

Organized Labor

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Construction Workers Considered at High-Risk for COVID-19 Infection

◆ *New Public Health Message Underscores Need for Vigilance on Jobsites*

In December, SFBCTC leaders convened with industry partners and City staff from the Department of Public Health and Department of Emergency Management at a town hall to discuss the surging numbers of COVID-19 cases on construction jobsites and what to do about it. The Mayor's Office later explained why construction workers are at high risk and the crucial precautions to prevent infections.

"You are an important part of our city and our economy. Please stay safe, take care of yourself and follow the guidelines," said Mayor London Breed.

The City's safety announcement said that most infections are due to viral

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After 125 Years, San Francisco Building Trades Council Adapts to Changing Times

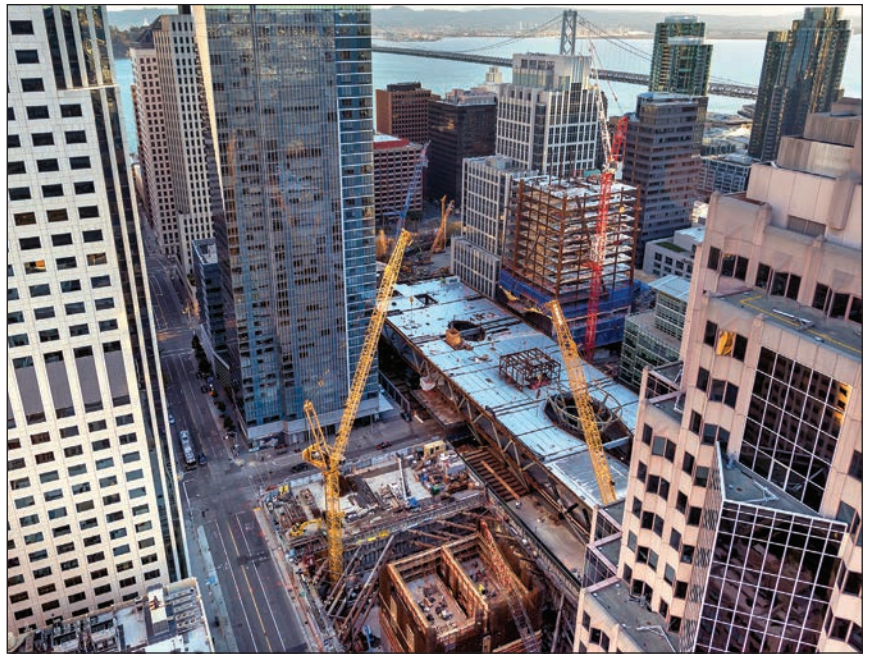
◆ *PLAs, Political Combat and a Commitment to Unity Fuels the Fight for Workers*

By Jacob Bourne

As the San Francisco Building & Construction Trades Council Approaches its 125th anniversary in February, labor leaders reflect on what's kept the council's fight for the future of working tradespeople alive and thriving through many decades of political and economic change.

"We have always been providing high value on display," said SFBCTC Secretary-Treasurer Rudy Gonzalez. "What that really means is that we've been promoting and serving as a backstop in this fight for economic equality, safety on the jobsite and workers. We're working to secure a generation of work for people — and it's not something new. We've had

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Aerial view of construction on multiple buildings in San Francisco's Transbay Transit Center District.

Building Trades Demand Workers Voice is Heard in Natural Gas Ban Law

◆ *Local and State Efforts to Reach Environmental Goals Require Collaboration*

In 2020, the San Francisco Board of Supervisors voted to change the building code, mandating that new construction be all-electric, thereby banning natural gas hook-ups for heating and cooking in new buildings. The move was on par with similar enactments by 30 cities

across California and statewide efforts to limit greenhouse gas emissions from methane, otherwise known as natural gas, linked to escalating natural disasters such as wildfires due to climate change.

District 8 Supervisor Rafael Mandelman, the legislative author for the San Francisco

ban, said that natural gas used in buildings is the second-largest source of emissions after transportation and that 80 percent of the city's total emissions comes from buildings. Although the original plan was for the ban to go into effect on January 1, SFBCTC leaders lobbied to get the date

extended to June 1 to help protect workers.

"One area of remaining concern has been the potential impact on plumbers and pipefitters, who currently install much of the gas infrastructure and piping in our buildings," said Mandelman. "I want to

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Rudy Gonzalez Steps Up as Council's Secretary-Treasurer

◆ *Gonzalez Brings Wealth of Experience Fighting for San Francisco's Unions*

Rudy carried his first Union card at the age of 18 as a member of the International Brotherhood of Teamsters. After serving as a shop steward, he volunteered as a member organizer and learned to campaign in the South, where he saw firsthand the struggle that workers face when they attempt to unionize under hostile conditions.

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2021: Taking Stock of What Lies Ahead

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

Happy New Year from the Secretary-Treasurer's Office. For me, like many, this greeting has taken on a new meaning coming out of a year like 2020. Our democracy has been tested like no other time in history, public health and structural racism are discussed with our children at the dinner table, the underbelly of an unjust economy has been revealed yet again, and we have lost too many friends, coworkers and family to a disease that is ravaging the globe. As these issues follow us into 2021, you might not be convinced this new year will be a happy one. But I look around our city and I see frontline and essential workers putting their health at risk to keep our City services, infrastructure, and frankly the whole economy

working. I see union leaders hard at work protecting jobs and advocating for strong safety measures and guarding the healthcare and retirement security of this and the next generation of trade unionists. I see you, on the jobsites, wearing your masks and setting an example for how we can keep our industry open and still protect ourselves and each other. And I see union sisters and brothers lending a hand to those in need, volunteering at food banks, deploying as disaster service workers, and volunteering as political activists and member organizers in their local unions. These are the things that give me hope and signal that a new year has the potential to indeed bring happiness.

There is no shortage of challenges on

the horizon for the working class, so the hardworking members of the Building and Construction Trades Council must stay ready. Lawmakers are quick to blame high costs and consequences of their own decades of failed governance on the working person. Lacking a context and respect for organized labor, neo-liberal politicians underfund our schools, transportation, infrastructure, and even the agencies charged with protecting our safety. And then, as if surprised, they criticize and scapegoat a starved system and its workforce. Even those who could be allies for a clean economy dare to call us and our jobs "dirty." We must organize and meet these and other challenges. We must be ready to defend our work; ready to educate and hold accountable our elected officials; ready to build back better as our economy recovers.

I am hopeful about the future of the SFBCTC — hopeful because the leaders that I have come to know at the trades are sensible, smart, and fierce advocates for their members. They prioritize, plan, and appreciate the moment we find ourselves in. Amid all the distractions, they stick to the fundamentals of union apprenticeship, employment, and representation. By tending to the core of what makes our movement strong, we will have the resources to act boldly and take on new initiatives and ultimately come out on the other side of this pandemic a stronger, more unified council.

I want to express my gratitude to the officers and staff of the Council. To take on this role at such a pivotal time,



and as we enter the 125th year of the SFBCTC, is an honor I undertake with both humility and great determination, and I appreciate their vote of confidence in me. As I am the first Gonzalez to lead this Council, it is not lost on me that we work in a movement built on the legacy and hard work of those who came before us. I may be a San Francisco native, but I recognize that ours is a house built by immigrants of the last generation and the generation before them.

Just as an apprentice enjoys the benefits of a collective bargaining agreement, fought for by the journeymen and women before them, I, too, benefit from the people who came before me. Our past Secretary-Treasurers and the Presidents who stood with them have left this solid foundation upon which I will stand. Leaders like the late Stan Smith (Glaziers 718), Mike Theriault (Ironworkers 377), and Tim Paulson (BAC 3).

Stand safe, united, and strong. **OL**

By tending to the core of what makes our movement strong, we will have the resources to act boldly and take on new initiatives and ultimately come out on the other side of this pandemic a stronger, more unified council.



SAN FRANCISCO BUILDING & CONSTRUCTION TRADES COUNCIL OFFICERS & AFFILIATES



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Vince Courtney, Jr., *Vice President - Basic Crafts*
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Bricklayers & Allied Crafts, Local 3
Carpenters, Local 22
Carpenters, Local 2236
Carpet Layers, Local 12
Cement Masons, Local 300, Area 580
Electrical Workers, Local 6
Elevator Constructors, Local 8
Glaziers, Local 718
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— The Publishers

Official Minutes of the San Francisco Building and Construction Trades Council

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DELEGATES MEETING MINUTES

December 3, 2020, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS:

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

Quorum met

CORRESPONDENCE: none

REQUEST FOR FUNDS: none

SECRETARY'S REPORT:

- Review of SIP and COVID policies. Restrictions being monitored, Construction workers continue to not be impacted. Tim has called in to a couple people, City Administrator Naomi Kelly being one. San Jose has engaged the Building Trades Council along with city administrators, and currently working on checklist for Business Reps to use as a toolkit. Reps continue to police jobsites. Per Rudy Gonzalez, the Governor's announcement midday today does not affect construction at all. Chief of Police is writing letters of exemption if

needed. Timothy Jefferies of Boilermakers Local 3 reported on Employer Paid Leave Requirements, or Federal Family First Corona Response Act and the Statewide 248.1 wages/pay when employees or immediate family test positive for COVID-19. Per Danny Campbell of Sheetmetal 104, the City of San Francisco has something similar on paid leave. Eddie Reyes provided information on Side by Side paid Covid. Links to be provided to council.

- New Hire Rudy Gonzalez. Transition plan and details are currently being worked on and going well.
- SFUSD still in negotiations, first meeting was held. UCSF contract for construction maintenance workers was ratified approximately a week ago. A memo was sent out to all.
- Updates on PLAs, Parnassus mild counter is in. Balboa Reservoir has slowed down for unknown reasons. Still working on letter of intent and Project Labor Agreement. Strada Pier 30-32 on the waterfront, are moving forward. Tim Paulson reached out and they have agreed to work on a Project Labor Agreement.
- They would like to build a closed in swimming pool as part of the apartment complex. Lou Vasquez and India Basin is ongoing, letter of intent has been signed last year. Caucus was held over Park Merced, follow up email to be held.
- Prejobs, SFPUC prejobs and school district prejobs coming up
- PEC meetings and Mayor update. The tension is still there.

- Housing Authority ongoing, Larry Mazzola been in touch with Mayor. Promises have been made for no layoffs. Caucus to be held at a later date.
- Trustee's 2021 meeting dates have been set.
- Rudy Gonzalez expressed the importance of coordination needed with other Building Trades for reporting on jobsites for COVID compliance.

PICKET SANCTIONS:

- Jose Fuentes of IBEW6 requested picket sanction against Main Electric at Recology at 501 Tunnel. M/S/C
- RJ Ferrari of Plumbers 38 requested picket sanction against Centric/Brookfield properties Stonestown. M/S/C

OLD BUSINESS:

- Vince Courtney, Jr. commented on email that went out on SFPUC public records documents and has requested that all correspondence be listed in the agenda for the record.
- Danny Campbell reported on email sent to Tim Paulson with link on 9 Affordable and Homeless Housing project. Danny attended SFHAC, and informed that Lou Vasquez with Build Inc. was working on 27 stories of modular housing at 469 Stevenson, unknown if project is private.
- Tim Paulson shared his quotes and thoughts on Housing article that was circulated.

NEW BUSINESS:

- Andrew McCarron of Carpenters 22 reported on 136-year-old Cable Car displayed in his background photo. The car sat for years and Local 22 had the opportunity to work on it and is now out there being utilized.
- Jose Fuentes of IBEW 6 inquired on citywide PLA, have jobs been awarded, and the impact from COVID. Tim Paulson discussed with Pat Mulligan of

Carpenters Local 22, who volunteered to take this on as PLA advisor. Zoo is not covered by PLA, leased to another entity. Pat Mulligan shared PowerPoint with Rudy Gonzalez that he has been working on and confirmed no work has been awarded.

REPORTS OF UNIONS:

- Sean McGarry of Carpenters 22 is meeting with Housing Authority tomorrow, there will be no movement. Sean McGarry to report to Larry Mazzola once meeting is held.

ADJOURNMENT:

adjourned at 6:11 p.m.
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BOARD OF BUSINESS REPS MEETING MINUTES

December 8, 2020, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS:

President Larry Mazzola, Vice President John Doherty and Vince Courtney, Secretary – Treasurer's Tim Paulson and Rudy Gonzalez present.

CORRESPONDENCE:

Tim has officially recused himself. Rudy Gonzalez to present.

- City and County of San Francisco Public Records Request insubstantial and incomplete response. Wide support for accountability and transparency. SFPUC response to date does not provide minutes or produce what has been requested by Council

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Prioritize you this year

Protect your health with routine care

Maintaining and monitoring your health is more important than ever, especially for essential workers continuing to battle the pandemic head-on. Kick off the new year by scheduling covered preventive visits for you and your family. Talk to your physician about your options as some routine care visits can be done virtually. Because if 2020 reminded us of anything, it's that staying healthy should be a top priority.

To learn more about how we're transforming the healthcare system into one worthy of organized Labor and our family and friends, visit blueshieldca.com/laborandtrust or contact Tera Brandon Clizbe, vice president, Labor and Trust, or Mark Reynosa, account executive, Labor and Trust.

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Rudy Gonzalez

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Informed by his Catholic upbringing's social justice doctrine and motivated by a sense of stewardship instilled by his father's lifelong career as a firefighter, he found purpose in building power for workers.

In 2008, he was hired as a full-time Business Representative and Organizer for Teamsters 856. He negotiated private and public sector contracts in Northern California, rising to the rank of Director, and was elected twice as Vice President. During his time at 856, he led organizing campaigns that nearly doubled the size and strength of the local union, which now boasts 17,000 members.

In May of 2018, Rudy was selected by his peers on the SFLC Executive Committee to assist the Council as Interim Executive Director. In August of 2018,

Rudy was nominated and elected unanimously by the Council delegates to a two-year term, becoming the first person of color and youngest person elected in the 125-year history of the SFLC.

At the Labor Council, Rudy lead the staff team to assist affiliated unions with political mobilization, contract campaigns, and strategic organizing. Under his leadership, the Council shored up its finances, hired the first-ever Campaign Director, and revamped the political and affiliate support apparatus. Rudy is most proud of the recently-launched Labor in the Schools program, which will bring labor curriculum and union awareness to a new generation of San Franciscans.

He enjoys spending his off time with his family in Oakland, where he resides with his wife, Sarah, and their three children, Zoe (12), Jules (10), Isaac (3), and their English bulldog, Oliver.

Gonzalez spoke with *Organized Labor* about his career and vision for the future.

OL: What have been the major influencing factors that steered you toward a career focused on fighting for the rights of working people?

RG: There's nothing like learning on the job. My first campaign as a member organizer took me on 10-day rotations to Mississippi and Tennessee for about six months. It was a real eye-opener to see how vicious an employer could be to workers who were starting to form a union for the first time. It was also a moment of reflection and gratitude, as I became keenly aware of how I benefited from my union contract, which had been fought for and won long before I ever stepped foot on the job. Seeing people fear for their livelihoods and reputations just for saying the word "union" left a deep impression on me.

OL: Are there any particular experiences or accomplishments you gained from serving as Executive Director of the San Francisco Labor Council that will aid you in your new role as SFBCTC Secretary-Treasurer?

RG: In my first month on the job, we were knee-deep in the City-wide Project Labor Agreement campaign and struggling to win the Campaign to increase the Minimum Compensation Ordinance.

We had a strike at UCSF, we kicked off the Prop G campaign to fund our public schools, and Speaker Pelosi was at our office holding a press conference to call out the GOP Tax Scam that had just been passed. We were also slowly burning the fuse on a contract campaign that would start and end in San Francisco, with thousands of hotel workers striking the largest hotel corporation in world history (Marriott). The strike ultimately lasted 63 days! My experience juggling high-stakes campaigns with time-sensitive demands of union leaders and elected officials will undoubtedly serve me well in the Trades Council. Thus far, I have primarily been tapping into my experience as a Teamster negotiator. Being at the table is as much about representing the interests of our affiliates as it is about developing a strategy that encourages cooperation over conflict. That said, the threat of conflict is often what drives the path to reach an agreement.

OL: You're beginning your tenure during a period of great economic uncertainty and social change. What do you think will be crucial to keeping members employed and safe during this time?

RG: The Council has a unique role to play during this critical period. As the pandemic rages and countless workers lose their jobs, and in turn, their healthcare, we have the ability to stay working, as essential infrastructure
(continued on page 6)

It was a real eye-opener to see how vicious an employer could be to workers who were starting to form a union for the first time. It was also a moment of reflection and gratitude, as I became keenly aware of how I benefited from my union contract, which had been fought for and won long before I ever stepped foot on the job.

—SFBCTC Secretary-Treasurer Rudy Gonzalez



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Rudy Gonzalez

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and construction must be maintained. That places a heavy burden on our crafts as we face heightened exposure in both a political sense and to the COVID-19 virus itself. Our emphasis as a Council will need to include regional policy coordination and on-the-ground support for our local affiliates. Internally, we can play this role by providing our unions with the best information to protect members from worksite and community spread and connect the public health apparatus to our local union reps in a meaningful way. Externally, the Council will be a strong voice for our industry, to ensure that public health and policy outcomes include the voices of working families of the SFBCTC.

OL: Building Trades unions face many challenges stemming from legislation that fails to protect workers and changes in the culture at companies and the construction industry as a whole. What's your vision for overcoming some of these hurdles?

RG: Organizing. Organizing. Organizing. You don't need a Ph.D. in economics to know that if we aren't organizing, we are dying. When we are organizing, we have power — legislative power, market power, negotiating

power, union power. Our density in a trade isn't the only way to measure the strength of our organizing efforts. We are increasingly finding ourselves in a defensive posture with lawmakers. We need to have our apprentices, journeymen and journeymen organized, educated, and empowered to hold their elected officials accountable. That means weighing-in when our State Building Trades Council calls upon us and turning up the heat in the City when necessary. When it comes to winning our work, no developers, contractors, bureaucrats or elected officials can match the strength of organized labor. But we have to be organized.

OL: As a tough year nears its end, what are your main hopes for 2021?

RG: My hope for 2021 is that we find increased unity among organized labor, and through it, the power to win our demands. This is my hope for our San Francisco Unions as well as the broader movement. We are facing regional and global issues. From the pandemic to the price of rent, from healthcare to transportation and infrastructure, the issues that confront our time see no city limits and respect no county lines. Of course, on a very personal level, my hope is for the health and safety of the hardworking people and families of the SF Building and Construction Trades Council and all who toil alongside us. **OL**

Construction: What You Need to Know about COVID-19 on the Job

In San Francisco, construction workers are one of the groups most likely to be infected with COVID-19

How does COVID-19 spread?

COVID-19 mostly spreads from person-to-person through a virus that is in an infected person's breath. The virus spreads through the air when an infected person breathes, especially when the person talks, coughs, or sneezes. Other people get infected when they breathe the virus in the air, or when the virus from the person's breath lands in their eyes, nose and mouth.

People can also get infected from touching a surface that the virus has landed on, then touching their eyes, nose and mouth, but this is less common.

Why are construction workers getting infected with COVID-19?

- **Working close to other people**
In construction, workers often have to work close to each other. The closer you are to a person who is infected, the more likely you are to catch COVID-19.
- **Working in enclosed spaces**
Construction work often involves small indoor spaces, job site elevators and trailers. Virus from someone's breath can float in the air for a longer time in small, poorly ventilated areas.
- **Physical labor**
When people are doing heavy labor, they breathe harder and faster than usual. If there is any virus in the air, they are more likely to breathe it in. If someone is infected with COVID-19, breathing harder will put more virus in the air.
- **Using face masks less**
Construction sites are often noisy. Noise from construction and nearby traffic can make it hard to understand what people are saying when they are wearing facemasks. Workers also may not like wearing a mask while performing physically demanding work because they have to work harder to breathe through it.
- **Eating together during breaks**
A common way that workers get infected is by eating or drinking together. Eating together is high-risk because people have their masks off at the same time. They are also touching their mouths, and people often talk while having lunch or coffee together, which produces more respiratory droplets.
- **Other risk factors: Smoking or vaping**
Smoking and vaping increases the risk of getting COVID-19, because the person has to take their mask off. Smoking also increases the risk of severe COVID-19 illness if a person does get infected.

What can you do to lower your risk?

- Keep a face covering over your mouth and nose at all times.
- Stay at least 6 feet away from other people as much as you possibly can. Especially when you're indoors.
- Eat or drink alone, at least 6 feet away from other people. Eat outside if you can.
- At meals and breaks, eat or drink first, then put your mask back on before starting conversation with other people.
- If you smoke or vape, do it alone and at least 6 feet away from other people.
- Do not take off your face mask to speak. Talking, especially loudly, can spread more virus. If people cannot hear what you are saying, try to stop any machinery to reduce noise, write your message, or go to a quieter location.
- Try not to share small indoor spaces with other people.
- Open windows and doors to bring in fresh air.
- Avoid carpooling to work if you can. If you must carpool, try to ride with the same group of people each day. Have everyone wear a face mask. Open the windows and turn the fan up, set to fresh air.

Many people with COVID-19 may be sick but not know it

Most COVID-19 infections are caused by people who have no symptoms at all. They can infect others by simply breathing out virus particles which is why it is so important to wear a face covering.

Before you go to work, you must answer daily personnel screening questions. It is important to answer these questions truthfully. There are resources to support workers who cannot go to work because they need to isolate or quarantine due to COVID-19.

- If you have COVID-19 symptoms, do not go to work. Get tested for COVID-19 as soon as you can. Until you get your test result, try to stay away from other people, in a separate room and use a separate bathroom if you can. Wear a face mask if you have to be around other people.
- If someone in your home is sick, try to stay in a separate room from them, wear a mask around them, and open the windows inside.

Eligibility for sick pay

You may be entitled to sick leave benefits if you contract COVID-19. Visit [sfgov.org/olse/pslo](https://www.sfgov.org/olse/pslo) for more details.



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Natural Gas

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express my deep thanks to Local 38 and the coalition of environmental groups including the Sierra Club and NRDC and the Environmental Defense Fund who have joined them in insisting that as we move away from fossil fuels, we ensure a just transition for workers who will be most directly impacted by these necessary changes.”

On November 11, the Board of Supervisors voted to amend the ordinance, not only to push out the effective date but also to require that additional “green” building standards be explored concurrently with the ban’s implementation and that the San Francisco Public Utilities Commission expand opportunities for onsite, non-potable water treatment systems, greywater, solar water heaters, and other sustainable plumbing systems.

“They wanted this to happen January 1st and we got it pushed back to June 1st so that we can have more time to negotiate a just transition,” said SFBCTC President Larry Mazzola Jr. who’s also Business Manager of UA Local 38. “If we’re going to lose jobs, then we want to make up for those losses with stricter requirements for having water-saving devices in buildings.”

While Local 38 Training Consultant/Specialist Dave Fahy has been involved in discussions regarding the looming changes for the past year, the next six months will involve continued discussion with the City’s Zero Emis-



The installation of solar water heaters in high-rise residential and other buildings could help recover work for union plumbers.

sions Building Task Force. Mazzola Jr. recently sent a letter to Mayor London Breed outlining proposed requirements, which include that new projects be required to pre-plumb buildings for alternative water sources, install solar hot water systems or gray-water heat recovery systems, use a skilled and trained workforce for installation of

the alternative water systems, and that the new projects have the option to use renewable gas sources.

“Supervisor Mandelman and colleagues listened to our concerns and took what we said to heart, showing us that they are serious about saving the climate but also about protecting workers and jobs at the same time,” said Mazzola Jr.

San Francisco has now joined a growing group of Bay Area cities from Berkeley to San Jose and Oakland that have passed similar legislation this year. Movement on the issue is also happening at the state-level as Assembly-member Phil Ting introduced AB 33 in December, seeking to curtail the use of natural gas in public buildings and schools in California.

“AB 33 is a huge problem for us,” said SFBCTC Secretary-Treasurer Rudy Gonzalez. “We want to be on the right side of environmental justice, but this bill is completely divorced from

any worker protections or just transition, so we have real concerns. There are 35,000 pipeline jobs between the Operating Engineers, Laborers, and the UA that are in jeopardy now, and they’re in jeopardy when environmentalists don’t consider workers.”

Gonzalez and others recently met with Robbie Hunter, President of the State Building & Construction Trades Council of California, who’s been pressuring state lawmakers to back off the bill and start over with a plan that includes workforce considerations.

“We need to talk about what conditions are necessary to be on the right side of living on this planet but not at the expense of workers,” said Gonzalez. “I’m not ok with rich greedy coal barons becoming rich greedy solar barons, and all we do is roll back 80 to 100 years of workplace safety and standards. We need to have this conversation in a way that centers the policy around workers and their community.” **OL**



JERRY NEIL PAUL

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Asbestos-Related Mesothelioma, Lung Cancer and Asbestosis

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

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



San Francisco will ban the use of natural gas in stoves, heaters and other appliances in new buildings beginning June 1, 2021.

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.

February 2, 2021 at 7:00 p.m.

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

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.



William Chao – 90, passed away on November 30, 2020 with 47 years of membership. He is survived by his wife Mary and children James (Yvonne), Molly (Frank) Ng, Dolly (Eddie) Hasri, Joe (Sharon), Shelly (Tony) Ng, John (Tammy) and Steve (Abby). Joe and

John are also members of Local 22. He had resided in Daly City.

Philip Hally – 89, passed away on December 20, 2020 with 63 years of membership. He is predeceased by his wife Barbara and grandchild Steven Hart. He is survived by his children Susan Hart-Whitlock (Kent), Michael (Minsu), Tom and Brenda (Skip) as well as grandchildren Brendan Hart, Julia Hally, Stephanie Hally, Bobby Howie, Liam Howie, Sarah Howie and Sean Hart. He had resided in San Bruno.



John W. O'Neill – 91, passed away on January 1, 2021 with 57 years of membership. He is predeceased by his wife Theresa and survived by his children Sean O'Neill (Michelle) and Lisa O'Neill Dillon (Mark), grandchildren Julia, Emma, Roan, Sophia, and Shane, siblings Anna Rose Schram, Alice Foegelle, Kathleen Dunleavy, Bernadette Godwin, Artie O'Neill, Patrick O'Neill, and Mammie Dagley along with many nieces, and nephews. He was a native of Corduff, Cloone, Co. Leitrim, Ireland. He came to San Francisco in 1958. Shortly thereafter, he joined the Carpenters Union and began a proud 31-year career, creating lifelong friendships while expanding San

Francisco's skyline. John also served Local 22 as Trustee on the Executive Board and as Delegate to several United Brotherhood of Carpenters conventions, District Council of Carpenters, and the San Francisco Building Trade Council. He was an Honorary Union Member until the day he died.

Retired Members

William C. Devers
Kenneth Ho
George O'Donnell
Curtis J. Waddle

Here's the Deal by Kenny Lukas

The end of the Trump administration couldn't come soon enough. The mob of whacko Trump supporters who ransacked the offices of our elected representatives was a punch in the gut of all Americans. This was all too familiar to people who came to our great nation from other places around the globe to escape this type of mob tyranny. The most

startling thing about this mob violence is that those crazies were encouraged to commit their felonious acts by Donald Trump. This type of mob violence is straight out of Hitler's playbook. I hope somebody will inform the so called "Proud Boys" and their ilk that their lord and savior Donald Trump will, in a short time join the ranks of the one-term disgraced presidents.

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.



Len Nguyen at 691 China Basin.

Gung Hay Fat Choy



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 Kantoniemi, Colin Johnson, Lenny Paredes

Organizers – Dave Tafoya & Ryan Ruf

From the Desk of Steve Espinosa,

Greetings Sisters and Brothers,

I hope that all of you had a joyous holiday even though we were not able to spend it with all our families and friends. I am hopeful that by the end of 2021 we will all be able to enjoy the gatherings and celebrations that bring family and friends together again.

“Stay Safe and Healthy” is a phrase that I am sure all of us have either seen or heard by friends, family members, coworkers, checkout clerks or even at the closing of an email. I like to think that when someone tells me, “Stay Safe and Healthy Steve” that it serves as a reminder. We are all responsible for our families, friends, and those we work with. We understand how much they mean to us as well as how much we mean to them.

Safety is always a priority when on the job site when you are in the construction trades. It gets drilled into us daily from job site safety orientations, daily and weekly tailgate safety meetings. In addition to visual aids such as Caution or Danger tape and other signage that helps to remind us of the potential hazards that construction workers are exposed to almost every day. As Sisters and Brothers on the job site, we look out for one another and are

genuinely concerned about each other's safety. We all want to arrive to work, put in a safe and productive workday and most importantly, get home to our families safely.

Being healthy goes hand and hand with being safe. Not feeling well, tired, or maybe having muscle aches or just lacking the energy to perform your tasks while at work could cause a negative effect on how you think and react to adverse conditions when you are working. This could also put yourself and others at risk of becoming injured on the job. Eating right is a key component to staying healthy. I am the first to admit my love for eating cheeseburgers, pizza and other fatty foods, but these foods will make you sluggish and tired not to mention wreak havoc on your immune system. Maintaining a healthy diet will help you to work safer and possibly prevent you from missing work due to being ill. Being healthy also keeps the costs down for our Health and Welfare plans.

As we all look back at the year that was “2020” we will remember the many challenges that we all faced, brought us closer together (figuratively speaking) and how they forced some of us apart. By staying safe we can all look forward to gathering with our family and friends

2021 Chapter Meetings

Happy New Year!

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

Tues, Feb 2nd, 6:00 PM, Monterey – 1945 Natividad Rd., Salinas (The Pizza Factory)

Wed, Feb 3rd, 5:30 PM, San Jose – 14940 Camden Ave., San Jose (Round Table)

Thurs, Feb 4th, 6:30 PM, Sacramento – 7465 Rush River Dr., Sac. (Mountain Mike's)

Tues, Feb 9th, 5:00 PM, San Francisco – 2227 Gellert Blvd., So. San Francisco (Round Table)

Thurs, Feb 11th, 5:00 PM, Oakland – 1720 Marina Blvd., San Leandro (SMW Local 104)

Thurs, Feb 18th, 6:00 PM, Manteca – 1120 North Main St. (Mountain Mike's)

Third Tues, Feb 16th/Even Months, 6:00 PM, Fresno – 324 E. Shaw (Ramada Inn)

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

next Thanksgiving, Christmas, and New Year, while working towards maintaining our personal health; we can look forward to a prosperous and productive 2021.

*Stay Safe and Healthy,
Steve Espinosa*

SERVICE AWARDS (JAN 2021)

25 year: Noe Buenrostro, James Jordan, Charles Nance, Jose Vidrio and Xi Li Zheng.

40 year: Rock McKinley, Philip Weltman.

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

IN MEMORIAM

We are sorry to announce the passing of our Brothers:

Mervin Reimche TL 12/09/2020
12-CA 44 yr. Mbr

Rodney Rocha MM 12/18/2020
07-CA 26 yr. Mbr

Alfred Silva BL 12/27/2020
01-CA 48 yr. Mbr

BAC LOCAL #3, CA is now on Facebook (Bac Local-Three) and Twitter. You can get our tweets to your phone by texting **Follow baclocal3ca** to 40404. You do not need a twitter account to get our “Tweets”; they will come to your phone.

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

Business Manager Chris Greaney has appointed Aureliano Ochoa as Organizer for the local. Due to a surge in COVID-19 cases apprentice sign-ups are cancelled. The International has set up a disaster relief fund for any members who have been displaced due to natural disasters. If you have lost your home in the recent fires or any other natural disaster, please call one of the officers for assistance.

Submitted by Alan Pierce

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.





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 February 9, 2020
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 February 24, 2021
4:30 P.M.

We extend our sympathy to the family and friends of **Danny K. Bettis**, Retired Inside Journeyman, who passed away on December 6, 2020, and to the family and friends of **Alberto Alvarado, Jr.**, Inside Journeyman, who passed away on December 11, 2020, and to the family and friends of **Charles R. Sandkulla**, Retired Inside Journeyman, who passed away on December 12, 2020, and to the family and friends of **Frank N. Gallagher**, Retired Inside Journeyman, who passed away on December 23, 2020

Best Wishes to our recently retired members:

George P. Demakis
Christina M. Gardini
John R. Garland
Lonnie L. Hillman
Michael B. Mitchell

Business Manager's Report

Looking Ahead at 2020

2020 has come and gone, and 2021 is here. With it comes a change in the political landscape and an ongoing pandemic. I want to take a moment and discuss some of what is coming at us this year.

Work Picture

In 2020, the work picture started strong for our private sector units. Tenant Improvement work, the bread and butter of our local industry, was very strong and, by all accounts, was poised to remain strong. Then our Industry was turned on its head as the world fell into the grips of a global pandemic.

Several large projects are already under construction, projects like the massive Oceanwide project at 1st and Mission streets. The beginnings of work for Treasure Island has finally broken ground. Sewer System Improvements, representing billions of dollars of public infrastructure work, have been bid and awarded to signatory contractors, and construction has begun.

The impact on our Tenant Improvement sector has been rather acute with many projects stalled, delayed, or even cancelled. This impact will have lingering effects moving forward as the customers will weigh starting work with waiting for broader vaccine distribution and reduced COVID-related costs. The cost associated with COVID safety measures is not insignificant and has forced many projects to be put on hold or to spread out their schedules. This, in turn, impacts our working hours and pocketbooks.

Our Industry's ability to regain strong footing, both locally and regionally, is dependent upon an end to the current surge in infections, a return to manageable caseloads for the hospital systems, and a thorough distribution of the vaccine. Success in battling this pandemic will influence how this year shapes up and the opportunities it will provide. If Congress can find a way to work together, hopefully some near-term relief can be had and a robust investment in infrastructure work may be put on the table. The Local Union cannot control the pandemic or the economy, but we will continue to work hard on your behalf to secure future work opportunities.

PLA Work

As your Business Manager, one of the duties I am charged with is to try and secure future work opportunities for our members. One of the ways we do this is by participating with our other Building Trades affiliates in negotiating

PLAs (Project Labor Agreements).

As Developers plan their projects, one of the variables they need to address is the construction workforce. IBEW Local 6 and the other Building Trades provide the solution to their concerns, namely a readily available and highly skilled workforce.

Last year we were successful at securing PLAs for the Potrero Power Station development, City College of San Francisco, and Citywide Public Works. These agreements will secure and expand our work opportunities over the next 20 years. We are currently in negotiations for a PLA with UCSF for the construction of a new hospital.

The Mission Bay PLA, San Francisco Unified School District, Hunter's Point Shipyard, Treasure Island, 5M, Sewer System Improvement Project are all providing work opportunities to our membership in 2021. Our goal is to keep adding to those successful agreements.

Organizing

As members of the IBEW, we have an obligation to fulfill the objects of our great Union. At the top of the list is organizing all workers in the entire electrical industry. We encourage our members to have an open dialogue with electrical workers who are not members of our Union. Help these workers understand the benefits of being in the Union, and encourage them to reach out and join us.

As a member of Local 6 these workers will have a full voice and vote; both in contract negotiations and the Union that represents them. As electrical workers, having a strong membership during negotiations will demonstrate our strength and unity, and will make a difference when we sit at the negotiating table.

The benefits and wages won at the bargaining table help you and your fellow members to provide for yourselves and your families. Increasing our membership will help us to protect you and your rights for years to come.

Union Plus Scholarship

The AFL-CIO Scholarship applications are now available online at unionplus.org/benefits/education/union-plus-scholarships and are due no later than January 31, 2021. We encourage members and their dependent children who are currently enrolled in an accredited institution to apply.

Current and retired members of unions participating in any Union Plus program, their spouses and their dependent children (as defined by IRS regulations) are eligible. Grandchildren are not eligible unless a legal dependent (as defined by IRS regulations). At least

one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one-year membership minimum must be satisfied by May 31, 2021.

Your Future As You See It

We are in the midst of the three-year cycle for electrician re-certification. Every three years our Inside Wiremen must either complete 32 hours of continuing education to maintain the certification or retake the examination. Every three years, people wait until the last minute to seek their required coursework. Some have their certification lapse as a result. Don't be that member; sign up for continuing education classes at the SFJATC.

Our ability to keep pace with a rapidly changing industry, now more than ever, is an investment in ourselves. We all benefit from a well-trained and competent workforce. It is what helps us to remain, as our International likes to say, **The Right Choice**.

This year the SFJATC began offering classes online, making it even easier for our members to maintain their skills. This coming semester the JATC is offering classes in:

- » Advanced Motor Controls,
- » Cal State Certification Prep,
- » Electric Vehicle – EVITP,
- » Energy Storage & Microgrids,
- » Foreman Development Training,
- » OSHA-30

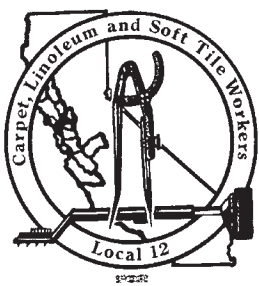
It is clear to all that we will see more and more electrical vehicles and, as our Industry works to address climate change, battery storage systems will become commonplace in residential projects and high-rise buildings. EVITP and ESAMTAC certifications will broaden your future work opportunities.

Our employers expect you to use your skills to install electrical work. Your skills are honed in the field as you bend conduit, splice wire, tighten screws or terminals, and nail boxes to a deck. Our skillsets are focused on the built environment, and while technology plays an ever more prominent role in our industry, it is important that we maintain our skills with classroom instruction that ties the technology to the work we do every day. Sign up for a continuing education class at the JATC, and bring a fellow member with you.

*Work Safely, Wear a Mask, and Save
For A Rainy Day!*
John J. Doherty
Business Manager
Financial Secretary

LIVE BETTER WORK UNION

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.

Dear Brothers and Sisters,

2020 is in the books and we are off to a good start in 2021 with less than 10 members on the **Out of Work list**. We have a couple of changes for this year. If you want to put yourself on the **Out of work list**, call 408-824-1280 and you can speak with District Council 16 administrators Ginny or Judy for assistance. Also, Local 12 will no longer receive over the counter dues. Dues will now be paid directly to District Council 16. Mail your check to District Council 16 Centralized Dues, 2705 Constitution Drive., Livermore, CA 94551. Please put your member ID and Local Union in the memo. Another option is through the website at www.dc16iupat.org and go to the "pay my dues" tab.

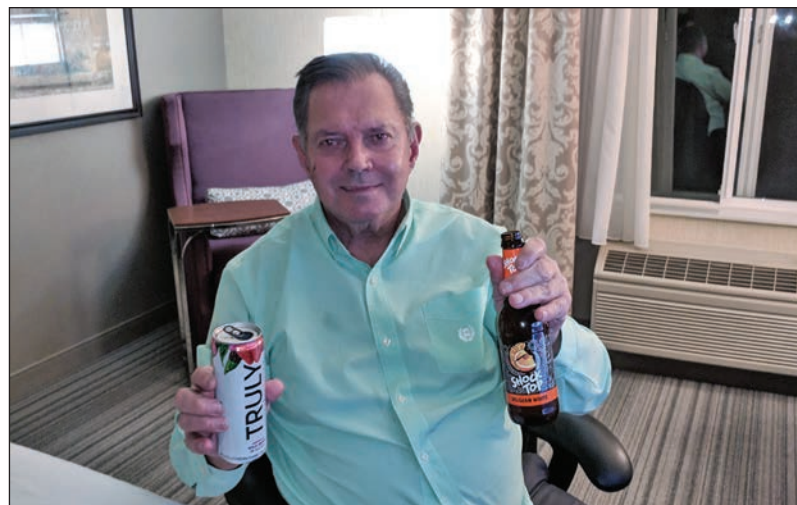
The Union food Distribution Drive-up Grab and Go continues through June 2021. Union members who live and work in San Mateo County who are unemployed due to Covid-19 can pick up food at 1511 Rollins Road. Contact Jenni at 650-619-3686 to register and for dates and times. This program is provided by San Mateo Labor Council and Second Harvest Food Bank. **Volunteers are always needed.**

Unfortunately, I must report The loss of another Local 12 Brother.

Gerald Bruce Mc Dermott passed on December 7, 2020 from complications of Covid-19. Gerald was born on July 23, 1944. He followed his older brothers Dick and Ed as Flooring installers and joined Local 1235 on July 18, 1963. Gerry, as I knew him was a master mechanic in the industry. I had the privilege to work under his leadership as an apprentice in the early 80s and side by side with him later as a journeyman. I knew if I was working with Gerry it would be a good day. Gerry had many hobbies including racing his Sanger Pickle Fork Boat, skiing, riding his beloved horses, and showing his 1964 Plymouth Fury and his 1963 dodge Coronet at Mopar car shows. He last resided in Colorado Springs, Colorado and is survived by His wife Janie, His daughter Tammi, and his son Darren. Gerry will be missed by family and friends. **REST IN PEACE BROTHER.**

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

Respectfully,
Anthony Nuanes



Gerald Bruce McDermott July 23, 1944 - December 7, 2020 RIP.



Apprentice Chris Klein working on a PLA project.



Randy Hayes 20+ year member.

PLASTERERS AND CEMENT MASONS LOCAL 300



Plasterers and Cement Masons Local 300

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

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

Work Preservation Officer: Alex Neang

www.opcmialocal300.org

FIGHT

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TO BE UNION



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 JANUARY MEETINGS ARE CANCELLED

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

San Francisco

Wed., February 17, 2021, 5:30 p.m.
 690 Potrero Ave., San Francisco, CA.

Sacramento

Wed., February 3, 2021, 5:30 p.m.
 Sheet Metal Workers Apprentice and
 Journeyman Training Building
 3665 Bleckely St., Mather, CA.

South Lake Tahoe

Thurs., January 28, 2021, 11:30 a.m.
 Motts Canyon Tavern & Grill
 259 Kingsbury Grade Rd.
 Stateline, NV.

Reno

Thurs., January 28, 2021, 5:30 p.m.
 Nevada Building Trades Hall
 1819 Hymer Ave., Sparks, NV.

Watsonville

Mon., February 1, 2021, 5:30 p.m.
 Round Table Pizza, 1975 Main St.
 Watsonville, CA.

San Luis Obispo

Tues., February 2, 2021, 11:30 a.m.
 Firestone Grill, 1001 Higuera St.
 San Luis Obispo, CA.

Stockton

Friday, February 5, 2021, 11:30 a.m.
 Black Bear Dinner, 1703
 Yosemite Ave., Manteca, CA.

Fresno

Wed., February 10, 2021, 5:30 p.m.
 Piccadilly Inn Airport
 5115 East McKinley Ave., Fresno, CA.

San Jose

Tuesday, March 2, 2020, 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.

I am glad to put 2020 behind us. Now we need to get extra vigilant on making sure that masks are worn and CDC as well as company guidelines are always followed on all job sites we are working on. If you have questions about what your company safety protocols are concerning COVID-19, ask your safety manager to explain. Please also familiarize yourself with the language in the state and federal supplemental sick pay ordinances sent out via Constant Contact email that explains the amount and duration of sick pay, as well as the requirements for when it is available.

DUES AND MEMBERS PAPERWORK

The hall continues to be on lockdown. We are still accepting all probationary and apprentice paperwork through the mail slot. Dues can be paid by check and dropped at the hall as well, or you can call to pay over the phone with a credit card. I have had many members calling to complain that they have received late fees on their dues. **Article XI Sec 3. (c)** states: "Dues must be paid by check or money order on or before **December 31, March 31, June 30, September 30, respectively for the following quarter.**" and **Article XI Sec 3. (e)** states: "Dues may be paid in person or by mail. Date of payment

of mailed dues will be determined by postmark."

Each member is mailed a dues statement on or before **November 30, February 29th, May 31, and August 31**. This allows members to have ample time to pay their dues on time. Envelopes are saved with postmarks or received date stamps (if dropped at the hall) to verify date of receipt or mailing. So, if you have waited until the last minute to pay or mail your dues, and they end up being late, there is nothing I can do to remove the late fees.

WAGE CARDS

In accordance with Section II of the Traveling Expense Agreements, we are awaiting the CPI Index in order to determine if there will be a change to the mileage rates in 2021. New wage cards will be printed and mailed once that update occurs. You should have received a calculation sheet with your December mailing that covers January 1- January 31st. Please contact the union hall if you need another copy.

FREE ZONE CHANGES

If you want to change your free zone, this must be approved by the hall before you start working in the new zone. There is language you and the company must agree to before any zone change can be granted. **Refer to the Local 8 Constitution and By Laws Travel Expense Agreement language: OTIS pg. 117, Section VII- Transfers. All others – NEII pg. 105, Section VII- Transfers.**

PRESIDENT'S DAY HOLIDAY

Monday, February 15, 2021, is a scheduled, **unpaid** holiday. The rate of pay for all work performed on holidays shall be at the double-time rate.

401(k)/ANNUITY

As those who attended the December meeting heard, I encourage all members to take responsibility for their own investments and retirement. The union can only provide so much – it is up to each individual to prepare for the future. Start the New Year off right by investing in your retirement. Take advantage of this great benefit, so you can be financially prepared at the end of your career. Remember, every year you pass up is another year you don't get back. Call the hall to get the required paperwork you will need to turn into your company for 401(k) deductions.

SOCIAL EVENTS

Local 8 has no social events planned until we can have gatherings of more than 10 people at a time.

HONORARY LUNCHEON

As previously mentioned, the Honorary Members Luncheon for 2021 has been cancelled as well due to the COVID-19 outbreak. We are sorry for the cancellation, but the safety and well-being of our Honorary Retirees and active members is of the utmost importance and cannot be ignored.

In closing, I would like to thank all Local 8 Brothers and Sisters for your understanding, cooperation, and sacrifices throughout 2020 in keeping as many Brothers and Sisters working and receiving health benefits, and helping each other through the wildfires and everything else we had to endure. I, for one, am proud to say I am a Brother in Local 8.

Sincerely,
 Mark Thomas Sr
 Business Manager

ROOFERS LOCAL 40



**United Union of Roofers, Waterproofer
 & 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.)

Jan. 21, 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.

From the desk of Jose Oscar Padilla Business Manager

I want to take this opportunity to wish you all a healthy and prosperous New Year. Continue to focus on what is

important in our lives and to share the same goals by maintaining the safety of others and follow all job sites protocols that relate to this pandemic. Together we can make a difference.

At this time our Union meetings are

being held via ZOOM. If you will like to receive a link to participate at our next meeting(s), please send me an email to rooferslocal40@gmail.com to add you to the members list. Remember, we will be opening our contract for negotiations this year.

Next Vacation Pay-Out

Is scheduled for February 5th, from 7:00 a.m. till 4:00 p.m. at the Union Office.

Be safe, wear a mask and stay healthy!!

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.

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

Applications must be filled-out at the Training Center.

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

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

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

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

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

WRITTEN TEST: Only *qualified* applicants will be notified by mail regarding
date, time and location of the next written test: **JUNE 2021**. Check the web-site for
current information: www.sprinklerfitters483.org

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

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

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

(Revised 12/10/2020)

APPLICATIONS ARE CLOSED UNTIL FURTHER NOTICE

SPRINKLER FITTERS U.A. LOCAL 483 OFFICIAL ANNOUNCEMENT

APPLICATION INFORMATION FOR THE APPRENTICESHIP PROGRAM

Visit our Website @ www.sprinklerfitters483.org

TO: All Interested Parties

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

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

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

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:

“Meetings cancelled until further
notice due to health ordinance.”

EXECUTIVE BOARD:

February 9, 2021 – 5:00 p.m.
March 9, 2021 – 5:00 p.m.

DDO/HOLIDAYS:

January 18, 2021

Martin Luther King Jr. Day

February 12, 2021

DDO

February 15, 2021

President's Day

Info, News & Event

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 on-
line. WWW.DC16STAR.ORG for more
information on class schedule.

Brothers and Sisters,

Happy New Year, 2020 is a wrap!
Now we all know that the new year
isn't a magic wand. There is a mess
to clean from the year before. It's left
to all of us to get at it. Although the
past year has been difficult in so many
respects. The president of our nation
lacked the leadership to bring our
nation together. I am looking forward
to a mature adult who considers all of
America in his leadership to move our
country into a bold future that will see
a real infrastructure plan that will ben-
efit us, the construction trades. Where
the rubber meets the road is in the local
government. With the help and sup-
port of organized labor we have rallied
and voted in measures and bills that
will assist in rebuilding the economic
health of the Bay Area. Since I became
a union member, I have intently tried
to use my spending power to vitalize
local business. It is a downright shame
to see so many struggle in these times
due to lack of business. The flip side of
this coin is that when I was trying to
figure out what I was going to do with

the rest of my life after high school,
the one thing I know from watching
members of my family work in the
trades is that buildings need to be built,
refurbished and maintained. Windows
need to be fixed, and as long as glass
breaks I would find work as a glazier.
We got the essential worker tag. Mostly
due to our union leadership here and
across the nation who proactively lead
that charge to get us working and keep
us working. We are hopefully in the
7th inning stretch. Honestly, I have
moments when I am sick and tired of
wearing the mask, but I know that if I
don't stay vigilant it could cost us our
ability to have work opportunities, that
earn us paychecks and pay contribu-
tions to our health care and pensions.
Hang in there my Glaziers, we are
nearly there!

It is with a heavy heart that I re-
port on the loss of two union broth-

ers. Brother Joseph Regan cleared
into Local 718 on September 13,
1976 from Local 636. Brother Regan
passed on November 14, 2020 with
62 years of service. Brother Herbert
Knoop entered into Local 718 on
June 10, 1958; he passed December
21, 2020 with 62 years of service.
Brother Knoop continued to attend
union meetings from time to time. He
would also call the hall to check on
the state of the union. I was blessed
to have many conversations with him.
I offer my condolences to the friends
and family of these long time mem-
bers.

Stay healthy, stay vigilant!

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

It's your right to be Union.

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

Updates In The New Year

2020 is gone and the new year is upon us. With the new year comes the hope that science and a diligent public will allow the pandemic to abate so that we can return to work, little by little.

It will take time for the return to happen. Conjecture in the industry is that the work will return in the late summer or early fall. Moscone's schedule shows tentatively booked events beginning in the early summer. In the meantime, event venues have been considering ways of safely opening. Venues recognize that their ability to draw events in the future will require having comprehensive and

coherent safety and hygiene plans upon reopening. The Local 510 office has been involved in discussions on the matter, particularly with the San Jose Convention Center, which has been proactively examining how to open safely.

Some News and Items:

Health Plan Trustees have voted to extend the lowered hour-bank threshold for coverage by another quarter.

Local 510 dues for the First Quarter of 2021 have been waived by the International for both regular members (Trade Show unit) and life members. You may have received a post card from

the District Council on the matter of Centralized Dues Collection. Centralized Dues Collection is mandated by the International Constitution and is a provision of the District Council Bylaws. The card is simply an announcement of this change that will be in effect once our members begin to pay dues again.

Agents are in the office five days a week. Please make an appointment to visit the office should you need to conduct business that can't be taken care of over the phone or by email/U.S. Post. You may contact the office at 650-763-5405. Morgan Worth is available at extension 1115, and Annette Dosier is

available at extension 1118. Peter Forni is presently furloughed. Please direct all inquiries to either Annette or Morgan. Union updates are listed on our website at www.local510.org. Our union message line is also updated as needed. That number is 650-871-5405.

Questions about pension or medical issues may be addressed to Benesys. Their number is 925-398-7048. The first step for those filing for their pension is to call Benesys.

Respectfully,
Morgan Worth and Annette Dosier
Local 510

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

Work hours dipped a little in December, as is usually the case, but the slowdown was nothing out of the ordinary. The situation at the Hall remains the same with access limited by County Health Code guidelines imposed due to the ongoing pandemic. As a reminder, we are able to take phone orders for shirts and hats. Members just need to pay for the shipping costs.

It looks like our next U.S. Secretary of Labor is going to be Marty Walsh. The 53-year old Walsh is currently serving in his second term as the 54th Mayor of Boston, having won re-election by just shy of a two-to-one margin. With a Boston accent as "haahd" as a three-day-old scone, he was born to Irish immigrant parents, got his start in the trades at the age of 18 and rose to become Secretary-Treasurer and General Agent of the Boston Metropolitan District Building Trades Council before entering into government. Speaking at the 2016 Democratic National Convention, Mayor Walsh credited his family and the Labor Movement for lifting him out of alcoholism and ultimately his rise to the Mayor's office. If confirmed, Mr.

Walsh's leadership should take the DOL in a significantly different direction than it's been going under the previous administration and represents a refreshing emphasis toward actually looking out for Labor rather than management. As was shared in last month's edition, Mr. Biden has committed to being a very pro-Union President, which also shows promise for the National Labor Relations Board. The NLRB is normally made up of five Board Members, with one of their terms expiring in rotation each year. President Biden would potentially have four appointments during his upcoming term in office. All in all, working folks should have some refreshing changes coming our way.

Our clerical staff has asked me to remind the Membership that when filling out paperwork for various state agencies and other organizations, it is not accurate to list Local 34 in the "Employer" box/section. We can provide some dates of employment information, when we get a signed Release of Information form from the Member, for the organization that's requesting the information, but what we can provide is fairly basic and limited so we usually end up referring them to the individual employers.

If you've saved all of your quarterly Trust Fund statements, you may have built up a pretty thick file by now, depending on how long you've been in the Union. For those who've wondered how nice it would be to be able to access a lot of that information online, as well as apply for early Vacation Fund withdrawals, there's good news. You can now go to www.carpenterfunds.com and sign up to do just that. You'll need your UBC ID number or seven-digit CFAO ID number, the last six digits of your Social Security number, your date of birth and an email address.

Last but definitely not least: This isn't meant to be a political column but as a veteran who once swore a solemn oath to defend the U.S. Constitution, as well as the father of two sons who've done the same, I want to take a moment to talk about what happened this week in Washington, D.C. because it went way beyond just politics. Two days ago, as I write this, a violent mob stormed and occupied our nation's capital – the capital that hadn't been violated in such a manner since the War of 1812 - in an attempt to overthrow an election that was by all credible accounts conducted fairly and legitimately. What's worse, they were inspired and motivated by the false claims of a sitting President of the United States, because of whatever reasons that I'm not qualified to speculate on with any authority. It is reported that some of them were armed and one ended up getting shot by those entrusted

to defend the cradle of our democracy and the duly elected legislators within. They injured a number of the Capitol Police that they'd overwhelmed, one of whom died earlier today of the injuries he sustained from apparently being bludgeoned with a fire extinguisher. Federal authorities had already begun making arrests by this morning and, who knows how many, investigations will almost certainly uncover information regarding how bad it really was and/or could have been. My point is this: for over four years now, we've been hearing about how we need to "Make America Great Again" and we may indeed have our share of problems, like any country but, here's the bottom line. We had a coup; it didn't last much longer than an NFL game; it failed; the loss of life, while tragic, was nonetheless, thankfully, relatively low; our government is still intact, and no one met the sort of fate that some might expect in other countries, for pulling such a stunt. When tested like never before, the United States Constitution and our Republic proved resilient and enduring. Again, we may have our problems but maybe we've been a little closer to Greatness than some have led us to believe, all along. May we never see such a spectacle again.

- Brother Keith Guthrie passed away 21 December 2020 at the age of 81. He joined the Union in July 1993.

Please hold your loved ones a little closer tonight and be thankful that we live in the country we do.

High-Risk

Continued from page 1

spread through people's breath, highlighting that wearing face masks is imperative when within six feet of distance from another person. On construction sites, maintaining six feet of distance can be especially challenging. It can be difficult to wear a face mask when trying to communicate with fellow workers over the loud background noise of heavy machinery. Many jobsites are also enclosed spaces with poor ventilation. The physical exertion associated with construction work can cause larger amounts of virus to be released into the air. In addition to wearing masks and practicing social distancing, public health officials encouraged workers to take meals alone, don't smoke or vape near others, not occupy small enclosed areas with others, and refrain from carpooling if possible. Opening windows for ventilation can help reduce risk.

"Public officials are really concerned," said SFBCTC Secretary-Treasurer Rudy Gonzalez. "What's different is that they're able to track COVID cases by industry now. It's flawed in that it doesn't distinguish residential from commercial or public from private, so in their minds the numbers represent the entire industry. We have to shoulder the unfair burden of being the safest and most proactive, knowing that there are some in the industry who aren't us-

ing PPE and don't have onsite safety supervisors. So we need to show that we are renewing and redoubling our efforts to keep safety our top priority. The efforts aren't only for yourself but for everyone on the jobsite and their families."

Even among Building Trades unions, workers' risk can vary from trade to trade and jobsite to jobsite depending on conditions. Jose Padilla, Business Manager for Roofers Local 40, said that in addition to following county health orders, a majority of the jobsites have strict safety parameters set by contractors that have kept them safe and open.

"As roofers/waterproofers, even before COVID-19, we have been required to wear respirators or face masks because of some of the materials we use and some of the applications we do, plus our work involves the use of gloves at all times and most of the time even goggles or safety glasses," said Padilla. "At Local 40 we haven't had a case where somebody passed away from COVID, and only a couple members have tested positive."

Ramon Hernandez, Business Manager of Laborers Local 261, a trade that involves a large number of members to often work in close proximity, said that though guidelines are being followed on the jobsites and cases have remained low, he's concerned about



a surge in infections in January due to many people traveling during the holiday season.

"Everybody has to do their part — wear a mask and social distance, not ride in a car together, not eat lunch together and not share water bottles — all the things that should seem pretty basic but we just have to go the extra mile and be that extra careful until this vaccine kicks in and people stop getting sick," said SFBCTC President Larry Mazzola Jr. "I am concerned that jobsites will get shut down. I know we're deemed essential, but if enough jobs have multiple positive cases and people start getting sick, jobs will start closing down, and that's what we're trying to alleviate by being in front

of this with these safety protocols and guidelines."

Recommendations from the Centers for Disease Control and Prevention indicate that construction workers may be part of the third phase of the allocation of COVID-19 vaccines. Construction workers are grouped into an "Other Essential Workers" category consisting of an estimated 57 million people who will be prioritized for early vaccination after other groups such as health care workers, seniors in assisted care facilities, and teachers. While the CDC's recommendations are non-binding and it's unclear when the third phase will occur, adoption of the recommendations by state and local jurisdictions would help keep jobsites and communities safer. **OL**



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

Board Minutes

Continued from page 3

REQUEST FOR FUNDS:

Engineers and Scientist requests received via email and phone call for funds on COVID -19 research but will be deferred until next meeting.

SECRETARY'S REPORT:

- PLA Administrator Pat Mulligan - PLA slide presentation
- Pat will be front and center and will take lead on this role. Pat thanked all for the work and efforts put in. Monthly training will be available for general contractors that is open to the public. Two new positions have been made specific to PLA which have yet to be filled. Team will consist of seven staff members.
- Review of SIP and COVID policies, latest missive recently sent out by Rudy Gonzalez. Construction jobs are being policed, and safe. Counterpart in South Bay is working on protocols and toolkit that will be shared via email later. Sandra Duarte is working remotely and comes into the office once a week.
- Transition going smoothly, Tim and Rudy work closely every day.
- SFUSD negotiations are ongoing, next meeting to be held Friday. UCSF did ratify contract to move forward. Email to all affected unions went out and has been concluded. Tim thanked Osha Ashworth and John Chiarenza for their help.
- Updates on PLAs, UCSF Parnassus still being negotiated, follow-up meeting to be held. Balboa Reservoir has slowed down, we are on record with the hiring of all union contractors. Letter of intent pending. Park Merced issues on parking and transportation. Teamsters issues have been addressed and waiting to hear back. Giants walk through and groundbreaking ceremony for Mission Rock was shut down due to current COVID conditions. DocuSign will be implemented, Sandra Duarte to start recollecting signatures on all recent PLAs, City College and Mission Rock will go out first.
- Prejobs, school district, BART, SFPUC, Treasure Island, 5M are all ongoing. Armie Morgan of Operating Engineers 3 reported on a Block 52 job out in Hunters Point shipyard that should have a prejob. Per Tim Paulson, we have not been informed. Stu Helfner of Teamsters 853 reported on 19th Ave Project with JMB
- PEC meetings and Mayor update, Please continue to attend meetings.
- Housing Authority caucus for this Friday at 9 a.m.
- Trustee's 2021 meetings, reoccurring invite has gone out with 2021 dates.

PICKET SANCTIONS:

- RJ Ferrari of Plumbers 38 reported on approved strike sanction against Sports Basement or Brookfield Properties. They have non-union workers at jobsite. RJ also suggested sit down with developer for PLA.

OLD BUSINESS: None

NEW BUSINESS: None

REPORTS OF UNIONS:

- December 22, 2020 business reps meeting has been cancelled.
- Larry Mazzola pointed out this being Tim Paulson's last Bus Reps meeting and thanked him for his work with the building trades for last years.

ADJOURNMENT:

11:13 p.m.
opeiu 3 affcio 11

DELEGATES MEETING MINUTES

December 17, 2020, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS:

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

Quorum met

CORRESPONDENCE:

- Tim Paulson recused himself
- City and County of San Francisco Public Records Request update. The council requested records, received insufficient records from agency, and second request for specifics has been submitted.
- REQUEST FOR FUNDS:
- Engineers and Scientist requests received for funds on COVID -19 research.
- Tim Paulson gives recommendation to contribute \$100. M/S/C

SECRETARY'S REPORT:

- Transition update, duties currently being shared between Tim Paulson and Rudy Gonzalez. Transition going smoothly.
- Review of Pat Mulligan's - PLA slide presentation. OLSE is taking over the PLA issue. Pat Mulligan of Carpenters Local 22 and Trustee of the SFBCTC will be overseeing this.
- Review of SIP and COVID policies, working closely with other Business Trades Council on toolkit for all.
- SFUSD internal caucus tomorrow immediate followed by meeting with all. UCSF negotiations are done and ratified.
- Updates on PLAs, first DocuSign request for City College PLA is out. Mission Rock PLA to follow. Parkmerced meeting soon. Reimbursement of legal fees, many locals have not paid yet. Reminder to agents to request payments be submitted on Citywide PLA legal and Craft Coalitions.
- Prejob, reminder to check for invites. SFPUC prejob tomorrow at 3 p.m.
- PEC meeting was held today, a forum to go out.
- Housing Authority, no updates.
- REMINDER: December 22nd Business Reps meeting cancelled.

- WISP celebration, Tim Paulson gave presentation today.
- Democratic Party endorsements. Union endorsement required, required criteria by COPE committee.
- Rudy Gonzalez thanked Tim Paulson for his leadership, his support personally and professionally.

PICKET SANCTIONS:

none

OLD BUSINESS:

none

NEW BUSINESS:

- Rudy Gonzalez reported on MTA has nominees from the mayor's office. Manny Yekutieli proactively reached out to a few unions for support, and made important commitments on the labor side. Request for endorsement by John Doherty of IBEW 6. M/S/C
- Rudy Gonzalez reported on ADEM, the importance of supporting union members who are known to our affiliated union, who understand and support the law and spirit behind a skilled and trained workforce; worker justice at the center of any environmental policy and support project labor agreements. John Doherty of IBEW 6 made motion to support union members on both slates and provided list of candidates. M/S/C

- AD19
» Ryan McGilley (UFCW 5)
- AD17:
» Robert Sandoval (IBT 350)

- » Corey Hallman (IBT 856)
- » Susan Solomon (UESF 61)
- » Gladys Soto (SEIU 1021)
- » Chris Corgas (IFPTE 21)
- » Tony Rodriguez (UA 483)
- » Marcos Aranda (SEIU 87)
- » Kurt Grimes (APRI)
- » Anita Lau (SEIU 2015)
- » Bill Shields (AFT 2121)

- Tony Rodriguez formerly of Sprinkler Fitters thanked all for including him and support.
- Rudy Gonzalez reported that due to inquiries of members on how to voluntarily give back 3% raise, a forum to go out that was pre-filled out and departments were given instructions. Undermining, hostile and anti-union.

REPORTS OF UNIONS:

- John Doherty and members of Electricians Local 6 thanked Tim Paulson for decades of dedicated service to all. Larry Mazzola of Plumbers Local 38 echoed this and shared his gratitude for Tim and his hard work and efforts. Tony Rodriguez thanked Tim Paulson and wished him well. Danny Campbell wished Tim well on his retirement.
- Tim Paulson thanked all for their kind words, and heartfelt well wishes.

ADJOURNMENT:

adjourned 6:00 p.m.
opeiu 3 affcio

Deadline for the Next Organized Labor: Feb. 5



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**THE ONLY
EFFECTIVE ANSWER
TO ORGANIZED GREED
IS ORGANIZED LABOR**

Virtual Reality Prepares Teens to Enter Bay Area Building Trades Locals

◆ *CityBuild Students Used Oculus 2 Headsets to Gain Construction Skills*

By Jessica Zimmer

A donation of Oculus 2 headsets helped attract a larger-than-normal class of San Francisco students to the skilled trades. Positive reviews have motivated San Francisco's Office of Economic and Workforce Development (OEWD) to utilize similar equipment to enhance training objectives.

"It was fun to use the virtual reality headsets and software. Being able to do construction training and tool identification through VR was a new way of learning I've never done before," said David Portillo.

Portillo, a graduate of June Jordan High School and participant in the Construction Sector Bridge (CSB) program, has now applied to CityBuild Academy (CBA), a 12-week pre-apprenticeship program run by OEWD.

CSB, a two-month introduction to construction program for 17 to 21-year olds, is offered by OEWD, Brightline Defense, a City-based nonprofit focused on environmental justice, Community Youth Center (CYC), a nonprofit that provides education and employment opportunities, Mission Hiring Hall, a workforce training nonprofit, and A. Philip Randolph Institute of San Francisco (APRI-SF), an education and workforce training nonprofit.

Eddie Ahn, executive director of Brightline Defense, said the VR training provided an opportunity for students to connect to nonprofits and one another.

"In fall 2020, over 25 students came to India Basin Shoreline Park over several weekends. Usually there are about 10 to 15 students during the prior winter cycles. The increase reflects the intensity of need during the pandemic for job training," said Ahn.

Ahn said the teens separated into small groups, wearing masks and socially distancing. They connected to a WiFi hotspot the nonprofits brought to the park and took turns spending one to two hours in a simulated environment. The software taught them how to use tools and identify hazards.

Between shifts, nonprofit staff sanitized headsets and touch controller grips, answered questions about construction



San Francisco students in the Construction Sector Bridge program complete virtual reality training in construction skills using Oculus 2 headsets at India Basin Shoreline Park in September 2020.

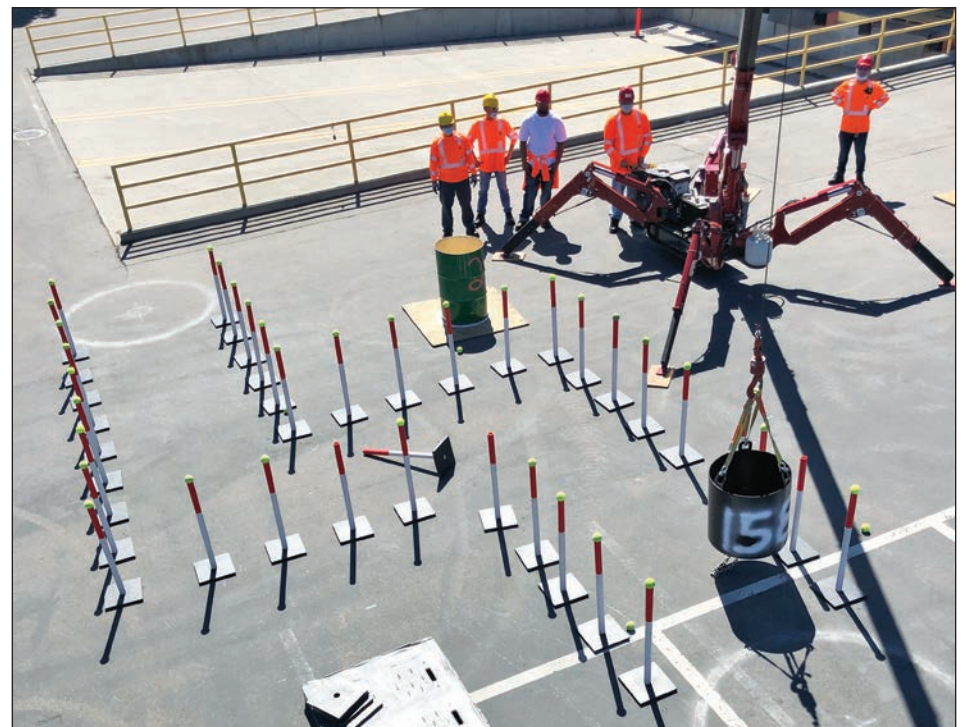
careers, and assisted students with paperwork allowing them to advance to CBA.

Ken Nim, director of CityBuild Academy, said the "thumbs up" from the CSB students encouraged the Academy to move toward purchasing VR equipment and modules. "We want to implement VR for our 2021 cohorts. It's expensive to rent equipment and have an instructor present. VR is an additional tool to supplement existing great instruction by our union training partners. [It] allows students to get more safety training at an effective cost," said Nim.

David Johnson, member and Business Agent of Operative Plasterers and Cement Masons Local 300, said VR can be a good tool for advanced students.

"You want to make sure CBA graduates are ready for the in-person, specialized training with a union member before they start. VR allows students to practice without worrying about sanitization and access to water hoses," said Johnson.

The software for the VR equipment is created by TRANSFR VR, a New York City-based company founded by Bharani Rajakumar. Rajakumar said the software looks to be aligned



Zhimin Li, Zhiyu Ma, Leonard Amedee, Conmin Cheng, and Fucheng Li (left to right) engage in mini crane training. This hands-on, trade-specific training with union members took place in fall 2020.

with Multicore-Craft Core Curriculum (MC3) standards supported by national trade union associations. "As and when demand rises at the local level, we are more than happy to build labor partnerships to support the standards required," said Rajakumar.

Miquel "Mick" Penn, community relations liaison for Swinerton, said the firm views its donation of the Oculus 2 equipment as a resounding success.

"Pre-COVID-19, Swinerton planned to coordinate with CBA and CSB to provide Red Wing work boots...coupled with a volunteer event with Rebuilding Together San Francisco. Brightline asked if we would be able to support their pivot to virtual training and provide Oculus 2 units. Swinerton didn't hesitate to support our community partners in this unique effort," said Penn. **OL**



Darius Coleman (left) and Jimesse Powell (right) fill a hole and compact the ground with a jumping jack in a Laborer's Training Center class. This hands-on, trade-specific training with union members took place in fall 2020.

"VR is an additional tool to supplement existing great instruction by our union training partners. [It] allows students to get more safety training at an effective cost."

—CityBuild Academy Director Ken Nim

125 Years

Continued from page 1

longstanding leadership who've seen the Building Trades adapt. There's such a great history in San Francisco with major strikes and important legislation that has shaped where we are today. The Building Trades have come a long way in terms of diversity, industry technology, economic prosperity, and the highest standards for safety."

A historical work, *Barons of Labor: The San Francisco Building Trades and Union Power in the Progressive Era* by Michael Kazin, chronicles the SFBCTC's birth during the depression of the 1890s through World War I, and how it emerged as a force to be reckoned with from the jobsites to City Hall. Although a conservative shift in national politics in the 1920s subsequently curbed its influence, the Building Trades continued to ride the changing times into the early 2000s when the initial foundation for a Citywide Project Labor Agreement — to be achieved many years later — was set.

More recently, the post-Great Recession economic boom of the 2010s boded well for union tradespeople in a city that experienced unprecedented growth. However, the COVID-19 pandemic and the ensuing economic downturn is perhaps an even more illuminating backdrop to the SFBCTC's dogged success in the face of adversity. When the crisis hit in early 2020, the council and union affiliates' leadership sprung into action to maintain workers' safety and joined private sector partners in lobbying government officials to ensure that construction remained "essential" and jobsites stayed open.

"The trades stick together on all the problems that we've encountered, and we tackle each problem together in a way where we're all on the same page whether we're dealing with the pandemic or dealing with a new mayor or new board of supervisors," said SFBCTC President Larry Mazzola Jr. "The Building Trades has always been strong because the unions stay together and that's the number one reason why we've been able to weather all the things that have been thrown at us over the years. We handle everything in a group and don't have unions breaking off and going in opposite directions."

Over the decades, the council has had a series of dedicated officers who dedicated their efforts to doing right by workers during the inevitable peaks and



San Francisco ready for rebuilding following The Great 1906 Fire and Earthquake.

troughs in the economy. One such leader was Stan Smith Sr. who passed away in 2019, having served as Secretary-Treasurer for 25 years until his retirement in 2000. Former SFBCTC President Larry Mazzola Sr. recalled Smith as a leader who had a particular knack for instilling unity among the trades.

"In my 50 years in the labor movement, Stan was probably the most dedicated labor leader I ever met," Mazzola Sr. had said. "He always stood up for the underdog and for working people. I am very proud to have worked with him."

In addition to showing unflagging support to other officers and rank-and-file members, Smith spearheaded the Mission Bay Project Labor Agreement, which has secured decades worth of work for union members.

Dan Fross, IBEW Local 6 member and retired electrical inspector is also the founder of the non-profit Building Safety Alliance. Fross, whose family has been in IBEW Local 6 since its founding in 1890, himself began serving as a Building Trades delegate in the mid-1980s. Fross attributes much of the San Francisco unions' success to a strong reputation that's been earned over the decades.



Historic photograph of BAC Local 3 members at work.

"If you've looked at the statistics, you'll see that even though our wages are high, our efficiency is great, and when we build in San Francisco, they know that it will be built right and come in on time," said Fross.

According to Fross, an important milestone was achieved by Stan Warren, who served as Secretary-Treasurer beginning in 2000 until 2004 when he passed away from a brain tumor. Warren was able to secure project labor agreements with both San Francisco Community College and the San Francisco Unified School District, which Fross believes set in motion the work that ultimately led to the passing of the historic Citywide Project Labor Agreement in 2019. President Larry Mazzola Jr. and former Secretary-Treasurers Mike Theriault and Tim Paulson, as well as other SFBCTC officers, had worked to get that monumental piece of legislation through the finish line.

Although the SFBCTC has firmly rooted itself in the city's fabric, it hasn't been immune to the decline of unions in the nation as a whole. "There was a

time when every restaurant was union and every bar had a union bartender," said Fross. "San Francisco was that kind of place. Those days are done. The new workers here in the tech industry are not inclined; they are of a different mindset. The trades are strong here because we've been institutionalized here for so long."

In addition to securing project labor agreements, Mazzola Sr. attributes the success of the Building Trades to a commitment to unity and the willingness of leaders to put pressure on politicians. "You have to get along with all the politicians enough to get things done, but you can't just do everything the politician wants you to do. You have to hold up your end and say this is what we want to do," said Mazzola Sr. "You need to gain their respect, and these guys do that."

Although he lauded the council for staying unified and working out problems together, he cautioned against unions' trend of not respecting jurisdictions and doing work of other trades. "It's only been the past 25 years that unions try to split off and do each others' work," he said. **OL**

"We have always been providing high value on display. What that really means is that we've been promoting and serving as a backstop in this fight for economic equality, safety on the jobsite and workers."

—SFBCTC Secretary-Treasurer Rudy Gonzalez

Local 510 Members Still Sidelined by Pandemic

◆ Dues Waived as Trade Show Work Remains Scarce

Since March 2020, Sign Display Local 510 members have been largely out of work due to the cancellation of scores of trade shows and conventions necessitated by public health orders due to the coronavirus pandemic. Among the Building Trades, Local 510 has experienced one of the most significant drops in work hours due to the continued restriction on large indoor gatherings, the environment in which most members work.

“2020 ended with almost none of our members working,” said Local 510 Business Representative Morgan Worth. “There wasn’t much in the way of work. Some of our members were employed to clear out warehouses as companies are downsizing or reducing their footprint because our contractors are hit hard as well.”

Early last year, Local 510 leaders had worried that many members would leave the union to find work in other trades. Pre-empting such an outcome, they decided to waive members’ dues temporarily.

“Fewer members are going to the other trades than I had anticipated,” said Worth. “There are a few, but not many. The difficult part for us is that our members’ dues have been waived for a year, and so we’re having to look at our budget very closely now.”

“Many members want to stick with

this and ride this out,” Worth continued. “A huge plus for them is that their dues have been waived. If dues weren’t waived, it might be different because they would have to choose between rent and food and dues. So that would be one more consideration when they do their personal budgets. So that’s worked out for us as far as retaining our members.”

The result is that many members are collecting unemployment while they wait for a successful vaccine roll-out to re-open their industry, hopefully sometime this year. Some small jobs employing between four and eight workers have popped up occasionally, such as recently at the Warriors Chase Center Arena. Worth estimated that, on average, there have been fewer than 500 member-hours per month.

Another outcome has been the loss, or impending loss, of health insurance for many Local 510 members. A few on disability have retained coverage, however, because insurance is tied to work hours, without work, the benefits eventually terminate. Many found themselves without the health care coverage in December.

“We hope that we can return to work in late summer or early fall,” said Worth. “That’s the popular notion in the industry. There are some places around the country that have opened



Local 510 members built temporary homeless housing in Salinas in spring 2020.

their venues, but in California, there’s a surge in coronavirus cases, and we’re really at the mercy of state and municipal guidelines as far as public gatherings and venues being open. That’s the kicker for us. We can raise our voices and ask to go back to work, but it’s not in our hands to the degree that we would like.”

Some companies are being cautiously optimistic in scheduling conventions for as early as July. While union leaders can make efforts to secure potential work, the companies also lack the final say in whether the gatherings will be allowed.

Worth said that venues like the San Jose Convention Center and the Moscone Center are developing protocols that could enable shows to be held

more safely. This could include enforcing the wearing of personal protective equipment and arranging show floors to facilitate social distancing. Local 510 leaders have been active participants in discussions with these venues to help come up with solutions.

The closure of places like the Moscone Center has had far-reaching economic impacts on the region.

“People are trying to come up with a solution because they’re aware that the conventions bring in a fair amount of revenue to cities, hotels and restaurants,” said Worth. “Those places are also subject to civil and state mandates and won’t be able to operate at full capacity either.” **OL**

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