kelly. “Thank you to the San Francisco Building Construction Trades Council for their valued participation throughout the process to ensure stability and continuity of public work and improvement projects.” “This agreement is very important in that it will protect all workers to make sure that they receive the pay, benefits and working conditions that they deserve when working on publicly funded projects,” said Larry Mazzola, Jr., President of the San Francisco Building and Con-

struction Trades Council (SFBCTC) and Business Manager of Plumbers and Pipefitters Union Local 38. “It also levels the playing field for contractors bidding on this work, ensuring that the bidding process will be fair and equitable. I want to thank Mayor London Breed who believed in this PLA and agreed that workers deserved these protections when working on city construction jobs. The Agreement wouldn’t have happened without her.” “This is a historic accomplishment for all of San Francisco and San Francisco workers,” said Tim Paulson, Secretary Treasurer of the SFBCTC. “This agreement, where all the city family participated, ensures good jobs and



Labor Day is a special occasion to honor and thank all workers, especially essential workers for their courage during these challenging times. Blue Shield of California celebrates Labor’s rich history and values, and the ongoing contributions you make to the well-being of our communities. We hope you and your family have a safe and relaxing upcoming Labor Day weekend.

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apprenticeships to all the workers who will build San Francisco's public infrastructure for the next generation."

"Part of what has been critical to the Project Labor Agreement discussion is the fundamental notion of fairness in hiring," said Supervisor Peskin. "Whether it's criteria for how our public bond dollars are spent or ensuring a fair bidding process, this is going to reduce the opportunities for corruption in contracting and restore faith in our local government for both workers and the general public."

"This historic Project Labor Agreement is the culmination of multi-year negotiations and could not have been accomplished without the collaborative spirit of all stakeholders whose focus was working families, and I am proud to have played a role in this," said Supervisor Ahsha Safai. "The Agreement not only uplifts existing workers but future generations who will join the workforce by providing a

pathway for direct entry with unions. This news is much-needed and welcomed news for San Francisco's working families, the backbone of San Francisco, as many are currently being pummeled by a spiraling economy in the midst of an ongoing pandemic. This is a win for all."

"The local small business construction community is pleased that their concerns were heard during the process of writing this groundbreaking Project Labor Agreement," said Miguel Galarza, President, Yerba Buena Engineering & Construction, Inc. "The strong small business protections, coupled with the robust workforce and CityBuild components ensure that accountability is in place to guarantee, no one from the city's impoverished communities are left behind that desire a career in the building trades."

The agreement between the city, SFBCTC, its member unions, and construction contractors that perform work

"I am committed to making sure that working people can continue to live in San Francisco and I am proud that we finalized this Project Labor Agreement, which is good for workers, the city, and provides opportunities for our local small businesses."

—San Francisco Mayor Breed

"Thank you to the San Francisco Building Construction Trades Council for their valued participation throughout the process to ensure stability and continuity of public work and improvement projects."

—City Administrator Naomi M. Kelly

on certain public projects seeks to avoid delays and control costs by establishing clear and consistent obligations for those performing work. Additionally, this agreement helps establish and stabilize wages, hours and working conditions for the workers employed on these projects.

This agreement and these standards will be applied to a number of public construction projects which meet certain monetary thresholds. For work funded by bonds, the threshold triggering applicability of the project labor agreement begins at \$5 million and lowers to \$1 million over a three-year time period. For all other work the threshold is set at \$10 million.

Additionally, this agreement also memorializes policies to ensure that local small businesses have the opportunity to participate in the economic opportunity these public construction projects create. Specifically, Local Business Enterprises are allowed to accumulate \$5 million worth of work before

being subject to the terms of the Project Labor Agreement, allowing time for smaller Local Business Enterprises to grow.

Public construction projects are also critical to job creation for San Francisco residents. The Project Labor Agreement incorporates support for pre-apprenticeship programs including San Francisco's CityBuild Program, which provides pre-apprenticeship and construction training. The Project Labor Agreement requires unions to ensure graduates of CityBuild have a pathway for direct entry into union apprenticeship programs.

Previously, there was not a requirement for the city to use a Project Labor Agreement on its public work and improvement projects. As a result of the legislation passed by the Board of Supervisors on January 15, 2019, and signed by Mayor Breed, the City Administrator negotiated and executed the Project Labor Agreement on behalf of the city. **OL**

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Safety Remains Top Priority on Union Jobsites

By Jacob Bourne

Months into the COVID-19 pandemic, mounting cases continue to wreak havoc on lives and livelihoods. Construction has been deemed a necessity by Bay Area county public health directors keeping many Building Trades craftspeople employed as they work on vital projects. Yet the added responsibility of keeping jobsites safe from COVID-19 contagion can make work more challenging.

"I'm really proud of the fact that we know that union jobsites have a higher commitment to safety than any jobsites in San Francisco," said Tim Paulson, San Francisco Building & Construction Trades Council Secretary-Treasurer. "We know that people feel safer on these jobsites than they do on any others. That's why we need to keep this as necessary work because the work is important, and we are an exemplary model for doing it through our Apprenticeship programs and through our committed union contractors to make sure that we have the safest job environment of any business in San Francisco."

The overarching safety protocols are outlined by six Bay Area county health directors and thus following them on jobsites is mandated by law. However, there are nuances in the manner in which the protocols are carried out that vary

among general contractors. According to Jose Padilla, Business Manager for Roofers and Waterproofers Local 40, some contractors employ a stricter approach to COVID-19 safety than others. When he conducts site visits, sometimes he has to go through a brief interview, temperature check and fill out paperwork just to check-in on members. Other contractors are utilizing technology to help achieve

everyone staying committed to wearing a mask has been great."

Padilla explained that even prior to the pandemic, it wasn't unusual to see construction workers covering their faces because the work is often performed in dusty conditions where there are insulation fibers in the air. "I believe that has been a big reason why the Building Trades jobsites have had a low number

"I'm really proud of the fact that we know that union jobsites have a higher commitment to safety than any jobsites in San Francisco."

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

safety compliance including touchless apps that allow workers to review safety protocols and training videos.

"I believe that it helps a lot," said Padilla. "It's very important for all of us to wear a mask and practice social distancing. When it comes to working with tools on jobsites it can be hard to maintain the distance because there are some roofing and waterproofing applications where staying six feet apart doesn't work. So,

of COVID-19 cases," he said. In addition to routine mask wearing, Roofers also often wear respirators because of the materials used in the trade. "Wearing PPE has always been very important in our trade," he said.

Local 300 Cement Masons face similar struggles with maintaining six feet of social distance, especially when pouring concrete. However, following safety protocols has meant that each individual

Mason has to take on more work than usual to get the job done, as fewer workers are allowed on any given site.

"Concrete is a perishable item, it's not like wood," said David Johnson, Local 300 Business Agent. "If you're building a wall for example and you leave to go to lunch, when you come back the wall will be just how you left it. But concrete isn't that way. Sometimes when the concrete starts setting you need help and sometimes you need that help right next to you. So sometimes in order to save the project you have to deal with these new challenges and each worker is more burdened with each task than before."

Johnson also said that it's clear that contractors are dedicated to keeping workers safe on jobsites by providing multiple mobile hand washing stations, hand sanitizer, masks, gloves and face shields for all the workers. "It helps tremendously," he said. "I've only heard of a couple Masons testing positive. For the most part our guys are out there doing their jobs and staying safe."

Paulson added that for the few COVID-19 cases that have been detected on Building Trades jobsites, the safety structure put in place has been effective at stopping the virus in its tracks. "It's because we have the capacity to execute the safety protocols and necessary contact tracing reporting," he said. **OL**



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Seeing the Value of the Union Life

◆ Longtime Sprinklerfitters 483 Business Agent Tony Rodriguez Retires

By Evan Henerson

After nearly 38 years of active union involvement, longtime Sprinklerfitters Local 483 Business Representative Tony Rodriguez is calling it a career.

“I’ve really enjoyed what I’ve been doing and now there is some family stuff and other things that needs to be attended to,” said Rodriguez whose last day will be August 31. “It’s a good time to step down and continue on with other parts of my life.”

A San Francisco native, Rodriguez graduated from high school and started community college with an eye toward becoming a teacher. But when he noticed the number of cuts in education following the passage of Proposition 13, he reconsidered that career choice. Having enjoyed working with his hands and doing repairs on his family’s property, Rodriguez accepted the invitation to apply to become a sprinklerfitter. He passed the exam and began an apprenticeship, working for a sprinkler company and continuing his education at night.

As the son of union-supporting parents, Rodriguez quickly recognized the value of a life in organized labor. Even while still an apprentice, he began attending Local 483 meetings and deepening

his participation in the union. When he was asked to consider running for the executive board, Rodriguez jumped at the opportunity. After stints as the guild’s recording secretary and its president, he sought election as a business agent and won the job, covering San Francisco and San Mateo counties.

Rodriguez plans to continue his involvement with the San Francisco Labor Council and the San Francisco Building and Construction Trades Council as well as finishing his term as a fire commissioner. Now that he no longer has to follow the hectic, all-hours schedule of a business rep, Rodriguez expects to be able to devote more time to home projects, gardening and travel.

A life in the union has made a comfortable retirement possible, he said.

“When I was growing up, my father always had a job that paid decent wages and had medical benefits,” said Rodriguez, a father of four grown daughters. “The union was always there campaigning for my mom and dad. They always believed in unions and when I got in, it was the same thing. I got raises, training, decent wages, and I was able to raise a family. I see the value of what the union did for my mom and dad and siblings and that has continued on for what it was able to do for me, my wife and our kids.” **OL**



Tony Rodriguez



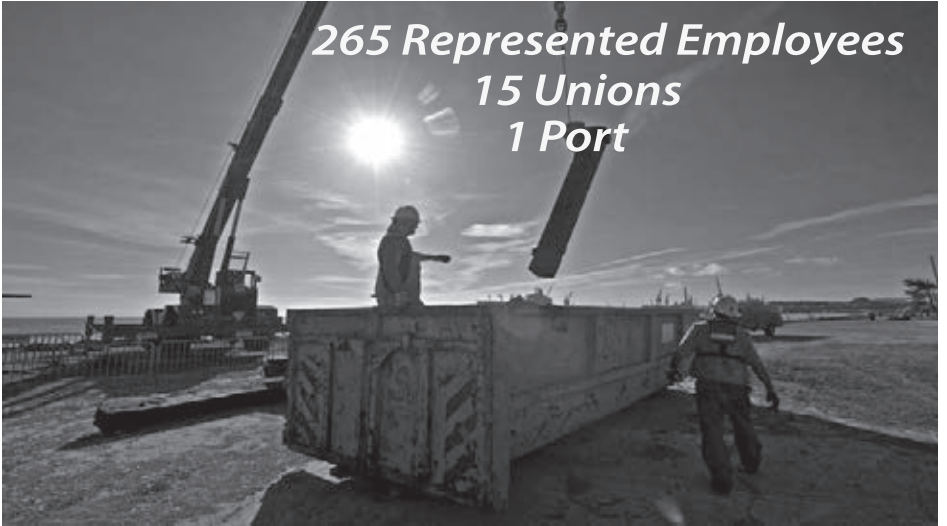
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In This Together: Mentoring in the Trades

Mentoring

Continued from page 1

trade at the age of 19, Christopher said that he had needed a few wake-up calls, and that's exactly what he received during the early years of his training. "You're an Elevator Constructor — act like one," McClaskey would admonish him. Today, in addition to continuing his trade work full-time, Christopher is also an Apprenticeship Instructor and the founder of Foundation Twentyone, a nonprofit organization that helps guide young people into careers in the Building Trades.

David Johnson, Business Agent for the Cement Masons Local 300 had a similar experience when he entered his trade 40 years ago. He feels fortunate that as a youth just out of high school that there were people in the trade who were willing to put in the effort to shape him into a Journeyman regardless of his own level of enthusiasm. After becoming a Union representative, Johnson felt the need to give back to the trade and worked with CityBuild to design a Cement Masons program about nine years ago, which has been a source for scores of Apprentices who have joined Local 300. Yet Johnson also sees macro-level changes in the construction industry as hampering an atmosphere where mentoring can flourish on jobsites.

"There have definitely been some changes," Johnson admitted. "You have a large majority of Journeymen out there who don't want to be bothered with Apprentices. It's kind of like they forgot where they came from. They've forgotten that they too had a first day on the job and somebody actually showed them how to do it. All of us have a day one.



"The way I see it is that it's nice if the guy who you are mentoring gets even better than you, because that's a reflection that you did a great job," said Jose Padilla, Business Manager with Roofers Local 40. Pictured, a Local 8 Probationary Apprentice Meeting.

None of us show up as professionals in this. The most important thing is the mentorship. Some companies really get it and then there are others that don't. Some think that having a guy on the job with no experience is a burden. But it's actually not."

Johnson explained that when Apprentices are given proper instruction they quickly become nearly as effective as the most seasoned Journeyman. However, the increasingly competitive nature of the construction industry with accelerated scheduling and hard bids

has left less time on many jobsites for the mentoring of yesteryear.

"You have to make the mentoring happen," emphasized Johnson. "Some contractors are good about it and some others have the mentality that we don't have the time to do it. Everybody's collective bargaining agreement has an Apprentice to Journeyman ratio. A lot of our contractors aren't meeting those ratios. Instead of having ten apprentices on the job, they'll have three."

According to Jose Padilla, Business Manager for Roofers and Waterproofers Local 40, the Apprentice to Journeyman ratio is very important because it's the Journeyman's responsibility to maintain safety and pass on the necessary skills to the Apprentices. "One of the things I love to have in our working agreement is the working ratio of having one Journeyman to one Apprentice," he said. "It's unsafe to put just one Journeyman and five Apprentices on the job. Right now we're able to achieve that ratio — it's only during demolition when we have a four to one ratio."

Mentoring isn't confined to merely the jobsites, but extends to the training centers, union halls and beyond. Sal Rico, Local 40's Secretary-Treasurer, became a member in 2013 and quickly evolved into a union leader because he understood that there's no concept of personal success in roofing. "It's like a ladder," he said. "You climb up a ladder and look to who's behind you. You have to make sure someone's behind you especially when it comes time for you to retire."

As an Apprentice taking classes, Rico recalled other classmates who appeared lost because they didn't comprehend English well, so he decided

to sit next to them and help them with the material especially when the curriculum was about safety. Rico took this spirit of inclusion along with him as he climbed his own ladder becoming a Journeyman, a member of the executive board and more recently, Secretary-Treasurer. "Going from the field to the office was hard but I told myself that I have 400 members on my shoulders and I don't want to let everyone down," he said. "It can be hard to find a mentor because the mentality of most of our members is just to go to work, not many aspire to be more. You have to be involved and try to make our union better."

Rico said that one important aspect of unions is that leadership development is integrated into all the coursework and the entire structure of the organization. This sense of leadership, responsibility and mentoring others is crucial to maintaining safe work environments. John Christopher with Local 8 was recently reminded of this when he witnessed a non-union elevator constructor working alone in tennis shoes in an unlit hoist way with a flashlight hanging from mouth and a glaring absence of barricades.

"I think the biggest thing is enforcing safety," said Christopher. "What I teach the kids is that you're handed a handbook from the company. And that handbook gives you the protocol for the safety procedure for whatever you're doing. I tell them to follow it — work within those limits even if the job takes longer, do it as safely and efficiently as you can. Don't cut corners. I understand companies are push push push, but you still have a work ethic — we are Elevator Constructors, we do a job and we do as best as we can

"All of us have a day one. None of us show up as professionals in this. The most important thing is the mentorship."

—David Johnson, Business Agent for the Cement Masons Local

and if you can't do something, you ask for help."

Back when Padilla first became a Roofer 32 years ago, he too was in a position of needing to learn the secrets of the trade. After 17 years being in charge of the Apprenticeship Program, he has been able to get a broader view of the interpersonal dynamics that go on between Apprentices and Journeymen. "No one was born knowing how to do roofing," he said. "So we all depend on finding a Journeyman to teach you how to work. The way I see it is that it's nice if the guy who you are mentoring gets even better than you, because that's a reflection that you did a great job."

Despite the challenges, the hands-on instruction provided to Building Trades Apprentices is unique in the world of the modern workplace. Peter Dailey, who began his Apprenticeship with Local 8 a year ago, had previously worked in an office as a mechanical engineer after earning a degree in that field. So far, the mentoring that he's received on union jobsites has surpassed anything he'd ever gotten either in college or an office work environment.

"Mentoring seems very motivated by safety and the importance of getting the job done correctly," Dailey said. "From day one everyone has always kept an eye on everyone else. There's a lot of focus on training the next adjuster or top trouble shooter. My experience has been really positive with the Mechanics I've worked with and I'd recommend them to anyone."

One effective way Johnson has found to keep the spirit of mentorship alive and well is by holding meetings with industry partners. During these meetings Local 300 representatives will sit down with associations such as United Contractors or Associated General Contractors of America and discuss topics such as ensuring the quality of the Appren-



Cement Masons Local 300 Business Agent David Johnson with Local 300 in the field. Johnson says "You have to make the mentoring happen."

ticeship program on jobsites. "It's been very effective," he said.

For John Christopher as well as many others in the Building Trades, the importance of mentoring is ultimately about safety. As companies continue to push for speed, he says he wants a push towards greater accountability that ensures that the work performed is done correctly the first time regardless of how long it takes, and that Apprentices are fully trained in all of the many aspects of the trade. Although he's uncertain about changing the mentality of companies, he hopes that more retired unionists will step up to be volunteer mentors through Foundation Twentyone, and give back some of what was given to them. "Let's do our part — our forefathers did it for us," he said. **OL**

"It's like a ladder. You climb up a ladder and look to who's behind you."

—Sal Rico, Roofers Local 40 Secretary-Treasurer



The mentoring relationship between journeymen and apprentices has been crucial across the trades for their continued success and sense of brotherhood.

Project Commitments

Continued from page 1

of a finalized Citywide Project Labor Agreement that will secure the lives of working people for decades to come.

While the Citywide PLA ensures that publicly funded construction work yields equitable pay, benefits and safe conditions for those who build the projects, as well as ensures a more fair bidding process for contractors, the SFBCTC continues to fight for agreements and commitments for good union jobs in the private sector. Tim Paulson, SFBCTC Secretary-Treasurer who announced his upcoming retirement by the end of the year, has stated his steadfast resolve to finalizing PLAs that are currently in progress before his departure.

“I’ve dedicated all my effort to getting these under the belt by year’s end,” Paulson said. “We’re not done but we’ve made tremendous progress toward securing work. We’re incredibly committed to getting as much work in San Francisco to be built union as possible and I think we’ve made tremendous progress, and I’m fully committed to leading our Council and our team to get as many of the pieces finished as possible.”

Project Labor Agreements

Following a years-long process, Building Trades leaders have been toiling to reach a deal for the Parkmerced project. The plans by developer, Maximus propose a mega development on a 152-acre site in the southwest side of the city to add 5,600 residential units, 230,000 square feet of retail, 80,000 square feet of office, a grocery store, elementary school and 64,000 square feet of amenity spaces. Mazzola, Jr. said that the PLA negotiations for the project have been challenging but that the recent meetings have been promising and that there are only about six items left to conclude the agreement. “Negotiations are fast and furious with Parkmerced right now,” said Paulson.

Another protracted PLA process is for the Balboa Reservoir project. The 50 percent affordable housing project proposes 1,100 housing units on a large underutilized parking lot at CCSF. The project has received opposition from some groups in the neighborhood that want to retain the parking supply. Negotiations with the Building Trades have been delayed as a result.

Apart from the few still in process, several private sector PLAs have been secured and are vitally important to Build-

ing Trades members and workers in the city overall. Deals have been established for the San Francisco Giants Mission Rock project, City College infrastructure work, Potrero Power Station, and the Rec and Parks portion of the India Basin project. Additionally, the previously achieved PLAs for Hunters Point Shipyard/Candlestick Point, Treasure Island and Yerba Buena Island continue to supply good union jobs hours.

“All these PLAs that we’re negotiating are vital for our members to continue working during this pandemic whether they’re public or private,” Mazzola Jr. said. “The developers know that if they want our help at City Hall and the Planning Commission to get these jobs through without issues, then they have to come to Labor and the Building Trades first to get us on their side. So we work hard to make sure that these guys will sit down with us to negotiate a labor agreement.”

Letters of Commitment

The most recent stride made in getting developers to commit to using only union contractors and subcontractors is for the 98 Franklin Street project, for which Building Trades leaders were able to elicit at Letter of Commitment from Related California for a 36-story tower. A commitment has also been garnered for the high rise at 10 South Van Ness Street by developer Crescent Heights. Similar letters were issued for a 744-unit housing and retail project at 3333 California Street in Laurel Heights and a new hotel that’s coming to the Golden Gate Warriors Arena, also covered by the Mission Bay PLA.

“Right now there’s some uncertainty about what will happen with construction,” Mazzola Jr. expressed. “I worry because after the pandemic hit and they stopped all the work and then restarted it, people went back to their jobs that they were working on, but once those jobs are done, I worry about other jobs not getting financed. So I’m happy to see that we’re getting agreements for these projects that are moving forward so that we can make sure that our members continue to work because they’re going to need these jobs to keep their health and welfare going.”

Letters of Intent

Letters of Intent indicate a developer’s willingness to move forward with an all-union project. BUILD Inc has shown such intention for the private sector portion of the India Basin project. Another letter of intent has been released for a 42-story

mixed-use residential project located at 95 Hawthorne Street owned by John Hancock Financial Services. As UCSF moves forward with its plan for a \$2 billion new hospital at the Helen Diller Medical Center at

Parnassus Heights, securing an agreement will be a major milestone for the Building Trades. Recently UCSF offered a verbal commitment to utilizing only union labor on construction work for the hospital. **OL**



India Basin



Balboa Reservoir



10 South Van Ness



Potrero Power Plant



95 Hawthorne

“We’re incredibly committed to getting as much work in San Francisco to be built union as possible and I think we’ve made tremendous progress, and I’m fully committed to leading our Council and our team to get as many of the pieces finished as possible.”

—Tim Paulson, Secretary-Treasurer of the SFBCTC

Tule Elk Park

Continued from page 1

construction manager, AECOM. “Back in December of 2019 we started the actual modernization project.”

When the project is complete, the fully modernized annex building will keep its status as the main building and everything will be new except for the structure. Students will gain four more classrooms from the addition of the new building.

The modernization portion includes equipping the annex building with ADA access, seismic upgrades and fire/life-safety upgrades. Renovation includes

the installation of new mechanical, electrical and low-voltage systems as well as new plumbing and fire sprinkler systems, new partitions, windows, doors, casework, and all new finishes both interior and exterior as well as new roofing. The site will gain new fencing and gates, a freestanding canopy structure, site walls and curbs.

The construction of the new classroom building includes associated site work including all underground services, plumbing, mechanical, fencing, planters and a bio water retention planter/well.

“The annex is a historic building built in 1927 and a lot is being preserved,” said Ron Soper, senior project

manager, bond project, SFUSD. “There were concerns about the structure because there was a lot of dry rot. In a building like this, there are just a lot of unknowns. Some of those challenges were mitigated early on. If we had just started with a building with a bunch of unknowns there would have been a lot of change orders.”

Olshansky added that the steam system was so old that it had started to deteriorate the wood structure. After a teacher’s leg went through the floor, the school was closed.

Frank Proteau, superintendent for Arntz Builders and a member of the Carpenters Union for 27 years, said that the all-union project entails Carpenters performing the shoring, Laborers bracing for the Carpenters to do the supports, followed by excavating and putting in drilled piers by the Operating Engineers. After that, Carpenters and Laborers will be forming grade beams and stem walls so that the Carpenters can reframe the building. Ironworkers will put in the structural steel columns. Once the shoring is complete, all the trades will be working simultaneously to finish the job.

“The project is providing a lot of hours. It’s a complicated little job that we have to work very safely on and we’re taking a lot of precautions,” said Proteau. “Shoring the building

has been very complicated — holding it up and working underneath it, making sure that’s it’s stable and that we hold the grade of the building and that it’s tight and that there are no issues compromising the building or compromising the safety of the people working in it.”

Soper said that because the school is not scheduled to reopen until fall 2021, not having classes in session while work is going on makes things less challenging. In the interim, TEP students have been relocated to Marina Middle School. **OL**

“The project is providing a lot of hours. It’s a complicated little job that we have to work very safely on and we’re taking a lot of precautions.”

—Frank Proteau, superintendent for Arntz Builders

BY THE NUMBERS

\$744 million

Money earmarked to improve aging schools through SFUSD Bond measure passed by the voters in 2016.

150

Number of students at Tule Elk Park Early Education School

93

age of the historic TEP annex building.



When the project at Tule Elk Park Early Education School is complete, the fully modernized annex building will keep its status as the main building and everything will be new except for the structure.

“In a building like this, there are just a lot of unknowns.”

—Ron Soper, senior project manager, bond project, SFUSD.

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We will be enforcing social distancing. Members should bring face coverings and any personal protective equipment necessary.

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

We regret the loss of the following members.

James Miller – 94, passed away on May 10, 2020 with 73 ½ years of membership. He had resided in San Francisco.

Stig Liljedahl – 79, passed away on April 15, 2020 with 52+ years of membership. He was a native of Finland. He resided between Finland and Sonoma.

Hugo Lopez – 63, passed away on April 19, 2020 with 38 years of membership. He is survived by his wife Dina and daughter Christina. He had resided in San Pablo.

Armand Rudolph – 96, passed away with 71+ years of membership. He is survived by his wife Janet, son Raymond, who is also a member of Local 22, daughter Johanna and grandchildren Raymond, Eric, April and Sophie. He had resided in San Francisco.

Thomas McGrath – 86, passed away on July 25, 2020 with 59+ years of membership. He is survived by his wife Barbara, children Michael (Christine), Erin (John) Hagan and Patricia (Juan) Araneda as well as his grandson Thomas. He was a native of Charles-town, County Mayo, Ireland and had resided in San Francisco.

50 Year Honorary Member

Vincent Milieo

Retired Member

Glen Garrison

Congratulations to the following winners of the \$3,000.00 Northern California Carpenters/Thomas A. Morton Memorial Scholarship 2020:

Susan Wong – daughter of Henry Wong
Isabella Rodriguez – daughter of Jesse Rodriguez
Mareiya Gonzales – daughter of Ramon Gonzales, Jr.
Mia Biddle – daughter of Kevin Biddle
Rebecca Villalobos – daughter of Ismael Villalobos
Izabella Jacobs – daughter of Peter Jacobs
Lexy Dykes – daughter of David Dykes
Maya Hernandez – daughter of Armando Hernandez

Here's the Deal by Kenny Lukas

We all know what we must do if we want to see an end to this pandemic. It may not be convenient to follow all of the guidelines prescribed by our Public Health Officials, and it may cause consternation to alter the way many of us live our lives. However, we don't really have a choice. We can no longer wait for others to do what is necessary. It is up to each and every one of us to behave appropriately and if we do not do this we will put ourselves at risk. It takes only one irresponsible individual to infect hundreds of people in a single day. Don't be that one person, and if you see a coworker acting irresponsibly it's appropriate to say something. We need to protect ourselves,



Dagoberto Flores on RT Western's Mission Bay job site.

our families and our industry. We as a society can no longer afford to look the other way. Freedom has limitations.

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.



The Officers, Members & Staff of CARPENTERS LOCAL UNION 22

OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

wish everyone a

Happy and Safe Labor Day

"Labor Day, a day to honor those who from rude nature have delved and carved all the grandeur we behold."

- Peter J. McGuire, Founder and General President of United Brotherhood of Carpenters 1881-1902, Co-founder of the American Federation of Labor and credited with the establishment of the Labor Day Holiday in the United States

EXECUTIVE BOARD

Andrew McCarron
President

Patrick Mulligan
Financial Secretary

Patricio Cubas – *Vice President*
Andrew Devine – *Recording Secretary*
Juan Roman Jr. – *Treasurer*
Kenneth Ho – *Conductor*
Frank Masterson – *Warden*
Bill Bergerson – *Trustee*
David Cortez – *Trustee*
Otto Gaytan – *Trustee*

2085 Third Street • San Francisco, CA 94107 • (415) 355-1322 • www.local22.org



ON BEHALF OF THE
NORTHERN CALIFORNIA
DISTRICT COUNCIL OF LABORERS
AND ITS AFFILIATED LOCAL UNIONS

HAPPY LABOR DAY

TO THE HARD WORKING MEN AND
WOMEN OF THE SAN FRANCISCO
BUILDING TRADES



LiUNA! NORTHERN CALIFORNIA
DISTRICT COUNCIL
OF LABORERS

Feel the Power

OSCAR DE LA TORRE
BUSINESS MANAGER

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.

Great news. The San Francisco Building and Construction Trades has signed an historic city wide Project Labor Agreement. This means all work performed under contract involving public work or improvement and is funded in whole or in part with bond money will be done by a skilled and trained work force. Local 12 is just 1 of 29 affiliates signatory to this agreement and this will result in many hours of work for all District Council 16 crafts.

By now you have received your post-card for a Special Call Wage Allocation Vote. As a reminder the vote will be held on Thursday, August 20, 2020 from 1 p.m. to 6 p.m. This will be a drive thru vote and Covid 19 safety measures will be enforced. The location will be at 2020 Williams street San Leandro, Ca 94577. Due to meeting restrictions we have

relied on our elected Executive Board and Local 12 Business representatives to come up with 3 great options. Please make every effort to participate in this very important vote.

I must announce the loss of another brother. Jerry Foresee passed away on July 7, 2020 at the age of 88. Jerry joined Local 1288 in 1964 and was a 50 year plus Gold member. He will be missed by family and friends.

As always, I invite members with a special milestone in their life such as a birth, graduation, marriage, retirement, and sadly a death to contact Juan Calderon, Steve Belong, or myself to share a photo and a few words in a future article.

Respectfully,
Anthony Nuanes



B.T. Mancini crew before work on Redwood City Kaiser.



Daryl Katena (Above) and Mike Gabka ((Right) installing carpet tile for Pro Spectra.

CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL UNION NO. 12

DISTRICT COUNCIL 16

*Best Wishes to our Brothers & Sisters
for A Happy and Safe Labor Day 2020*

Administrative Office

2149 Oakland Road in San Jose, CA 95131
Ph (408) 824-1280

President:
Dave Bradfield

Financial Secretary:
Omar Larrea

Regional Offices:

San Leandro - 2020 Williams Street Suite A-1 San Leandro, CA 94577 • Ph (510) 454-8150
San Francisco - 1939 Market Street Suite B San Francisco, CA 94103 • Ph (415) 625-0225

Service Reps:

Steve Belong • Juan Calderon • Anthony Nuanes

Organizers:

Curtis Day • Lance Ryken



Today and every day

**WORKING SMART,
WORKING SAFE.**

**NORTHERN CALIFORNIA CARPENTERS
REGIONAL COUNCIL**

www.NCCRC.org • facebook.com/NCCRC • www.CTCNC.org



BRICKLAYERS LOCAL 3



BAC 3 Bricklayers & Allied Craftworkers

10806 Bigge St.
 San Leandro, CA 94577
 Phone: (510) 632-8781
 Website: www.bac3-ca.org
 David Jackson, President
 Troy Garland, Secretary-Treasurer
 Field Representatives – Gary Peifer, Steve Espinosa,
 Steve Kantonemi, Colin Johnson
 Organizers – Dave Tafoya & Ryan Ruf

From President Dave Jackson’s Desk

I hope this newsletter finds you, your family, and friends healthy and safe. As we adapt to this “new normal” way of life, we continue to do our best to represent BAC 3 members at work, home and in our communities. This includes everyone living up to new safety guidelines to keep this COVID-19 pandemic under control. One small way of keeping some normalcy is continuing our regularly scheduled Chapter meetings on video conferencing platform Zoom. We held our first Zoom Chapter meetings in May and they have been successful. Thank you to the many members who have participated. To those who have yet to join us, dust off that laptop or tablet and sign on to a meeting. Many sign on with smartphones, and some call in on their flip phone; please let us know if you need help signing on to Zoom, and I look forward to talking to you soon.

This pandemic is affecting all our lives, and we will get through this together. Please let us know if there is anything we can do to help you through these trying times. Please review more information on our website www.bac3-ca.org.

I am happy to report we have organized a large tile contractor in the Sacramento area; Northern California Tile and Stone has signed our Tile Agreement after a long campaign. NCTS has offices in Northern California and Northern Nevada and we have signed up 20 employees in Local 3 with more to sign soon. All parties recognize this relationship will be mutually beneficial

and we look forward to working with NCTS and owner Roger Leasure for many years to come.

Our BAC 3 Sullivan-Kraw Scholarship fund continues to grow and provide much needed help with rising tuitions to our members’ families. I always enjoy reading the short essays each applicant writes titled “What organized labor has done for me and my family.” The following are a few priceless quotes in a couple essays from this year’s group of outstanding and deserving students: “Without Unions, the conditions of workers,... their pay and benefits would remain unchecked, leaving many under the mercy of their employers. Yet, unions help protect these workers and create a better working environment for them. But it’s not only at job sites where the work of unions is found, but it’s also at home...I have come to value the medical help that unions provide workers and their families. Having come from a very active family, the contract with our healthcare provider produced by BAC Local #3, has come in very useful for us...Thanks to a healthcare plan the union was able to get for its members, throughout this nerve-racking ordeal, we were able to rest easy when it came to medical and focus on what was important, my mother’s health...They also include retirement funds for their members, that way they can rely on the money they have worked for through the years during retirement. I am happy to know that thanks to the union my father will be taken care of when he retires.”

Another scholarship applicant



NCTS New Members



Oakland Chapter Meeting

writes “The Union has undoubtedly allowed my family to achieve academic success and earn stable careers. Therefore, I am beyond grateful for the positive impact organized labor has played in my life. My family and I would not be able to achieve and accomplish anything. Organized labor has allowed my family to become financially stable, alongside the health opportunity it gives for my family. Both of these allows for my siblings and I to receive educational opportunities as we are able to pursue higher education and flourish from our academic achievements.”

Our next Volunteer Organizing Committee meeting will be on September 15th on Zoom. As it seems most meetings scheduled for 2020 will not be held in person, our next General Meeting in November will most likely be held on Zoom. Our IUBAC 2020 Convention in September will be held on a video conferencing platform as well. We are all looking forward operating normally and meeting in person again as soon as possible.

*Work Safe and Honor All Pickets,
 Dave*

SERVICE AWARDS (August 2020)

50-year: James Manfredo, Stephen Rafferty.

Congratulations on your many years of service.



Craig Lawton with Mazza Masonry

IN MEMORIAM

We are sorry to announce the passing of our Brothers:
 Ralph Jacobs BL 6/25/2020
 09-CA 69-yr. mbr.

BAC LOCAL #3, CA is now on Facebook (Bac Local-Three) 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.

2020 Chapter Meetings

September 2020 - NO MEETINGS							October 2020						
SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

SEPTEMBER NO CHAPTER MEETINGS

- First Tues, 6:00 PM, Monterey – 1945 Natividad Road, Salinas (The Pizza Factory)
- First Wed, 5:30 PM, San Jose – 14940 Camden Ave, San Jose (Round Table)
- First Thurs, 6:30 PM, Sacramento – 7465 Rush River Dr, Sac (Mountain Mike's)
- Second Tue, 5:00 PM, San Francisco – 2227 Gellert Blvd, So. San Francisco (Round Table)
- Second Thurs, 5:00 PM, Oakland – 1720 Marina Blvd, San Leandro (SMW Local 104)
- Third Thurs, 6:00 PM, Manteca – Mountain Mikes 1120 North Main St
- Even Month Only - Third Tues, 6:00 PM, Fresno – 324 E. Shaw (Ramada Inn)

***Meetings will be via Zoom until social gatherings are approved**



B.A.C Local No. 3, California
1-800-281-8781
www.bac3-ca.org

***Wishing you all a
Safe & Healthy
Labor Day 2020***

From The Members, Officers and Staff of BAC Local No 3, CA

*Dave Jackson, President
Troy Garland, Secretary-Treasurer
Gary Peifer, Steve Kantoniemi, Steve Espinosa &
Colin Johnson, Field Representatives
Dave Tafoya & Ryan Ruf, Organizers
Lani Chen, Carmen Olivo-Garcia, & Cecilia Aguilera, Office Staff*

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART
Local Union No. 104



SHEET METAL WORKERS' LOCAL UNION NO. 104

WISHING ALL WORKING MEN & WOMEN
IN ORGANIZED LABOR A HAPPY
LABOR DAY!

Sheet Metal Workers' Local Union No. 104 is the Northern California leader in the fields of: Decorative & Architectural Sheet Metal; Metal Roofs; Heating, Ventilating, and Air Conditioning; and Indoor Environmental Quality designed, built, maintained, and serviced to Sustainable Green Building Standards.

www.smw104.org | [@smwlocal104](https://twitter.com/smwlocal104)



ON THE Job Site

Continued from page 1

forces and become hazardous. However the smooth ones that promote safe and easy access for residents are the result of the skills and labor of Local 300 Cement Masons. With a temporary lull in traffic due to the COVID-19 pandemic, crews of Cement Masons have been scattered through the city working on infrastructure projects including roadways, Muni stops, sidewalks and Highway 101.

These projects have become increasingly challenging due to the pandemic's need for social distancing and added PPE worn on jobsites, which means that fewer workers can gather to tackle any given job. Yet Local 300 members have been busy as ever pouring concrete in all weather conditions and ensuring that every inch of built surfaces are conducive to navigation by all kinds of vehicles and people with varying mobility levels. The City and County of San Francisco has employed Cement Masons in neighborhoods such as SoMa that's filled with freeway ramps, bus routes and people walking, biking and taking transit, creating many opportunities for accidents. Masons' work helps keep intersections safer by providing dedicated areas for vehicles, cyclists and pedestrians alike. **OL**



Dijaida Durden
Assistant Superintendent

I've been a Local 300 Cement Mason for 25 years. Back in the day when I was young 25 years ago, I had just gotten out of jail and I decided to become a Cement Mason Apprentice — I just kept going and never looked back. I've been supported us all the way. People should definitely always go union.

After starting out as an apprentice, I became a Journeyman and then I became a foreman. I worked for Charles Pankow for some years and then for the City and County of San Francisco. Then I became a Superintendent 1 and then a Superintendent 2. I'm the first female Sup 2 for the City and County Cement Masons. Just a couple of years ago I become an Assistant Superintendent at the cement shop.

My message is that if you're non-union you definitely need to go union because there's a whole lot of benefits to having the union support you as far as medical, retirement and just a fair working environment out in the field. You definitely need a business agent to support you because these companies will be shady and have you working out of your job scope and paying you below market rate. So stay focused and do your job and definitely join a union.



Sam Hong
Journeyman

I had met (Business Agent) Dave Johnson at a pre-apprenticeship program at CityBuild academy. I took extra courses with him and he taught me how to do cement and the rest is history. CityBuild was good, you get to learn the basics of construction and get a taste of every trade. I chose cement as a temporary job but I stuck with it because I enjoy my work. I stuck with it because my pay rate was good and I got in with the City and County of San Francisco and have had consistent work. I've been with Local 300 for five years and I've been working with the City for two years and everything is great.

I would recommend CityBuild to my friends who don't know anything about construction so they can get a taste of every trade, but not if they already have experience. Living in the city is expensive but being with a union helps a lot because if I'm not working I just go back to the hall and get a call back within one or two days.

Dave Johnson has taken care of me. There's no hassle or questions when I need something. I feel supported. Dave taught me everything that I know and I continue to learn and build my skills on the jobsites. You have to keep a good attitude and stay positive about what you do.



Christopher Knerr
Business Agent

I was in the field for about nine years and then I got this job about eight years ago. I've been doing concrete since 2003 with Local 300. I got started doing concrete countertops pre-union and I was pretty good at what I did and I met a guy who told me to come to his company and that's when I joined the union and started doing decorative concrete.

Being a Local 300 Cement Mason is all about opportunity for the future. I wish I had found out about it sooner and I would have gotten in sooner. It's the best kept secret. The apprenticeship didn't cost me a dime. I'm a college graduate, I paid for my own college years ago, then 9/11 happened and the economy went downhill and I had to start over. I found the building trades and the opportunities are just endless.

We're supporting members during this COVID-19 pandemic and supporting contractors too, because it's a two way street. Since overall opportunities got cut in half, we're one of the few opportunities right now, and opportunity is what it's about. After that it's what you make of it.





Sheldon McRay
Supervisor

I've been with the Local for 22 years. I started out with the Laborers 261. I was a little familiar with unions before I got in. Everything has been okay over the years, they've been taking care of me. I'm heading towards retirement now — I've got a pension.

We try to keep adequate social distance and you know how hard that is pouring concrete and finishing it. Plus wearing the masks, it's pretty much those two main things to protect from COVID-19 on the jobsite. It's everybody's responsibility but if I see something that's not being followed I step in and let the workers know. The COVID situation has shortened our shop into a small group of people so they're asking us to do a lot of work with just four people. Everybody is short handed, so it's going from maybe ten guys down to four guys. There's just as many projects going on and so you just got to roll with the punches, everybody has to step up.



Abe Andrews
Supervisor

My father was a Cement Mason and my uncle as well as one of my brothers, so it's in the family. I joined the Local 20 years ago. I used to get dragged out on jobs as a kid so things just ended up this way. The union has treated me really well over the years — anytime you have a problem you just call and they take care of you, it's pretty good.

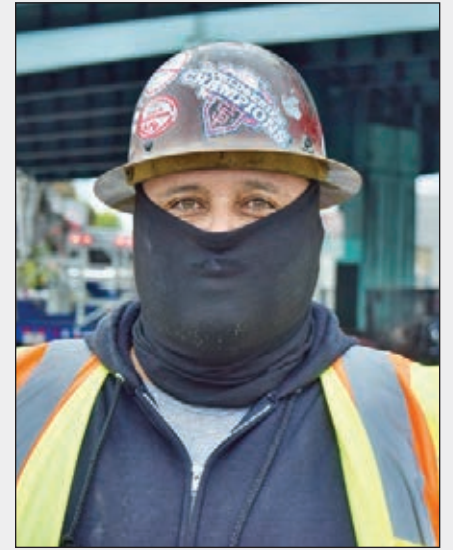
Other than making a good living you develop a good work ethic and you get to meet a whole bunch of good people, and there's always been a lot of work. I've never been out of work or on the unemployment list. Because of the pandemic things slowed down for about two weeks and then started going again so it didn't affect us too much. We've been busy. I recommend it to any young people that don't know what they want to do at first, it's a good trade to get into and even if you don't stick with it you'll have a skill for later on down the road.



John Duenas, Jr.
Journeyman

It's been 21 years that I've been with the Union. My father was in Local 300 so I'm second generation. It's been great. The union has been taking good care of me these past 21 years. I started working for the City a year ago and I love it. It's steady work and the paychecks are good. I haven't seen a winter yet, just maybe a couple rainy days.

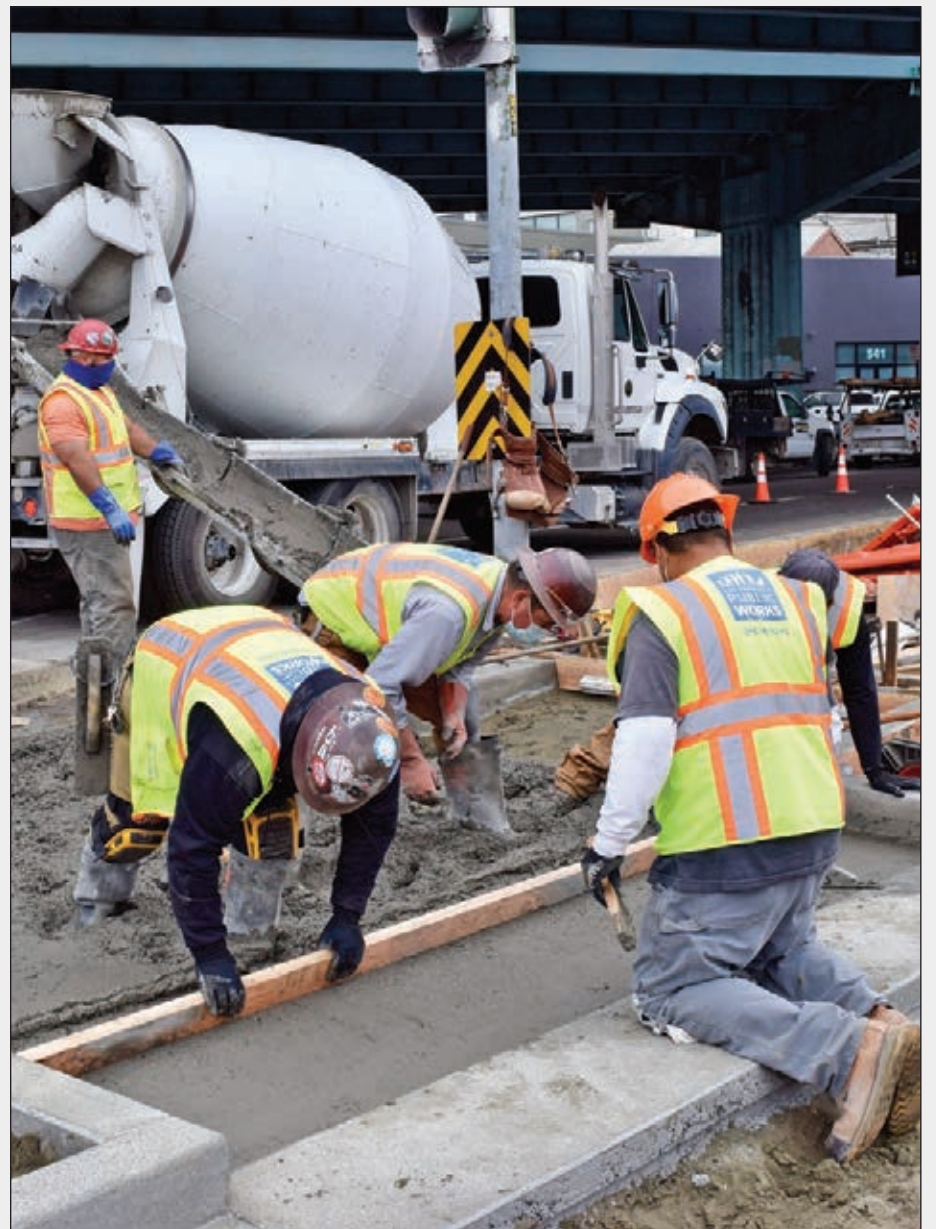
I'm an active member and also a Union Trustee. Most of the business agents were like family to me, so I look over handling the financials and make sure bills get paid and that everything looks right. COVID has made these things more complicated because we had to catch up on five months worth of financial reports and that was a difficult process that we had to do over Zoom.



Edgar Martinez
Journeyman

I've been a Cement Mason for seven to ten years. I had been a Laborer and then switched to Cement Masons. I was familiar with the benefits of being with unions before I joined so it was an easy decisions for me. Being with a union is way better than being non-union — you get better medical benefits and a pension — that's why I joined the union.

It's been a bit hard working during the pandemic but you focus on safety and wearing the gear. At the beginning especially it was hard but it's getting better. Work has been pretty busy for us. I work for the City everyday and they keep me very busy.





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

Russell Au Yeung, President
Ron Lewis, Vice President
John Langley, Recording Secretary
Steve Cloherty, Treasurer

Anthony Sandoval, Executive Board
Carlos Salazar, Executive Board
David McCarroll, Executive Board
Jennifer Kramer, Executive Board
Brendan Greene, Executive Board

MEETING NOTICES 55 FILLMORE STREET

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

Unit One Committee Meeting
Tuesday September 1, 2020
4:30 P.M.

Unit Five, Muni Railway Shop
Wednesday September 2, 2020
4:30 P.M.

Executive Board
Tuesday September 8, 2020
4:30 P.M.

General Membership
Wednesday September 9, 2020
4:30 P.M.

Unit Six, Sound & Communications
Thursday September 10, 2020
4:30 P.M.

Retired Members-Senior Sixes
Thursday, September 17, 2020
10:30 A.M.

Executive Board
Wednesday, September 23, 2020
4:30 P.M.

We extend our sympathy to the family and friends of **Richard J. Evets**, Inside Journeyman Wireman, who passed away on July 4, 2020, and the family and friends of **Paul A. Lyons**, Inside Journeyman Wireman, who passed away on May 14, 2020, and the family and friends of **Joseph J. Reggiardo**, Inside Journeyman Wireman, who passed away on May 27, 2020.

Best Wishes to our recently retired members:

Kenneth M. Browne
David Green
Steven J. Jackson
Wayne Van Hoesen
William C. McCormick
John F. Gallagher

Business Manager's Report

Public Sector Updates

The COVID-19 Pandemic has resulted in a financial disaster for all public agencies with which we have contracts. The City & County, SFMTA, Golden Gate Bridge, City College, Unified School District, and UCSF are all facing budgeting issues as a result in the drop in revenue. The effect is yet to be fully fleshed out or determined. As we

move forward, we will provide regular updates for the affected members. Please check in at ibew6.org to see if any updates have been posted for your review.

COVID Restrictions

The Shelter-in-Place Orders are still in effect in San Francisco, and all members are encouraged to follow any and all jobsite safety rules. First and foremost is our desire to protect the health of our members and their loved ones.

Recently, another reason has surfaced out of the San Francisco Department of Public Health. As most members are already aware, jobsites have not been immune to COVID outbreaks. More often than should be seen, these outbreaks are the result of careless activity where members are commuting in cars with others outside their household or just simply refusing to follow basic sanitation rules like wearing a mask and/or maintaining social distancing.

The DPH's comments have led the City Administrator to issue the following statement to contractors on Public Works projects. The City Administrator stressed that following the Construction Safety Guidelines was imperative and **"critical to preserve the status of construction projects in San Francisco as 'essential businesses' permitted to continue."**

This is not an empty threat. The City can, and will, shut down construction projects if COVID outbreaks are not controlled. You can help control them by wearing a mask.

Examining Board

We have total of four (4) vacancies on the Local 6 Examining Board, and pursuant to the IBEW Constitution those vacancies are to be filled by the Executive Board. Any Local 6 Member interested in serving as an Officer on the Examining Board can send a letter of interest to the Local 6 Executive Board. The Board will review those letters of interest and make their appointments.

2020 Presidential Election

Every four years, we as citizens and Union members have a very important decision to make. This decision includes, but is not limited to, our choice for President of the United States. I know that this decision has been the fuel for many heated debates on the job, at the coffee shop, and online.

There are some in our ranks who are going to back one candidate over the other no matter what the consequences may be. To me this is a leftover attitude from the tough guy Reagan days. With Trump, like Reagan, we have gotten a President who blusters on about getting tough long enough to get his base to rally to his side.

But like with Reagan, his toughness does not extend to those who take advantage of working people. Instead, his toughness is focused on the nameless masses of the poor and elderly as he gets tough on things like school lunches or Medicare.

As was warned four years ago, Trump provided tax cuts to the ultra-wealthy and corporations who already paid little to no taxes. The working family has no future under Trump, not unless it is willing to work for less money and live out of sight. It will be hard to pull yourself up by your bootstraps when you cannot afford boots.

The IBEW has endorsed Vice President Joe Biden for President, and for good reason. He has the experience and temperament needed to lead our Country. The IBEW has worked with VP Biden and his team to ensure that they understand our industries, from utilities to construction, and that they will have the IBEW at the table when anything affecting our livelihoods. The IBEW believes that VP Biden, unlike Trump, can hear our voices and address our concerns.

The IBEW believes, as do I, that VP Biden will listen to working families in need of relief from the rising cost of healthcare, from the rising cost of a college education for our children, and those active and retired workers that are now reeling from the bungling of the COVID-19 pandemic. President Trump has proven incapable of listening to our concerns, nor do I believe he is prepared, or even cares, to address our needs.

This decision is not limited to the Office of the President, though, as the President will also decide who gets nominated to the Supreme Court. That too is an important issue for our membership, both as individuals and as a Union. The issues that are lining up for the Supreme Court will affect us at home and at work. Look no further than the disastrous Janus Decision that resulted from his stacking of the Supreme Court.

For many of our membership there is only one issue, but that one issue varies from member to member. Religious freedom, access to quality education and career opportunities, marriage equality, a woman's ability to govern her own medical decisions, workplace safety, and of course gun ownership are the biggest among those issues.

But to think that one of these rights is more important than the other is foolish. In one way or another they all matter, and they all touch our lives. But without our ability to form a Union, and to collectively speak on the real issues that workers face, none of the other rights will stand.

I have said it before and I will say it again; when they come after one of our rights today, they will come after

them all tomorrow. We need a government led by people that will hear our voices, and a judiciary that will defend our right to raise those voices. We have not gotten that government from Donald Trump, nor have we gotten that judiciary. VP Joe Biden is our only choice for that government and that judiciary.

Other Ballot Measures/Elections

This year's ballot contains more than Biden v. Trump. There are many important issues up and down the ballot. We are electing state level representatives, voting on statewide propositions, and dozens of other offices and local initiatives. Local 6, along with the California State Association of Electrical Workers, have made getting this year's slate of recommendations as easy as it has ever been.

Go to ibewvotes.com to see who and what the IBEW has endorsed for this year's election. You can download and print the endorsements, or just pull them up on your smartphone before you fill out the ballot. You can also register to vote via the website. The last day to register to vote in California is October 19th. Take the time to register and talk to your coworkers to see if they are registered. If they are not, help them to get registered. Our Voice is Our Vote!

2020 Local 6 Picnic Cancelled

On July 28, 2020, the San Francisco Recreation & Parks Department cancelled the 2020 Local 6 Picnic permits. We were holding on in the hopes of a loosening of restrictions, but unfortunately the Shelter-in-Place has been extended and modified. The Department restricts groups to fewer than 12 and those gatherings where a meal is served to 6 or fewer. We will look to schedule an event for 2021 with board approval.

*Stay Safe, Save For A Rainy Day,
And Come To A Union Meeting!*

John J Doherty

IN CASE YOU DIDN'T KNOW... LET US TURN THE LIGHT ON FOR YOU

New CA Law SB-142 Workplace Lactation Space Basics...

- ~ Clean and free of any hazardous materials
- ~ Have a space to sit and surface for a breast pump
- ~ Provide electrical outlets
- ~ Be in "close proximity" to where employees work
- ~ Close access to running water and a refrigerator to store breast milk
- ~ Allowed to pump whenever it is needed, are not limited to break/lunchtimes

**Courtesy of the GGWC.
Empower, Educate, Encourage.**

Information provided at the request of the Golden Gate Women's Committee of IBEW Local 6.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 6



*Wishes the San Francisco Building
and Construction Trades
a Safe and Happy Holiday*

John J. Doherty

Business Manager-Financial Secretary

Members, Officers & Staff

Russell Au Yeung, President
Ron Lewis, Vice President
John Langley,
Recording Secretary
Steve Cloherty, Treasurer

Jennifer Kramer, Officer
Brendan Greene, Officer
Carlos U. Salazar, Officer
David McCarroll, Jr., Officer
Anthony C. Sandoval, Officer



Happy



LABOR DAY

FROM THE OFFICERS & MEMBERS OF UA LOCAL 38

SAN FRANCISCO | MARIN | SONOMA | MENDOCINO | LAKE

Larry Mazzola Jr.
**Business Manager
Financial Secretary-Treasurer**

**Happy
Labor
Day!**

Labor 411
MAKING IT EASY TO BUY UNION

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WWW.LABOR411.ORG



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:

ALL AUGUST MEETINGS ARE CANCELLED

Please note the September meeting dates are **tentative**. If shelter/distancing requirements are not lifted prior to the date of any meeting; it will be cancelled.

San Francisco General meeting

Wed., September 16, 2019, 5:30 p.m.
690 Potrero Ave San Francisco CA

Sacramento

Wed., September 2, 2020, 5:30 p.m.
*Sheet Metal Workers Apprentice
and Journeyman Training Building*
3665 Bleckely St. Mather, CA

South Lake Tahoe

Thurs., August 27, 2020 11:30 a.m.
259 Kingsbury Grade Stateline NV

Reno

Thurs., August 27, 2020, 5:30 p.m.
Nevada Building Trades Hall
1819 Hymer Ave., Sparks, NV

San Jose

Tues., September 1, 2020 5:30 p.m.
*Sheet Metal Workers Apprentice
and Journeyman Training Building*
2350 Lundy Place, San Jose, 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.

SOCIAL EVENTS

All social events for the remainder of the 2020 year have been cancelled, as well as the 2021 Honorary Members' Luncheon that was scheduled for January 2021.

ELECTIONS

I hope you all have received and returned your Ballots for Delegates to the convention. Remember that ballots received later than the cutoff date printed on your ballot instruction page will be considered late and invalid. Good luck to all those that are running for a position. I will send a Constant Contact message announcing the results for the 6 delegates and 2 alternates.

NEIEP

Online classes begin August 31, 2020. If you have any questions or concerns, please call Joel Roberts at 415-734-0660.

STATE OF THE LOCAL

I have sent out Constant Contact messages whenever something of urgency comes across my desk. If a member has a question they feel affects the Brothers and Sisters, and believe that a message is needed to explain the language in the CBA or the Local 8 Constitution and By-Laws, please email it to memberquestions@iuec8.org. The representatives will review the questions and send out a reply to all members. Please keep questions to the CBA and Local 8 Constitution and By-Laws, as this is the only language we have control over. If you are not receiving email messages, please call the hall at 415-285-2900 and update your email address. It costs the Local a minimum of \$850 per mailing, or \$0.59 per member, every time we send a mailer, whereas Constant Contact costs \$45 per month, or \$0.03 per member/mo, for unlimited messages, so please sign up and help us continue getting necessary information

out to the membership.

We are discussing another meeting "attendance credit" and will send out a Constant Contact message with more information once it is agreed and approved by the Executive Board. Please keep an eye out for more information.

The Hall remains on total lockdown. If you need to enter the hall to sign paperwork, you will need to make an appointment and you will be allowed in the lower garage via the 19th Street door, following all CDC protocols.

I hope you are all working safe and following the CDC mandated protocols for jobsite safety. As I said in the last email message, counties may shut down construction if the protocols are not followed.

**WEAR YOUR MASK and
STAY 6' APART.**

*Fraternally,
Mark Thomas*

United We Bargain



Divided We Beg

Happy Labor Day!

**Greetings and Solidarity
from
the Officers, Staff, & Members of
IUEC Local 8**

Mark Thomas
Business Manager

Del Garner
Business Representative

Kevin Wright, Sr.
Business Representative

Ryan Lange
Business Representative

Greg Hardeman
Organizer

James E. Leonard
President

Matt Russo
Vice President

Matt Doran
Secretary-Treasurer

Executive Board

Jonathan Cramer

Robert Frye

Dylan Johnson

Zachary Jones

Amy Kayes

Chandra McElroy

Michael McGinn

Kevin Wright, Jr.

Trustees

Audie Andrews

Matt Harvey

Justin Rohrig

Warden

Don Thom

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

THE OFFICERS, MEMBERS & STAFF
OF
SPRINKLER FITTERS & APPRENTICES, UA LOCAL 483
WISH ALL UNION MEMBERS A SAFE AND HAPPY LABOR DAY



Mike Fox
President

Business Representatives
Dylan Bolt
John Medina
Dan Torres

Recording Secretary
Beau Brinkley

Stanley M. Smith
Business Manager/Financial Secretary

Organizer
Jeff Dixon

Demetrius Vasquez
Vice-President

Executive Board
Bradford Barnhart
Rich Heredia
Dan Mangan
Oreste Engelbrect

Training Directors
Steve Fox
Steven Miles
Rik Drury



OPERATING ENGINEERS

LOCAL 3

HAPPY LABOR DAY TO ALL WORKING FAMILIES!

LOCAL 3 HEADQUARTERS

1620 SOUTH LOOP RD., ALAMEDA, CA 94502 • (510) 748-7400 • WWW.OE3.ORG

DAN REDING
BUSINESS MANAGER

STEVE INGERSOLL
PRESIDENT

JUSTIN DISTON
VICE PRESIDENT

JIM SULLIVAN
REC. CORRES. SECRETARY

DAVE HARRISON
FINANCIAL SECRETARY

NATE TUCKER
TREASURER

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



Future Membership Meetings

TENTATIVELY

Tuesday September 15th
6pm at the Union Hall

Saturday October 17th
9am at the Union Hall

Saturday November 21st
9am at the Union Hall
-Elections / HFI Allocations

Tuesday December 15th
6pm at the Union Hall

Danny Lazzarini is a master at making pads for any piece of equipment imaginable. In the early eighties when he started in the trade he was fortunate to work and learn from a few old timers in the shipyards where pads were widely used.

Danny says “that over the last 25 years I tend to get pigeon holed. I’m always known as “the pad guy” to the point that people think that’s all I do. I’m also very proficient at layout. I’ve ran the fabrication shops combined with the pad shop on 5 different power plants. In fact sheet metal layout really refined my pad layout over the years. It all works the same.”

Our Apprenticeship school has several sewing machines that are used to teach our apprentices the basics of pad making. And like Danny said the layout for a pad is similar to the layout for metal or PVC jacketing. For more pictures of Danny’s work go to:

<https://www.local16photos.com/dan-lazzarini-pad-pictures>

Submitted by Alan Pierce

From the Officers, Members and Staff of
*INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS & ALLIED WORKERS., LOCAL 16*
Best Wishes for a Happy & Enjoyable Labor Day



Melvin Breshears
BUSINESS MANAGER

Bill Hodges
PRESIDENT

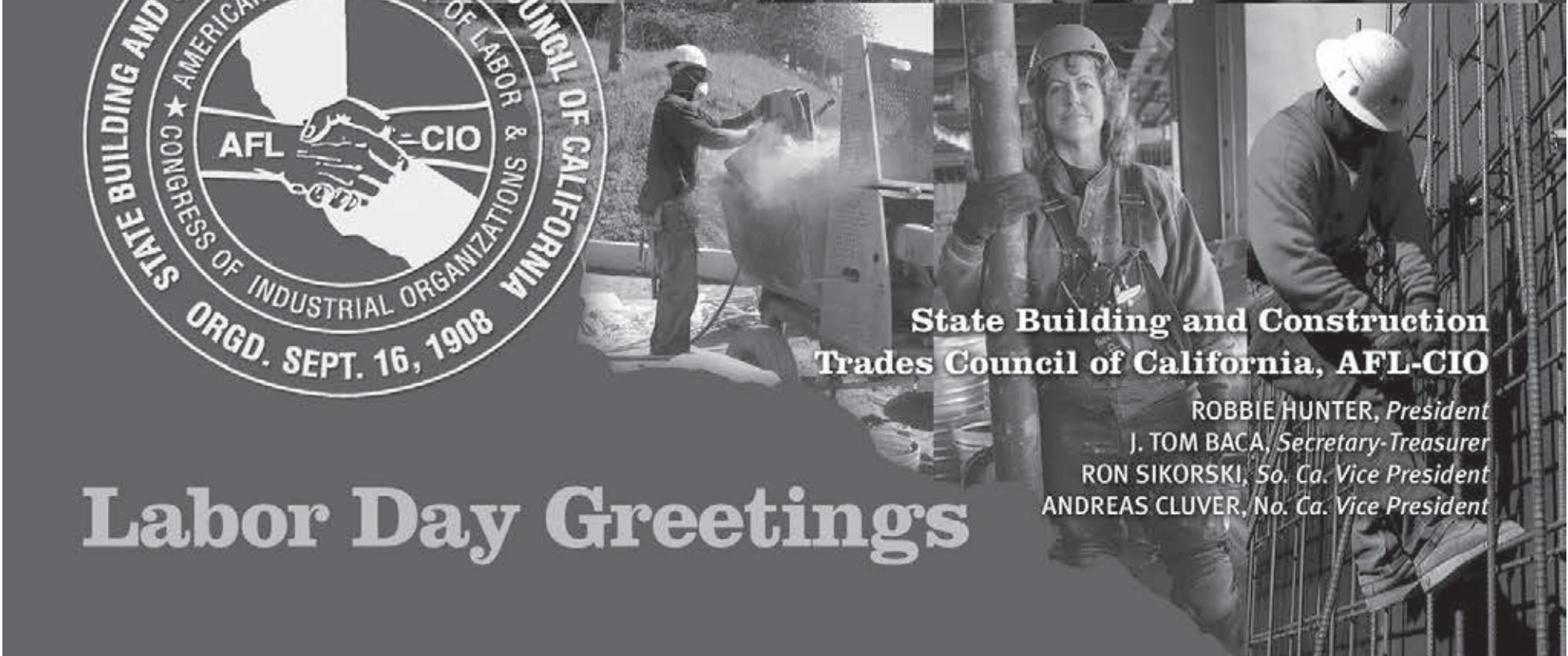
Fortino Curiel
ORGANIZER

Chris Greaney
BUSINESS AGENT

Mark Plubell
BUSINESS AGENT

Anthony Viscuso
BUSINESS AGENT

A collage of 12 black and white photographs showing various construction workers in different roles, including welding, operating machinery, and handling materials. The bottom of the collage features the logo of the Construction Trades Union Federation.



ROBBIE HUNTER, *President*
J. TOM BACA, *Secretary-Treasurer*
RON SIKORSKI, *So. Ca. Vice President*
ANDREAS CLUVER, *No. Ca. Vice President*

Labor Day Greetings

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:

September 8, 2020
via Phone Conference
October 13, 2020
via Phone Conference

DDO/HOLIDAYS

September 4, 2020 DDO
September 7, 2020 LABOR DAY

VAC events are CANCELLED until further notice. Select STAR classes are available online. WWW.DC16STAR.ORG for more information on class schedule.

Brothers and Sisters,

It is with a heavy heart that I announce the loss of Brothers Armand Parcher and Nathaniel Collins. Brother Parcher initiated in 1958. Brother Nate became a member of Local 718 in September of 1973. Our condolences to the friends and family of Nathaniel and Armand.

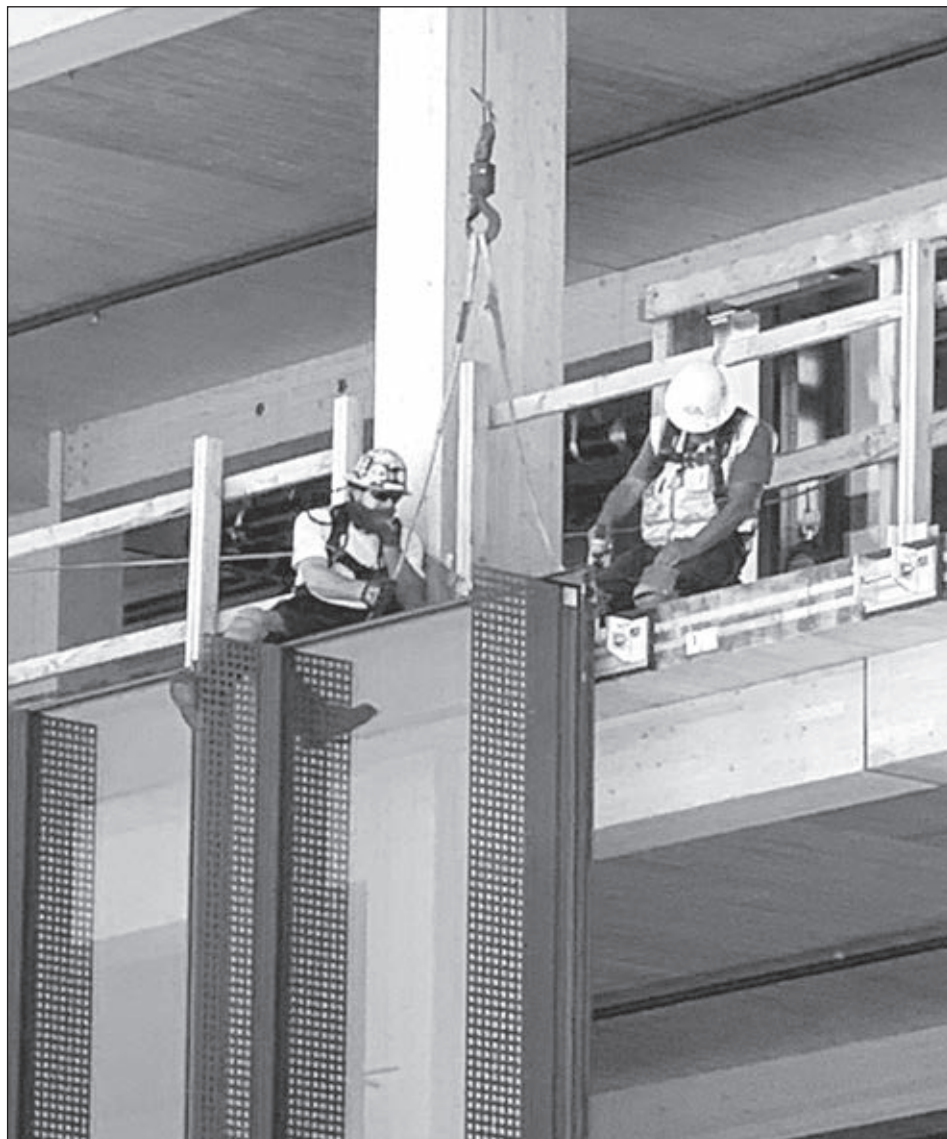
What a year so far?! The state of the nation differs in comparison to the glazing industry. I have been signing up new members every week. Coordinating with the apprenticeship to schedule testing for apprentices has been a challenge due to the limitations of gatherings. Tests will be scheduled when an applicant has a secured intent for hire. The influx of calls from new

applicants is outstanding. Thank you to those who have been putting the word out that glaziers are needed. With the new blood hitting the project sites, we need to be ever vigilant on safety for the new apprentice glazier and for each other as journeymen. The employer is relying on our professionalism during this pandemic. The face mask is the first line of defense for spread of the virus. The cities and counties will be watching the construction industry closely. We cannot give cause for closure of construction work. We need to wear our masks. It is now a standard piece of PPE, just like the hardhat and safety glasses. If an individual or a crew is removed from a project for not properly donning a mask it will have a dire effect on the glazing contractor effectively completing the awarded contract. In the bigger picture this could slow down entire projects or cause a closure of the project. This could put us out of work. Accept and embrace the reality of wearing the mask. "Endeavor to persevere"-Abraham Lincoln.

In closing, be on the lookout for mailed information regarding the STARS awards.

Keep up the hard work Brothers and Sisters take care and stay well!

In Solidarity,
Bart M. Pantoja
Business Representative
Glaziers Local 718
District Council 16



Top and above: Glaziers Local 718's Mike, Jerry and Horacio of AGA glazing 1 De Haro project.

*Best Wishes to our Brothers and Sisters
in Organized Labor for a
Happy Labor Day 2020*



Bart Pantoja - Business Representative

Executive Board

Nicholas King - President
Steve Motroni - Financial Secretary
Orlando Martinez - Recording Secretary
Scott King - Treasurer
Rasheade Watson - Warden
Errol Oliver - Trustee
Christopher Burnett - Trustee
Mike Bollier - Trustee
Leonard Quintana - Executive Board at-large

**GLAZIERS, ARCHITECTURAL METAL & GLASSWORKERS
LOCAL UNION NO. 718**

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



Organized Labor

**Happy Labor Day
from the Team
at Organized Labor**

sfbuildingtradescouncil.org

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

Dear Brothers and Sisters,

I hope you are all doing well while staying safe and complying with State and County social distancing protocols. Our Executive Board has met via zoom conference and has regularly reviewed the business of the Local Union. We are available at the Local office Monday thru Friday from **7 AM till 4 PM** taking calls and e-mails from members as well as requests for Early Vaca-

tion Withdrawal. If you need to stop by the office to pay dues, please wear a face mask. Also, a friendly reminder, now you can pay your dues by phone using a debit or credit card.

Work is good currently, last month we have an average of one dispatch per day, and some of our contractors are in need for Journeymen with experience on Single-Ply and Waterproofing.

APPRENTICESHIP PROGRAM

If you are an apprentice, remember that you still need to report your On-the-Job Training hours every month in order to get your pay increase, the classes requirement at this time it's waive (due to COVID-19). For apprentices moving from 3rd level and higher, a positive evaluation from your employer will be needed and the required number of OJT hrs for your advancement. Once the Training center re-open for classes, you will be invited to attend and be able to complete your required classes. Due to the current situation, it will be very important

to pay attention to the school notices that you will be receiving with information on the class that you have been assigned to attend, since the number of apprentices per class will be reduced to 10 per class, your participation and response to attend such class(es) will be very important to be able to accommodate all of you for the School year 2020-2021.

Finally, 2020 is an election year and soon will be the time to make your VOTE count, I encourage all to make sure you are registered to VOTE, remember **One vote can make a change!**

It's your right to be Union.



Northern California Millwrights Local 102 would like to wish you a happy and safe holiday!

SERVING THE INDUSTRIES' MACHINERY NEEDS IN
NORTHERN CALIFORNIA FOR OVER 100 YEARS.

925.294.5350

3095 INDEPENDENCE DR. SUITE E LIVERMORE, CA 94551



ROOFERS AND WATERPROOFERS LOCAL NO. 40

Have a Safe & Happy Labor Day!

Peter Lang
President

Jose O. Padilla
Business Manager

Salvador Rico
Secretary-Treasurer

150 Executive Park Blvd., Suite 3625, San Francisco, CA 94134
(415) 508-0261 • www.rooferslocal40.org

PLASTERERS AND CEMENT MASONS LOCAL 300



www.opcmialocal300.org

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

General Membership Meeting Notice:

Until further notice, the monthly union meetings for Local 300 will be held on Zoom only.

To access the Zoom union meeting you must be a member of Local 300 and registered on our website to gain access to the passcode. The access code for the Zoom union meeting will change monthly.

FRIENDLY REMINDER TO THE MEMBERS OF LOCAL 300 ON COVID 19 SAFETY

THE 3 W'S

WASH YOUR HANDS,
WEAR YOUR MASK, AND
WATCH YOUR SOCIAL DISTANCE.

KEEP IN MIND YOUR SAFETY AND ALSO THOSE AROUND US.

THIS APPLIES THROUGHOUT YOUR DAY.

WHEN YOU AT WORK, AT THE STORE, OR ANY OTHER PLACE.

IT'S TIME THAT WE ALL DO OUR PART TO CONTROL THIS VIRUS THAT HAS

AFFECTED SO MANY. STAY SAFE AND KEEP UP THE GOOD WORK.

BIG THANKS TO ALL OF YOU FROM LOCAL 300

Respectfully
David Johnson & Chris Knerr



SF City and County Cement Masons improving path of travel on Bryant St.



SF City and County Cement Masons improving path of travel on Bryant St.



SF City and County Cement Masons pouring sidewalk in the Silver Terrace neighborhood.

PILE DRIVERS LOCAL 34



Hammers and Leads PILEDRIERS 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

Our state, our nation, and our world seem to remain somewhat of a mess as a result of something so small that it isn't even considered a living thing in the normal sense, yet so deadly that it has killed more Americans than the Korean, Vietnam and Middle East Wars combined. While a number of other countries have managed to get their COVID-19 situations mostly under control we are still struggling with it here in the United States, even to the extent of politicizing something as basic as the wearing of a small cloth facial covering. In spite of all this, our work hours are holding up fairly well. Much of this is in thanks to the Bridge Work, which is keeping a good number of our Brothers and Sisters off of the couch. There's also some Dock maintenance and repair work going on and a nice bit of Sheet Pile Levee repair on the horizon.

As a result of infection control precautions being taken at the Carpenters

Training Centers, Members will only be able to get access to the weld shops for re-certifications and only with a contractor request letter until further notice. Contact Jesus de la Torre for more information: jdelatorre@ctcnc.org

An internet search of Thomas A. Morton would likely reveal that he founded McMorgan & Company in 1969 to serve the unique needs of multi-employer pension and benefit plans. That is not however the entire story nor the only reason that our Memorial Scholarship Foundation is named for him. The Carpenters were actually Mr. Morton's first client at the founding of his company, making the name dedication all the more fitting. Having a stable, reliable benefit plan, when working for multiple employers, is nothing to scoff at and being able to look forward to the security of a dignified retirement toward the end of a long career obviously means a lot as well. Each year, the first name drawn is awarded double the amount

of the other recipients in a separate Scholarship, dedicated to Mr. Morton's Wife, Helen. These are truly fitting Memorials to a couple who dedicated themselves to doing so much good for Union Members. Congratulations to this year's Thomas A. Morton Memorial Scholarship recipients and best wishes for a bright future to you all.

In less than one hundred days we will collectively go to the polls and as a nation, decide on the makeup of the entire U.S. House of Representatives for the next two years. We will also determine the makeup of a third of the United States Senate for the next six years, as well as who will occupy the Oval Office for the next four. The trend over the past few presidential elections cycles now has been to claim each one as "the most consequential of our lifetime" and, with a global pandemic running rampant through our population, an economy suffering significant losses from it, armed protestors taking over the capitol building in one state, and unarmed protestors getting tear gassed and clubbed in the streets in other areas around the country, this election cycle doesn't exactly appear ready to break that trend. As a veteran, the father of an active duty service member and the father of a combat veteran, the notion of unarmed Americans being beaten by representatives of their government, in their own communities, for exercising the First Amendment rights that multiple generations of my family have sworn to defend is painful to compre-

hend. As a Member of a Union that usually comes down around 50/50 in terms of political affiliation, the need to walk a fine line out of respect for the views of many of my Brothers and Sisters is one that is not lost on me. I do want to leave you with this thought though. Whether or not one might feel it appropriate for an American to take a non-lethal round to the noggin for exercising his or her right to the freedom of speech and the right to peaceably assemble, or the right to petition the government for redress of grievances, I believe it bears remembering and seriously considering that theirs are the very same rights to freedom of expression, upon which we base our struggle to defend Area Standard Wages and Benefits for ALL working Americans. I cannot tell you who to vote for, nor should I. I simply urge you to make sure your voter registration status is up to date and to exercise your right to cast a ballot. Please take a moment and visit www.vote.org or contact your Secretary of State's office, where you should be able to find all the resources necessary to maintain your ability to participate in this essential right.

Over this past month we lost a couple of Brothers – one far too young.

R.I.P. Brother R.W. McFadyen 1937 – 2020, Member since June 1958

R.I.P. Brother Anthony A. Garcia 1975 – 2020, Member since November 2002

Be Well, Stay Safe

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

This month, we showcase a perspective written by a retired member and one from a soon-to-be-retired member. Enjoy.

MORE THAN A JOB

Racism and police brutality are dual plagues that need to be fought, it seems, every generation.

I was born and raised in San Francisco. I grew up in the Sunnydale Housing Projects, one block from the Cow Palace. My mother, a single parent with 5 adolescent children, attended college, earned her teaching credentials and was offered a post at a school in Los Angeles. We moved to LA in 1962.

I was just 10 years old when, after enduring 6 months of taunts, slurs, assaults and general hostility from the local community, my family and I were BURNED OUT of our home with a huge flaming cross stuck in our front lawn. Shadows were cast like a scene from an old black and white Frankenstein movie. Scary stuff. I felt real terror. I was not brave that evening, but my mother was. We flew out in the middle of the night back to SF where Catholic Nuns put us up for a couple of weeks. I didn't really understand why, for no good reason, this happened. We did nothing wrong to deserve this. I was introduced to hate.

Fast forward 15 years later. While walking down a crowded Broadway Avenue, across the street from Carol Doda's Topless joint, I was surprised by a pair of SFPD officers, who, without a word, handcuffed me from behind. Maybe it was my giant Afro, or my full-length leather coat or my 1938 Plymouth that I had parked nearby but, for whatever reason, I was targeted.

I was taken to a dark alley and beaten unconscious for no good reason. I did nothing wrong to deserve this. With my hands tied behind my back, one of them slammed my forehead on the hood of the police car, cracking open a gash between my eyes. He then grabbed me in a headlock and bulldogged me into a wall a few times knocking me silly. He continued by kicking me in the face repeatedly. As a final indignity, he pulled down my pants and kicked me in the private parts over and over again. All I could do to protect myself was curl into a fetal position and tense up against the rain of blows. Sick stuff.

Man, I wanted to kill somebody. I

was infused with hate.

It took four years in federal court, and with the help of the NAACP, I was awarded a settlement of \$20,000.

Over a period of time, a person can bury things like this in the back corner of one's mind. I was able to do this in large part with the aid of a good job. It wasn't all hunky-dory. The key was though, I learned to work with people who were different from me. I learned to "treat people as individuals." From that, I understood that not all white guys are the devil, and not all cops are muthaf---ers.

The camaraderie of a diverse workforce was a tonic for my rattled psyche. I was not looking to be loved. I was looking to be treated as an individual who was worth something. I was looking for respect and I tried to earn that respect.

I shudder to think of all I would have missed out on if I had pursued a path of revenge—if I had let hate be my life's motivation. I would be in prison or dead. My hopes and dreams would have vanished in ghostly wisps of thin air. I would never have married, built a home, raised my family or enjoyed grandkids.

So, to people like me, work is more than just a job. It can also be a ticket to redemption.

I am thoroughly encouraged by the multitudes today who feel strong enough about injustice to protest. It makes a big difference and means so much more than when it is not just the victims who are out there demonstrating, but also those people joining the movement who feel one another's pain, know it is wrong, and lend their voices to this transcendent moment in our history.

IN closing, I want to forever thank my mom for having me and my wife for keeping with me. Without their tranquil words and nourishing thoughts, I would be nothing more than a floundering malcontent.

*Fraternally,
Brother Stephen Pointer*

A NOTE FROM A BROTHER

We are the Union. We are Local 510. The Corona Virus has left us with an uncertain future. But rather than write about the anxieties of the present or the future I want to write about the past.

Our little union is made up of eclectic members with different backgrounds and talents. We should be proud that we can turn a massive underground concrete cavern into a vibrant village in a few hectic days. With long frantic hours and hard work, and despite some personality differences, our collective energy allows us to beat set-up and take-down deadlines.

There are certain qualities that distinguish us individually from each other. Some are smarter, taller, stronger, younger, funnier, quirrier or funkier than others. But no one is superior to any other individual.

When I write about the superiority that some feel towards others, I am referring to the other virus plaguing America: racial hatred. This hatred crushes my spirit. It makes me feel old and discouraged and depressed.

It hurts because we are fortunate to live in the Bay Area where there is an effort to promote cultural diversity and racial cooperation. Because I am the son of immigrant parents I feel that America could be so much more. We are all sisters and brothers in a union but also in a larger human context. Don't allow racial strife to ever enter Local 510!! I repeat, no one is superior to any other individual.

When writing of the past in 510, I must confess something personal that may surprise many---I enjoyed working in 510. I was often mystified by fellow workers who constantly complained (for years!) about the job. I think not all people were suited for this line of work. Many of my previous jobs were Monday to Friday gigs doing repetitive functions working next to the same few fellow employees. In contrast 510



510

Honoring all Working People

Annette Dosier, Business Representative
Morgan Worth, Business Representative
And the members of Local 510
wish you a Happy Labor Day!

often consisted of a different assignment with a different group each day. The jokes and gossip often made the day move quickly. And I didn't have to shave every single day!

I have fond memories of our elected officers, underappreciated stewards, health coverage, meetings, contract voting, diverse political views, solidarity, the 1981 Strike, Art shows, picnics, Christmas/Holiday parties and many creative artists and musicians. I love the concept of a democratic working-class union and I love 510 members (even that one dude with the 'tude who became less rude over time.)

February 20th, 2020 was my last day working this year. I hadn't planned on that being my last day ever. But the time has come to retire now from the work force. It is ironic that my first day

ever working 510 was also on February 20th. It was in 1976 at the Cow Palace Boat Show 44 years ago.

I didn't work the show floor all of those 44 years. I took many long-term withdrawals to get a BA and a Master's degree. I spent a lot of time traveling and living in 48 different countries. In short, I was a full-fledged San Francisco hippie.

I will still be a 510 member. I leave the workplace at the age of 77 in reasonably good health and with a reasonably clear conscience (not counting the time I stole a pencil from the Labor Desk in 1983.) I am sad to be leaving the show floor, especially under the current crisis. But I want to thank all of you for being who you are---unique Local 510ers.

(Laurence) Emmet Corrigan

Some Reminders to members:

The office is open for business by appointment. Most business can be conducted over the phone, by email, or by USPS. Members wishing to come in to conduct business otherwise should call beforehand to set up a time to visit. Members must follow posted COVID safety protocols. Face coverings are mandatory when visiting.

The international has waived 3rd quarter dues for Local 510 members. This includes life members as well as regular members and apprentices.

If you need to reach Office personnel, you may reach Morgan Worth at 650-763-5405, extension 1115, and Annette Dosier at extension 1118. Richard Northam is available at extension 1113 should you need to discuss JATC Matters.

Please continue to visit our website at www.local510.org for further updates on union matters and other pandemic resources. We've updated the website recently and will continue to do so moving forward.

*In Solidarity,
Local 510*



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Labor Day Special 2020:



Jose Jesus (Chuy) Perez
Foreman, Local 12
Renovation Project for Dropbox
at 1800 Owens St.

I was working as a janitor and a guy in the industry asked me if I wanted to join Local 12. This was 20 years ago and floor laying was completely new to me. Since becoming a member, I've had work all the time and been reliable for my company, giving it 100 percent commitment.

The medical benefits are important for my family. My daughter broke her elbow and her surgery was completely covered, my son broke his wrist and my wife had to have two tumors removed — everything has been covered, which has given me peace of mind.

I work around the clock because I love this work so much. For me a six-day work week isn't so much about the money but it's about the pride. In this trade we feel good about showing up for work. Even though my work schedule is demanding and I live very far, I still make the effort to attend union meetings. It's worthwhile to go because I want to be involved in my union that takes care of me and my family. I love my work.



Joseph Alexander
Journeyman, Local 34
Oceanwide Center

I was able to join Local 34 about three years ago because I was recognized for my strong work ethic. I had been a laborer

doing pile driving work for about 11 years and I just got tired of getting screwed. Being part of the union has made big difference in my life because with better wages and insurance benefits, I can now provide a better life for my family.



Issac Lederman
Apprentice, Local 34
Oceanwide Center

A friend had told me about the CityBuild program through OEWD and so I gave it a shot. That's how I got to be in the apprenticeship program and I feel lucky to be here. It's such a good opportunity — I know this is the right trade for me. Local 34 has been really supportive and I try to attend all the meetings I can. I have no complaints.



Oscar Gonzalez
Superintendent, Local 34
Oceanwide Center

I started out working with my dad who was a foreman carpenter down in L.A. When I moved up north in 1996, I joined Local 34. I joined the union fresh out of high school and it was the best thing I ever did. Introducing me to the trade was the best thing my dad ever did for me because this work is what feeds my family.

I got hired by Shimmick over a year ago. I had previously always done bridges and so when I took over from the last superintendent, he passed on his knowledge about the job to me.



Mike Tipton
Journeyman, Local 34
Oceanwide Center

I've been with the Local for a year and a half now. I was an Ironworker for 10 years and then decided to join the Pile Drivers. I love it — there's a strong feeling of brotherhood and everybody takes care of their own. Shimmick is a great company to work for. We're giving it our all to get this job done and making safety our top priority.



AJ Ponitz
Foreman, Local 34
Oceanwide Center

Before I joined Local 34 six years ago, I was going to welding school and met a guy who pitched the idea of joining the Pile Drivers for the better wages. I was working non-union in Florida at the time. Non-union sucks. I was making \$13 an hour and paying \$100 out of my paycheck every week for health insurance that didn't do me any good. The wages were terrible even for Florida.

I didn't realize it until I was a year into Local 34 that the benefits are a huge thing because I got my shoulder rebuilt for almost free. It had been injured for about eight years, so that had a huge impact on my life. I'm able to feed my family and I own two homes. I'm able to have a nice life through union work.



Lorenzo Cisneros
Journeyman, Local 34
Oceanwide Center

I joined the union about 15 years ago. I had worked for 40 years as a non-union welder. Things are much better now. The wages and benefits are good, much better than non-union. There's also more support and that goes long way because

this is a hard job. Not many people can do this work. I'd like to be more involved and make it out to meetings but I have such a long commute.



Tyler Damron
Journeyman, Local 34
Oceanwide Center

I got a sponsorship through Shimmick about four years ago when I signed up to join Local 34. The apprenticeship program was really good and I journeyed out early, about three years into it. I had been doing cabinets and flooring non-union before getting into pile driving. Being with Local 34 the benefits are beautiful; you get a pension and the pay is way better.



Jason Zasada
Journeyman, Local 34
Oceanwide Center

Since 2010 I switched over from the Laborers to the Pile Drivers. I had been with the Laborers for about 10 years. I really like this line of work — all the rigging, welding and cutting. I also love being part of Local 34 because they're there for you when you need them. They have a strong backbone. I've had small claims situations involving tools not getting replaced and Local 34 takes care of it.



Jerrold Head
Apprentice, Local 34
Oceanwide Center

The apprenticeship program is going well. You go in with zero skills and they train you to weld, do carpentry, all the basics of driving pile on land and water. It's a great program.

I had served in the military and once I got out, I learned about the Helmets to Hardhats program, and from there I just did some research and found that Local

Celebrating our Members

34 would be the best home for me. I knew from the first minute after joining that this was the union for me. I had already known that college wasn't my thing, so decided to learn skills that would be with me for life. Local 34 is the best organization I've ever been a part of — we're all in this together and look out for each other.



Celestino Marroquin
Apprentice, Local 483
Mexican Museum

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.



Jose Diaz
Foreman, Local 483
Mexican Museum

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, Local 483
Mexican Museum

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

(continued on page 42)



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Labor Day Special 2020:

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, Local 483
Mexican Museum

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 health-care because if not, how are going to take care of your kids?



Sam Gharthey

Journeyman, Local 718
Affordable Housing
at 691 China Basin St.

I've worked as a glazier for eight years and joined Local 718 two years ago. I love this trade and the union has been awesome to be a part of. I get all the information I need and everything is handled well. They take care of me so I'm really happy, and love the way things are run.

It's scary working during the pandemic with all the things we are hearing. We are praying that things get better. Wearing this mask is uncomfortable

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Celebrating our Members

and it affects your breathing. Sometimes when there's no one around, you have to take it off and take a breath of fresh air. It makes the job more challenging and when the safety glasses get foggy, you can't see. This makes the job a bit more difficult compared to how things are normally.

I'm so happy to have the work because my company is taking all the preventative steps for COVID-19. Everyone is doing their part to make a safe work environment. That makes me comfortable and confident that we're going to get through this.



Val Piatrouski
Foreman, Local 718
Affordable Housing
at 691 China Basin St.

I started as a Local 718 Glazier in 2008. It's been good. I'm still here after all. This job should be about a six to eight month project that will provide good steady work for us. Our company

has been busy. I have no issues working during this time as long as everyone follows the rules. I appreciate having work especially since I know a lot of people are out of work right now. They want us to wear a mask the whole time and to not share tools. You can't always keep the six feet apart, but if there are chances to do that then they want us to try, and on top of that, they have stairs where you can only go down and another set of stairs for going up only. These things make it way harder to do your job, but it is what it is.



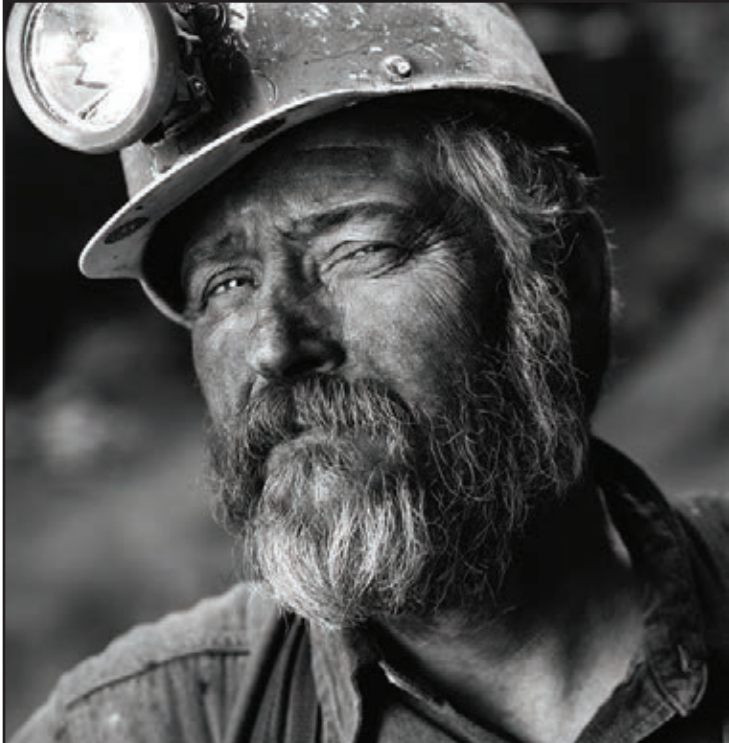
Jose Mota
Apprentice, Local 718
Affordable Housing
at 691 China Basin St.

I'm three years into the apprenticeship program. I had met [a union member] at a job at a coffee shop where I was working non-union and he told me to give him a call if I wanted to



earn a good living. So I had been working as a non-union glazier for about a year before joining, and [joining] was a great decision. The apprenticeship program has been really good, but we haven't had much school in a couple months. Everything has been shut down but and I think we're going to have a lot of catching up to do because we're very behind.

Things have been a bit scary. I took off like two months and then came back to see how things went after reopening. It seemed like everything was cool so I came back to work. Knowing that our employer has to give us masks and that there's someone who walks around with a bleach bottle spraying everything like handrails and staircases made me
(continued on page 45)



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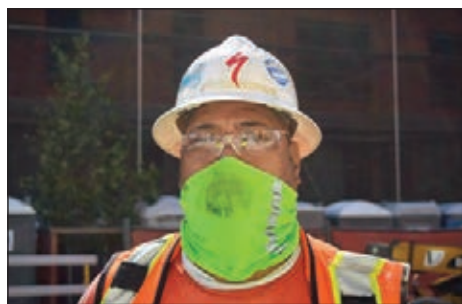
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Labor Day Special 2020: Celebrating our Members

feel good to know that I'm in a clean environment. The toilets are being cleaned everyday so that makes me feel better. They want us to wear glasses and the mask, but it's hard because when you get fogged up, it takes more time because you have to get the glasses defogged before you can get back to work. It makes things harder, but we're getting there.

The union has been very supportive of members through this whole thing. It was helpful to get all the emails and mail about options we had. If one of our family members got sick we could pull money out of our annuity, so that was good to know.

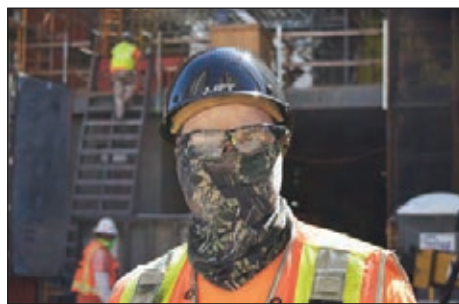


Christopher LaSalle
Journeyman, Local 718
Affordable Housing
at 691 China Basin St.

I've been with Local 718 for 12 years. One day I saw a guy doing windows at my apartment and I asked him how to get [into the union] and he gave me all the informa-

tion about joining. I'm really happy with the decision I made to join the union. The best thing about it is meeting new people, doing different kinds of work in a variety of places. The job sites are always safe. The union takes care of us in terms of pay and benefits. It's better to be union because you get more in terms of benefits to help you and your family out.

Things are different now with COVID-19, but you still have to work. You have to pay those bills. The way that everything is laid out here is good. Everything is kept clean, so I feel comfortable coming to work.



Alfred Espino
Journeyman, Local 718
Affordable Housing
at 691 China Basin St.

I joined the union as a walk-in over seven years ago. My father and grandfather are both in the carpenters union, and they encouraged me to go union. With this local, there's a lot of solidarity and we



keep up to date with all the current events.

It's been pretty smooth working during the pandemic. Getting used to working with this mask on is the hardest part. I'm just thankful to be working and I wasn't worried about coming back. We're doing the social distancing and everyone wears a mask and they're pushing us to wash our hands a lot. A lot of things like hand washing and cleaning should be done anyway so it's not a problem.



DeMauriae Gregory
Foreman, Sign Display Local 510
2019 Semicon Trade Show

I was a non-union banker before I got started with this trade three years ago. I had a buddy who started with Local 510 the prior year and encouraged me to join. I didn't know much about unions before joining but now I know it's the only way to go. From the security it brings to the great people you get to work with, I would never

go back to non-union after this.

I try to participate and attend meeting to stay informed. Participation among members has grown over the past three years as the union overall has grown. Local 510 used to be relatively unknown but through word of mouth it continues to grow.



Wendy Furman
Journeyman, Sign Display Local 510
2019 Semicon Trade Show

I was the first woman rigger in our union, and I was the only woman rigger for almost 30 years until they finally started the apprenticeship program and there are now other women doing rigging. I'm going to be leaving in about 10 years so I'm trying to help other women get along in this trade. I don't want to be the one and only!

We need the newcomers, but we also need to take care of our older members who have made this union what it is today.

(continued on page 46)



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Labor Day Special 2020: Celebrating our Members



Delina Devenere

Apprentice, Sign Display Local 510
2019 Semicon Trade Show

I've been in the apprenticeship program for over a year and it's been amazing. I learn new things everyday and I push myself to become excellent at all aspects of the trade. The apprenticeship classes have been going very well; I really like that it's so hands-on. I'm getting an introduction to everything I need to know.

My dad and brother are both in Local 510 so that's how I got involved. Being part of a union was always part of my mentality due to my father. My joining coincided with other life changes and it all worked out perfectly.

I love 510. Everyone gets along with each other so well and wants to lend a hand to help out others. I'm always amazed by how supportive people are of each other in this union.



Ron Wahlstrom

Foreman, Sign Display Local 510
2019 Semicon Trade Show

I'm a union man – been with Local 510 for 42 years. My father kept telling me it was a great trade to get into; at the time I had been moving household furniture and I came down and worked a day, and fell in love. My father was a 510er too and I'm happy I took his advice. It's been a big commitment – I've worked over 100,000 hours in my career, which is more than average. This work has gotten me through all of life's ups and downs and I wouldn't change it for the world.

At 510 we have a seniority system, which is the heart and soul of the backbone of our union. Most of the other places have infighting but when you have a seniority system then things get done more fairly.



Josh Keys

Journeyman, Sign Display Local 510
2019 Semicon Trade Show

My parents worked for the Moscone Center so that's how I learned about this trade and got my start in 2014. I used to be non-union but I now understand why it's so important to be part of a union. It's like a big family and you feel at home working with people that you can establish a good a working relationship with. It really is like a big group of brothers and sisters. I feel protected by the union, knowing that I'm not going to just lose my job on any given day.

I feel the level of participation could be higher among the younger members. It's mostly the older members who attend meeting and pickets. I think that could change if there were some young leaders to motivate the younger members and help them realize the importance of being more involved.



HAPPY
LABOR
DAY

Board Minutes

Continued from page 3

- dates and summary.
- SFUSD negotiations.
- Updates on PLAs, meeting with Park Merced tomorrow. Jolene Kramer is drafting counter proposal on multiple bidders for this meeting. A follow up caucus may be needed. Potrero Power Plant final document in first point of execution and sent out to all via email for signatures. Citywide PLA is executed, in wet ink, and signed by all parties. Avalon Bay rejected 1st letter of intent.
- Tim reported he was informed Carpenters were cutting deal on their own with Balboa Reservoir, for unity trades need to negotiate everything together.
- Prejobs, rescheduling of Hillcrest prejob, SFPUC coming up this week. Yerba Buena Island prejob with Plant Construction ran successfully.
- Housing Legislation 889 update, Pass David Chiu's Housing Committee unanimously with "skilled and trained" language.
- PEC meetings and Mayor updates. Ongoing battle on agreements.
- CBA crafts and budget update.
- Trustees met last week. Legal bills high due to multiple PLAs, specifically Citywide PLA which Trustees decided to have assessment sent to all affiliates to cover cost to garnish billions of dollars' worth of work over the next 20 years.
- Housing issue, Senator Scott Wiener has refused to put workforce and training standards with our language into the housing bill he is moving forward. State Building Trades Committee meeting tomorrow has been cancelled for SB899, and notice to all has gone out. Per Larry, email sent out to SFLC to add discussion about bill to their agenda, which upset Senator Scott Wiener, he finally added prevailing language but not workforce and training. Robbie Hunter of the State Building Trades continues to cir-

- culate add opposing until language issue is changed on this statewide issue. The SF Building Trades stands by Robbie on this. Per Senator Scott Wiener, Cesar Diaz okayed agreement however per Robbie Cesar only okayed the Draft and not final agreement. Scott has been reaching out to everyone, including John Doherty, Charley Lavery and claimed Robbie Hunter has been unreachable, per Robbie, Scott has not called. SFBCTC agrees to keep pressure on.
- COPE Candidate review: Danny Campbell made motion to reconsider on Joel Engardio at the next Delegate's meeting. M/S/C
- Vince Courtney suggested we take additional step, send email to give opportunity to Joel to explain and give opportunity to amend his response in the SF Labor Council questionnaire. Tim Paulson, Danny Campbell, Mark Plubell, opposed on giving him opportunity to answer correctly. Vince Courtney withdrew amendment

PICKET SANCTIONS:

None

OLD BUSINESS:

None

NEW BUSINESS:

- Larry Mazzola, Jr. reported at Trustees meeting naming possible replacement and successor for Tim Paulson. Rudy Gonzalez of SF Labor Council has agreed to take the job and has experience in negotiations with the Teamsters. Larry spoke to Mike Casey on this and a waiver will need to be requested from National Building Trades since Rudy Gonzalez is not a Delegate. A proper vote will be taken when the time is right.

REPORTS OF UNIONS:

- Rich Koenig of Local 104 reported clothing stipend is being denied to his members. Per

- school district, extension document pending is cause of delay. Tim will proceed and do what he can to have this taken care of in good faith.
- Armie Morgan of Local 3 asked for feedback from other members on COVID-19 Emergency Leave Act and pay regarding on anything related to COVID-19. Tony Rodriguez shared his experience on the topic. Danny Campbell reported that

SF passed a stop cap, maximum of 2 weeks or 80 hours pay if they work in San Francisco and recommend Armie check in with Pat Mulligan. Jose Almanza shared phone number to Wage and Hour Division for Department of Labor 866-487-9243

ADJOURNMENT:

adjourned at 11:16 a.m.

DELEGATES MEETING MINUTES

July 16, 2020, 5 PM

Zoom call

ROLL CALL OF OFFICERS:

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

COPE CONVENTION:

- 16 candidate interviews
- Political assessment and recommendations process
- Tony Rodriguez asked for list of all bills, props and candidates being endorsed to be sent to all.

CORRESPONDENCE:

None

REQUEST FOR FUNDS:

None

SECRETARY'S REPORT:

- Review on SIP and COVID policy
- COPE Convention
- SFUSD negotiations meeting has been set

- Updates on PLAs, Citywide PLA approved, and finally complete, wet signatures collected from all. Meeting with Balboa Reservoir folks this Friday.
- Prejobs. Hillcrest was a mess today. SFPUC prejob tomorrow
- Housing Legislations
- PEC meetings and Mayor updates
- CBA crafts and budget update
- Trustees meeting today, review of budget and legal fees. Larry Mazzola made motion made to pay all the bills. M/S/C

PICKET SANCTIONS:

None

OLD BUSINESS:

None

NEW BUSINESS:

None

REPORTS OF UNIONS:

None

ADJOURNMENT:

Adjourned at 8:12 p.m.



The office will be closed for Labor Day. Please call back on Wednesday. Thank you,

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SF ★ 2020 census COUNTS

The deadline for the 2020 Census has been moved up to Sept. 30. To register, visit 2020CENSUS.GOV

CORONAVIRUS UPDATE

For a list of COVID-19 Resources, visit nabtu.org/covid-19-resources

TRADES WOMEN BUILD NATIONS
OCTOBER 2-4, 2020
10TH INTERNATIONAL CONFERENCE
WASHINGTON, DC

Tradeswomen Build Nations 2020 Conference Cancelled

Due to the COVID-19 pandemic, we have made the decision to cancel the 2020 Trades Women Build Nations Conference scheduled for October 2 – 5, 2020 in Washington, DC. The 2021 TWBN Conference in New Orleans is still on for October 2021.

More info: nabtu.org/twbn



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