

Wage Theft Runs Rampant in Today's Construction Industry

◆ *From Misclassification to Mistreatment and Beyond, Violations Are Becoming All Too Common*

By Jessica Zimmer
Contributing Writer

Wage theft, which can take many forms, is becoming a big problem for non-union San Franciscans who work in residential and commercial construction. But union workers aren't immune from these exploitative practices, either. The pandemic has only made the problem worse, thanks to the many shutdowns, slowdowns, and lost opportunities suffered during the past 16 months.

Here's the lowdown on what's been going on, as well as what's being done about it — and what you can do about it.

Abusing the System to Exploit the Undocumented

Undocumented immigrants are particularly disadvantaged because they are not eligible for stimulus payments and unemployment benefits. They are often some of the first people on the jobsite to be taken advantage of.

"Common ways that employers abuse the system include paying cash to make payments untraceable, paying salaries to avoid keeping records of hours, and placing employees in dangerous situations, such

as making them climb a ladder that stretches three stories tall," said Doug Haake, case manager for Instituto Laboral de la Raza (ILR). The ILR is a Mission District-based nonprofit that's funded by labor unions.

Haake said the ILR assists undocumented workers in filing wage claims with the California Labor Commissioner's Office. This office is known as the Division of Labor Standards Enforcement. ILR is also referring workers to employment law attorneys.

"We've been able to assist far fewer people than usual during the pandemic because we've closed the office to the public," Haake said. "Still, we have been

able to accomplish a great deal by way of the phone and texts, despite the fact that workers [often] lack computers and video conference programs like Zoom. Their attitude helps us work around the technology gap."

Demanding Long Hours for Substandard Wages

Augie Beltran, director of public and governmental affairs at Northern California Carpenters Regional Council (NCCRC), said that residential contractors who employ non-union labor engage in numerous other practices that

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PHOTO CREDIT: REALPEOPLEGROUP

From paying substandard wages and forcing long work hours to denying meal periods and rest breaks, the ways in which contractors take money out of their non-union construction workers' pockets are as numerous as they are cruel.

California Labor Leaders Fight to Ensure Green Jobs Are Good Jobs

◆ *Transition From Fossil Fuels to Cleaner Energy Is a Very Sticky Matter*

By Jacob Bourne
Contributing Writer

After years of nebulous discussion about achieving a "just transition" for workers shifting from laboring in a fossil fuel-based economy to a green energy-based one, a new report from the University of Massachusetts Amherst's (Umass)

Political Economy Research Institute now gives a clearer of view of what it will truly take to achieve such a transition in the Golden State.

"The report — for the first time that I can recall — really puts a price tag on the energy transition," said SF Building Trades Secretary-Treasurer Rudy Gonzalez. "It's not something the Building Trades participated

in, but it puts a price tag on what real wages and benefits could look like for effected workers."

The report's lead author, UMass economist Robert Pollin, spoke at a June 10 press conference with labor leaders. The discussion focused on how to navigate a transition to cleaner energy as the negative effects of climate change caused by fossil fuel use esca-

late. This energy transition is aimed at helping the California cut carbon emissions by 50% by 2030 and become carbon-neutral by 2045.

While the goals are essential to improving the state's air quality, labor leaders stress that workers must have a seat at the table to ensure that working families are not left behind in the process.

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We Rise SF Expands Its Services for Immigrant Union Members

◆ *Helping Those Who Risk Their Own Freedom Just by Going to Work*

By Jacob Bourne
Contributing Writer

SF Labor Council Community Services Director Tom Ryan and Program Director Carlos Porras founded We Rise SF six years ago because they wanted to help immigrant workers have more of a place in the labor movement. The center conducts outreach

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PHOTO CREDIT: JON RODNEY

Union members rally in 2017 in support of Local 83's Hugo Mejia and Local 68's Rodrigo Nuñez, who were detained by ICE while on a jobsite in May.

To Win in This Movement, We Must All Be Leaders Who Form One United Front

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

Robbie Hunter: We Were Lucky to Have Him

The head of the State Building and Construction Trades Council of California, Brother Robbie Hunter, has announced his retirement. Since 2012, Robbie has been our tip of the spear in Sacramento, fighting on behalf of 180 local unions that represent more than 450,000 skilled workers, including 68,000 apprentices.

Prior to his state Building Trades role, he led the Los Angeles/Orange Counties Building Trades Council and served as president of Ironworkers Local 433.

Robbie is a native of Belfast, Ireland, and he rarely lets a meeting go by without a reference to history or a reminder of the greater cause of working-class struggle. That might be because his life, worldview, and approach to trade unionism have been defined by struggle.

After all, the man is a descendent of a trade unionist named John Quinn, who was a close confidant to another early 20th century trade unionist — the Irish revolutionary legend James Connolly. So, you might say it's in Brother Hunter's blood to fight for workers.

Robbie dedicated much of his professional life to advancing the welfare of apprentices and journeymen alike. He rarely takes a podium without a recent MC3 or registered apprenticeship graduate at his side. Be they foster youth, previously incarcerated, or otherwise cast aside by society, through the Building Trades and because of Robbie's leadership, they have taken their rightful place among us.

To his fellow trade unionists, he is known as an unapologetic advocate who always has their backs. To allies in labor, he is a strategic and reliable partner. To politicians and pundits, he is often portrayed as defiant and heavy-handed.

Well, in my opinion, the burden he shouldered for 20 years — ensuring the safety and security of hundreds of thousands of skilled and trained workers, apprentices, and their families — is massive. It requires a heavy hand sometimes, and a steady one at all times.

While Robbie's legacy will no doubt be marked by his negotiating and political savvy, his true power came from being a good organizer. Few leaders could match his ability to corral the many interests of our affiliates and members up and down the state into one powerful voice and make that voice resonate in the halls of the capitol.

We all owe him a debt of gratitude. We also owe the one who succeeds him our unified backing.

Realizing the struggle to put industrial workers at the table, build housing we can afford to live in, and protect the safety of our crafts on the worksite will mean continuing to organize our collective power and marching in lock-step when facing down employers and detractors. These are difficult times, but so long as we're standing together, we can continue to organize power for working-class people.

On behalf of the officers, staff, and working members of the SF Building Trades, we wish Brother Robbie Hunter all the best. May the most you wish for be the least you get, Robbie!

The Results Are In...

On July 1, a unified group of officers were nominated unopposed and elected by acclamation.

Please join me in congratulating the following delegates as they prepare to take office and continue the 125-year tradition of promoting high quality, high value, and high standards for our members and their families: President Larry Mazzola Jr. (Plumbers and Pipefitters 38); Basic Crafts Vice President Ramon Hernandez (Laborers 261); Subcrafts Vice President John Doherty (IBEW 6); and Trustees Pat Mulligan (Carpenters 22), Danny Campbell (Sheet Metal 104), Dan Torres (Sprinkler Fitters 483), Charley Lavery (Operating Engineers 3), and Bart Pantoja (Glaziers 718); as well as Sergeant-at-Arms Greg Hardeman (IUEC 8).

A special thanks goes out to Vince Courtney Jr. for his service as vice president of basic crafts and Daniel Fross for his dedication as a trustee over the years.

On a personal note, I wish to express my gratitude to the many delegates, representatives, business managers, and officers who lent their support to me during the recent transition. I am proud to serve the members of our council and fortunate to have such dedicated trade unionists with whom to do the work.

Answer the Call. Involvement Is Power.

Our focus right now must be on capturing work and securing hours. While each project has its own design,



build, and politics, each represents the possibility of enhancing the lives of our members and the communities in which we all live.

With our out-of-work list topping 1,500 in San Francisco, we must put our people back to work. To do so will require cooperation, hard work, and diligent leadership.

I am confident we will meet the challenge together. We will secure labor protections with every policy endeavor that lawmakers propose. We will bargain new project labor agreements to help our members get back to work. We will stimulate economic recovery for the city.

When your representative, fellow delegate, local union leader, or council officer comes calling for your assistance, please be ready and willing to answer the call. Our legislative strength will be a key component to winning good projects with commitments to the skilled union hand, and it will also be crucial in stopping any proposal that threatens to extend the downtown by excluding you.

Together we will see this through and emerge stronger. **OL**



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John Doherty, Vice President – Subcrafts
Vince Courtney, Jr., Vice President – Basic Crafts
Bart Pantoja, Sergeant-at-Arms

Affiliates

Boilermakers, Local 549
Bricklayers & Allied Crafts, Local 3
Carpenters, Local 22
Carpenters, Local 2236
Carpet Layers, Local 12
Cement Masons, Local 300, Area 580
Electrical Workers, Local 6
Elevator Constructors, Local 8
Glaziers, Local 718
Insulators & Asbestos Workers, Local 16
International Federation of Professional
and Technical Engineers, Local 21
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Laborers, Local 67
Laborers, Local 261
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Teamsters, Local 665
Teamsters, Local 853
Teamsters, Local 856
Teamsters, Local 2785
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— The Publishers

Official Minutes of the San Francisco Building and Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING MINUTES

June 17, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Community Coalition Letter, former Recology site and Coalition Community looking for support. FYI only, no action needed.
- Roger Hamilton save-the-date: Mon., Sept. 20, 2021
- 23rd Annual Labor to Labor Dinner: Mon., Oct. 18, 2021

REQUEST FOR FUNDS

- North Bay BCTC: 10K general funds to help fund lawsuit. M/S/C

SECRETARY-TREASURER'S REPORT

- Brother Tony Rodriguez, delegate (Local 483) and fire commissioner, passed away this morning.
- PLA updates: Pier 30/32 proposal and securing PLA in the works; citywide PLA has three awards, per Pat Mulligan, with upcoming pre-jobs by end of the month.
- TJPA quarterly joint administrative committee meeting was held, focusing on phase 2: \$4 billion to \$5 billion projects. Board of supervisors will need to approve bonds.
- FBH resolution: SFLC unanimously passed, and for the first time we have a unified position.
- Elections notice running in Organized Labor publication. Nominations at next delegates meeting in July.
- Economic recovery and development: several opportunities for PLAs. Thank you to the officers and business agents for the support through transition and pandemic.

PICKET SANCTIONS

None

OLD BUSINESS

Nominations notice

NEW BUSINESS

- COVID-19 construction update: currently in the single digits. Infections low; stay vigilant. Vaccination site still available at Local 261, per Javier Flores.
- New health orders renewed; legalities and master agreements to consider and possible vaccination mandates and protocols per local union to take position. Legal counsel to brief board of business agents.
- Armie Morgan (OE3) inquired on Oceanwide jobsite.

REPORTS OF UNIONS

- Danny Campbell (SMW104) picketed 830 Eddie Street and thanked Laborers, Roofers, Painters, and Floor Layers for their support that day.
- Chris Burnett (Glaziers 718) reported on contract

ratification vote last Thursday. Contract up at end of month and is back in negotiations.

- Greg Hardeman (Elevator 8) reported on results of their elections.
- Jose Oscar Padilla (Roofers 40) shared their upcoming elections.
- Andrew Devine (Carpenters 22) notified all of federal holiday tomorrow for Juneteenth.
- Darryl Bishop (Carpenters 22) read Psalm 23, Verses 1-6 in memory of Brother Tony Rodriguez.

ADJOURNMENT:

In memory of Tony Rodriguez, meeting adjourned at 6:09 p.m.

BOARD OF BUSINESS REPS MEETING MINUTES

June 22, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Potrero Power Station Card; thank you for attending.
- Turnout AD18 GOTV w/Alameda BCTC — June 26, 8 a.m.

REQUEST FOR FUNDS

None

SECRETARY-TREASURER'S REPORT

- SFUSD mediation was held Friday, June 18, and bargaining continues. Follow up mediation in July with possible new offer. Currently no new negotiations for the safe opening of schools. Reps have asked School District to present new plan in July.
- State Building Trades notice today: a call in at 1:30 p.m. today to testify in support of two key bills.
- Database Committee meeting to be scheduled with consultant.
- Announcement of the passing of Brother Tony Rodriguez (UA483). Notice of services sent via Constant Contact.

PICKET SANCTIONS

- John Doherty (IBEW6) requested citywide picket sanction against BBJ Electric and Polar Electric. M/S/C

OLD BUSINESS

- Nominations notice on July 1 for officers via Zoom
- Community Coalition Letter: UFCW has put one together on new build to include union jobs, advocate for PLA, etc.
- Roger Hamilton save-the-date: Mon., Sept. 20, 2021
- 23rd Annual Labor to Labor Dinner: Mon., Oct. 18, 2021
- North Bay BCTC: 10K general funds

NEW BUSINESS

- COVID-19 construction update: infection rate currently still in the single digits.

- New health order, possible mandate to have vaccinations required.
- Potrero Power Station Invitation to reps for VIP Tour, first come first serve. Link provided to RSVP: <https://forms.gle/qPoYeHvHB81yVYTJA>
- Larry Mazzola requests on Tony Rodriguez Obituary recommendation to donate to one of two entities, motion made to contribute \$250 each to St. Vincent de Paul and Pancreatic Cancer, totaling \$500. M/S/C

REPORTS OF UNIONS

- Greg Hardeman (Elevator 8) reported that CCLP Bay Area would like to attend first August delegates meeting. Greg to email Sandra to coordinate.
- Danny Campbell (SMW104) thanked all for support in solidarity with picket against Iron Mechanical. John Corso (UA38) also thanked locals for support
- Robert Noto (Plasterers 66) reported on contract negotiations.
- Eddie Reyes (Ironworkers377) reported on recent elections. Eddie is president/business agent, and Chris Donnelly is business agent.

ADJOURNMENT

Adjourned at 10:29 a.m.

DELEGATES MEETING MINUTES

July 1, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

SPECIAL ORDER OF BUSINESS

- Nominations:
 - Office of President: Rudy Gonzalez (Teamsters 665) nominates Larry Mazzola Jr. (UA 38). M/S/C. No other nominations.
 - Vice President of Subcrafts: Jose Fuentes Almanza (IBEW6) nominates John Doherty (IBEW6). M/S/C. No other nominations.
 - Vice President of Basic Crafts: Vince Courtney (Laborers 261) nominates Ramon Hernandez (Laborers 261). No other nominations.
 - Secretary-Treasurer: Vince Courtney (Laborers 261) nominates Rudy Gonzalez (Teamsters 665). No other nominations. M/S/C
 - Office of Trustee, five elected:
 - Cameron Robbins (OE 3) nominates Charles Lavery (OE 3).
 - Andrew McCarron (Carpenters 22) nominates Pat Mulligan (Carpenters 22).

- Anthony Nuanes (Carpet Layers 12) nominates Bart Pantoja (DC16).
- Tony Guzzetta (UA 38) nominates Dan Torres (SPK 483).
- Anthony Urbina (SMW 104) nominates Danny Campbell (SMW 104).
- John Doherty (IBEW 6) nominates Greg Hardeman (Elevators 8) for Sargent of Arms.

Call of white ballot. No election at next meeting. Installation of officers in two weeks via Zoom.

Dan Fross and Vince Courtney step down as officers. Officers acknowledged and thanked both for their years of service and support.

CORRESPONDENCE

- Mission Hiring Hall 45th Anniversary Dinner, outreach work for intake and CityBuild program.

REQUEST FOR FUNDS

None

SECRETARY-TREASURER'S REPORT

- ST thanked all for support in his position as secretary-treasurer.
- State Building Trades announcement of retirement of Robbie Hunter.
- 469 Stevenson continued at planning; Build Inc.
- Letter of commitment has new and improved format consistent with regional BCTC's.
- Statewide legislation call of action from members for state budget negotiations. ST has been in touch with ASM Phil Ting's office. State Building Trades to get out an alert.
- City and county updates: PEC meeting was held today. Andrew of Local 22 asked to be included in meetings.
- Potrero Power Plant buttoned up and finalized. Upcoming projects and work on the way soon.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- COVID-19 Construction Update

REPORTS OF UNIONS

- Dan Torres (SPK483) thanked all for kind words and condolences on behalf of Tony Rodriguez.
- Bart Pantoja (DC16) reported ratified contract last night. No strike needed, moving forward.
- Jose Oscar (Roofers 40) reported that they are currently in negotiations. Contract up last day of July.

ADJOURNMENT

Adjourned at 5:41 p.m.

Deadline for the Next Organized Labor: Aug. 5

Wage Theft

Continued from page 1

disadvantage the construction industry.

“There are no apprenticeships,” Beltran said. “Non-union contractors don’t pay medical benefits or pensions. They offer substandard wages and force people to work long hours, sometimes without meal periods or rest breaks.”

In addition, there is no oversight or representation for non-union workers.

“Further, bad contractors often promise in their bidding paperwork that they will hire a certain number of city residents as workers on projects — that is not happening,” Beltran said. “The City of San Francisco and government agencies in general do not have enough staff for enforcement.”

The NCCRC is addressing the issue by supporting Assembly Bill 1003, current legislation authored by Assemblywoman Lorena Gonzalez (D-San Diego). AB 1003 would make intentional acts of wage theft criminally punishable as grand theft.

Beltran said that AB 1003 follows in the vein of a similar bill that passed in 2017, AB 1701, which extends joint

liability to general contractors for their subcontractors’ unpaid wages, among other obligations. It’s also in the spirit of SB 727, currently being reviewed in the State Assembly, which addresses labor-related liabilities as well.

Beltran said the NCCRC and other locals are also collecting and organizing evidence of illegal practices. Concerns include human trafficking for construction labor, minors being hired for construction jobs, and contractors and labor recruiters threatening to deport undocumented and documented workers.

“It takes a great deal of effort for a district attorney’s office to put together a case for prosecution,” Beltran said. “Labor unions are offering support, effort, and time to improve how all workers are treated.”

Fighting Predatory Employers: Who and How?

Tom Ryan, community services director at the San Francisco Labor Council, said local building and construction trades unions have committed to their union siblings without a safety net: “In 2020, building and construction trades councils and unions, in concert with the Alameda, Contra Costa, San Francisco and San Mateo labor councils, established a hardship fund to assist union workers who did not qualify for help from federal, state, or local sources. This fund distributed nearly \$350,000 in food cards and rental assistance.

“Now we’re developing an additional rent payment assistance and referral program,” Ryan said. This program is



A top-to-bottom non-union residential construction project in San Francisco appears desolate on a late afternoon in mid-July.

meant to help union workers — often immigrants — who are without a safety net to catch up with rent payments before California’s eviction moratorium ends in September. Our goal is to avoid eviction for any union member.”

Ryan said that since Instituto Laboral de la Raza opened in 1982, the nonprofit has served nearly 17,000 individuals. He estimates that sometimes almost a third of Instituto’s clients, most of whom speak only Spanish, are construction workers coming to report wages being stolen in various ways at small and medium-size jobsites.

“We need more capacity to work with each one of these workers,” Ryan said. “We need to [improve our ability] as a society to stop predatory employers, with an emphasis on repeat offenders.”

Know Your Rights and Exercise Them

Alex Lantsberg, director of research and advocacy for the San Francisco Electrical Construction Industry, said the problems with residential construction contractors relying on non-union labor began in the mid-1980s.

“Before that point, virtually all mass-market residential construction was union-built,” he said. “The Savings and Loan crisis in the late 1980s and early 1990s was the tipping point. After that, large builders leaned into hiring subcontractors who hired non-union workers.”

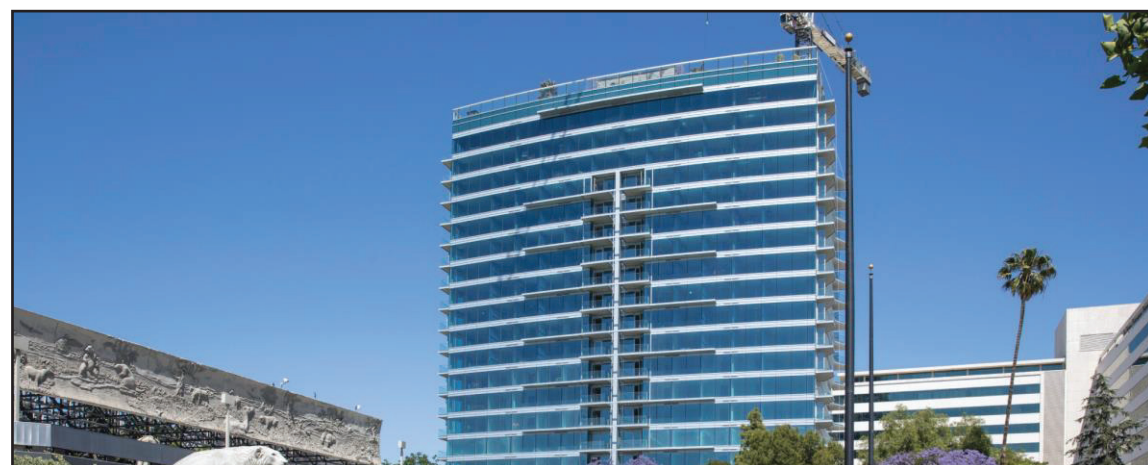
Lantsberg said that it’s critical that the construction industry address wage theft to help all workers get paid in full and on time.

“Workers — especially undocumented workers — may feel scared to speak

Alex Lantsberg is director of research and advocacy for the San Francisco Electrical Construction Industry.



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up,” he said. “They think they don’t have any recourse to being exploited. Unions can help by educating all workers on what rights they do have. Unions can also work with workers to make complaints and file lawsuits.”

Ken Jacobs, chair of the University of California-Berkeley Center for Labor Research and Education, said residential construction is like “the Wild West.”

“When you compare it with commercial construction, you see that residential contractors pay much lower wages, and illegal labor practices are common,” Jacobs said. “In San Francisco, residential construction includes more large, high-rise projects than suburban areas. Some [construction has] project labor agreements and are built with skilled

and trained workers. Problems continue in many other [projects].”

Misclassifying Workers: It’s Criminal Behavior

Jacobs co-authored a June 2021 report released by the UC Berkeley Labor Center. This report, “The Public Cost of Low-Wage Jobs in California’s Construction Industry,” explains how low-wage construction jobs damage individuals, families, communities, and regions.

The data show 48% of families of construction workers in California are enrolled in a safety net program like Covered California, at a cost of over \$3 billion. In contrast, 36% of all California workers have a family member enrolled in one or more safety net programs.

Jacobs cited research reveals that when employers misclassify workers or pay them under the table, they defund and defraud government programs, including workers’ compensation, Social Security, and Medicare. Misclassification costs the state and federal government an estimated \$3,000 per worker per year for every worker who’s misclassified.

Union labor in commercial construction represents the opposite side of the coin.

“Research finds that projects built with skilled and trained workers have fewer cost overruns,” Jacobs said. “They deliver a high-quality product in a timely manner. What labor unions have been able to achieve for workers and the community on commercial projects is a good model for residential construction. Then workers will be able to make a decent living.” **OL**

PHOTO COURTESY DOUG HAAKE



Doug Haake, case manager at Instituto Laboral de la Raza in San Francisco, helps workers who are victims of wage theft.

HOW TO WAGE WAR AGAINST WAGE THEFT

Doug Haake, case manager for Instituto Laboral de la Raza (ILR), provided the below tips for individuals concerned that they or someone they know might be the victim of wage theft. If you, an acquaintance, or a coworker are being exploited by an employer, following this list could be a good way to start building your case.

- Record time in, time out, and the date worked for every day of labor in a small notebook. Also, write the date pay arrived, how much pay arrived, and whether it was in cash or by check.
- Write down addresses where the work was performed.
- Take a picture of a check before cashing it to identify who signed it and what the account number is, as well as to prove employment with the employer.
- Take pictures of yourself on the job, preferably with the employer or manager in the background. This helps establish that you were an employee of this person or business and will make it very difficult for the employer to deny knowing the worker.
- Regularly take pictures of work schedules with workers’ names on them for the week or day.
- Take photos of dangerous working conditions to illustrate the state of equipment or structures and what you were asked to do.
- Take photos of paychecks. When ILR has an account number from the bottom of a check, the nonprofit can share this with the sheriff’s office — a big help in the effort to recover the money.
- When taking jobs, insist on being paid per hour. If the contractor or homeowner demands an agreed-upon amount for the job, you should listen to your instincts before taking the job.
- Sometimes, after a worker takes a job, the contractor insists that the work be completed more quickly. The contractor might ask you to bring friends. The friends’ wages should be set by the contractor, not the initial worker. Otherwise, the worker could appear to be the friends’ employer.
- Check the contractor’s license to make sure it’s legitimate, or not inactive.
- Document threats or negative comments against workers that relate to language preference, nationality, ethnic identity, and immigration status.

What we stand for sets us apart.

Your members can count on Blue Shield of California’s robust network of doctors and facilities. Our ongoing support of our state’s provider community during the pandemic is helping ensure the dependable coverage your members and their families deserve.

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We Rise

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to help immigrant workers understand their rights and the steps they can take to enhance their status, security, and stability in the United States.

Since its inception, We Rise SF has expanded its reach and is now serving thousands of members representing about 45 countries of origin and many spoken languages, reflecting the rich diversity of organized labor.

In recent years, the center's work has become more rooted in the community — and particularly in the trades — as members learn about the issues faced by their fellow union member coworkers.

"You can't make the assumption that everyone in your organization is free from vulnerability," said IBEW 6 Business Representative Sabrina Hernandez, who has volunteered for We Rise SF's citizenship workshops. "There are folks who I know in my organization are DACA recipients who can experience fear and anxiety due to living with the unique status."

The vulnerability of immigrant union members was made crystal-clear in a 2017 incident involving a painter and carpenter whose status cost them their freedom af-

ter they simply tried to enter their jobsite.

International Union of Painters and Allied Trades Local Union 83 member Hugo Mejia and United Brotherhood of Carpenters Local 68L member Rodrigo Nuñez were held for months in detention by U.S. Immigration and Customs Enforcement (ICE) after they went to work a jobsite at a hospital within the Travis Air Force Base in Solano County. There, the two tradesmen were detained by military base staff and then handed over to ICE when they presented their California driver's licenses and tax identification numbers instead of the Social Security numbers demanded by base staff.

The issue mobilized a national movement to fight for the rights of immigrant workers and served as a turning point for awareness about We Rise SF's work.

With the onset of the COVID-19 pandemic, not all immigrant workers were covered by unemployment insurance or stimulus

payments, so We Rise SF worked with the SF Building Trades to distribute \$350,000 in aid to those in need.

Mejia and Nuñez's ordeal shifted the center's focus away from members working toward their path to citizenship and became more focused on their daily survival, Ryan said. Now, with the economy

reopened and work picking back up, people are looking to move forward with their lives.

"It's hard when you're worried about your day-to-day existence to focus on other things," Ryan said.

One service that We Rise SF provides is to assist members who are trying to qualify for partial payment assistance for their citizenship applications. The organization is also expanding its outreach efforts, working with the AFL-CIO in Texas and Washington to provide both virtual and in-person English-as-a-second-language (ESL) and citizenship classes.

In addition, Ryan said that they had made a presentation to the Building Trades to garner collaboration to institute an immigration support day for each union to make the process of administering services more efficient.

Additionally, We Rise SF has been providing virtual services to union workers at the San Francisco International Airport, assisting them with enhancing their legal status so that they can better provide for their families.

"I think it's important to highlight the

fact that our labor movement has always shined bright when we come together," said Porras. "The fact that the center is big enough to run in the last six years successfully providing much-needed expert services to our members and their families has made it a beacon of hope for many immigrant workers who have come through the doors and have been able to successfully continue the processes of enhancing their status to be part of a safer, more secure, more integrated community." **OL**



We Rise SF Outreach Coordinator Sandra Flores Ortega takes part in a virtual training at the We Rise SF office.



WE RISE SF LABOR CENTER FOR IMMIGRANT JUSTICE

A program of the San Francisco Labor Council

IMMIGRATION SERVICES FOR UNION WORKERS & FAMILY MEMBERS:

- Citizenship
- Green Card Renewals
- Work Authorization
- Adjustment of Status
- First-Time DACA Applications
- DACA Renewals



1188 FRANKLIN ST. SUITE 202
SAN FRANCISCO, CA 94109
MONDAY - FRIDAY, 9 AM - 5 PM
PHONE: (415) 440 - 8798
WEBSITE: WERISESF.ORG
FACEBOOK: WWW.FACEBOOK.COM/LABORCENTERFORIMMIGRANTJUSTICE
INSTAGRAM: [WERISESANFRANCISCO](https://www.instagram.com/werisesanfrancisco)

AFL-CIO/OPEIU 29

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Thinking About Filing a Wage Claim in the Wake of the Pandemic? Read This.

♦ Two Labor Attorneys Weigh in With Their Perspectives and Knowledge of the Process

By Jessica Zimmer
Contributing Writer

The pandemic has led to confusion about whether workers are owed money for unpaid wages and other compensation. Union members who think they have such a claim should consult their representatives. The rep might reach out to an attorney for the union or advise the worker to file a wage claim with the California Labor Commissioner.

Susan K. Garea is a labor attorney and shareholder at Beeson, Tayer, and Bodine, a law firm with offices in Oakland and Sacramento. She explained that the economy-stalling response to the pandemic led to inconsistent and unpredictable reactions from employers.

Garea said: “The months following the initial shutdown were a very challenging time. It was unclear how long the shutdown would last. Some employers resisted paying out for benefits. There were some employers looking for ways not to lay people off, to spread the burden around. There were employers who participated in the WorkShare program.”

A worker can experience delays in response that last as long as seven months after filing a wage claim with the Labor

Commissioner. This is because there have been COVID-associated delays with claims processing and a shift of resources to processing unemployment insurance claims, said Caren Sencer, labor attorney and shareholder at Weinberg, Roger, and Rosenfeld, which has Northern California offices in Emeryville and Sacramento.

“Under normal circumstances, the Labor Commissioner is a free, easy, and

Commissioner at the same time.

Steps in a grievance procedure vary. They typically start with the grievant and his or her steward meeting with a supervisor. A union attorney may become involved at a later stage in the procedure, to represent or advise the grievant and/or the union during arbitration, or before a panel that will render a decision.

“One difficulty we’ve faced during

“Seeking help through a union levels the playing field. Attorneys who represent unions can help.”

quick way to seek a resolution,” Sencer said. “Now, that avenue is not providing the speedy relief workers need.”

When a wage claim alleges a violation of a contractual right (an item covered by the worker’s bargaining agreement) rather than a statutory right (an item guaranteed by state law), the union member should follow the grievance procedure. Sometimes, a worker can file a grievance and a claim with the Labor

the pandemic is employer bankruptcies,” said Garea. “Attorneys who represent unions can help. We have bankruptcy attorneys who can submit claims for employees’ wages as creditors of the employer that filed for bankruptcy.”

Garea said that it’s important for employees who are owed unpaid wages to come forward in a timely manner and seek appropriate remedies.

“Fear of retaliation remains a prob-

lem during the pandemic, with so many people out of work,” she said. “However, seeking help through a union levels the playing field because of the power of a union contract and union representation.”

Sencer said the pandemic has led to an opportunity for employers to “play games” with documentation, such as requesting Paycheck Protection Program (PPP) loans to pay workers, but then picking the workers “who don’t make waves” to return to work.

“The PPP loan amounts are based on headcount,” Sencer said. “These loans don’t require supervisors to bring the same people back to work as those who were on the job before.”

She mentioned one provision that helps workers come forward regarding wage claim concerns is California Labor Code Section 1171.5. This statute provides that all protections, rights, and remedies available under state law are available to undocumented immigrants.

“Immigration is not a proper area for discovery — a pretrial procedure to uncover evidence — under California law,” Sencer said. “Undocumented workers have an equal right to unpaid wages.”

To file a wage claim with the Labor Commissioner’s Office, visit <https://www.dir.ca.gov/dlse/howtofilewageclaim.htm>. 



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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
Lucio Sanchez – Treasurer

Patrick Mulligan – Financial Secretary
Gerrit Veneman – Warden
April Atkins – Trustee
Otto Gaytan – Trustee
Juan Roman – Trustee

GENERAL MEMBERSHIP MEETING NOTICE

Tue., Aug. 3, 2021 at 7 p.m.
450 Harrison Street, San Francisco
(located between 1st and Fremont St.)

Parking is available on the street and behind the building.

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

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

We Regret the Loss of the Following Members:

William Daniel, 78, passed away on April 12, 2021, with 78+ years of membership. He was one of 16 children. He is preceded in death by

his two sisters, Bertha and Viola, and his 10 brothers: Nathaniel, Clarence, R.D., Harin, Ellis, Willie Henry (Josh), Johnny Lee, Milton, Thomas Charles, and Willie B. He is survived by his wife Ruby, children Michelle and Melody, and three sisters and one brother: WC Daniels, Armetta Jones, Ardella Daniels, and Rosella Morrison.

Ricardo Pulido, 76, passed away on April 25, 2021, with 49+ years of membership. He is survived by his wife Carmen, son Steven, and daughter Michelle. He resided in Folsom and, previously to that, Millbrae.

Journey Level Upgrade Courses

If you're interested in keeping up-to-date with the Journey Level Up-



Sixty-five-year Honorary Member Joe Whiteside.

grade Courses that are being offered, or if you're interested in being placed on a waitlist for future classes, please visit www.ctcnc.org or contact Field Representative Peter Garza at 415-355-1322, ext. 18.

Email Addresses

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



Local 22's newly elected Executive Board was sworn in at the July meeting. Pictured, left to right, are: Gerrit Veneman, Andrew Devine, Sean McGarry, Juan Roman, April Atkins, Andrew McCarron, Patrick Mulligan, Patricio Cubas, Otto Gaytan, and Lucio Sanchez

Happy Birthday, Mike Alvers

PHOTO CREDIT: ALLEN ACKERMAN



Forty-four-year member Mike Alvers and friends at Mike's birthday barbecue.



Forty-year member Rudy Rodriguez, pictured with Mike Alvers.



United Brotherhood of Carpenters
and Joiners of America
LOCAL UNION NO. 22

June 11, 2021

Douglas McCarron
General President of the
United Brotherhood of Carpenters
and Joiners of America
101 Constitution Avenue, N.W.
Washington, D.C. 20001

**Re: Dispensation for Special Election for Delegates and Alternate Delegates to the Northern
California Carpenters Regional Council**

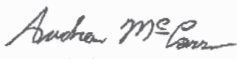
Dear President McCarron,

Carpenters Local 22 is seeking dispensation for a special election to be held on July 6, 2021 for the purpose of filling vacancies among our Northern California Carpenters Regional Council Delegates and Alternate Delegates.

Local 22 conducted their regular election on June 1, 2021 in accordance with the Constitution of the United Brotherhood of Carpenters and Joiners of America and met all administrative and legal requirements with this process. Unfortunately, Local 22 has had poor attendance at recent meetings due to COVID 19 restrictions. As a result we were unable to get a sufficient number of eligible members nominated in order to fill all vacant positions. A few weeks later with a broad distribution of vaccines and a reduction in Public Health Order restrictions we are now experiencing a more robust attendance at our meetings. With this in mind we are hoping to have an interim election to fill these vacancies in order to most appropriately represent the interests of our local at our Northern California Carpenters Regional Council meetings. This is particularly important as Regional Council elections are scheduled for August 2021 and shortly thereafter we will be participating in contract negotiation and ratification.

Thank you for your consideration on this important matter.

Fraternally,


Andrew McCarron
President


Andrew Devine
Recording Secretary

sko/opeiu29/afl-cio

2085 3RD STREET • SAN FRANCISCO, CA 94107
TELEPHONE: (415) 355-1322 • FAX: (415) 355-1422



UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

Douglas J. McCarron
General President

July 1, 2021

Via Fax at (415) 355-1422

Mr. Andrew McCarron, President
Mr. Andrew Devine, Recording Secretary
Local Union 22
2085 3rd Street
San Francisco, CA 94107

Dear Sirs and Brothers:

This will respond to your letter dated June 11, 2021. You requested dispensation on behalf of Local Union 22, which is affiliated with the Northern California Carpenters Regional Council ("Council"). For the reasons provided in your letter, dispensation is requested so that the Local Union may conduct nominations and elections in July 2021 for vacant positions.

The request for dispensation has been reviewed and considered. The facts and circumstances presented in this case do not warrant granting dispensation. Accordingly, the request is hereby denied.

Fraternally yours,


Douglas J. McCarron
General President

cc: Bob Alvarado, EST, Northern California Carpenters Regional Council
Personify
Controller

Page 1 of 1

101 Constitution Avenue, N.W. • Washington, D.C. 20001 • Phone (202) 546-6206 • Fax (202) 543-5724

Unfortunately, we were not able to hold the election as intended, as we did not receive dispensation from the International Office of the United Brotherhood of Carpenters and Joiners of America. Instead, the president will be appointing delegates to fill these interim positions.

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 provide 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 www.sprinklerfitters483.org.

Applicants must be at least 18 years old and submit a copy of their driver's license or picture ID, passport, or birth certificate.

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 5/13/2021)

***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

SEE WEBSITE FOR ANNOUNCEMENTS AND INSTRUCTIONS.



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

Unit One Committee Meeting
Tue., Aug. 3 — 4:30 p.m.

Unit Five, Muni Railway Shop
Wed., Aug. 4 — 4:30 p.m.

Executive Board
Tue., Aug. 10 — 4:30 p.m.

General Membership
Wed., Aug. 11 — 4:30 p.m.

Unit Six, Sound & Communications
Thu., Aug. 12 — 4:30 p.m.

Retired Members-Senior Sixes
Thu., Aug. 19 — 10:45 a.m.

Executive Board
Wed., Aug. 25 — 4:30 p.m.

We extend our sympathy to the family and friends of James Shults, Inside Wireman, who passed away on November 23, 2020; to the family and friends of Craig R. Bidwell, Sr., who passed away on June 5, 2021; to the family and friends of Nicolas J. Sayada, who passed away on June 19, 2021; to the family and friends of Patrick R. McCabe, who passed away on January 15, 2021; and to the family and friends of John M. Walsh, who passed away on July 6, 2021.

Best Wishes to Our Recently Retired Members

Tim T. Felker
Michael J. Cardona

BUSINESS MANAGER'S REPORT

City/SFMTA and Mandatory Vaccination Policy

Local 6, along with all of the other labor unions representing workers employed by the city/SFMTA, was surprised by the mayor's announcement regarding mandatory vaccinations. We were especially disturbed with the threat to terminate unvaccinated employees without a religious or medical exemption.

Local 6 was not consulted regarding the city/SFMTA's proposed policy. We are scheduled to meet and confer with them in order to clarify what their proposed policy intends to address. We will also attend follow-up meetings scheduled by DHR. Those will, we hope, provide some clarity.

At this time, there is no COVID-19 vaccine with full FDA approval, al-

though three are being distributed with an emergency authorization (Pfizer, Moderna, and Johnson & Johnson). So, any proposed 10-week window has not yet been triggered.

It is important to note that guidance from both federal and state Occupational Health and Safety Administration, along with the Equal Employment Opportunity Commission, have stressed the employer's responsibility to provide a safe work environment for its employees. COVID-19 vaccines address the safety of the work environment, and the EEOC has stated that restrictions tied to vaccinations do not trigger EEO review unless tied to a protected status.

Local 6 has advocated for vaccination access for both our public sector and private sector members. We believe that it is the safest option for our members given the current health crisis, and we strongly encourage vaccination to protect you and your families, your friends, and our community-at-large, as the COVID-19 variants circulate in the population.

But Local 6 also understands that some members may be reluctant to take the vaccine, be it for religious, medical, or other strongly held beliefs. As I previously noted in my monthly article, we are on a collision course of property rights versus personal freedoms. The city has the right to control its property and set safety policy.

We do not know what will ultimately come of this proposed policy, but those who choose to not get vaccinated may face certain restrictions in the near future. To be perfectly clear, we do not believe that threatening to terminate employment was the appropriate measure, and we will communicate that to the city.

Again, we will provide updates as they become available. Please visit ibew6.org for those updates.

Requests for Vaccination Status

Many workers employed under Local 6 agreements have received inquiries from the employer to provide information regarding COVID-19 vaccination status. This has caused many to contact Local 6 regarding the legality and/or appropriateness of this request. Local 6 has been made aware that members are reluctant to provide their employer with their vaccination status, even when many of those members are vaccinated. Talk is often centered on the risk of HIPAA violations.

On June 17, Cal-OSHA updated its COVID-19 Emergency Temporary Standards (ETS). Now, for your

employer to comply with the updated ETS, it "must develop a written COVID-19 Prevention Program or ensure its elements are included in an existing Injury and Illness Prevention Program (IIPP)." (The updated ETS, with the recent revisions, can be found on the Cal-OSHA website.)

In short, the employer is within its rights to ask you for this information and, in fact, is obligated to either: A) collect and maintain a record of your response, or B) treat all employees as unvaccinated. Asking for this information does not represent a HIPAA violation. What is important is how the information is used.

Your employer may determine that, for its operations, it must exercise its obligation to collect and maintain a record of your response. Local 6 intends to engage with the employers regarding any potential consequences for employees who fail or refuse to respond and will advise the employer that no adverse action can be taken until that process is complete.

Local 6 has actively fought for vaccine access for our members and strongly urges our members to get vaccinated. That said, we cannot force any member to get a vaccination.

Local 6 believes it is in the best interests of all of our members to provide the employer with accurate information so that it can develop its COVID-19 Prevention Program and to protect the health of you and your fellow workers without infringing on your rights to choose — or choose not — to be vaccinated. That said, Local 6 cannot force you to provide this information.

If you choose not to receive a COVID-19 vaccine, or if you refuse to indicate whether or not you have been COVID-19-vaccinated, the employer will be within its rights to restrict your access to certain facilities and/or institute a policy that might require risk-mitigation measures, such as wearing a fitted N-95 mask, or more.

If your employer approaches you with follow-up questions related to why you chose not to become COVID-19-vaccinated or why you declined to provide your vaccination status, please contact a union representative to be provided guidance on your rights.

It is important for our private sector members to remember that building owners or project sponsors are able to enact rules requiring that only vaccinated employees be given entry to their facilities. We have already been notified that certain trade shows will be vaccination-only events at the request of the association sponsoring the show.

This is a requirement placed *on* your employer, not *by* your employer.

State Certification

The Inside Agreement for Local 6 requires that members be compliant with Electrician State Certification Law. Proof of compliance is required for dispatch. We treat both local members and travelling members the same on these requirements.

We continue to receive a lot of calls

about the California Electrician Certification program. We strongly encourage all members to complete the required classwork and complete and submit your paperwork as soon as possible. Application turnaround times have been severely hampered by the COVID-19 shutdowns and can take from six to eight weeks for approval! Do not wait until the last minute.

Online classes are available through our JATC. Visit www.sfelectricaltraining.org for more information. Lastly, we do not register people to be electrical trainees at the union hall. It is the responsibility of each individual member to ensure that they are in compliance with certification requirements.

Fire Alarm/Life Safety Work in Local 6

Over the years, I've written several times about life safety work in Local 6 and the rest of Northern California. In May 2015, we were happy to report that a decision had been reached on fire alarm/life safety scope of work. Through Local 6's efforts to reach out to the San Francisco Electrical Contractors Association, we were able to draft a joint industry letter that memorialized the local electrical industry's belief that fire alarm/life safety work is the work of the inside wiremen.

The dispute over life safety work went back to CIR and fell under the Northern California Addendum (Addendum #2) to the 9th District Sound & Communications Agreement. Addendum #2 specifically excluded life safety work from the Sound & Communications Agreement, and, thus, made life safety work the work of inside wiremen.

Management was seeking to expand the Sound & Communications Scope to allow installers and technicians to perform the work. Because of Local 6's efforts, San Francisco was explicitly carved out of any change that would occur resulting from Scope Review Committee's recommendation and this process.

Fire alarm/life safety work in San Francisco is to be performed by inside wiremen — period. S&C installers and technicians are not to perform this work in the jurisdiction of Local 6.

Three Strikes to Be Reinstated

Hours are down, but ... calls are going into Book II?

Local members must be responsible for their jurisdiction and staff their work. As a result of calls repeatedly going into Book II, and its hindering of our ability to accurately determine how many of our out-of-work members are, in fact, available to work, the three-strikes rule will go back into effect on Monday, August 16.

Stay Safe, Save for a Rainy Day, and Come to a Union Meeting.

John J. Doherty
Business Manager
Financial Secretary

With the news that the Moscone Center is going to reopen for shows, we thought we would take a moment and recognize the earliest recorded event of Local 6 tied to a convention. In 1902, the Shriners held a large convention in San Francisco. There was a problem with the electric sign strung high above a downtown intersection, and Local 6 member “Honest” John Fletcher tied himself into a boatswain’s chair and slid across the guy wire to fix the lights.

Oddly enough, there is no record of a jurisdictional dispute over this one!

The High-Flying Daredevil of IBEW Local 6



SF Examiner June 10, 1902

THIS MAN HAD ALL HIS NERVE WITH HIM

Electrical Engineer Works in Midair to
the Astonishment and Awe of
Many Thousands.

Suspended in mid air over the center of Market street, 125 feet from terra firma and with only a small rope to keep him from falling, John Fletcher, an electrical engineer residing at 113 Fulton street, performed a feat yesterday afternoon that drew the attention of the thousands and thousands of promenaders and caused many of them to take on “gooseflesh.”

The big electrical sign that swings from the roof of “The Examiner” building was found to be defective. One of the current wires leading to the Arabic words of greeting would not work and some one was needed to repair the damage. Unless some one went out to the sign it would be necessary to bring the sign to earth and rather than go to such trouble, Fletcher volunteered to crawl out upon the guy ropes that hold

the greeting in position and fix the defective wires.

Fastening about himself a number of ropes to keep him from falling, Fletcher worked his way to the middle of the big sign and adjusted the wires that convey the current to the letters. Working at that dizzy height he could observe the people beneath him stop and stare and shudder, but he only laughed when he came down and said it was nothing at all. There were many in the crowd below who viewed it as an extraordinarily perilous undertaking which few would care to perform.

SF Examiner June 10, 1902



IBEW Journal July 1953

BRICKLAYERS LOCAL 3



BAC 3 Bricklayers & Allied Craftworkers
10806 Bigge St.
San Leandro, CA 94577
Phone: (510) 632-8781
Website: www.bac3-ca.org
Troy Garland, President
Ryan Ruf, Secretary-Treasurer
Field Representatives – Steve Espinosa,
Colin Johnson, Lenny Paredes
Organizer – Dave Tafoya

2021 Chapter Meetings

August 2021							September 2021 — NO MEETINGS						
SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT
1	2	3	4	5	6	7	5	6	7	8	9	10	11
8	9	10	11	12	13	14	12	13	14	15	16	17	18
15	16	17	18	19	20	21	19	20	21	22	23	24	25
22	23	24	25	26	27	28	26	27	28	29	30		
30	31												

No Meetings in September.
Enjoy the Month!

FROM THE DESK OF
DAVE TAFOYA

Avoiding Heat Stroke

I hope you're all staying safe on your current projects. It's important to keep an eye on your brothers and sisters during these hot summer months. Stay hydrated and well-rested, and take extra caution, as heat stroke is a very serious medical emergency.

Meetings, Fishing Trip, and Picnic Day

BAC Local 3 is swinging back into in-person chapter meetings starting — possibly — in August. We are hosting our annual BAC Local 3 fishing trip on Saturday, August 7. We are at capacity, but if you would like to add your name to the waiting list, please call the hall to do so.

Our annual BAC picnic day is happening at Six Flags Discovery Kingdom in Vallejo on October 9 this year. Keep an eye out for a mailer that you'll need to fill out for yourself and your family.

MC3 Cohorts, Apprenticeships, and the Value of Our Expertise

I've recently attended multiple MC3 cohorts throughout the Central Valley. I've been out to Selma, Fresno, Stockton, and Marysville in the past two months alone.

I am inspired by what I've seen. I first want to thank BAC Local 3 field representative Lenny Paredes, MDC coordinator Josh Height and Tile coordinator Mark Ansell for all of their help.

Each cohort is a mix of individuals who are leaning the building trades. Typically, classes last about six to eight weeks, during which time students are engaged with hands-on demonstrations and projects they build themselves. Note the brick mockup in the accompanying photo on this page; that's where cohort

students learn to lay to the line. We also teach students to lay tile on cement board to create American flags.

These cohorts are crucial for a number of reasons, but perhaps most importantly because we get the opportunity to pass our trade along to the next generation by instilling practical, essential know-how. Without a new generation of apprentices being brought up through the reins, what good are we as craftspeople? We're educating students in the crafts we represent, and we're helping them become familiar with the materials they'll use every day in their careers.

All too often, the building trades aren't considered as a career choice. Instead, a more common question in high schools across the country is, "What college will you be attending?" But our expertise is just as vital, and it's just as hard-earned. No one becomes a craftsperson overnight.

That's why it's so important that we promote our state-of-the-art apprenticeship programs. We like to call it "the other four-year degree" — one that pays you while you

Tue., Aug. 3, 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
Wed., Aug. 4, 5:30 p.m., San Jose — 14940 Camden Ave., San Jose (Round Table)
Thu., Aug. 5, 6 p.m., Sacramento — 7465 Rush River Dr., Sacramento (Mountain Mike's)
Tue., Aug. 10, 5 p.m., San Francisco — 2227 Gellert Blvd., So. San Francisco (Round Table)
Thu., Aug. 12, 5 p.m., Oakland — 1720 Marina Blvd., San Leandro (SMW Local 104)
Tue., Aug. 17, 6 p.m. — 324 E. Shaw Ave., Fresno (Ramada Inn)
Thu., Aug. 19, 6 p.m. — 1120 North Main St., Manteca (Mountain Mike's)
Meetings will be held via Zoom until social gatherings are approved.

learn! I'd like to highlight the local hire as well. With the number of projects currently under construction and the many set to break ground in the future, BAC Local 3 must prevail.

Further Education

We've ramped up our apprenticeship program class sizes, and journey person upgrades are available. To get registered, please contact the tile JATC at 510-632-8453 or MDC at 209-830-7200.

In closing, I hope everyone enjoyed their 4th of July weekend.

*In Solidarity,
Dave Tafoya*

SERVICE AWARDS,
JULY 2021

25 years: Carlos Plascencia, Ray Roberts Jr., Erik Weis
40 years: Savo Karovic, Gerald Kent
Congratulations on your many years of service.

IN MEMORIAM

We are sorry to announce the passing of our brother, Joachim Mueller, BL, 6/8/2021, 07-CA, 59-year member.

Find us on Facebook by searching BAC Local 3 CA and on Twitter at twitter.com/baclocal3ca. Follow us on Instagram @baclocal3.



San Joaquin cohort students with the mockups.



Two San Joaquin cohort students practice prepping the cement board for tile-laying.



San Joaquin cohort students watch and learn the ways of the trade.



Students in the San Joaquin BTS-MC3 cohort receive classroom instruction as well as hands-on training.

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 **Kevin Wright** **Ryan Lange** **Greg Hardeman**
 Business Representative/ Business Representative Business Representative Organizer
 Recording Secretary

MEETINGS

San Francisco: 5:30 p.m. Wed., Aug. 18 Local 8 Headquarters, 690 Potrero Ave. San Francisco	Bakersfield: 7:30 a.m. Wed., Aug. 11 Zingo's Cafe 3201 Buck Owens Blvd., Bakersfield, CA
Sacramento: 5:30 p.m. Wed., Aug. 4 Sheet Metal Workers Apprentice and Journeyman Training Building 3665 Bleckely St., Mather, CA	Fresno: 5:30 p.m. Wed., Aug. 11 Piccadilly Inn Airport 5115 E. McKinley Ave., Fresno, CA
Stockton: 11:30 a.m. Fri., Aug. 6 Black Bear Diner, 1703 Yosemite Ave. Manteca, CA	South Lake Tahoe: 11:30 a.m. Thu., July 29 Mott Canyon Tavern & Grill 259 Kingsbury Grade, Stateline, NV
Watsonville: 5:30 p.m. Mon., Aug. 2 Round Table Pizza, 1975 Main St. Watsonville, CA	Reno: 5:30 p.m. Thu., July 29 Nevada Building Trades Hall 1819 Hymer Ave., Sparks, NV

We use the Local 8 website as an additional means of notifying our members of upcoming special called meeting items at our general meetings. Please visit iuec8.org for more.

SPECIAL CALLED MEETING ITEMS FOR JULY

Swearing in of officers for the 2021-2022 term of office
 Voting on the 2021-2022 budget

SOCIAL EVENTS

The 2021 San Francisco picnic is scheduled for Saturday, August 21, at Six Flags Discovery Kingdom. A flyer will be sent out soon with information and reservation instructions.

The San Francisco Trap Tournament is scheduled for Saturday, October 2. The tournament is open to the first 60 participants. A flyer will be mailed at the end of August with more information.

ELECTION RESULTS

Results from the Local 8 election on June 16, 2021, are as follows.

Business Manager/Financial Secretary: Matt Russo
Business Representative/Recording Secretary: Greg Hardeman
Business Representatives (2): Ryan Lange & Bill Chisholm
Executive Board (4): Jared Leonard, Ray Galvan, Robert Frye, Tim Rodriguez
Trustee: Justin Rohrig
San Francisco Building Trades Council Delegates: Ryan Lange, Matt Russo, Greg Hardeman, Bill Chisholm
San Mateo Building Trades Council Delegates: Tim Rodriguez, Dan Weigand
Santa Clara Building Trades Council Delegates: Nick Hess
San Francisco Labor Council Delegates: Greg Hardeman, Peter Mein
Correspondent to the Journal: Matt Russo

I would like to congratulate everyone on their election to each respective office and say thank you to those who served Local 8 who will not be returning. As elected officers, you represent Local 8 and the IUEC, so remember to do so with pride and professionalism. Our membership deserves no less!

VACATION/PTO PAY

Vacation/PTO pay accrued from Jan. 1, 2021, through June 30, 2021, is due and payable in full by July 15, 2021. Those who have worked less than five (5) years in the business shall receive vacation pay and PTO credit on the basis of 6% of his or her regular hourly rate for all hours actually worked. Those who have worked more than five (5) years in the business shall receive vacation pay and PTO credit on the basis of 8% of his or her regular hourly rate for all hours worked.

All probationary apprentices shall accrue vacation/PTO in accordance with Article XII of the Collective Bargaining Agreement and should receive the appropriate pay for each accrual period.

Remember that if you elected to receive vacation/PTO pay during the accrual period, your vacation/PTO check will be reduced accordingly.

Enjoy your summer and work safe, and remember the people who are counting on you to come home every night. Lastly, know that LOTO is a life saver, so use it every day!

*Sincerely,
 Brother Mark Thomas*

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 and Reminders

Local 510 trade show installers should check the calendar online at *Local510.org*. Go to the members tab and click on calendar link. From there, you'll be able to scroll through the upcoming months and see what shows are coming up.

Sign up for the website if you haven't yet. *Local510.org* allows the office the option to text members with schedule updates and possible dispatch reminders — but only those members who have registered on the website.

Members whose life situations have changed due to marriage, divorce, birth, or death might want to change their union death benefit's beneficiary information. Members can check on their listed beneficiaries by calling the office at 650-763-5405. Morgan Worth is available at extension 1115, and Annette

Dosier is available at extension 1118.

Members who wish to inquire about pension benefits should call BeneSys at 925-398-7048. The first step in filing for your pension is a call to BeneSys.

Annette and Morgan are staffing the office five days a week and are available at the office extensions listed above.

Local 510 members can return to in-person meetings beginning Wednesday, July 14, at the Local 510 Office at 400 Talbert Street in Daly City, 94014. The meeting will be held outdoors.

Third-quarter dues (covering July, August, and September) have been waived by the International.

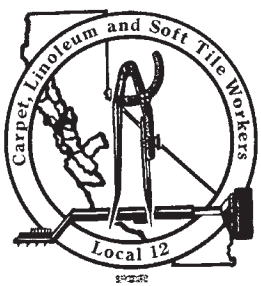
*Respectfully,
 Morgan Worth
 Annette Dosier
 Local 510*



Business agents Morgan Worth (left) and Annette Dosier (right) present David Kriedt (center) with his 50-year Gold Members Award in recognition of his decades of service. Congratulations to David.

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,

After all of the votes were counted for the wage allocation, the results are as follows: Option 1 received 30 votes; option 2 received 14 votes; and option 3 received six votes.

Option 1 was the winner, and the \$3 wage increase effective January 1, 2022, will be allocated as follows: \$2.70 toward the annuity and \$0.30 toward wages. (If there's an increase in our healthcare premiums, it will come from the wages.)

Congratulations to the members of Local 12 who voted in favor of investing toward their retirement.

This will be the last wage increase from this contract, which will expire June 30, 2022. Out of the \$9 we received over three years from this contract, \$4.50 went directly to our wages and \$3.60 went to our annuity. At the beginning of next year, our taxable net wage will become \$53.40, and our annuity will be \$8.61.

These are great gains for Local 12 members. As someone who has lived through slow times, however, I still want to live with in my means. Remember: These are great wages, but we can't get them if we're not working.

Let's all congratulate Gary Harrison,

Dave Bradfield, Jeff Riella, and Gary Gullicksen. These Local 12 members all participated in the Certified Flooring Installers (CFI) installation contest this year at the Surfaces 2021 convention in Las Vegas. At the convention, installers from across the country competed to be one of eight people sent to the finals next year.

The competition was tough, but when the smoke cleared, three of four of our Local 12 master mechanics qualified to participate in the finals. Great job.

It is with a heavy heart that I bring you some tough news from my former

apprenticeship instructor, Brother Jim Belong, who just lost his wife of 63 years. On behalf of all brothers and sisters of Local 12, we would like to offer you and your family our condolences, Brother Belong.

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

Respectfully,
Anthony Nuanes



Jeff Riella competes at Surfaces 2021.



Gary Gullicksen competes at Surfaces 2021.



Gary Harrison competes at Surfaces 2021.



Dave Bradfield competes at Surfaces 2021.

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\$16 MILLION VERDICT FOR IRONWORKER
\$11 MILLION SETTLEMENT FOR CPR FAILURE
\$10.5 MILLION VERDICT FOR DEATH OF TEAMSTER
\$10.5 MILLION SETTLEMENT FOR BANKING CLASS ACTION
\$10 MILLION VERDICT FOR IRONWORKER
\$8 MILLION SETTLEMENT FOR WAGE & HOUR CLASS ACTION
\$7.5 MILLION VERDICT FOR UNION WORKER

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PILE DRIVERS LOCAL 34



Hammers and Leads PILEDRIVERS 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

We are officially well on our way back to normal, having had our first in-person union meeting in over a year on June 24. Well over 50 members showed up to eat some good food and get caught up on a lot of stuff. It was a long meeting, but it sure was nice to see familiar faces filling the hall again.

Our two major political parties are currently going around and around on a proposed infrastructure bill that would have the potential to send a nice chunk of highway and bridge funding our way over the next five years. So, it might not be a bad idea to give the offices of your congressional representative and our two senators a call and let them know what those projects could mean for you and your family.

Speaking of families, the semiannual

Local 34 union picnic is set for Saturday, August 14 at the Little Hills Ranch facility in San Ramon. We haven't had the picnic at the ranch for a few years because the cost is a bit higher than some of the other options. But since we couldn't approve much spending during the pandemic, we have a little more room to spare in the budget than usual at the moment.

Anyone who's graduated from the apprenticeship since our last picnic in 2019 is encouraged to attend because we'll be recognizing them as well as Apprentice of the Year for 2019 and for 2020.

Picnic invitations are going out now, and we're asking members who want to attend to please return the RSVP slips to us as soon as possible so we can send the event coordinator an accurate head count a few weeks before the food, fun, and festivities commence.

After things were shut down for what seemed like an eternity, we're coming back online with a bang. There will be an NCCRC delegates meeting at the Pleasanton Training Center on Saturday, July 17, when nominations for the elected offices of the regional council will take place.

Depending on how that goes, we might or might not have visitors giving campaign speeches at our next union meeting. After that, there will be a special called meeting on Saturday, August 7, to conduct the election. All of our elected delegates and alternates are encouraged to be at that meeting, as every delegate equals a vote.

If ever there were a time to show up to one of those meetings with a full delegation, it will be on August 7. Mark your calendars.

As mentioned last month, the training centers are beginning to reopen their weld shops to those who are fully vaccinated. Good thing, too, because our signatory contractors have been calling for a lot of welders.

Brother Bill Burton called the other day to inquire about his 50-year Gold Card. He retired in 2017 and is living quite happily in Tennessee. Brother Burton said to say hello to everyone but that he doesn't miss the traffic. With the way the post-COVID free-ways have bogged back down, it would be hard to imagine he does.

If 2020 taught us anything besides how precious and fragile life can be, it was just how important fellowship is to an organization like ours.

Be safe, get those RSVP slips sent back, and we'll see you at the picnic.

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
MARK PLUBELL BUSINESS AGENT
ANTHONY VISCUSO BUSINESS AGENT
BILL HODGES.....PRESIDENT
JONATHAN BLAINE.....VICE PRESIDENT
AURELIANO OCHOA ORGANIZER

Future Membership Meetings

Tue., Aug. 17
6 p.m. at the Union Hall

Tue., Sept. 21
6 p.m. at the Union Hall

Sat., Oct. 16
9 a.m. at the Union Hall
*HFI Nominations/
Abatement Allocations*

Sat., Nov. 20
9 a.m. at the Union Hall
Elections/HFI Allocations



Retirees Club Fishing Trip

Local 16's Retirees Club sponsored its fourth annual fishing trip on June 13. We chartered the New Easy Rider and the El Dorado and spent the day fishing for halibut. It was overcast and the bay was a bit

choppy, but everybody had a good time. Check out the full photo gallery online at local16photos.com/fishing-trip-6-13-2021.

Submitted by Alan Pierce

Local 16 Retirees Club members set out on the high seas for their fourth annual fishing trip on June 13. Visit www.local16photos.com/fishing-trip-6-13-2021 to see more photos.

Retiree John Woods won the Biggest Fish Contest.

ROOFERS LOCAL 40



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

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

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

From the Desk of Jose Oscar Padilla

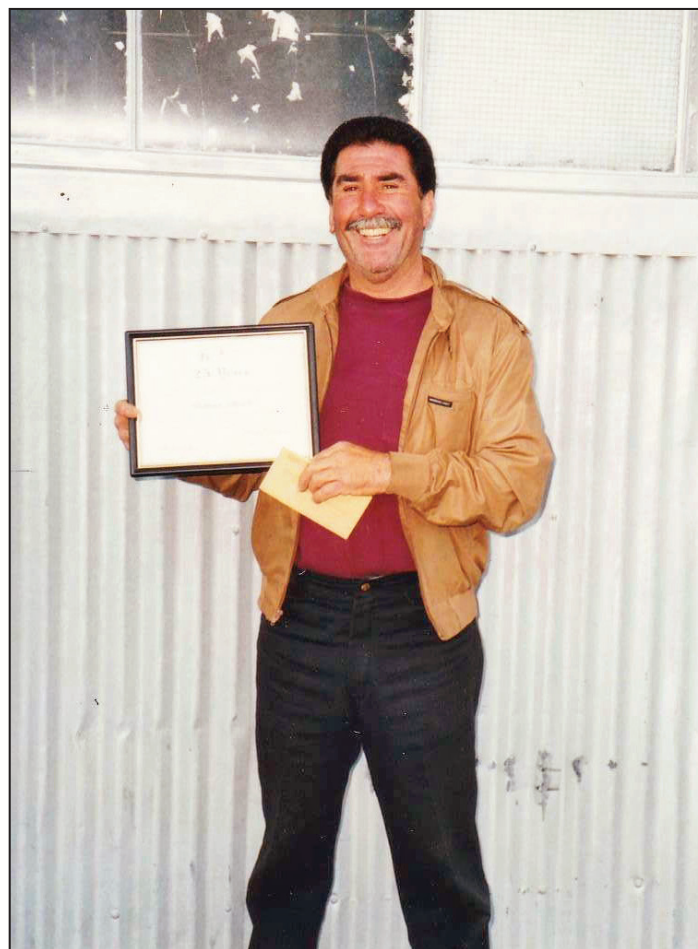
We are currently negotiating our working agreement with the Associated Roofing Contractors of the Bay Area (ARCBAC). Our current agreement is set to expire at the end of July.

It's important that all members of

Local 40 stay informed. A great way to do that is by installing and using our mobile app, which is called Roofers 40. It's available to iPhone users at the App Store and to Android users at the Google Play Store.

Search "Roofers 40" on either store to find and download the app.

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TO BE UNION



Bob Prado receives his 25-Year Service Certificate from Local 40.

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:

Aug. 10, 6 p.m.
Sept. 14, 6 p.m.

Executive Board:

Aug. 10, 5 p.m.
Sept. 14, 5 p.m.

DDO/HOLIDAYS

Sept. 6: Labor Day

INFO, NEWS & EVENTS

District Council 16 info, news and events can be found at www.dc16iupat.org.

STAR Classes

STAR Classes are available. Visit www.dc16star.org for more information and to register for classes.

Brothers and Sisters,

I hope this issue finds you well. We are in the midst of the summer months.

First and foremost, be advised that

we have some brothers and sisters currently not working. Remember to keep your name on the list if you are looking for work by calling the union office on the first working day of the month. If you don't call in to reaffirm your name on the list, your name will be dropped.

If you aren't working now, it would be a good time to update your necessary minimum certifications. Those are: first aid/CPR, forklift operator/class 7 telehandler, OSHA 10 or 30, scaffolding, all aerial man-lifts, swing stage, and fall protection. Be advised that some of these certifications are combined into one training class.

If you're all up-to-date on your certifications, you might want to look into some other refresher classes and certifications that are available. We're into the new fiscal year, and you'll have a year to make eligibility to attend the STAR event.

Our meeting schedule is back to normal. That's right — we'll finally be meeting in person once again starting next month. We are returning to a new normal. The pandemic is nearly behind us, but remember to stay vigilant and take of yourself and others around you.

In closing: We do not work on Labor Day! You can work *any* of the other 364 days of the year, but not on Labor Day. It is a day that was fought for and won by the labor movement, and it is dedicated to us.

Be safe out there and always watch out for your fellow glaziers. We are building this together. If I don't see you on the job, I hope to see you at our next meeting.

In Solidarity,

Bart M. Pantoja

Business Representative

Glaziers Local 718/District Council 16

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
Chester Murphy, Trustee
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

Greetings, Brothers and Sisters of Local 300:

The COVID-19 pandemic has brought changes to our day-to-day lives. We are continuing to learn how to coexist with COVID-19, as if we have a choice. We do — we need to stay vigilant and continue practicing the Three

W's: Watch your distance, wear your face coverings, and wash your hands.

Let's add to that: Get vaccinated as soon as possible. If we all do our part, we can overcome this pandemic together.

Thanks, and be safe.

Green Jobs

Continued from page 1

New Jobs for Some, Pink Slips for Others

Pollin said that the cost to transition the state's energy infrastructure would total about \$140 billion annually, which is slightly less than California's average GDP, but would also generate about a million jobs per year. Such an outcome should — theoretically — yield a full-employment economy.

However, it could result in job losses for roughly 112,000 workers in the state with jobs in the fossil fuel industry, according to the report. Although a portion of those workers will be retiring anyway, many could be displaced. Workers in Kern, Contra Costa, and Los Angeles counties are likely to be especially impacted.

In Contra Costa County alone, the energy transition would cost about \$5.5 billion annually and yield about 28,000 jobs. Because of the disproportionate impact, Pollin said that the report's estimates granted a 4% overall investment to the county despite the fact that only 3% of the state's population lives there.

Bill Whitney, CEO of the Contra Costa Building and Construction Trades Council, said that the county has enormous opportunities for clean energy infrastructure, with large areas suitable for solar and wind energy arrays. Already the Martinez Refinery Renewable Fuels Project is underway, which is set to convert the Marathon Refinery in Martinez from crude oil to biological-based oil refining. Similar efforts are underway for the Phillips 66 refinery in Rodeo.

A Plan With No Promises, Few Protections

However, with about 400 employees losing their jobs at the Marathon facility, Whitney said that the so-called just transition has not become a reality.

"Two-thirds of our membership are men and women of color and indigenous people," Whitney said. "We're fighting for and protecting their livelihood, their jobs. We're not in opposition to cleaner water, cleaner soil, and cleaner air. We absolutely support that."

Whitney said he hopes that as renewable energy technologies advance, the men and women who work in the Building Trades will be able to put their skills to use and absorb the jobs of the emerging economy.

Cynicism about the phrase "just transition" is rooted in politicians consistently viewing the labor movement as an afterthought, said Gonzalez, who sees the path forward as an uphill

battle against uncommitted lawmakers and energy companies unconcerned about the welfare of workers. Data from North America's Building Trades Unions (NABTU) show that 77% of wind industry jobs and 82% of solar jobs are non-union.

"I believe we have an uphill battle, because if this isn't done right and regulators don't spend their own political capital to ensure that these green jobs are good union jobs, what could happen is we roll back 50, 60, 70 years of labor standards," Gonzalez said.

Transitioning Too Quickly?

Some, like Vice-President of the International Brotherhood of Boilermakers Tom Baca, believe the notion of a just transition is pure fiction, and the proper approach is to gradually transition away from fossil fuels to renewable energy as the technology improves. Another strategy he favors is to utilize carbon capture to both keep the economy up and running and help solve climate change.

Baca said the Building Trades are currently working with refineries, gas power plants, and hydrogen plants to negotiate statewide PLAs to retrofit carbon capture utilization and storage on all plants in California that emit carbon dioxide. Two pilot projects are starting in Pittsburg, CA, this month, he said.

"We want to get clean air, and we want to transition away from fossil fuels, but you can't just hit a switch," Baca said.

Differing Impacts on Different Tradespeople

The transition to clean energy won't have the same impact across the board. With legislation passed to electrify San Francisco's buildings and phase out natural gas, the future of the UA Local



Boilermakers work on a carbon capture project in Alberta, Canada.



The Martinez Refinery Renewable Fuels Project will convert the Marathon Refinery in Martinez from crude oil to biological-based oil refining.

38 Plumbers and Pipefitters, for instance, will hinge on a parallel transition to more sustainable water infrastructure. Conversely, electrification means that considerable work is already in the pipeline for IBEW Local 6 members, including solar, energy efficiency and electric vehicle charging station installations.

Although Pollin's report provides a basis for conversations between politicians and labor leaders about what it will take to preserve strong wages and benefits for workers, Gonzalez said that, ultimately, it falls short. For example, the report doesn't quantify protections for apprentices, whose work prospects and required skillsets could change mid-apprenticeship, or retirees, whose healthcare and pension plans are at risk if union memberships were to dwindle because of the energy transition.

"A lot of focus is on the active workforce, but there's not enough about the pipeline of people entering or retiring

from the trades," Gonzalez said.

What does seem clear at this point is that if it stands a chance of being universally embraced by labor in California, today's "just transition" might just need a whole lot more work. **OL**

BY THE NUMBERS

77%

Non-Union Portion of the Wind Energy Workforce

82%

Non-Union Portion of the Solar Energy Workforce

Data from NABTU



JERRY NEIL PAUL

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Solar panels are seen on a city roof, with the San Francisco skyline in the background.



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IN MEMORIAM

JOHN JOSEPH MOYLAN

March 16, 1928 — February 4, 2021

Brother John Moylan was a beloved leader in the San Francisco labor movement.

Besides being an accomplished union figure (a 70-year member of the Plasterers) and public servant (a 20-year Golden Gate Bridge Board director), John was a spectacular storyteller, stalwart Democrat, and devoted husband and father who reveled in his role as a family man with a very sizeable clan.

His journey began in 1951, when he moved from Ireland to Canada. After a brief stint in Toronto, where he started plastering, he headed to San Francisco. Here he found more work as a plasterer, and here he also joined the Plasterers Union.

John seemed to have found just where he wanted to be, both professionally and geographically, in San Francisco. It was in union membership, however, that he discovered his calling as a leader. He rose through the Plasterers' ranks, becoming president, and then business manager, all the while negotiating mergers, bolstering benefits, and striking deals that would significantly raise the standard of living for his fellow workers.

Bob Noto is current business manager and financial secretary-treasurer at Plasterers' and Shop Hands Local #66,



and he had this to say about his old friend John: "He really grew our local and our leadership. He did a lot for members, their pension plans, and their healthcare — it all grew under his leadership."

Bob said there were two phrases that he would often hear from John, and they both resonate with Bob to this day: "John would say, 'Don't ever forget where you came from, and don't sign any agreement you wouldn't work under yourself.' He'd also say, 'Don't forget how hard our guys work out there.'"

John's wise, well-chosen words of professional advice double as life advice, and we'd all do well to live by them.

JOSE A. "TONY" RODRIGUEZ

November 15, 1951 — June 17, 2021

Brother Tony Rodriguez, a member of the Sprinkler Fitters Local 483 and longtime delegate and trustee of the SF Building & Construction Trades Council, was a man whose kindness and principle was clear to everyone who met him. His involvement in both UA 483 and his local community was always informed by a genuine interest in and passion for lifting up the working class.

Tony was a native San Franciscan, having grown up in the Excelsior, who later raised his family in Bernal Heights. An accomplished career of 35 years in the trades developed within him a keen ability to advocate for others. Tony exercised this particular talent as a business agent for Local 483, and as a member of the San Francisco Labor Council.

Just about a year before his death, he had retired. Never one to sit still for too long, he had accepted an appointment to the SF Fire Commission shortly after he ended his career as a sprinkler fitter. He worked hard to uphold the mission of SF Fire and never lost sight of the staunch advocacy for working people that he brought to every bargaining table at which he ever sat, and he was always willing to show others the way. He had the



best qualities of both a teacher and a leader, with a wide, enlightening and open perspective.

Greg Hardeman, organizer for IUEC Local 6, remembers Tony, first and foremost, as a mentor: "If it wasn't for [Tony], I don't think I would still be involved with the Building Trades. I sat right behind at every meeting. He was always welcoming and was a voice of reason. If I was ever unsure about an issue, I was sure after Tony spoke on it. What a great person and labor leader. Words cannot describe how much he will be missed."

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Have fun in the sun safely

Sun exposure is the leading cause of skin cancer — and it's also to blame for up to 90% of the visible signs of aging.* But you don't have to shun the sun completely. Just be smart about the time you spend outside on sunny days.

Block it out

Wear sunblock with SPF 30 or higher — every day, and on every body part that's not covered by your clothes. And remember: If you can see light through the shirt you're wearing, UV rays can get through, too.

Don't let the forecast fool you

You don't have to be at the beach to burn, and summer's not the only time when sun safety matters. Sun damage adds up day after day — even when it's cloudy — so make sun protection part of your everyday routine.

Check your shadow

Not sure if it's a good time to hang outside? Use the shadow rule. If your shadow is shorter than you are, it means the sun's harmful rays are at their strongest — and it's time to head for the shade.

Visit kp.org/sunscreen.

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*Skin Cancer Foundation.