

Council Enters Into Historic Community Workforce Agreement With UCSF, Creating 1,000 Long-Term Construction Jobs

♦ *The 10-year, \$3 Billion Project Will Result in a New State-of-the-Art Hospital for the City, Good-Paying Work for Tradespeople, and More*

S

an Francisco’s building and construction trades workers can count a massive new project in the “win” column: construction of the new hospital at UCSF Helen Diller Medical Center at Parnassus Heights. Last month, the San Francisco Building and Construction Trades Council, together with UC San Francisco and Herrero Boldt Webcor (HBW), announced a Community Workforce Agreement (CWA) that will promote collaboration between the university, labor unions and construction firms on this large construction project.

The new hospital is a decade-long, \$3 billion project that is expected to create 1,000 construction jobs and comes at a time when unemployment numbers are high due to the COVID-19 pandemic.

“This agreement builds a sturdy bridge between local hiring halls and contractors to support our city’s working people, including apprentices, journey workers, and military veterans, in putting food on the table for their families,” Council Secretary-Treasurer Rudy

Gonzalez said. “It couldn’t have come at a more crucial moment in our city’s history.”

To ensure the highest quality, safety, and efficiency in construction, the Council will enter into the agreement on behalf of its 60,000 local skilled workers in 32 trade unions. The pact, the first of its kind for the University of California system, is a formal agreement between the Council and HBW, the general contractor hired by UCSF. It ensures that the \$3 billion building project will employ a union workforce with strong representation of local labor.

(continued on page 9)



The UCSF Parnassus Heights Campus is seen here as it currently exists. The new hospital will take better advantage of its beautiful surroundings, with a plan in place to better integrate it into the serene green space at the foot of Mount Sutro.



The San Francisco Building Trades Council’s headquarters, circa 1905.

How One of the Nation’s Strongest, Longest-Lasting Trades Councils Got Its Start and Built Its Power

♦ *A Fascinating Look Back at the San Francisco Building Trades Council’s Birth and Early Days*

By Catherine Powell, Director of the Labor Archives and Research Center, San Francisco State University

F

rom the very beginning of the Gold Rush, workers in San Francisco have had to fight for better wages and working con-

ditions. The significant contributions of the city’s earliest workers would go a long way in establishing San Francisco as a place “where unionism holds undisputed sway.” The building trades were among the first unions to organize, and the first recorded strike was by carpenters in 1849.

(continued on page 8)

Inside

- Carpenters 22 page 10*
- Bricklayers 3.....page 11*
- Sprinklers 483.....page 11*
- Electrical Workers 6 page 12*
- Looking up the Hatch page 13*
- Roofers 40.....page 13*
- Carpet Layers 12.....page 14*
- Sign Display 510.....page 15*
- Heat & Frost 16.....page 16*
- Hammers & Leads page 17*
- Cement Masons 300.....page 17*
- Glaziers 718.....page 18*

Another Voice for Workers Joins the Golden Gate Bridge Transportation District Board

♦ *OE3 Figure and Longtime Union Member Chris Snyder is All About Working-Class Perspective*

By Paul Burton, Contributing Writer

C

hris Snyder, Government Relations Director for Operating Engineers Local 3, was appointed to the Golden Gate Bridge, Highway and Transportation District’s Board of Directors effective January 1.

With Snyder’s appointment, another voice for workers is added to the board. He

joins two fellow unionists: Michael Theriault, former S.F. Building Trades Council Secretary-Treasurer, who was appointed to the board in 2011, and Sabrina Hernández, International Brotherhood of Electrical Workers Local 6 Business Representative, who was appointed to

(continued on page 5)



Chris Snyder, now on the board.

Celebrating 125 Years by Fighting Hard for Today's Working People

By Rudy Gonzalez, Secretary-Treasurer,
San Francisco Building and Construction Trades Council

If you were holding a copy of The San Francisco Call in your hands on this day 125 years ago, you'd be reading about the arrival of William Pinkerton and his detective agency to the City, where they were contracting with corporations.

The year was 1896. Utah had just been minted the 45th state, San Francisco's new Cliff House was featured prominently, with service by the Sutro Electrical Street Railway, and the now-outdated 1895 Rambler bicycle was discounted \$15 to \$85.

The Painters Union was in the midst of a strike against St. Denis & Co., and working painters, plasterers and others were chipping in to provide support. This would prove to be an important fight, with city-wide committees set in place and reporting back to the Building Trades Council.

The strike would end victorious for the Union and lead to the establishment of the card system, guaranteeing contractors would employ only card-carrying Union members.

Delegates of the Building Trades set out to enforce the early model of the Union shop, and contractors agreed to hire only Union labor. P.H. McCarthy, a Union carpenter who had immigrated from County Limerick, Ireland, would rise to lead the newly formed S.F. Building Trades Council and later go on to serve as the 29th mayor of San Francisco.

Politics, social norms, and the economy would continue to shift — sometimes for better, sometimes for worse — but

one thing would remain: The hardworking Union families of the City would, time and again, be taken on by employers of every industry. And standing guard would be the delegates, representatives, and elected leaders of our Unions.

Advancing the Labor Movement, 125 Years On

Today's headlines have been dominated by national political affairs, COVID-19, soaring public approval of Unions (64% nationwide!), and yes, of course, school reopenings. Here I will take a personal point of privilege, ascend the soap box, and insert my own take on the matter.

First, the Building Trades must stand in solidarity with the educators and professionals with whom we align as Unionists, and whom, frankly, we trust with the welfare and lives of our own children. We must also stand on the side of public education as an institution, and, after we sift through the politics and posturing, see a grand opportunity to reinvest in our schools in every way.

Second, let's be honest about our priorities. Our schools were in disrepair due to insurmountable deferred maintenance and with staff underpaid and

in short supply, and districts across the state were starved. As a father, I can attest to the disproportionate impact this kind of austerity has on young children, especially those with special needs. But I cannot lay blame on the educators who have been doing their best to offer education and community, even if through a computer screen and with their own kids in the background.

Finally, let's not forget the workers who have been on the job throughout the pandemic. Plumbers, sheet metal

workers, laborers, electricians, carpenters, teamsters, engineers, glaziers, painters, roofers, and water proofers have been continuously reporting to work, where they find themselves on shoestring budgets with too few staff. Alongside them, food service workers have staffed food distribution facilities, and custodians have disinfected facilities. IT and help desk staff have delivered technology and support to students. The list goes on.

So, let's have the conversation about reinvesting in public education and prioritizing our schools. One of the easiest things we can do is fast-track capital improvement plans; if we're serious about equity, let's start with schools in our poorest neighborhoods. We have contractors and skilled tradespeople ready



to modernize, green, and make safe our middle and high schools even after we begin reopening the lower grades. We have done the work to chart a course toward reopening, with the recently announced baseline safety agreement at SFUSD.

The Trades stand ready to reopen learning sites safely and under the best possible conditions. We remain clear-eyed about limitations due to underfunding, retention, and staffing challenges, but we nevertheless see hope in the recently negotiated safety agreement. We look forward to support from our federal, state, and local leaders to help us realize learning environments and facilities that are worthy of our students.

As we embark on our 125th year as a Council, we will continue to fight for safety, fair pay, healthcare, and retirement security — all in the name of safeguarding the working class. We must ensure the next generation has a path to the middle class, and with a Union label! **OL**



121 Years

SAN FRANCISCO BUILDING & CONSTRUCTION TRADES COUNCIL OFFICERS & AFFILIATES



Published Since February 1900
(USPC 411-860) - (ISSN 00199-6452)

Official Newspaper of the
San Francisco Building & Construction Trades Council, AFL-CIO
1188 Franklin St. Suite 203
San Francisco, CA 94109
Ph: (415) 345-9333 • Fax: (415) 345-9449

Organized Labor is published monthly
Periodicals postage paid at San Francisco, CA and at additional post offices

POSTMASTER: Send address changes to
Organized Labor/Senders Communications Group, Inc.
16501 Ventura Blvd., #400
Encino, CA 91436

Ph: (818) 884-8966 • Fax: (818) 884-7706
Email: alex@sendersgroup.com

Executive Editor: Rudy Gonzalez
Publisher: Cherri Senders
Editor: Alex Weber
Contributing Writer/Photographer: Paul Burton
Graphic Designer: Mike Kritzer
Advertising: Cherri Senders
Ph: (818) 884-8966 ex1104
Email: cherri@sendersgroup.com

Subscriptions \$30 per year
www.SFBuildingTradesCouncil.org • www.SendersGroup.com

Officers of the Council

Rudy Gonzalez, *Secretary-Treasurer*
Lawrence Mazzola Jr., *President*
John Doherty, *Vice President – Subcrafts*
Vince Courtney, Jr., *Vice President – Basic Crafts*
Bart Pantoja, *Sergeant-at-Arms*

Affiliates

Boilermakers, Local 549
Bricklayers & Allied Crafts, Local 3
Carpenters, Local 22
Carpenters, Local 2236
Carpet Layers, Local 12
Cement Masons, Local 300, Area 580
Electrical Workers, Local 6
Elevator Constructors, Local 8
Glaziers, Local 718
Insulators & Asbestos Workers, Local 16
International Federation of Professional and Technical Engineers, Local 21
Ironworkers, Field Local 377
Laborers, Local 67
Laborers, Local 261
Lathers, Local 68L
Millwrights, Local 102
Operating Engineers, Local 3
Painters, Local 913
Painters, Local 1176

Dan Fross, *Trustee*
Ramon Hernandez, *Trustee*
Pat Mulligan, *Trustee*
Tony Rodriguez, *Trustee*
Danny Campbell, *Trustee*

Piledrivers, Local 34
Plasterers, Local 66
Plumbers & Pipefitters, Local 38
Roofers & Waterproofers, Local 40
Sheet Metal Workers, Local 104
Sign & Display, Local 510
Sprinkler Fitters, Local 483
United Steelworkers, Local 1304
Teamsters, Local 350
Teamsters, Local 665
Teamsters, Local 853
Teamsters, Local 2785
Window Cleaners, SEIU, USWW

Subscribers: Please send any change of addresses directly to your Local, NOT to the publication. The locals keep their own membership lists current, for ALL of their correspondence, including subscriptions to *Organized Labor*. Please contact your local directly with any questions. Thank you.

– The Publishers

Official Minutes of the San Francisco Building and Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING MINUTES

January 7, 2021, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS:

President Larry Mazzola, Vice Presidents John Doherty and Vince Courtney, Secretary-Treasurer Rudy Gonzalez present.

Introduction of Deputy City Administrator Jennifer Johnston and team: Jonathan Piakis, Jacqueline McCright, Joseph Duffy, and Patrick O'Riordan.

• COVID-19 construction update with City Deputy Administrator

» Jennifer Johnston and staff

» Jonathon Piakis shared trends and review of average new cases per day per 100,000 residents. Numbers expected to increase post-holiday season. Reminder to comply with face coverings, social distancing, and daily health checks and to avoid areas with poor ventilation and poor airflow.

» Jacqueline McCright of COVID Command Center gave overview of protocols and resources available, including two to three sources of pay, when an employee has tested positive for COVID-19. Twenty-nine percent of positive COVID-19 cases are construction-related. Members encouraged to stay home if not feeling well and to have COVID checks every morning.

» Joseph Duffy of DBI shared DBI's role in compliance of health order, frequent inspections, and helping to spread the word on requirements. Flyers and checklists are available on their website.

» Patrick O'Riordan of DBI echoed what Joseph Duffy said and encouraged all to comply with health order.

» Jennifer Johnston asked members to forward any questions or best practices to Rudy Gonzalez so they can address later. Town Hall is upcoming, and all are welcome to join. More details to follow.

CORRESPONDENCE:

- CA State BCTC-AB33 (Ting)
- Bill that he needs to pull. It is our district, and we will need to track and monitor closely.
- "How COVID Spreads" flyer

REQUEST FOR FUNDS:

None

SECRETARY-TREASURER'S REPORT:

- Business Reps this upcoming Tuesday voted to be cancelled due to upcoming conflicting meeting.
- Rudy Gonzalez thanked everyone for supporting him early in the transition.
- UCSF negotiations are ongoing.
- SFUSD in negotiations and proud to report 16 unions were all jointly at one table negotiating safety standards.
- Amazon project being tracked. They bought the old Recology site. Meeting with some labor unions to be held tomorrow to discuss strategy.

- Still working closely with Brother Tim Paulson to button up pending projects like Flower Mart.
- SEIU 87 Janitors gearing up for citywide strike. More information to follow.
- Shuffling of Board of Supervisors, and we should have news on who board president will be. Rules committee is being tracked.
- Georgia victories summary. This election victory belongs to our members, who made the difference in turnout.
- Picket sanction requests reminder to continue to send requests to Sandra Duarte and Rudy Gonzalez. Please email or call Rudy Gonzalez directly for any assistance.
- Building Trades 125th Anniversary coming up next month.

PICKET SANCTIONS:

- Sheet Metal Workers' Local Union 104 requests citywide picket sanction against the following three entities:
 - » American Mechanical, Inc. (CSLB #883177), American
 - » Lias Mechanical
 - » Eagle Sheet Metal
- Area Standards Picket requests for all. M/S/C

OLD BUSINESS:

None

NEW BUSINESS:

- Vince Courtney reminded all the Assembly Democratic race and voting registration going on now. All vote-by-mail. Request your ballot by January 11. Rusty Hicks is running again for party chair.

REPORTS OF UNIONS:

None

ADJOURNMENT:

Adjourned at 5:58 p.m.

opeiu 3 aficio

DELEGATES MEETING MINUTES

January 21, 2021, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS:

President Larry Mazzola, Vice Presidents John Doherty and Vince Courtney, Secretary-Treasurer Rudy Gonzalez present.

Introduction of new San Francisco Labor Council Interim Executive Director Kim Tavaglione.

CORRESPONDENCE:

None

REQUEST FOR FUNDS:

- Labor Archives and Research Center \$500 donation M/S/C

SECRETARY-TREASURER'S REPORT:

- UCSF regents voted unanimously today to adopt the Parnassus Heights Plan, which

includes our negotiated CWA. The Tentative Agreement was sent out to business managers and leaders last Friday to be reviewed, and feedback was requested by COB 1/22/21. The Chancellor of UCSF has sent a written commitment to a BCTC agreement on the future research and housing builds. Lucio Sanchez made inquiry on language in two separate articles. Rudy offered to set up a call with counsel to provide clarification.

- Please note the attached affordable housing literature from the State Building Trades, Teamsters, Carpenters, and CA Fed.

- Brother Tony Rodriguez is running as representative of California Democratic Party Assembly District (ADEM) race. Our internal deadline to get ballots in should be Monday. Do not wait for the posted deadline. Tony Rodriguez asked for a blurb to be added on all SFBCTC social media platforms.

- New presidential appointments signal a pro-worker administration in Washington: Marty Walsh (LIUNA) as labor secretary, James Frederick (USW) to head OSHA, and Biden moved swiftly to fire anti-union NLRB general counsel Peter Robb. Even still, no elected officials will be our saviors — we must organize at every level.

- Mission Rock PLA signatures are nearly done. Meeting with Mission Rock Partners was held today, pre-job to be held in the next two weeks. Four signatures are pending: Debra Grabelle (IFPTE), Charlie Hernandez (IW), Carlos Martinez (IUPAT), and Victor Parra (LIUNA).

- SFUSD update; baseline testing; testing for students; air and ventilation plans.

- Request for members to sign union petition for school district.

- Dan Torres of Sprinkler Fitters complimented Rudy Gonzalez on a job well-done on his first PLA.

- John Doherty of Electricians echoed Dan Torres' comments, and thanked Rudy Gonzalez for his help.

PICKET SANCTIONS:

None

OLD BUSINESS:

- Rudy Gonzalez mentioned outstanding legal bills and thanked affiliates who have already sent in their payments. Sandra Duarte to be sending out collection letters.

NEW BUSINESS:

- COVID-19 construction update: No new health orders to report for this week but DPH and city administrator's office will likely roll out new orders next week. Advocacy for COVID-19 vaccinations has been taking place for our members. A vaccination advisory committee is being put together by the city, and we are monitoring it closely.

REPORTS OF UNIONS:

- Ryan Ruff of Bricklayers asked other locals and district councils about experiencing delays in San Francisco. John Doherty of Electricians agreed they were also experiencing this with permits. Eddie Reyes of Ironworkers pointed out shipping is also an issue and suffering from delays.

ADJOURNMENT:

Adjourned at 5:45 p.m.

opeiu 3 aficio

BOARD OF BUSINESS REPS MEETING MINUTES

January 26, 2021, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS:

President Larry Mazzola, Vice Presidents John Doherty and Vince Courtney, and Secretary-Treasurer Rudy Gonzalez present.

CORRESPONDENCE:

None

REQUEST FOR FUNDS:

None

SECRETARY-TREASURER'S REPORT:

- COVID-19 Construction Update: Link to Department of Public Health Order provided to reps. This is also available on the Council's website. Health orders will continue to evolve. Please email any follow-up questions.
- Vaccinations: Governor's plan has construction in Tier 3. Pending amendment by governor. City and county are aware that construction should be a priority.
- City is in process of assembling a vaccination advisory committee.
- The BART JAC moved to extend the PLA for five years, and a policy has been implemented for project evaluation. Thanks to the regional Building Trades Councils for moving on this, especially Brother Andres Culver of Alameda County.
- Mission Rock PLA has been fully executed. The first pre-job is pending, and we are looking to accomplish it in the next few weeks.
- We successfully negotiated a CWA with UCSF on January 15 and forwarded to NABTU for approval. Unions asked to notify Rudy Gonzalez immediately if they have any concerns with language.
- Trustees met, adopted budget, and requested that minutes of meeting be taken and reported out moving forward.
- Save-the-date for Brother Tim Paulson's Retirement Celebration: March 19, 2021.
- Communications lists to be updated. Each local asked to provide updated list to Sandra Duarte and Rudy Gonzalez.

PICKET SANCTIONS:

None

OLD BUSINESS:

- Ramon Hernandez of Laborers 261 reported on Schlage Lock project possibly starting. Ramon to stop by the jobsite and report back.

NEW BUSINESS:

None

REPORTS OF UNIONS:

- Anthony Nuanes of DC 16 reported bid has been accepted for 31 Franklin Street. They should be all moved into their own property by the end of the year. Inspections being done today.
- Tim Jeffries of Cement Masons 300 reported on Contra Costa and Solano County drafting of language for specific end user to address compensable time.

ADJOURNMENT:

Adjourned at 10:30 a.m.

opeiu 3 aficio

Biden's Executive Orders Make an Impact on San Francisco Construction Workers

◆ *Orders Are Issued That Protect Worker Health and Safety and Push to Buy American*

By Jessica Zimmer
Contributing Writer

A trio of fresh-off-the-desk executive orders from President Joe Biden is worthy of attention by San Francisco's Trades Union members. The first order is already having an impact on construction work in and around the city, and, if all goes to plan, the other two could reinvigorate the local construction industry



New sheet metal work at the San Francisco Ferry Terminal goes up in October 2018. The eventual installation of the canopy shown here was completed at one of multiple new ferry portals by members of Brown Sheet Metal from Local 104.

in the near future and the long-term. Order No. 1 protects worker health and safety in an attempt to reduce the risk of COVID-19 transmission in the construction industry. Order No. 2 establishes a federal preference for buying American-made products and services, thereby bolstering local economies such as those of the Bay Area. The third order tackles the climate crisis and sets the stage for more infrastructure and clean energy projects in the long run. This article will focus only on the first two orders, as their outcomes are more immediate.

Order No. 1: "Protecting Worker Health and Safety"

In a nutshell, this order instructs the Occupational Safety and Health Administration (OSHA) to provide new guidelines to employers on how best to protect workers from COVID-19. The order signals Biden's support for workers and could be the first step in calling for more regulatory oversight from OSHA, an agency many say was sidelined under the Trump administration.

But what does that mean for you today?
"As new rules are developed, we all



Sheet Metal Workers Local 104 members on a Bay City Mechanical job break from installing the HVAC and architectural sheet metal on a nine-story affordable housing project in the Mission to stand for a photo in 2019.

need to work harder on following the basic rules relating to workplace safety," said S.F. Building Trades Council President Larry Mazzola Jr. "Workers should wear masks and avoid gathering in groups for lunch. We need to pay attention to the Centers for Disease Control and Prevention and San Francisco County guidelines and take them seriously."

Mazzola is also Business Manager and Financial Secretary-Treasurer at UA Local 38 Plumbers and Pipefitters.

He acknowledged the fact that COVID-19 restrictions can make it more difficult for workers to communicate on the job, but he encouraged everyone to rise to the occasion.

"We realize it's cumbersome and sometimes hard to wear masks on construction jobs, but it just has to be done," he said. "Job sites are loud, and it's hard to communicate when you have a mask on. We have to learn to improvise in a

(continued on page 19)



Stay informed. Stay connected.

Blue Shield of California has been tapped by Governor Newsom to partner on equitable and efficient delivery of Covid-19 vaccines. Getting Californians vaccinated is critical to public health and to our mission as a nonprofit health plan serving the state for 80+ years. We encourage Californians and our Labor and Trust partners to stay informed and connected by visiting covid19.ca.gov.

To learn more about the only nonprofit, California-based Labor and Trust partner with HMO, PPO, Medicare, Rx, Dental, Vision, Life, and Stop-Loss cost saving options for you and the members, visit blueshieldca.com/laborandtrust or contact Tera Brandon Clizbe, vice president, Labor and Trust, or Mark Reynosa, account executive, Labor and Trust.

Snyder Joins Bridge Board

Continued from page 1

the board in 2015.

With a mission of providing “safe and reliable operation, maintenance and enhancement of the Golden Gate Bridge, and to provide transportation services, as resources allow, for customers within the U.S. Highway 101 Golden Gate Corridor,” the board oversees the special district that operates and maintains the Golden Gate Bridge and the Golden Gate Transit and Golden Gate Ferry public transit systems that connect the counties of Marin, Sonoma, San Francisco, and Contra Costa.

Each of the board’s 19 members is appointed by one of six Bay Area counties: San Francisco, Marin, Sonoma, Napa, Mendocino, and Del Norte. Theriault and Hernández represent the City and County of San Francisco. Snyder will represent Sonoma County, whose Board of Supervisors appointed Snyder as one of three Golden Gate Bridge District board members for the county.

“I am very excited to be a voice for workers and bring a working-class perspective to the board,” Snyder said. “It is important that the voices of people who are directly impacted by the decisions made by boards and commissions are heard. I want to encourage other union members to serve on public boards and run for public office.

“It is a great honor to serve on a board that’s in charge of operations at one of the most recognizable architectural landmarks in the state and glob-

ally. Building Trades Union members built the iconic structure and continue to maintain it. It’s an honor to be part of that labor history.”

The board faces challenges over the next year as it deals with a severe decline in bridge-toll revenue due to state-mandated stay-at-home orders in response to the COVID-19 pandemic. Snyder noted that ridership for Golden Gate Transit buses and Golden Gate Ferry service is down 90% from previous years. He said federal stimulus funds targeted for public transit have helped, but more federal support is needed to prevent layoffs.

“That’s one reason it was so impor-

“I am very excited to be a voice for workers and bring a working-class perspective to the board. I want to encourage other union members to serve on public boards and run for public office.”

tant to elect Joe Biden,” Snyder said, referring to the president’s proposed COVID-19 relief plan, which extends and increases funding for public transit. “The political work directly translates to getting federal funding.”

Biden’s plan to more quickly roll out vaccination plans will also help get workers back out on the road and using public transit, Snyder said.

In his role as Government Relations Director for OE3, Snyder organized union members to get out the vote in Nevada for the Biden-Harris ticket, which won that state. Snyder

also worked to drive votes for Labor’s campaign in Georgia to elect Raphael Warnock and Jon Ossoff to the U.S. Senate, thereby flipping the Senate from Republican to Democratic control.

Prior to his current job with OE3, Snyder served as District Representative, Business Representative, and Organizer for the union from 2006 to 2018. He worked as a Dredge and Marine Construction Deckhand from 2003 to 2005. Before joining OE3, Snyder was a member of the Inland Boatman’s Union, working as an Able-Bodied Seaman for the Golden Gate Ferry System and the Blue and Gold Fleet in the San Francisco Bay.

There are roughly 20 bargaining

ing families. Snyder said he first got involved in unions at age 21 while working on a fishing boat in Alaska. The boat crew staged a wildcat strike over extremely unsafe working conditions and an abusive boss, and were stranded.

“The ILWU helped us, and that made a big impression on me,” Snyder said. “Getting into a union transformed my life. Union membership really is a pathway to the middle class — it enabled me to buy a house, provide for my family, and have a secure retirement.”

Snyder also participated in the mass demonstrations at the World Trade Organization’s 1999 meeting in Seattle, where he marched with the ILWU as part of a strong labor, environmental, and social justice coalition opposing the WTO’s austerity measures. He was one of hundreds of protesters tear-gassed during the demonstrations.

“That really opened my eyes to the inequality and informed my life-view that it’s important to have people in power with a working-class perspective, and not just the perspective of bankers and financiers,” Snyder said.

Being appointed to the board is one of the biggest honors of his life, he said. “I hope to serve Sonoma County well.”

Snyder also serves on multiple Sonoma County boards and has been an active delegate for multiple labor and construction trades councils throughout the Bay. He holds a Bachelor of Arts in Political Science from California State University, East Bay, and an Associate’s Degree in Deck Engineering from the Seattle Maritime Academy. **OL**



ButlerViadro, LLP

TRIAL ATTORNEYS

Trusted by injured workers and their union leadership for over 25 years



**Personal Injury
Workers' Compensation
Social Security Disability Cases**

510-287-2400

butlerviadro.com

Everything You Need to Know About the COVID-19 Vaccines

◆ *Forget the Myths, Clear Up the Misinformation, and End the Confusion With the Facts*

By Mark Reynosa, Senior Sales and Account Executive, Labor and Trust, Blue Shield of California.

This guest column was sponsored by Blue Shield of California.

My son is an emergency medical technician in Southern California. In December, he was given a week to decide whether he wanted to receive the COVID-19 vaccine. As part of the Labor and Trust team at Blue Shield of California, I have seen first-hand the effects of the pandemic on health and welfare trust funds and their members.

With my son on the front line, I knew the decision about getting vaccinated was coming, but I didn't anticipate the mixed emotions and questions that I would have until it became real.

Blue Shield of California has been and continues to be committed to supporting and keeping members and essential workers like my son and their families safe through the pandemic. Our president and CEO, Paul Markovich, led California's Testing Task Force; our foundation has donated millions of dollars to statewide communities affected by the coronavirus; and we created a COVID-19 resource center on our website to provide the latest news and updates.

The information below will hopefully address some of your concerns and help you navigate the complex questions related to the COVID-19 vaccine.

7 things to know about the COVID-19 vaccine

Safety: The COVID-19 vaccines now being distributed have received emergency use authorization from the United States Food and Drug Administration. According to the Centers for Disease Control and Prevention, there is clear scientific evidence that the COVID-19 vaccine is safe and effective. Trials involving tens of thou-

Cost: Blue Shield is providing COVID-19 vaccines at no out-of-pocket costs to members, as are most health insurers. Vaccination providers can charge administration fees for giving the shot, but for the most part, these fees are covered by health insurers.

Dosage: Most COVID-19 vaccines developed in the U.S. involve two shots, with a waiting period between them.

There's no way to know how COVID-19 will affect you, even if you're in good health and not in a risk group.

If you get sick, you could spread the disease to others, who could become seriously ill and die.

Please get a vaccine when it becomes available to you.

sands of people were conducted, and the vaccines are now recommended for most adults (though they have not been tested for children, people with severely compromised immune systems, or pregnant women). In these trials, people are closely checked for any health risks. Once the trial results indicate a vaccine is safe and effective, it can be authorized by the FDA.

For example, Pfizer's vaccine doses are given 21 days apart, while Moderna's are 28 days apart. If you skip the second shot, you won't enjoy the full protection of the vaccine. Two-dose vaccines are not uncommon. For instance, the Hepatitis A vaccine requires two doses for children. It is important to get both shots to be fully protected.

Effectiveness: Both the Pfizer and Moderna vaccines — the two approved so far by the FDA — are 95% effective against the virus that causes COVID-19. That number surpasses expectations and levels typically seen with other vaccines.

Monitoring/side effects: Vaccine outcomes are regularly monitored by public health agencies. The CDC and FDA are closely monitoring side effects and adverse outcomes on an ongoing basis. Side effects are normal with most vaccines, including those for COVID-19. Early reports show some people experience fatigue, fever, chills, head and muscle aches, and redness or pain at the injection site. These symptoms are signs that the body is building immunity, and they don't last long.

Timing: California began distributing vaccinations in late December. The goal is for everyone to have access to the COVID-19 vaccine as soon as large quantities are available, but the vaccine supply will be limited at first.

Priority: According to the California Department of Public Health, vaccines will be initially provided to healthcare workers at risk of exposure through their work in any role in direct healthcare or long-term care settings (such as skilled nursing and assisted living facilities), as well as long-term care residents in skilled nursing, assisted living, and similar facilities. Decisions are regularly being made about the priority order, so it's important to stay informed as the situation develops.

Busting 7 COVID-19 vaccine myths with scientific facts

With COVID-19 vaccinations under way, it is important for labor and management to continue to work together by promoting facts about the vaccines. Separating science from fiction is an important tool in the fight against the virus and returning to normal. Here are the facts behind some common myths.

Myth 1: COVID-19 vaccines can give me COVID-19.

Facts: None of the COVID-19 vaccines currently in development can cause COVID-19, and neither can Pfizer's or Moderna's vaccines. The goal for each vaccine is to teach our immune systems how to fight the virus that causes COVID-19. Sometimes this process can cause symptoms such as fever, but these symptoms are normal with many vaccines. You can learn more about how COVID-19 vaccines work online at [CDC.gov](https://www.cdc.gov).

Myth 2: I've already been sick with COVID-19, so I won't get any benefit from the vaccine.

Facts: Experts don't yet know how long someone is protected from getting sick again after recovering from COVID-19. This virus poses severe health risks, and re-infection is possible. This means people may be advised to get a vaccine even if they've been sick with COVID-19 before. The immunity someone gains from having an infection — what's called natural immunity — varies from person to person. Some early evidence suggests that natural immunity from COVID-19 might not last long.

Myth 3: I'm young and healthy, so I won't need the vaccine when it's available to me.

Facts: Many people with COVID-19 experience mild illness. However, others may get very sick or even die. COVID-19 vaccination helps protect you without having to get the disease and find out which group you're in. There is no way to know how COVID-19 will affect you, even if you're not in a high-risk group. Also, if you get sick, you could spread the disease to friends, family, and others around you. Some of these people might be in a high-risk group.

Myth 4: COVID-19 vaccines will cause positive results on COVID-19 diagnostic tests.

Facts: The emergency use authorization vaccines and other vaccines currently in clinical trials in the U. S. won't cause you to test positive on diagnostic tests, which check to see if you have a current infection. The goal of vaccination is for your body to develop an immune response. That means you might test positive on some antibody tests. Those

THE ARNS LAW FIRM

HAS DEVELOPED A NATIONAL REPUTATION FOR THEIR VERDICTS AND SETTLEMENTS

REPRESENTING INJURED WORKERS & CONSUMER CLASS ACTIONS

THE ARNS LAW FIRM

A PROFESSIONAL CORPORATION

RECENT VERDICTS AND SETTLEMENTS*

\$21 MILLION VERDICT FOR IRONWORKER

\$19 MILLION SETTLEMENT FOR BRAIN INJURY

\$16 MILLION VERDICT FOR IRONWORKER

\$11 MILLION SETTLEMENT FOR CPR FAILURE

\$10.5 MILLION VERDICT FOR DEATH OF TEAMSTER

\$10.5 MILLION SETTLEMENT FOR BANKING CLASS ACTION

\$10 MILLION VERDICT FOR IRONWORKER

\$8 MILLION SETTLEMENT FOR WAGE & HOUR CLASS ACTION

\$7.5 MILLION VERDICT FOR UNION WORKER

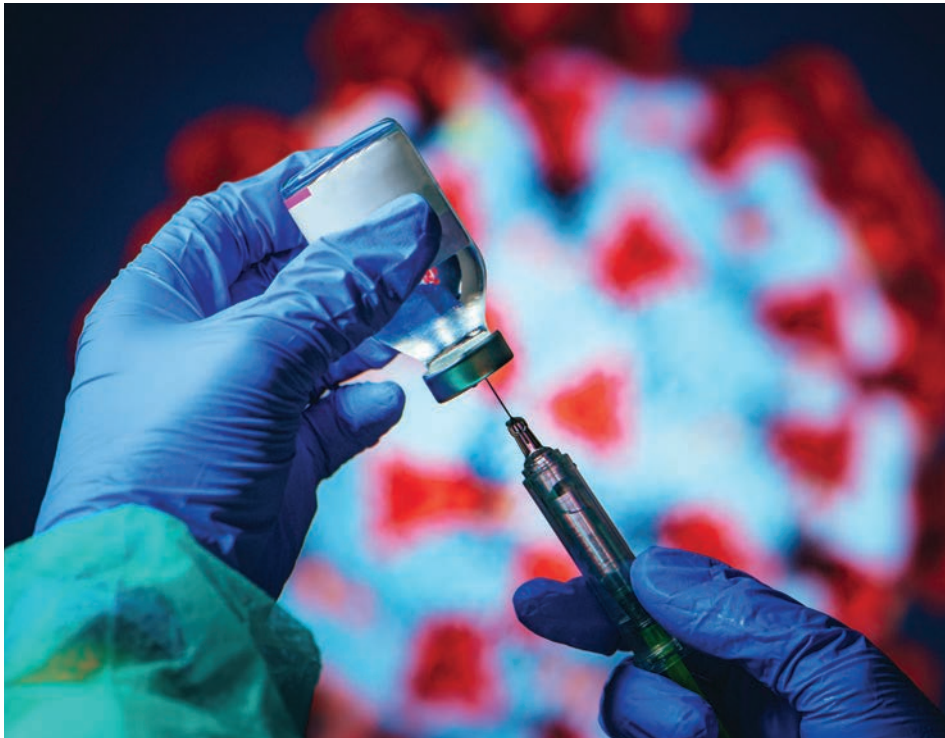
Se habla español

800-495-7800 • www.ARNSLAW.com

515 FOLSOM ST, 3RD FLOOR, SAN FRANCISCO, CA 94105

- THE ARNS LAW FIRM -

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



tests indicate that you had a previous infection and that you might have some level of protection against the virus. Experts are currently looking at how COVID-19 vaccination can affect antibody testing results.

Myth 5: Getting the COVID-19 vaccine means I won't need to wear masks anymore.

Facts: Experts still need to learn more about the protection that COVID-19 vaccines provide under real-life conditions, per California's COVID-19 website. This means you should continue to

use all the tools available to help stop this pandemic: wearing a mask, physically distancing, and washing hands often. Keep in mind that vaccines need time to provide protection. It typically takes a few weeks for the body to build immunity after any vaccination, meaning it's possible that a person could be infected with the virus that causes COVID-19 just before or just after vaccination.

Myth 6: MRNA COVID-19 vaccines will alter my DNA.

Facts: Some COVID-19 vaccines use mRNA (messenger ribonucleic acid),

including the Pfizer and Moderna vaccines. COVID-19 vaccines that use mRNA work with the body's natural defenses to safely develop immunity. MRNA cannot alter or change people's genetic makeup, which is contained in their DNA, because the mRNA from a COVID-19 vaccine never enters the nucleus of the cell, where our DNA is kept. Simply put: The mRNA does not affect or interact with our DNA in any way. You can learn more about how mRNA vaccines work online at [CDC.gov](https://www.cdc.gov).

Myth 7: I can pay to get on a wait list for early access to the vaccine.

Facts: There are no lists that allow you to access the vaccine ahead of schedule. There are a number of scams circulating that offer to add your name to an early-access list in exchange for payment. Do not give your personal or financial information if someone calls, texts, or emails you promising access to the vaccine for a fee.

Bringing the pandemic to a halt

"Distributing the vaccines quickly and equitably to 40 million Californians will take tremendous coordination from state and local governments, with the help of health plans like Blue Shield of California," said Brent Beasley, Business Manager of United Union of Roofers Waterproofers and Allied Workers Local 220.

I'm grateful that my work at Blue Shield of California puts me in a position to help get vaccines to Brent, his members, and many other hard-working people. That includes my son, who will be among the first to receive it when availability increases.

Along with our provider and pharmacy partners, Blue Shield is ready to help end this pandemic. **OL**

Mark Reynosa has over 20 years of experience in the union construction industry and served as a trustee on multiple health and welfare trust funds. Blue Shield of California is the only California nonprofit partner that offers HMO, PPO, Medicare, Rx, dental, vision, life, and stop-loss insurance for you and for all of its members. For more information, please visit [BlueShieldCA.com/coronavirus](https://www.BlueShieldCA.com/coronavirus).

Most COVID-19 vaccines developed in the U.S. involve two shots, with a waiting period between them. Patience is a virtue!




UNITED BUSINESS BANK

United Business Bank understands the needs of our Labor and Business Communities. We have the expertise to show you how to protect, save and borrow money.

Speak to an expert today!



Terry Curley
Executive Vice President
Director of Labor Service Division
500 Ygnacio Valley Road • Suite 200
Walnut Creek, CA 94596
tcurley@ubb-us.com
510.567.6966



Peter Legakis
Vice President
Labor Relations
2 Harrison Street • Suite 158
San Francisco, CA 94105
plegakis@ubb-us.com
510.754.4771







Please visit our website at:
www.unitedbusinessbank.com

Member
FDIC



JERRY NEIL PAUL

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

Have you or a loved one
been diagnosed with the cancer
MESOTHELIOMA?

You may be entitled to
COMPENSATION
NO FEES, NO COSTS
until we collect monies due you and your family

FREE CONSULTATION AT YOUR HOME
PLUS CASE EVALUATION

35 years of getting justice,
verdicts & settlements for the
California Union Building Trades.

JERRY NEIL PAUL, ATTORNEY JNP@THEPAULLAWFIRM.COM
1.855.88LEGAL | 1.855.885.3425 | [THEPAULLAWFIRM.COM](https://www.THEPAULLAWFIRM.COM)



Los Angeles area:
3011 Townsgate Road, Suite 450
Westlake Village, CA 91361

San Francisco:
101 California St., Suite 2710
San Francisco, CA 94111

Council's Early History
Continued from page 1

According to labor historian Lucile Eaves, “There are evidences of such early trade-union activity in San Francisco that one is tempted to believe that the craftsmen met each other on the way to California and agreed to unite.” The boom-and-bust economic cycles of the latter half of the 1800s meant that few unions survived and multiple attempts to establish a building trades council were short-lived.

A new era dawned when the San Francisco Building and Construction Trades Council was formed in 1896. Painter Robert McIvor was the Council’s leader for its first two years, but his successor, P.H. McCarthy, is a key reason San Francisco came to be known as a union-bossed town. Under his strong leadership — some called him iron-fisted — McCarthy brought together the often quarrelsome and competitive building trades unions into a highly effective bargaining instrument.

The Council brought order by prohibiting strikes that affected more than one craft without the Council’s consent and by outlawing jurisdictional strikes, and McCarthy skillfully navigated politics not only within the labor movement but also in the halls of government. He aligned the Council with powerful politicians and won a seat at the table for labor in key undertakings such as the new city charter, which included the provision for an eight-hour day and good wages for city workers and those working under city contracts, as well as the establishment of a civil-service form of employment to end a corrupt patronage system that controlled government jobs.

The key component to the Council’s success was building membership and solidarity across the trades. The carpenters led the way by issuing its members working cards required to secure a job, enabling them to establish a closed shop and eight-hour day. The painters sought a similar closed shop but took it a step further by working with the Council to establish a single working card for all of the trades on a jobsite, thereby greatly expanding the power of the Council and its member unions.

By 1900, the Council had secured a closed shop on all major building sites in San Francisco.

The Council’s first big challenge emerged in the planing mills, where workers made wooden doors and other fixtures that were essential to construction. The mill owners, who faced competition from low-paying non-union mills outside the Bay Area, refused to comply with the eight-hour day, and they organized to fight the workers’ demands by pre-emptively locking them out and effectively shutting down the city’s building projects in order to force them back to bargaining table.

The Council recognized the threat to the hard-won closed shop and came up with an extraordinary solution to get union-made fixtures back in production and to get construction back up-and-running: It built a union-owned planing mill. The Progressive Planing Mill No. 1 became the second largest in the city and scuttled the mill owners’ efforts to control bargaining by controlling the materials needed for construction.

A provision in the agreement stated the Council and its affiliated organizations would not handle material coming from any mill that did not adhere to the eight-hour day and employ unionized workers. So, not only were the workers all unionized, but the materials used in construction were exclusively union-made. The Council’s victory was good not just for the workers but also for the city’s mill owners because the provision protected them from outside competition.

This form of labor peace through mutual benefit was essential to the Council’s growth and power. Within five years, the Council had 32 member-unions, with a total of 15,000 members. From 1901 to 1905, the building trades conducted only 11 strikes, win-



An article on the Council from the San Francisco Chronicle, Feb. 11, 1917.

ning all but one. Meanwhile, the San Francisco Labor Council member-unions undertook 300 strikes in that same time period and won less than a third.

The Building Trades Council’s next great challenge came with the 1906 earthquake — the unexpected calamity devastated the city and threatened to destroy its unions, as the 1871 fire did in Chicago. Nearly three-quarters of the Council’s members lost their homes and work tools to the quake, and rents skyrocketed by 350%.

In order to help the city rebuild quickly, the Council immediately imposed a wage freeze and suspended trade rules for relief work. As workers streamed into the city to participate in reconstruction, they were brought into the union fold. Membership in the building trades unions increased 45% from pre-quake numbers. Within a year, \$60 million in new construction was underway, and \$75 million in aid was provided to feed and house the homeless. San Francisco building workers’ wages also ranked highest in the country.

San Francisco was the only city to have a labor party that won elections and maintained real power for a significant period of time. The Union Labor Party (ULP) saw candidates elected in both mayoral and supervisor positions and led the city for most of the first decade of the 20th century. After the quake, reformists, aligned with the ruling elites, targeted ULP Mayor Eugene Schmitz and his administration in a graft investigation that seriously undermined the party. (Unsurprisingly, the business leaders who offered the bribes were never prosecuted.) Building Trades Council leaders saw this campaign as a way for business leaders to achieve through the courts what they could not at the ballot box. In 1909, Council head P.H. McCarthy ran on a reform platform on the ULP ticket and was elected mayor, leading San Francisco until 1911.

Historian Michael Kazin observes that in the first two decades of the 20th century, San Francisco workers built the strongest labor movement that existed in any American city. The building trades were central to that power, and they remain so today. **OL**

A note from the writer:

Visit library.sfsu.edu/larc to learn more about the Labor Archives and local labor history online. The archives, with funding from the Building Trades Council, have digitized back issues of Organized Labor from 1900 through 1988 and made them available in the California Digital Newspaper Collection at cdnc.ucr.edu.

Much of the information in this article can be found in Michael Kazin’s book “Barons of Labor: The San Francisco Building Trades and Union Power in the Progressive Era.”

Looking Back on 125 Years of the Council

In my years, the Council has assisted in and provided countless man-hours and project labor agreements for our members. Jobs such as the Giants Stadium, Mission Bay, the Chase Center for the Warriors, and many others have all been completed under Council-negotiated PLAs. This Council has stood up with the community for justice for all workers and fought for racial and gender equality. Without the Council, we wouldn’t have the influence we do within City Hall and throughout the San Francisco community.

I’m excited to see where Rudy Gonzalez is going to take us. I think he’s a really bright guy with a lot of energy, and I’m looking forward to the future under his leadership.

—Stanley M. Smith
Business Manager, Sprinkler Fitters Local 483
Sprinkler Fitters Union Member Since 1979

As Secretary-Treasurer of the Council from 2005 to 2018, I knew its history and the opportunity and obligation that came from it: Opportunity, in that the worker strength that both created and resulted from this history could be used to advance the cause of working men and women here and elsewhere; and obligation, in that workers had died, been imprisoned, and risked the livelihoods of their families to assure that the Council and its affiliated unions could advance that cause.

The Council is an imperfect, human institution that, after 125 years, continues an essential struggle against an often-inhumane system.

—Michael Theriault
Former Executive Secretary-Treasurer of the Council
Ironworkers Union Member Since 1985

From the fight to obtain the closed shop in the first half of the 20th century to the groundbreaking project labor agreements we’ve been negotiating in the 21st century, 125 years of rich history has been recorded in these pages by many leaders of this Council.

On the civil rights front, there was a long trajectory during which many of our predecessors fought hard to keep Chinese, Korean, and Japanese workers out of our unions — and even out of the country. Today, instead of headlines praising the Chinese Exclusion Act, we see articles supporting the campaigns for immigrant rights, Black Lives Matter, and other movements. Our endorsements for elected office began changing 40 years ago, when the Council endorsed Harvey Milk as the first openly gay legislator of any major city. Our apprenticeship programs today reflect the progress we are fighting to achieve. Walk into any apprenticeship class and one will see women, Asians, African-Americans, Latinx, and LGBTQ people working and studying to attain Journeyman status in their trade.

To paraphrase Rev. Martin Luther King Jr., The arc of justice is long, but bends.

—Tim Paulson
Former Executive Secretary-Treasurer of the Council
Bricklayers, Tilersetters and Allied Craftworkers
Union Member Since 1981



The CWA — otherwise known as a Project Labor Agreement, or PLA — lays out a partnership among all parties, including any subcontractors, to set wages, resolve disputes, and address grievances in a manner that honors all collective bargaining agreements, in order to avoid strikes, work stoppages and lockouts for the duration of the 10-year project. By doing so, the CWA ensures that Parnassus Heights jobs will not only pay the best wages, but also will be a steady and reliable source of income for San Francisco workers and their families.

The agreement also contains special provisions that provide opportunities for apprentices in the trades and military veterans to be well-represented in the 1,000 projected jobs created by the Parnassus Heights project over its 10-year timeline, from start to finish.

“CWAs are a transparent, proven, and time-tested way to attract and retain the most skilled workers for complex construction projects,” Gonzalez said. “Studies have shown that when workers are paid a living wage, they inject those dollars directly back into the local economy.”

San Francisco native Russell Au Yeung, a first-generation Chinese American and resident of the City’s Sunset District, is a journeyman electrician who applauds the CWA. He sees the agreement as a crucial first step toward steady, good-paying jobs for local union workers that will also ultimately benefit his neighborhood and the city at large.

“Not only does this agreement create a new state-of-the-art medical facility for San Francisco families, but it is also creating good jobs for the community,” said Yeung, who serves as president of International Brotherhood of Electrical Workers Local 6.

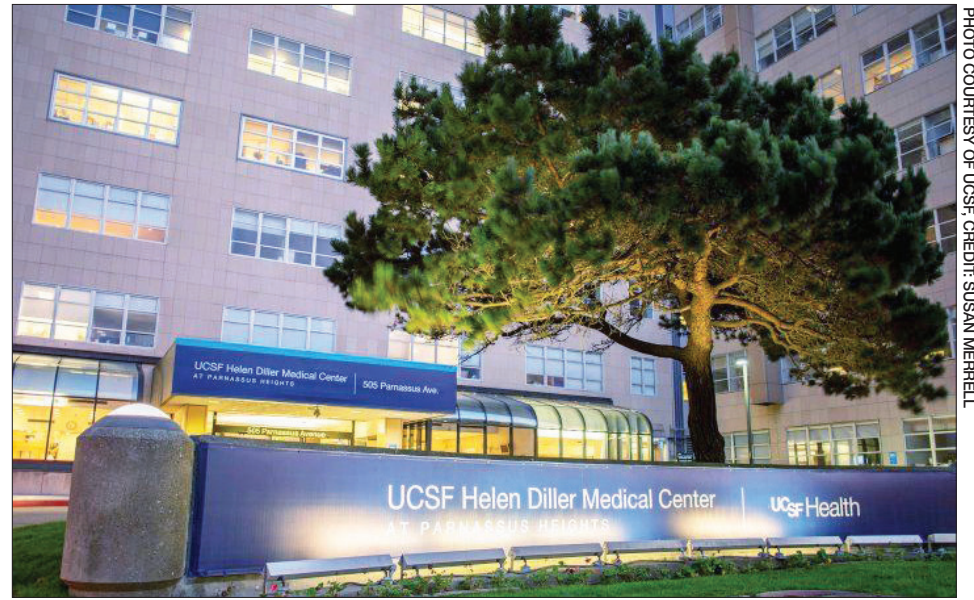
UCSF Chancellor Sam Hawgood, MBBS, hailed the new agreement as a “win-win” for UCSF and the local labor force. “This unique CWA was carefully crafted through months of collaboration between UCSF, the Trades Council, and HBW, and it offers a strong contribution to San Francisco’s economic recovery at a particularly urgent time,” Hawgood said. “The past year has revealed the vulnerability of the region’s hospital capacity. By employing our region’s most skilled workers, we can together focus on building the critical health care infrastructure San Francisco needs today.”

David Thomack, executive member for Herrero Boldt Webcor and group president for The Boldt Company, said, “The Herrero Boldt Webcor team is excited to be partnering with BCTC, UCSF, Bay Area trade contractors and the exceptional men and women of the local trade unions. Through demonstrated collaboration and innovation, this landmark healthcare construction project will create an extraordinary work experience for our frontline workers.”

The hospital at UCSF Helen Diller Medical Center at Parnassus Heights provides unique complex care in areas such as neurology and organ transplant that other area hospitals cannot provide, and operates one of only two Emergency Departments left serving

“Not only does this agreement create a new state-of-the-art medical facility for San Francisco families, but it is also creating good jobs for the community.”

—Russell Au Yeung, President, IBEW 6



The new hospital will transform UCSF’s Helen Diller Medical Center at Parnassus Heights, allowing it to deliver cutting-edge medical care to a greater capacity of patients.



Herzog & de Meuronto, the architects chosen to design the new hospital, worked on the Rehab Basel Center for Spinal Cord and Brain Injuries in Switzerland, seen here. The same idea of connected indoor and outdoor spaces can be expected for the UCSF project.

San Francisco’s West Side. To ensure that the University, one of the world’s top-ranked academic medical centers, can continue serving the neighborhood and the sickest patients referred to UCSF from across the region, UCSF has planned a new hospital with modern facilities that will increase the Medical Center’s inpatient capacity and expand the Emergency Department to better serve the community and region.

UCSF has commissioned the architectural team of HDR and Herzog & de Meuron — the latter designed the de Young Museum in San Francisco’s Golden Gate Park — to design a new hospital that will seamlessly integrate with the surrounding Mount Sutro Open Space Reserve to promote an atmosphere of healing, in a construction process led by HBW. Construction of the new hospital will begin in 2023. **OL**

Notable Words From Notable People on the UCSF Parnassus Project

“This is a momentous agreement, and it took a lot of work from a lot of people. ... The pandemic has put us through a lot this year. It’s been tough on our city, our residents, our kids, and our workers, but it’s shown us a lot about what we need to do to move forward. It’s shown us that not only do we need a strong, resilient healthcare system in place to care for our residents, but that these long-term projects, good-paying jobs, and affordable housing are essential to keeping our economy strong. This project will benefit San Francisco and our residents for years to come.”

—London Breed
Mayor, City of San Francisco



“UCSF’s Parnassus Heights project will provide 1,000 good union jobs for skilled, top-quality construction of the new hospital. San Francisco Building and Construction Trades are proud to build this new cutting-edge hospital for our community. ... We are most proud of the mentoring opportunities it will provide to train the next generation of construction craftsmen and -women who will be able to make a living wage that will allow them to continue living in this great city of ours.”

—Larry Mazzola
President, S.F. Building Trades Council



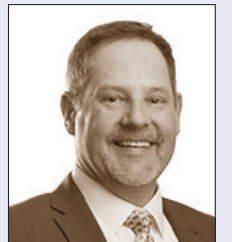
“Over the course of my life, I’ve had many jobs — from paper boy to Army G.I. — and over the last 25 to 30 years, it’s been in construction. So, my working life is now spent on a ladder, working with my hands building and distributing electrical power throughout the city that I love. Electricians: We bring the power. ... This project, the Big Build, is that new hospital. This is yet another opportunity to bring possibilities to people from my community, and I want to do all that I can to help move this project forward.”

—Ron Lewis
Vice President, IBEW 6



“This project guarantees that all on-site labor will be good-paying union jobs with great benefits packages and that the work will be done with a highly skilled workforce that’s really focused on safety and quality. ... What projects and agreements like these do is provide a path — or runway — for San Francisco residents to not only enter into our exciting environment through the trades, but also to build capacity for future development in the city. We’ll work together to achieve our goals for hiring San Francisco residents, keeping jobs in the city, and partnering with our collective trade unions, our local pre-apprenticeship programs, and other local agencies to generate and rejuvenate some much-needed interest and opportunities for rewarding careers in the trades.”

—David Thomack
Group President, Herrero Boldt Webcor



CARPENTERS LOCAL 22



2085 Third Street
San Francisco, CA 94107
(415) 355-1322
Fax (415) 355-1422
Website www.local22.org

Executive Board

Andrew McCarron – President
Patricio Cubas – Vice President
Andrew Devine – Recording Secretary
Sean McGarry – Conductor
Juan Roman – Treasurer

Patrick Mulligan – Financial Secretary
Gerrit Veneman – Warden
Bill Bergerson – Trustee
David Cortez – Trustee
Otto Gaytan – Trustee

GENERAL MEMBERSHIP MEETING NOTICE:

Due to ongoing changes in the Public Health Orders please refer to www.local22.org for possible meeting cancellations.

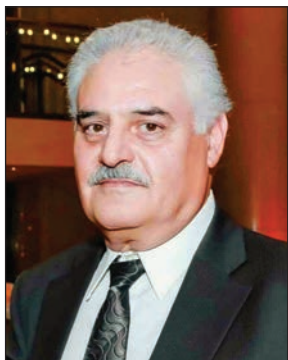
MARCH 2, 2021 AT 7:00 P.M.
450 Harrison Street, San Francisco
(located between 1st & Fremont St.)

Parking is available on the street and behind the building.

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

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

We regret the loss of the following members



Edward Karoukian, 71, passed away on November 30, 2020, with 42+ years of membership. He was a native of Hamedan, Iran. After graduating from high school, he joined the army and served for two years. Thereafter, Edward moved to Tehran, where he obtained a degree in the electronics field. He went on to work as the head of the purchasing department at the Department of Agriculture. In 1975, he moved to San Francisco, where he worked in construction during the day and studied at City College at night. He worked for various commercial companies and retired in 2006 as a foreman for Design Workshop. After retire-



Edward Karoukian's handmade guitar and music stand and stagecoach.

ment, he began taking jewelry-making classes. He had a tremendous amount of talent when it came to making different objects out of wood, gold, copper, and other metals by carving, creating, and designing artifacts. He is survived by his wife Helen, daughter Mary, son Joseph and son-in-law Omar, who is also a member of Local 22. Edward resided in San Francisco.



Steve A. Silvestrini Jr., 74, passed away on January 13, 2021, with 53+ years of membership. He is survived by his wife Heidi, daughter Denise Hitzman (Charles), son Steve Silvestrini Jr., grandchildren Sofia and Tyler, and his sister Elaine Gardetto. He is predeceased by his mother Evina and father Stefano, who was also a member of Local 22. Among his many accomplishments, Steve, also known as "Grumpy" among his Cahill Construction coworkers, was in charge of all the layouts in preparing for the Pope's visit to Candlestick Park in 1987. Upon retiring, he moved from San Mateo to Paso Robles.

Louis "Loui" Stalcar, 68, passed away on January 17, 2021, with 46 1/2 years of membership. He is survived by his wife Maria, daughter Suzy (Andre), son Tommy (Brittany), brother Stane (Maria), grandchildren Zoey and Mila, nephew Denny and nieces Irena and Nancy. He is predeceased by his sister Martina. He was a native of Semic, Slovenia, and was the owner of Stalcar and Son. He resided in Millbrae.



Bob Short, Bill Short, Bill Short Jr., and Bryan Short

Bryan Short, 55, passed away on January 20, 2021, with 32 years of membership. He is survived by his wife Debra, father Bill, brother Kevin and Uncle Bob, all of whom are members of Local 22. He is also survived by his nephew Gannon, nieces Samantha and Julianne, and cousins Suzanne, Cindy and Alicia. He was a third-generation member of the local, with his late grandfather Bill having also been a member. He resided in Vacaville.

Retired Members

Zhuo Y. Guan
Craig D. Hellon
Robert E. Rycerski
Bing J. Wong

Here's the Deal By Kenny Lukas

Five people were killed at the Trump-incited riot, which we witnessed on January 6. That includes Officer Brian Sicknick, whose job it was to protect the Capitol Building and the Congressional offices and staff along with the Senators and their staff. This riot was incited by ex-President Donald Trump, who was trying to impede President

Biden from moving in, very much like a 3-year-old brat refusing to allow other children to play with his toys. The riot that ensued was more like what happens in a third-world banana republic than our own nation.

It is my belief that the culprits who instigated this riot need to go back to school and learn about how our government works and why it has survived since 1789 with few incidents (except for the civil war). I'm sure that Vlad Putin was elated to see this happen to our nation, "The shining city on the hill".

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 emailing info@local22.org or giving us a call.



Louis Stalcar, pictured with his family.

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, Lenny Paredes

Organizers – Dave Tafoya & Ryan Ruf

FROM THE DESK OF GARY PEIFER

For the Good of the Union

My late father once advised me that “God deals the hand; it’s how you play the cards that counts.” Those words have echoed throughout my lifetime, but most often as your Union representative. When I took the oath of a BAC 3 officer, I solemnly pledged my dedication to faithfully discharge the duties of my office and to support the constitution and bylaws of the International Union and Local 3 California while enforcing the laws thereof without prejudice or partiality.

Brothers and Sisters, for the past 24 and a half years, it has been my honor and privilege to promote, develop, and establish the following objectives and principals, to the best of my ability:

- The organization of all persons engaged in work within our jurisdiction for their mutual benefit, aid, and protection
- The establishment of wages, hours, and other working conditions for all such workers
- Programs to meet the costs of health care, retirement, unemployment, and similar needs of all such workers and their families
- The health, welfare, and safety of all such workers and their families
- Programs to increase employment opportunities for such workers
- Secure recognition by employers and the public of the right to engage in collective bargaining
- Apprenticeship programs, training

programs, and other means by which to advance skills, efficiency, and working knowledge of members

- Industrial peace and harmonious relations between employees and employers
- Harmonious relations with community and other organizations in the labor movement
- Programs that advance the social utility and efficiencies of the industries employing members
- A better understanding by government of the labor movement
- Legislative activity to develop the physical, economic, and social welfare of members and their families
- Interests of this local and its members by such means as registration, voting, political education, and citizenship activities involving the members and their families
- Educational and research activity, as may be appropriate
- Legal activities appropriate for the defense and advancement of the interests of this local and its members
- Trade jurisdiction of this Local and the International Union
- Observance and enforcement of this Local’s collective bargaining agreements
- Actions that may tend to protect and promote the welfare and interests of this local and its members

If the “to-do list” above seems long and arduous, that’s because the mission

statement of our Union has grown to survive the attacks waged on labor for the last 125 years. The right to representation of workers by your officers and field representatives remains under constant attack by those who openly seek to deny workers the right to fair wages and safe working conditions. It is only through your continued support and action that our Union has remained empowered to achieve the goals set forth in our constitution.

As a field representative and an officer, I have been afforded the opportunity to wear many hats. With your encouragement, I attained the experience and knowledge necessary to benefit the membership as a trustee. This remains one of the most gratifying experiences, in that I am now able to amend the structure of Pension, Health & Welfare and Apprenticeship Training trusts to better serve the needs of the membership.

Despite my retirement as a field representative, I will remain vigilant and committed to the objectives listed above and fraternally ask that all of you do the same. I am eternally grateful and optimistic because of the endless support shown by this membership in achieving what we have done together. My life has been well-lived as it evolved around and encompassed the masonry trade and our Union. As I recently confessed to a member, “I have no regrets. I would do it again in a heartbeat. I just wouldn’t want to do it without having

known each of you.”

Be safe, be well, and be proud of each other and our Union, for they are truly one in the same.

*Your Brother Always,
Gary*

SERVICE AWARDS (FEB. 2021)

25-year: Aurelio Balistreri,
Salvatore Balistreri

40-year: Robert Ameil Jr.,
Dana Penny

50-year: Joseph Sylvester Jr
Congratulations on your many years of service.

IN MEMORIAM

We are sorry to announce the passing of our Brothers:

Allen “Skip” Gainer	BL	1/01/2021
	12-CA	27 yr. mbr.
Lee Matchett	BL/MM	1/14/2021
	07-CA	43 yr. mbr.
Robert Nunez	TL	1/20/2021
	01-CA	65 yr. mbr.
Richard Amble	BL	1/26/2021
	09-CA	35 yr. mbr.

Find us on Facebook by searching **BAC Local 3 CA** and on Twitter at twitter.com/baclocal3ca.

2021 Chapter Meetings

March 2021							April 2021						
SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	

Tues., March 2, 6 p.m., Monterey – 1945 Natividad Road, Salinas (The Pizza Factory)
Wed., March 3, 5:30 p.m., San Jose – 14940 Camden Ave., San Jose (Round Table)
Thurs., March 4, 6:30 p.m., Sacramento – 7465 Rush River Dr., Sac (Mountain Mike’s)
Tues., March 9, 5 p.m., San Francisco – 2227 Gellert Blvd., So. San Francisco (Round Table)
Thurs., March 11, 5:00 p.m., Oakland – 1720 Marina Blvd., San Leandro (SMW Local 104)
Thurs., March 18, 6 p.m., Manteca – Mountain Mikes 1120 North Main St.
Third Tues., Even Months, 6 p.m., Fresno – 324 E. Shaw (Ramada Inn)
Meetings will be conducted via Zoom until social gatherings are approved.

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: Dan Torres, Dylan Boldt, John Medina
Organizer: Jeff Dixon

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

Recently, you should have received correspondence from Local 483 announcing that we will be holding nominations at our February Membership Meeting (via Zoom) for delegates to the UA Convention, to be held in August 2021.

Due to the pandemic, we will hold

voting in a different manner this year. We’ll be set up to have you drive into our parking lot and receive a ballot, which you will then mark and drop into a box without ever having to get out of your vehicle. Voting will take place on **Saturday, March 20, 2021, 7 a.m. until noon.**

Effective March 1, 2021, the Office of the State Fire Marshal (OSFM) State Certification renewal period will open up. The renewal period is open until May 1, 2021. I am hoping that the process will be a little easier this year, as you should be able to pay your renewal fee on the Govmotus website with your debit or credit card. The fee is \$150 for every member, apprentices and journeymen alike. If you need any assistance in processing the application for renewal when the time comes, feel free to contact Janine Teafatiller at 510-785-0658 or email her at janine@sprinklerfitters483.org.

The Training Department continues to hold classes for our journey-level members in order to obtain the required Continuing Education Units for the OSFM. We are currently being told by the OSFM that the date to provide

proof of the required units has been pushed back to the 2022 renewal period.

Work remains on the slow side at the moment, and we currently have about 5% unemployment. While the hours for 2020 came in strong, at nearly 1.4 million for the year, we have seen a slowdown. We are all hopeful that the pandemic will be under control soon and that companies will feel comfortable enough to restart the projects they have on the books.

We wish to extend our condolences to the family and friends of Life Member Jerrel Cole, who passed away in early February.

Be sure to catch the latest Local 483 podcasts in the Members section of our website. Visit www.sprinklerfitters483.org/MembersOnly.

Work Safe, Keep the Faith



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
Cancelled Until Further Notice

Unit Five, Muni Railway Shop
Cancelled Until Further Notice

Executive Board
*Tuesday March 9, 2021
4:30 p.m.*

General Membership
Cancelled Until Further Notice

Unit Six, Sound & Communications
Cancelled Until Further Notice

Retired Members-Senior Sixes
Cancelled Until Further Notice

Executive Board
*Wednesday March 24, 2021
4:30 p.m.*

We extend our sympathy to the family and friends of **Chris Nurss**, Sound & Communications Installer, who passed away on December 22, 2020; and to the family and friends of **Robert R. Rodriguez**, Marine Journeyman, who passed away on December 5, 2020; and to the family and friends of **John Plut**, Shop Journeyman, who passed away on December 29, 2020.

Best wishes to our recently retired members:

David Alley
Mary M. Cordes-Hutchings
Rita R. Feld
Donald S. Fields
Thomas P. Handlin
Eric R. Hansen

Business Manager's Report

COVID, COVID, COVID

For the last year we have discussed little else, excepting the presidential election, as much as COVID. The election has come and gone, and, despite the theories it would disappear on November 4, the virus remains a major factor in our day-to-day lives.

Vaccinations are rolling out, albeit with limited supply, and California has delivered at least one shot to over 3.5 million residents as of February 7. The delivery rate has steadily increased, and as more vaccines are distributed, that

number should continue to go up. Many discussions are occurring online about the success and failure of the delivery process, most of which are hardly based upon fact. California leads in doses delivered and is in line with all of the other large, populated states in its delivery percentage.

This is a mobilization unlike any we have seen since the polio vaccinations of the 1950s. The process is improving, and delivery shortfalls are being addressed, but that is cold comfort to all of us who long for a return to normal. Politics is also rearing its ugly head, as opportunists seize upon the situation and use it as a soapbox for their personal advancement. This only hinders delivery and leaves the average citizen wondering where we are in the process.

As to when you, the member, are going to be in line for a shot: I cannot say at this time. Too many variables are in flux. Re-supply chains are stressed, and the CDC and state of California are reassessing how to tweak the rollout and provide heightened success. Between the time this article is being written and lands in your mailbox, it will undoubtedly be a somewhat different plan.

We have been pushing the City of San Francisco to provide our frontline public-sector members — those who are actively engaged with the public on a daily basis — with the vaccine. Their roles in industry, public safety, and transportation are critical to keeping the city running. Those public sector employees working remotely, not that we represent many who can work remotely, will likely be after that.

We have been pushing for the private sector as well, focusing on the risk involved with tradespeople working together, often in close quarters. We're not alone in making these demands but will continue to advocate on your behalf as both a public health issue and as an economic issue related to the increased cost related to COVID protocols in the construction industry.

Please remember to wear a mask and to socially distance as much as practicably possible, even after you have received the vaccine. The best way to ensure we get out of this pandemic is to collectively follow the guidelines and remain vigilant.

Work Slowing

The Local Union, along with its Building Trades allies, continues to negotiate future work opportunities for projects like the proposed new UCSF hospital up on Parnassus and a large project on Piers 30-32. But the effects

of the ongoing pandemic are undeniable, as seen by the drop in work hours. There's a lot of work in the hopper, and we believe this slowdown does not represent a full-scale retraction in the market. Work continues to start, but the high-rise tenant improvement sector is showing strain, as is the market rate housing sector.

The added cost of COVID construction safety protocols is partly to blame for delaying some new projects. Delays related to plan review and permitting are exacerbating this problem. The Local Union is engaged on these issues and pushing to get jobs, both big and small, through the process. Our collective vigilance on COVID safety will help move these projects along and go a long way to making the work "pencil" for the project sponsors.

We are the Power Professionals, and the power is in our hands to help keep construction moving by making every effort to work COVID-SAFE and keep our jobs open.

Emergency H&W Coverage

For our Inside Members, we have been providing emergency extended health care coverage for those impacted by the pandemic and have lost health coverage as a result. This emergency coverage has been extended through March 31, 2021. A notice containing all of the details should have landed in your mailboxes in the first week of February. If you do not recall seeing it, please make sure your address is current with EISB.

Of course, if you have not informed the Hall of your current address, then you won't be reading this article and

probably won't get the EISB notice in the mail. Please make sure your contact information is current at the Hall, as is required by the Local Union by-laws.

What Is An EAP?

EAP stands for Employee Assistance Program and is part of the health benefits we have as members. The EAP is a confidential program that helps members and their eligible dependents to address a wide range of issues, from alcohol/substance abuse to mental health. These issues can have a marked impact on our lives and the lives of our loved ones.

As we approach a year into the pandemic, many among us are feeling the cumulative effects of this public health crisis. Our children have been out of school for over a year, sports have been cancelled, and the uncertain future is weighing on them. For us adults, while we have continued in the workplace, it is far different than last February before the shutdown. This can lead to substance abuse, alcohol abuse, or just increased discord at home.

Your EAP is a tool to help you cope with these issues and to find a path through when none seems apparent. If your spouse/partner, an eligible dependent, or one of your fellow workers is appearing overwhelmed by life, take the time to remind them of the EAP. For 125 years, we have stuck together on the job. Now let's stick together and make sure those in distress get the help they need.

*Work Safely, Wear a Mask, and Save
For A Rainy Day!*

*John J. Doherty
Business Manager
Financial Secretary*

United We Bargain



Divided We Beg

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 FEBRUARY MEETINGS ARE CANCELLED

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

San Francisco

Wednesday, March 17, 2021, 5:30 p.m.
690 Potrero Ave., San Francisco, CA

If in-person meetings are not possible, then **this will be our quarterly virtual meeting. Signups will be available through the IUEC Local 8 website in March.**

Sacramento

Wednesday, March 3, 2021, 5:30 p.m.
Sheet Metal Workers Apprentice and Journeyman Training Building
3665 Bleckley St., Mather, CA

Reno

Thursday, March 25, 2021, 5:30 p.m.
Nevada Building Trades Hall
1819 Hymer Ave., Sparks, NV

San Jose

Tuesday, March 2, 2021, 5:30 p.m.
Sheet Metal Workers Apprentice and Journeyman Training Building
2350 Lundy Pl., San Jose, CA

The Local 8 website is used as an additional means of notifying our members of upcoming Special Called Meeting Items at our General Meetings. The website address is www.iuec8.org.

PRESIDENTS' DAY HOLIDAY

Monday, February 15, 2021, is a scheduled, unpaid holiday. Any work performed on that day shall be paid at the double-time rate.

WAGE CARDS

New 2021 wage cards have been mailed. This has the new zone as well as the new mileage rates included. Please put this card in your wallet so you know the current zone and mileage rates when you turn in your time and expenses each day. If you have not received a card, please let the office know so we can send another one to you right away.

PERSONAL CELL PHONE USAGE ON THE JOB

Article IV, Section 7 (a) of the Local 8 Constitution and Bylaws states: "*Members shall not be permitted to furnish the following tools or equipment*" and goes on to specify "*Cellular Phones*" as one of the items on the list. If the company requires you to use cellular phones as a means of communication on the job, the company needs to provide you with a company-issued cellular phone. You should not be using your personal phone. As I have stated in every Probationary Orientation, your phones should be left in your car or lunch box during normal work hours. You can check for messages at lunch or break, but you should not have it on your person while on the job. There have been many Probationary and

Apprentice members written up with Article XXII letters, and/or terminated for using personal phones on the job. I understand that a phone is a convenience that some feel they cannot be without, but is it worth losing your job over? I think not!

SAFETY ON THE JOBSITE IS YOUR RESPONSIBILITY!

In the past month, we have had four safety-related Article XXII letters written on members. When investigating these, we have been told many excuses by the member as to why it is not the member's fault: "It was set up by the mechanic that way" ... "I did not know" ... "It was that way when I came to the job" ... and so on. **If you do not know, ask for guidance.** If you think it is unsafe, **stop** and fix it.

I understand that situations will occur that some members are not familiar with, but that does not excuse working unsafe, or setting up a work area that is a hazard not only to our Union Brothers and Sisters, but also to the public in buildings where we're working.

I also understand some of our newer members are uncomfortable pointing out a safety violation or unsafe work area, but it must be done every time you see an unsafe situation. Do not let someone make you feel uncomfortable and rush you into working unsafe. I would rather you point out a safety hazard and come up with a plan to fix it rather than letting it go. This will eliminate the need to explain why someone got hurt or killed while you allowed work to continue in an unsafe manner.

COVID-19 UPDATE

It is unfortunate that the state has decided to remove the essential worker designation from all construc-

tion trades when it comes to the order of vaccine distribution. It seems very strange that while we were building, modernizing, repairing, and servicing the state's elevators, we were considered essential, and now that a vaccine is available, that designation is removed. I, as well as the other Building Trades Managers, have sent letters to our elected officials asking them to explain why this is happening, and thus far have not received an explanation. I have stressed that we are servicing Hospitals, acute care facilities, public housing, and senior living buildings, as well as responding with the fire departments and first responders for entrapments — all of which puts Elevator Constructors in situations that lead to a higher risk of exposure than other tradespeople, making the point that Elevator Constructors should be deemed essential immediately.

If you have reservations about getting vaccinated, please do research on the issue yourself, and don't rely on what someone else is telling you. You can go to the Local 8 website www.iuec8.org and look for links to the CDC and state health organizations to read about the vaccine. If you have contracted COVID-19 or are told to stay home because someone on your job has tested positive, the Local 8 website has all the information you will need to understand what services and monetary assistance are currently available to you.

Thank you, and as always, Work Safe and always wear the required PPE for the task you are working on. Remember: No matter what task you are doing, you must **always wear your mask**.

Sincerely,
Mark Thomas
Local 8 Business Manager

ST. PATRICK'S DAY PARADE

The San Francisco St. Patrick's Day Parade, originally scheduled for Saturday, March 13, 2021, has been cancelled due to COVID-19 precautions.



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

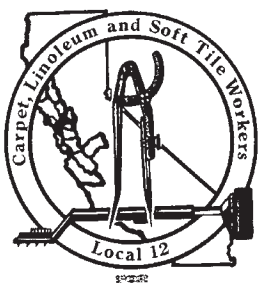
Schedule of Local 40 Union Meetings for 2021

(7:00 p.m.)

Feb. 18, Mar. 18, Apr. 15, May 20, June 17, July 15,
Aug. 19, Sep. 16, Oct. 21, Nov. 18, and Dec. 16.

Meetings will be held via ZOOM till COVID-19 restrictions are over.

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.

Brothers and Sisters of Local #12,
I hope this article finds you well. Can you believe January has come and gone, with 2021 showing no signs of slowing down?! Even though the world took a turn last March and the unexpected became reality, there is a new outlook and attitude this year going forward. With that said, please practice safety on all of your job sites and do not take each day for granted. Everyone is aware of this global pandemic and should be respecting each other's space, wearing a mask, washing hands frequently, and, if feeling sick... *staying home*. Remember that we are the skilled and trained workforce and should be setting the example.

I asked Brother Anthony Nuanes to let me submit this month's article, as I had something near and dear to my heart that I wanted to share with my Local #12 family. It's not every day

that you get to work with a colleague who not only works well with others but also has your best interests at heart throughout the day and is always willing to lend a hand. Add to that a good sense of humor, kindness, and authenticity — that was Brother Robert C. Smith, who passed away November 28, 2020, and is survived by his wife of 22 years, Mechelle; his daughter, Jacklyn; his three sisters, Sheryl, Deanna, and Joy; and his brother, Geri. Robert was born and raised in San Francisco and lived his last 22 years in Fairfield, CA, where he recently retired after 35 years as a professional floor installer. I was blessed to have known him.

For those who knew Robert... boy, do we have stories! I want to send a shout-out to the crew from 225 Bush St., S.F., from the years 1999 through 2000. This job site is engraved in my memory not only because it's where

my friendship grew with Robert, but it was my very first Union job as an apprentice. All floor coverers know and can relate to the fact that if you have a good crew who mesh well and know what they're doing — all egos aside — our jobs can be fun. This one is a prime example of just that. Between making rubber neckties out of excess material and coining one of many nicknames for "Rubber Robbie," or every time he would come around the corner, a loud "*Robby Thompson!*" (S.F. Giants fan) would echo through the floors as I always exaggerated the volume of my voice, these were just a few things that happened daily.

When you work with someone consistently, you're constantly interacting, conversing, and sharing life experiences, and a certain bond begins to grow. An unexplainable loyalty is established, and you know that your crew has got your back. You know that whatever the mess, change, repair, addition, rip-up, demo, or install, you and your crew will handle it and get it done. Eventually, you cross over into personal lives and share moments with family and friends. That's what Robert was to me. He invited me into his home and shared his life experiences with me and will forever be a landmark on my heart. I will miss my brother but know that he is looking down on us chugging a cold tall can. **R.I.P. Robert C. Smith, 3/29/1965-11/28/2020**

For me, personally, the last nine

months have been some of the most challenging and stressful of my entire life. I know that some share the same sentiment, but along with the negative comes the positive. It has forced a lot into prospective, which means growth follows, accompanied by faith, and just the will to treat everyone better than you've been treated. Surround yourself with good people and don't be so quick to judge.

For updated news and events, check out www.dc16iupat.org. I want to close by wishing you and your loved ones a happy, safe, and prosperous 2021. Thanks for reading.

Respectfully,
Juan Calderon



R.I.P. Robert C. Smith
3/29/1965-11/28/2020



Local 12 member Mario Herrera, winner of the Yeti Cooler 2021



Photo of Rob Smith getting ready for golf.

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

The Long and The Short of It

At January's Medical and Pension Trustee meeting, an accounting of Local 510 hours for 2020 indicated that work-hours were down by about 80% from last year. 187,065 hours were reported to the Sign Pictorial and Display Health Welfare Plan through November 2020, as compared with 896,884 hours through the same period in 2019. The Bulk of 2020's hours were reported prior to the regional shelter-in-place order, which took effect in mid-March. From April through November, only 33,888 hours have been reported (18% of hours worked in 2020). (In an interview in last month's Organized Labor, I under-stated the number of monthly hours being reported since the Pandemic began in mid-March, 2020.)

Local 510's largest employer, Freeman Decorating Services, has moved locations, and, in so doing, has reduced its warehouse capacity by about 75%. With the physical downsizing came a corresponding layoff of about half of Freeman's regular Local 510 workforce. While Freeman has downsized, they're still equipped to operate locally.

Another large contractor, Global Experience Specialists (GES), has moved out of its regional operations center. The company will continue to staff trade shows and events in Northern California but will not maintain a local operations center for the foreseeable future.

Some companies continue to do small jobs. Those jobs consist of graphics application at sporting arenas, interior COVID modifications (plastic screens and floor decals in stores and at schools), setting up outdoor testing locations, and display set-up at local chain businesses. The jobs are typically small and sporadic, and usually only require between two to six people for a day or two of work. Companies that do these sorts of jobs rely on their call-by-name lists to fill the jobs.

Industry estimates are that work may return by late summer or early fall. For the Local's largest employer, work capacity is expected to be about 25% to 30% of what it was during the same period (Sept. through Dec.) of 2019. This is still conjecture, based on an anticipation that the public will continue to observe COVID safety protocols, case numbers will fall, vaccination rates will begin to increase, and that vaccinations will be effective.

Seniority Numbers

New Seniority Numbers will not be issued until we're closer to knowing that work is returning. There are still circumstances which could alter the seniority list significantly (possible layoff of shop regulars, further retirements, further deaths), rendering any update incorrect. The office is maintaining the list and has been making adjustments to it accordingly. The list is subject to review by the seniority committee before new numbers are sent out.

Agents in the Office

Both agents have been in the office, primarily addressing member questions and concerns around EDD, medical insurance and pension. Members who wish to visit the office should schedule an appointment by calling the office at 650-763-5405 and talking to Annette Dosier (x1118) or Morgan Worth (x1115). Most business can be conducted over the phone, by email, or by USPS. Visitors must observe COVID-19 safety protocols while at the Local 510 office.

Pension, Beneficiary Cards, Dues

Members who are considering applying for their pension should call BeneSys for assistance. Any calls to the office on the matter will also direct you to BeneSys. Their number is 925-398-7048.

Members who have had recent changes to their marital or life partner status should consider updating their IUPAT Death Benefit Beneficiary Card. Cards are kept on file at the office. If you don't know who you have listed as a beneficiary, please call the Local 510 office to find out. If you wish to change your beneficiary, the office will send you a new card for you to fill out and return to us. The current death benefit for members in good standing is \$3,000.

Members may have received notice from the District Council regarding centralized dues collection. Member window dues have been waived by the International for the first quarter of 2021. Once the International begins billing dues again, all dues payments should be sent to the District Council Centralized Dues Collection address, which is 1155 Corporate Center Drive, Monterey Park, CA 91754. You may also find the Centralized Dues Address on the Local 510 website at www.local510.org. The move toward Centralized Dues Collection is occurring nationwide, in accordance with the IUPAT Constitution.

IN MEMORIAM

We've had a number of members pass away in the past year. Some of those members were near and dear to many of us, and some were lesser-known. In the office, we've begun reaching out to friends of the departed to write their obituaries. While it's not always easy for us to reach out, nor is it easy to write an obituary, we feel that it adds some depth to our consideration of the departed. We won't always be able to do this, but it's what we're aiming for.

Noah Tao Lundling, 1981-2020

Halsey Errecart reflects on her friend Noah Lundling, a first-year apprentice who passed away shortly before the New Year.

The hardship and loss of 2020 claimed one more beloved brother of Local 510 Sign & Display shortly before the dawn of the new year. After being found unresponsive by his girlfriend on December 23, 2020, Level 2 apprentice Noah Tao Lundling was removed from life support at the age of 39 around 10:30 am in the company of his parents, and in the hearts of many friends and loved ones.

Born on March 9, 1981 in San Francisco, Noah was the quintessential San Francisco die-hard, and his love of the City was a major part of his identity. As a child, he attended a Chinese language school and became fluent in Mandarin. He also obtained a degree in Criminal Justice from San Francisco State University. Although he remained in San Francisco his whole life, Noah had a love for traveling and seeing the world. Whether he was relaxing on a beach in Maui or camping in the dirt on a motorcycle trip to Mexico, Noah was always the life of the party and someone you could always count on in any situation.

In 2010 Noah joined the San Francisco Mason's Lodge, where he became a dedicated member, sharing his extensive historical Masonic lecture knowledge and serving as a mentor to new members. He had recently been elected to the coveted position of Worshipful Master, a position that came with a lot of responsibility and knowledge.

Many people knew Noah as their favorite bartender, working at some of the best bars and live music venues in San Francisco. When Noah got into the Local 510 apprenticeship in August of 2018, he was proud to have the opportunity to be a part of San Francisco's labor movement and was looking forward to becoming a Journeyman. His presence on the show floor was that of a gentle giant, tall and strong with a beaming smile, ready to help where needed.

Noah truly lived his life to the fullest, and his memory will be forever in the hearts of the many people who he met along the way. Rest in Power, Noah.

Paul David Spikes, July 20, 1947 – October 19, 2020

The following was forwarded to us by the wife of Paul David Spikes, who passed away in October 2020. Originaly posted in the Press-Democrat, it has been slightly edited. Spikes last worked in 2015.

nally posted in the Press-Democrat, it has been slightly edited. Spikes last worked in 2015.

If anyone knew David, they knew four things: Don't call him Dave, Sparky (his dog) was his best bud, he was born in Detroit, and he loved sports.

David was born in Detroit to Helen Margaret and Paul Spikes (deceased) on July 20, 1947. At a young age, his father Paul instilled a great love of sports, especially football, in David. While attending South Redford public schools near Detroit, David was something of a local hero, excelling at football, wrestling and baseball. A few of the teams David was on went to the state championships. After graduation from Thurston High, David attempted more education and played semi-pro football in Detroit, but the world called and David left without getting a degree (much to the chagrin of his mother).

He headed to California during "the great hippie migration of the '60s." After many and varied jobs, David found his perfect job with Freeman Decorating as a member of Local 510. He rose to the position of Foreman, which suited his take-charge personality. He made many cherished friends, keeping in touch even after retirement. In retirement, David and Laura moved from Belmont to Cotati, and wait, he became a gentleman farmer growing his own medicine.

David and Sparky were often seen around town on their Giants decorated scooter. David often said Sparky was either the child his mother always wished on him or Grandmother Baker reincarnated; then smile and say, "either is fine." Family and friends were very important to David. He was loyal and supportive to those he loved. His warm heart and concern for others earned him many friends.

David loved all sports, especially the S.F. 49ers and Giants. He took great pride in their Super Bowl and World Series wins, especially 2012 over the Detroit Tigers (sorry, family in Detroit).

David's life often resembled a Jimmy Buffet song. He often quoted, "If we couldn't laugh, we would all go insane," and one of his favorites, "Some of it's magic, some of it's tragic, but I had a good life all the way." And he did.

His family thanks Hospice by the Bay for assistance in his final days. David was an organ donor whose corneas will help two people see. David was cremated by the Neptune Society, per his wishes. Due to COVID restrictions, there will be no services. There will a celebration of David's life in the spring of 2021. If you would like to honor David and/or Sparky, be kind to a chicken (Cotati joke) or have a cheeseburger in paradise.

Please remain safe and healthy during these challenging times.

*Respectfully and in Solidarity,
Annette Dosier & Morgan Worth
Local 510*

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

CHRIS GREANEY BUSINESS MANAGER

FORTINO CUIEL BUSINESS AGENT/ORGANIZER

MARK PLUBELL BUSINESS AGENT

ANTHONY VISCUSO BUSINESS AGENT

BILL HODGES PRESIDENT

JONATHAN BLAINE VICE PRESIDENT

Future Membership Meetings

All Union meetings and in-person visits to the office have been canceled until the shelter-in-place order has been lifted and we receive directive from the International to reopen.

Local 16: More Than a Century of Pride

The following was taken from the 100th Anniversary booklet. Local 16 celebrated their 100th Anniversary on August 1, 2011.

On August 1, 1911, the Insulators and Asbestos Workers Local 16 in San Francisco, California, was chartered as a member of the International Association of Heat and Frost Insulators & Asbestos Workers International Union (formerly known as Asbestos Workers International Union). All the work at that time generated after the 1906 earthquake was primarily building

and marine. There was also a Local Chartered in Sacramento: Local 25, which was subsequently merged into Local 16, eventually creating the San Francisco, Sacramento, and Fresno Charter. Local 25 is now the Detroit, Michigan, local.

Prior to WWII, there were approximately 80 Local 16 members. Local 16's membership grew exponentially in the postwar era and into the '50s, '60s, and '70s due to a large volume of new construction and petrochemical industry growth. Local 70 Mare Island merged with Local 16 in the early '90s. Over the years, Local 16 apprentice training has been upgraded and adapted to changes in applications of new materials and finishes in the insulation industry.

Since 1911, the Insulators and Allied Workers Local 16 membership has expanded across two states

(Northern California and Northwestern Nevada), covering a total of 57 counties, and now represents over 1,000 active insulator, abatement, and firestop members, retirees, and their families.

We are proud of our work to continually strive for equality in the workplace and continue to move forward in the labor movement. Nicknames of our trade consist of Rag Wrappers, Ladders, and Pipe Coverers, to name a few.

The Insulators and Allied Workers Local 16 was at the forefront of the health-related issues with asbestos as well as developing asbestos abate-

ment training, and continues to safely abate asbestos and replace it with safer and more environmentally friendly insulation materials. Local 16 members perform work in the firestop industry, which is constantly adapting and developing to prevent fires from spreading in buildings, saving lives.

We are so proud to share our 100th Anniversary with members, retirees, their family members, and the colleagues we work with, in the government and public and private sectors.

Visit <https://www.local16photos.com/celebrating-100-years> to view a video.

Submitted by Alan Pierce

It's your right to be Union.



Subscribe to Organized Labor

The Voice of
San Francisco's
Labor Movement
for 121 Years

Organized Labor

The official newspaper of the
San Francisco Building & Construction
Trades Council, AFL-CIO
www.sfbuildingtradescouncil.org

For subscription information:

818/884-8966

subscribe@sfbuildingtradescouncil.org



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

Current work hours are holding steady for this time of year, and the upcoming forecast continues to look good. Phase two of the high-speed rail is currently producing its second bridge, with dozens left to be built. There are also bridge projects on the books up around the North Bay and Sacramento, as well as some large industrial projects coming too, including a desalinization plant in the Delta.

Having our 2020 Old Timers' Luncheon cancelled early last year due to the pandemic left us hopeful that we'd be back on track in time for this year's event, but things just haven't gotten back to normal enough to feel safe about scheduling it for the end of this coming March, either. With some counties begging to make projections about vaccine administration rates, however, we may be able to look at some options

for some time in the summer.

For those of us who graduated from the Apprenticeship back when the classes were taught in Pleasanton, an era has come to an end. Where the old weld shop and classroom 2 once saw generations of Pile Drivers come through the program, there is now only dirt. The bathrooms where we used to wash our hands in those big stainless-steel tub-sinks are gone, soon to be paved over as parking for the school that now stands in the area where many of us learned to build dolphins and formwork. The new training center has 50 welding booths that are all indoors. The track burner and pipe cutting torch are also inside now, and the shop should be opening up soon.

After writing about the Trust Fund's benefit access website last month, I happened upon a public poll that indicated 37% of respondents planned on being very dependent on

Social Security in retirement; 39% answered that they expected to be somewhat dependent on the program; 14% didn't expect to depend on Social Security at all; 5% responded that they weren't sure; and 4% apparently didn't believe that the question even applied to them. When you stop to think that over a third of the more than 180,000 people who took the poll don't have a whole lot to look forward to in terms of retirement income — other than a couple thousand dollars from the Federal government's program — it really drives home the value of those benefit hours we all log working under our Collective Bargaining Agreement.

If you do take an opportunity to check out the Trust Fund site, setting a few bucks aside each week in a 401(k) program might be something you'll want to consider. There are over 1,500 weeks in a 30-year career, so those deposits can really add up, especially for someone who's just starting out. Just something to think about.

On the subject of benefits, the Trust Fund folks have put a considerable amount of effort into making it easier for Members to get COVID-19 vaccinations without dealing with copay issues, regardless of which plan they're on or where they get their shot. If you currently have medical coverage when you go to Kaiser, CVS, a Blue Cross network facility, or elsewhere to get poked, be sure to take your insurance card along.



The New Pleasanton Training Center Weld Shop.

Brother and former Local 34 President Larry Wagner called to inform us that Brother Karl Lehto Jr. recently passed away. Brother Lehto was 74, and he had been a Local 34 Member since 1965.

Brother James Bill passed away on June 28, 2020. He was 56 and had been a Member since 1996.

Brother Harold Poulsen passed away on November 10, 2020, at the age of 85. He joined the Union in 1963.

Work safe and stay well.

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



Anthony Stoia, 70-year member, received a plaque for his services to Local 300 from BA David Johnson.



Gerald Kappes, 70-year member, received a plaque for his services to Local 300.

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:

March 9, 2021

Virtual — via Zoom

Update your email with the
Local 718 office to receive notice.

Executive Board:

February 9, 2021 — 5 p.m.

March 9, 2021 — 5 p.m.

DDO/HOLIDAYS

April 2, 2021

DDO

Info, News & Events

District Council 16 Info, News & Events can be found at www.dc16iupat.org, also Local Union 718 News and Events.

STAR Classes

Select STAR Classes are available online. Visit www.DC16STAR.org for more information on class schedule.

Brothers and Sisters,

Have you heard of the PRO Act? As I reported last issue, the leadership of

our union at the national level has continued to lead the charge with the AFL-CIO on national policy for the benefit of the working family. The PRO Act is legislation that will be a game-changer for organizing workers. Our unions and the ability to unionize has been systematically dismantled for nearly 100 years. It is now our turn to reverse this attack.

This legislation has been reintroduced to the Senate and will remove laws that protect bosses and minimize workers. Did you know that 54% of workers say they're threatened with the loss of their job if they vote to unionize, and 1 in 5 workers who engage in union organizing are wrongfully terminated? The PRO Act will abolish "right-to-work" laws that are the last remnants of Jim Crow, which was the "right to work" apart from non-whites. The PRO Act will level the playing field for workers to form and join unions and change the power dynamics in America.

It is with a heavy heart that I report on the loss of union brother John Thomas. Mr. Thomas was an apprentice who tragically passed in a car accident on January 27, 2021. He had just begun a career on



Tony Roberto and Kimani Goodwin on the jobsite at 88 Broadway.

May 6, 2020 as a glazier. Our thoughts and prayers go out to the family left behind.

In other news, the senior housing project at 88 Broadway is in its twilight stage. I had an opportunity to catch up with a few 718 members on the job and caught a couple of them working. See Tony Roberto and Kimani Goodwin pictured. I hope to safely get out to more projects. My greatest concern is

that we all wear our masks and protect against any COVID cases on the jobsite.

To all: Work safe, stay safe and stay healthy!

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



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

Be Safe. Stay Strong. Buy Union.

Labor 411
MAKING IT EASY TO BUY UNION

www.labor411.org

Executive Orders

Continued from page 4

safe way for everyone's sake."

Mazzola said that risk factors and the potential for exposure to the virus can vary between the trades. "COVID-19 has been spotted in waste lines, so plumbers need to be extra careful," he said. "(They should) wear the right PPE and gloves to prevent transmission."

It'll help if everyone who works on or visits a jobsite follows the same rules, he said.

Those rules can change often, sometimes week to week, though the City and County of San Francisco have both been proactive in updating rules and keeping jobs safe. (Visit sf.gov/coronavirus online for the latest developments.)

"The rules are hard to keep up with sometimes," Mazzola said. "There are many of them, and they cover everything from washing your hands to filing for workers comp. Helping people follow them will require clearer guidelines and more education."

Order No. 2: "Ensuring the Future Is Made in All of America by All of America's Workers"

Biden's second executive order directs the U.S. government to always procure "goods, products, materials, and services from sources that will help American businesses compete in strategic industries and help America's workers thrive."

In short, this is the "Buy American" directive. It emphasizes that services (like labor) not only be provided by American companies but also that materials be manufactured in the U.S.

Danny Campbell, business representative for Sheet Metal Workers Local 104, said this could mean a much better deal for even more workers in local economies that are struggling to survive as well as those where cost of living is skyrocketing.

"This executive order should ensure that manufacturing jobs stay here in the United States," he said. "The wages and earnings that those local workers make can then be reinvested right back into the local economy."

Campbell works in one of the few trades that starts with raw material, manufactures what is needed from that

material, and then installs and maintains the resulting product. The manufacturing step is known as sheet metal fabrication, a made-to-order process with exacting specifications that's unique to each project.

Campbell pointed to union sheet metal work as an example of how much can be gained from a 360-degree local-worker commitment that doesn't begin only after the supply chain ends. He said roughly 25% of Local 104's working hours are spent on fabrication, and those hours wouldn't exist — and neither would those wages — without the commitment to using local union fabrication.

"What we are fortunate to have as sheet metal workers is work preservation and wage equalization," he said. "All the work must be done here, in Local 104's jurisdiction." Local 104 covers 49 California counties from the Oregon border down to Ventura.

"With our collective bargaining agreement, those products have to be made locally — not in Texas, not in China, not in New York," Campbell said. "That's how we keep all the jobs here locally, and that's what Biden wants to do: Preserve those jobs for Americans. It's the same goal." **OL**



Sheet Metal Workers Local 104 members on the Escondido Village jobsite put together elements of a building providing new housing for Stanford University graduate students on Stanford's campus in October 2019.



Members of Sheet Metal Workers Local 104 install a canopy at the San Francisco Ferry Terminal in October 2018.



Sheet Metal Workers Local 104 members appear at Anderson, Rowe & Buckley Mechanical Contractors sheet metal shop in San Francisco, where they fabricate HVAC ductwork.



The "mega-panels" that enclose the exterior of the Golden State Warrior's Chase Center in San Francisco were fabricated by union sheet metal workers in the United States and installed by Sheet Metal Workers Local 104 members.

EFFECTIVE DESIGNS

It's been my privilege **developing websites** and **designing printed communications** for Unions and their members for **over 18 years**. Maybe you know someone that could use my services. *Please share my info.*



MIKE KRITZER
For all of your Web, Print
or Digital Design needs.

818-522-8882
EffectiveDesigns.com
mike@effectivedesigns.com

**Deadline for the Next
Organized Labor: March 5**



Show your heart some love

You can help avoid future heart problems by making healthy changes today. And the same habits that help keep your heart strong also reduce your risk for other conditions — another good reason to take these health tips to heart.

Know your numbers

Get regular screenings with your doctor to keep tabs on your blood pressure and body mass index (BMI). Blood pressure over 120/80 and BMI of 25 or higher are both linked to increased risk for heart disease and stroke.*

Stand up for your health

The more you sit, the higher your risk for heart problems. Try standing when you'd normally sit, like when you're watching TV — or setting a reminder on your phone to get up and move once an hour.

Get the facts on fats

Some fats are healthier than others. Unsaturated fats like olive oil and avocado are considered superfoods you should eat often — whereas you should limit saturated fats like butter, and avoid trans fats altogether.

Visit kp.org/heart.

Serving unions for more than 70 years.

Since Kaiser Permanente first opened its doors, we've been providing high-quality, affordable care to union members. Decades later much has changed, but our commitment has not. Here's to many more years of helping to keep union workers on the job. Learn more at kp.org/laborandtrust.

*American Heart Association.