

Phase 1 of Construction Digs in at Mission Rock Development

◆ Safety Is Top Priority as Pile Drivers 34 Kick Off Massive Project, Laying Groundwork for Multiple Residential, Commercial Towers

By Jessica Zimmer
Contributing Writer

As of early this month, approximately one-quarter of the 28-acre Mission Rock site has had piles driven for structure foundations. Members of Pile Drivers Local 34, a subcraft of the Northern California Carpenters Regional Council (NCCRC), began the effort in early February. They will continue pile-driving through mid-April.

“The fairly mild winter helped,” said Chris Moyer, Senior Field Representative for Local 34. “Pile-driving can be impacted if there’s really wet weather. Operators must take precautions to protect cranes. You have to watch the stability of the soil supporting the rig.”

Later, over the course of four phases of development, construction workers will pour concrete, engage in metal stud framing, and install drywall. The rise of multiple residential and commercial towers will create work for hundreds. There are expected to be many work opportunities for members of Local 22 over the life of the project. Mission Rock is to wrap in 2024.

Mission Rock Partners is a joint venture between the San

Francisco Giants and New York City-based real estate investment company Tishman Speyer. Several general contractors are involved, including a Hathaway Dinwiddie/Nibbi Brothers joint venture, Swinerton, and Webcor Builders.

Roscoe Mapps, Vice President of External Affairs for the San Francisco Giants, explained: “Webcor Builders is leading horizontal work and one of the residential buildings. Hathaway/Nibbi will build the two commercial buildings. Swinerton will construct the first residential building.”

Timothy Reyff, a field

(continued on page 19)



An aerial rendering shows the completed Mission Rock project. It is projected to finish in 2024.

Welcoming Women in Construction

◆ San Francisco Locals Continue to Support Women Through the Pandemic

By Jessica Zimmer
Contributing Writer

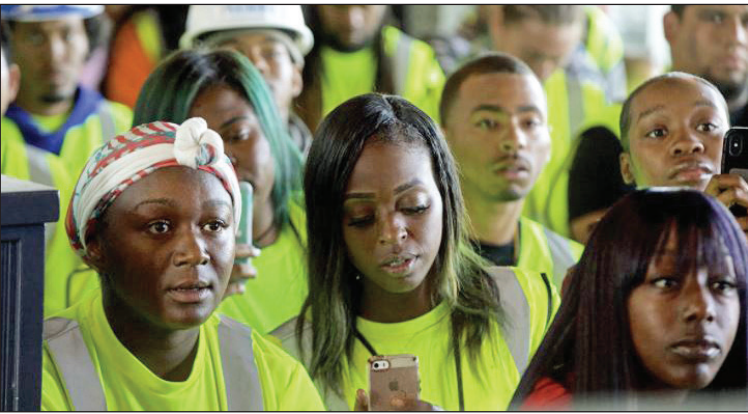
Over the past 50 years, San Francisco construction unions have been improving how they recruit, train, and listen to women. As a result, more women are showing an interest in the trades, despite the COVID-19 pandemic.

“It’s become easier to convince women they can be

successful in the organized trades. The key is letting them know they can do it and should consider it as a career,” said IBEW 6 Business Representative and Compliance Officer Sabrina Hernandez.

She said giving women a space to gather is key. Places where women can share and receive advice include women-centered recruitment events; sisterhood chapter meetings; Zoom organization meetings

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Spring 2019 graduates of the CityBuild Academy wait to be called up for their diplomas.

PHOTO CREDIT: CHASE CENTER

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As We’re Pulled Apart, We Must Remain Together

◆ Keeping San Francisco Strong Through Worker Solidarity Is Key to Our Efforts

Column by Michael Theriault, Former Executive Secretary-Treasurer of the Council and Ironworkers Union Member Since 1985

When I organized for Ironworkers Local 377 at the turn of the millennium, our lead organizer, Dan Prince, told me, “Keep San Francisco strong. It’s key to our efforts.”

This was true not just for Ironworkers but for all the construction labor movement well beyond the city.

It was true also in the San Francisco Building and Construction

(continued on page 18)



Mike Theriault on the jobsite.

The Strength of Our Solidarity Is Essential to Our Success

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

SEIU Janitors Fight for Seniority

By now, you've learned of the SF Labor Council granting strike sanction to the San Francisco janitors who are members of SEIU 87. Their President, Olga Miranda, is not one to make empty threats, and as long as I've known her, she doesn't flinch when the bosses of her industry throw a punch. For Olga, fighting for the membership is as much a part of her job as it is her moral obligation.

In this contract, the building managers have dug in around seniority, demanding that union members with at least 25 years' seniority be "considered" for returning to work and that members with anything less be given no seniority. The Employer Association has essentially proposed the end of the union hiring hall and seniority as we know it.

They have overreached, and history tells us they have chosen the wrong city to play this hand.

After all, it was the 1934 West Coast waterfront strike here in San Francisco that took up the issues of the closed shop, the union hiring hall, and an industry-wide contract. I doubt the employers can understand how unified our movement will become should such a fundamental right like seniority be attacked in what is still without a doubt a union town.

Make no mistake: I'm not advocating for a strike. In fact, I believe our unions must do everything in our power to avert a dispute by showing these employers that theirs is the

wrong path. If push comes to shove, however, I trust that your union will adhere to the language in its collective bargaining agreement and that your members will act accordingly when confronted with a picket line.

As a council, we will stand in solidarity with the members of the San Francisco Janitors, Local 87.

schooling of children during COVID-19. In December 2020, U.S. employers cut 140,000 jobs. Women lost 156,000 jobs while men gained 16,000. Careers and dreams have been stalled and, in some cases, harmed irreparably.

As the economy recovers and schools reopen, we must do our part to



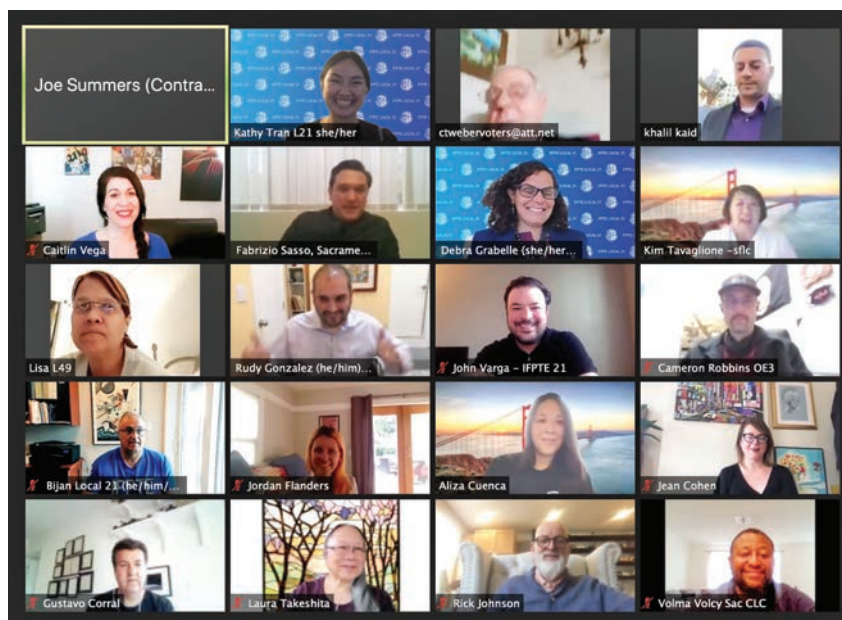
COVID Relief

You'll likely read plenty about how the mayor and other politicians want to spend federal relief dollars in the city, but we should pause to recognize the grassroots power that actually won these dollars.

While pundits tweeted their predictions, union members took direct action. We joined other union members through our labor councils and applied pressure where it mattered. We volunteered and virtually phone-banked working people in Arizona, talking to them about the very real impacts of the American Rescue Plan. We patched constituents into U.S. Senator Sinema's office and turned up the heat in the weeks leading up to the Senate vote.

This effort complimented a national campaign that won \$1.9 trillion for the American people. Together we were part of this victory to win funding for unemployment insurance, veterans, public services, small businesses, school re-openings, and FEMA disaster relief, as well as \$86 billion in critical relief for multi-employer union pension plans.

We can be proud that our labor movement delivered this win. **OL**



Phone banking into Arizona, via Zoom.

Women's History Month

March is Women's History Month, and the week of March 7 was Women in Construction Week. While we celebrate our sisters in the trades, we should also take stock of how the pandemic has hit them hardest.

Nearly 80% of the time, it is women who have had to take on the

make sure women can get back into the workforce and in good union jobs. The sisters who toil on your job site often carry an unfair burden, pulling double and triple duty as they tend to their craft, their families, and their unions.

They are worthy not only of equal pay from employers, but of equal respect from their brothers.



SAN FRANCISCO BUILDING & CONSTRUCTION TRADES COUNCIL OFFICERS & AFFILIATES



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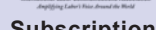
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– The Publishers

Official Minutes of the San Francisco Building and Construction Trades Council

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DELEGATES MEETING MINUTES

February 18, 2021, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS:

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

CORRESPONDENCE:

State Building Trades request – SB 7 letter of support

REQUEST FOR FUNDS:

- Tim Paulson Sendoff, to be held virtually on March 19
- Proceeds will support two charitable causes per the request of Tim Paulson. Sponsorship options are in packages. Locals were asked to contribute \$5,000. Secretary Treasurer recommends the council contributes on the highest sponsorship. M/S/C

SECRETARY-TREASURER'S REPORT:

- First Mission Rock prejob was held. This was initial kickoff, smaller prejobs for upcoming work to follow.
- Phone banking is currently taking place on Wednesdays from 4 p.m. to 7p.m. Calls being made to Arizona for State and Local relief and protect our right to organize.
- Good news with presidential executive action received today. Rescinded IRAP executive orders and refocused on union apprenticeship.
- Email from mayor's office on housing plans, meeting to be held February 25 at 5 p.m. for community input.
- Rudy acknowledged and thanked Sandra Duarte for her patience and support during the transition.
- A reminder that our Council is celebrating our 125th year!
- SFUSD PLA provides opportunities to modernize and keep members working under the existing bond. We stand ready to do this work and see no need to wait until 2022.

PICKET SANCTIONS:

None

OLD BUSINESS:

- Tony Rodriguez thanked all for support on ADEMS election. Dan Torres also thanked Tony Rodriguez and members for support. President Larry Mazzola Jr. congratulated ADEM delegates on being elected, including VP Vince Courtney Jr.

NEW BUSINESS:

- COVID-19 Construction Update: DBI has started random inspections for COVID-19 compliance on jobsite.
- Letter of Support for Marina Secchitano, applying to be regional field rep with Department of Labor and collecting labor support. Recommendation made in support, M/S/C.

- COPE Endorsements notification: We will take nominations for endorsement at the next regular delegates meeting for the following:

- » CA DEM Vice Chair
- » CA DEM Party Chair
- » CA DEM Labor Caucus

REPORTS OF UNIONS:

None

ADJOURNMENT:

Adjourned at 5:33 p.m.
opeiu 3 aficio

BOARD OF BUSINESS REPS MEETING MINUTES

February 23, 2021, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS:

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

CORRESPONDENCE:

- Improving the Effectiveness of Project Labor Agreements Webinar: Panel discussion to be held today at 2 p.m. Reps asked to join for balanced participation. Vince Courtney asked reps to review report and pay close attention to main focus.

REQUEST FOR FUNDS:

None

SECRETARY-TREASURER'S REPORT:

- Thanked reps for support on Hines Parcel F. Council to follow up on final PLA status.
- COVID-19 vaccines update. City of SF moving into Phase B-Tier 1 effective tomorrow.
- County Supervisor Mar intends to announce a hearing with subpoenas today at 2 p.m. for SF-PUC JVB minutes and transparency on workforce expenditures.
- Wednesday phone banking calls to Arizona continue. Thank you to all who have signed up to help with this.
- Mayor's Office housing conversation will be held this Thursday. Reps encouraged to participate for public input.
- SFLC and Shaman Walton hosts town hall on Aircraft Maintenance Program and asking to rally support.

PICKET SANCTIONS:

- Colin Johnson of BAC3 requests citywide strike sanction against Precision. M/S/C

OLD BUSINESS:

- Tim Paulson Sendoff: Body moved to contribute \$10K at last Delegate's meeting.
- State Building Trades request — SB 7 (Atkins) Letter of Support
- Letter of Support for Marina Secchitano supported unanimously by delegates at last meeting.

NEW BUSINESS:

- COVID-19 Construction Update: Trends are down, possibly related to shift in reporting. Reps reminded to be safe and continue with compliance.
- COPE Endorsements Notice for next delegates meeting.
 - » CA DEM Vice Chair
 - » CA DEM Party Chair
 - » CA DEM Labor Caucus

REPORTS OF UNIONS:

- Steve Kantonemi of BAC3 announced his retirement effective March 3, 2021. Today is his last meeting. Colin Johnson introduced as his replacement. President Mazzola Jr. and the Council thanked Steve for his service to BAC and the Council overall and wished him well.
- Carlos Martinez of DC16 reported Bart Pantoja was recently injured and will be out temporarily. Council to temporarily appoint a Sergeant of Arms as he recovers.

ADJOURNMENT:

Adjourned at 5:47 p.m.
opeiu 3 aficio

DELEGATES MEETING MINUTES

March 4, 2021, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS:

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

Introduction of Mark Reynosa, and team members Andrew Kiefer, Paul Brown, and Tera Clizbe of Blue Shield of California with COVID-19 Vaccination presentation.

CORRESPONDENCE:

None

REQUEST FOR FUNDS:

- Labor Fights Leukemia & Lymphoma annual appeal. Contribution of \$500 M/S/C

COPE CONVENTION:

- Vice Chair Betty Yee as female Vice Chair. Appointed Delegates to vote. Motion made to endorse. M/S/C
- Deferring on male for now. Motion made to defer to State Building Trades and Council stays open. M/S/C
- State Party Chair: Rusty Hicks endorsed by State Building Trades. Motion made to also endorse. M/S/C
- Labor Caucus: Tim Paulson has retired. Chris Snyder (OE3) is up for Treasurer. Motion made to endorse Chris and full Labor Unity Slate. M/S/C

SECRETARY-TREASURER'S REPORT:

- Hines Parcel F is moving forward. Thanks to Brother Campbell for providing some of the background documents and based upon the LOI we have requested to have a PLA negotiated.
- School district still bargaining. Council is committed to seeing this through.
- We will need to be focused on the private sector and expediting of bond work.

PICKET SANCTIONS:

None

OLD BUSINESS:

None

NEW BUSINESS:

- COVID-19 Construction Update: Rudy Gonzalez reported recent case count is down to five per week. Members reminded to keep up vigilance with compliance.

REPORTS OF UNIONS:

- Larry Mazzola of Plumbers 38 reported on ground-breaking today with the mayor for affordable housing building on the UA38-owned properties.
- Peter Lang of Roofers and Waterproofers 40 reported on upcoming contract negotiations and requested feedback from members on process.

ADJOURNMENT:

Adjourned at 6:10 p.m.
opeiu 3 aficio

BOARD OF BUSINESS REPS MEETING MINUTES

March 9, 2021, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS:

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

Introduction of Joaquin Torres, Assessor-Recorder.

CORRESPONDENCE:

- UA38 letter regarding the SkyStar Wheel at Golden Gate Park.
- Parks and Rec & Historic Preservation would like to keep it for four years; both Commissions voted unanimously in favor. A few supervisors are disputing this and putting it in front of the Board today. Motion made to sign on to letter to endorse lease on the SkyStar for four years. M/S/C General Discussion about the implications of "temporary" structures being challenged by the BOS, which could impact the work of other unions, like IATSE 16, IUPAT 510, and IBT 2785.

REQUEST FOR FUNDS:

None

SECRETARY-TREASURER'S REPORT:

- Women's History Month — members acknowledged.
- Congratulations to Sister Sabrina Hernandez of IBEW 6 and Mike Theriault of Ironworkers 377 on their successful advancement through the BOS Rule Committee. Sabrina Hernandez thanked all for support and reminded members of open BOS seats/positions on Bridge Board.
- Thanked members for participating in phone banking. Phone banks will continue; members encouraged to sign up. This is a good flex for us and will lead into our campaign to win a national infrastructure package.
- SEIU 87 march yesterday; seniority is being attacked; goal as Council is to avert the strike and stand in solidarity with SF Janitors, Local 87.
- Hines Parcel F successfully out of land use, 60-story project. We will need to have a presence at the next BOS to get a 10-1 vote. We expect Supervisor Peskin to continue to oppose the project.

PICKET SANCTIONS:

None

(continued on page 18)



JERRY NEIL PAUL

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

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

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

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

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What Happened When Local 261 Faced an Outbreak

♦ *One Local's Experiences With COVID-19 and the Vaccine Rollout Reveal Troubling Inconsistencies*

By Oren Peleg, Contributing Writer

In early January, union representatives at Local 261 began getting reports of workers at a San Francisco Department of Public Works maintenance yard becoming sick with COVID-19. The Cesar Chavez Street Maintenance Yard, which runs 24/7 and sees some 500 employees shuffle in and out, was experiencing an outbreak. According to the union, as the virus spread, some 50-plus sanitation workers fell ill, but preventative measures were too little too late.

"We didn't have the requirements [for the city to] tell the union until January 1," Theresa Foglio-Ramirez, Business Agent for Local 261, told Organized Labor. AB 685, a state law requiring workplaces to report COVID outbreaks, changed things. "We've had meetings since then where [workers] have said, 'Oh, no, there were, like, 70-something'" people who got sick, Foglio-Ramirez said. "We didn't know anything about the cases."

Nor did many of the workers. As Foglio-Ramirez told KRON:

"There are certain requirements that an employer has to meet. Once you get three positive tests within a two-week period you're supposed to notify employees that were in the area. You're supposed to test the employees that week and

every week going forward until you go two weeks without a positive test result. You're also supposed to sanitize and disinfect all the areas in which the positive cases were in. None of that occurred."

So, Local 261 filed a Cal-OSHA complaint against the city.

The city disputes claims of the outbreak. "There were 29 reported COVID-19 cases among the entire Public Works workforce since Nov. 25, 2020, the start of the post-Thanksgiving surge, through February 2021," Rachel Gordon with the Department of Public Works, told Organized Labor. "Based on contract-tracing investigations by workplace health and safety professionals, we have documented only one likely case of an employee transmitting COVID-19 to another employee."

But the DPW workers were ineligible for doses of the COVID vaccine at the time, even though they routinely face biohazard threats on the job, perform essential duties for the city, and are unable to work remotely.

On February 24, San Francisco Mayor London Breed announced that DPW workers and other municipal roles would be classified as essential workers, and thus eligible for vaccination. The challenge now has been to vaccinate all staff.

"One of the challenges for our staff, as well as the general public, has been the inconsistency in vaccine distribution

to each county," DPW's Rachel Gordon noted. "For example, we saw over the weekend [of March 6-7] that same-day appointments were available in Oakland and San Francisco."

However, the previous day, March 5, Muni "was giving their drivers vaccination, and they had 40 extra slots left," said Foglio-Ramirez. "So, we went around trying to scurry to get those 40 slots filled, and we did. We're hoping we get some more vaccine doses, but we haven't been given any codes or any special access."

While Muni and DPW workers are part of Local 261's public sector members, the union also has private-sector members who face different eligibility criteria.

"Certain things are going to be baked into our protocols going forward, especially when it comes to health and safety," Foglio-Ramirez concludes, adding that training will be key. "Our union has been fighting for over 10 years about

infectious disease training. And now, here

we are. So, a lot of these things, especially around health and safety and sanitation, that's going to be a major focus." **OL**



The SF Building Trades Council is currently running its #TakeTheVaccine campaign to encourage COVID-19 vaccination among its union members. Many employers will be requiring vaccination. Think of it as you would your yearly flu shot.



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Women in Construction

Continued from page 1

for women; and local, state, and national conferences on women in the trades, including the Tradeswomen Build Nations Conference, a joint effort between North America's Building Trades Unions' Tradeswomen's Committee and Apprenticeship and Training Committee.

"With outreach, women have someone to talk to and a safe space to come in by invitation," Hernandez said. "If a woman doesn't grow up with or know someone in a construction union, it can be hard for them to see themselves in the job."

April Atkins, a Field Representative for Carpenters Union Local 713, acknowledged construction remains a male-dominated field.

"It's getting better, slowly and with women already in the trades helping," she said. "I tell women who are interested not to let anything or anyone derail them."

Impacts of the COVID-19 Pandemic

Almost 2.4 million women have left the workforce since February 2020, in comparison with fewer than 1.8 million men, according to the U.S. Bureau of Labor Statistics. Women also make up over half of the 7 million people who are out of the workforce and want to work.

Women in the trades left jobs for the same reasons as women in other industries. They're caring for children who are distance learning. They've become caretakers of partners or family

members who contracted the coronavirus. They're concerned about the high rate of transmission of the virus in the construction industry.

Women also left for industry-specific reasons, such as the cancellation of certain projects of commercial property and concerns regarding early working hours.

"It's not easy to find child care for school-aged children to fit construction hours. Then there is the challenge of finding childcare that receives children as early as 6 a.m.," said Michelle Leonard-Bell, General Manager of Mission Hiring Hall (MHH).

MHH, a nonprofit that serves San Francisco job seekers and coordinates the CityBuild Academy, also facilitates the Construction Administrative Professional Services Academy (CAPSA) training program. CAPSA is an 18-week construction administration training program that places city residents into construction administrative positions.

Candidates have also faced the obstacle of tests for entry not being held during the pandemic. Many in-person trainings have been canceled as well.

Atkins said construction offers advantages that offset some of the concerns. The trades pay a higher hourly wage than other sectors and allow for more career advancement. Construction is an essential industry, and one that has not experienced significant slowdowns or layoffs. In addition, unions offer excellent retirement options, including pensions, and good benefits.

MHH General Manager Leonard-

PHOTOS COURTESY OF IBEW 6



Electrician Inside Wireman Apprentice Brayla Olsen in class at an electrical apprenticeship in San Francisco.



Apprentice Electrician Rayna Garcia on the job in San Francisco.



Apprentice Electrician Lauren DeArman with her tools, on the job in San Francisco.



Journeywoman Electrician Rayna Garcia works in the tunnels on the San Francisco Central Subway project.



Journeywoman Electrician Leah Saucedo-Dempsey on the job in San Francisco.



Apprentice Electrician Juliana Sze on the job in San Francisco.



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Bell said the unique conditions of the pandemic appear to have led to more women to apply to the current CityBuild Academy cycle.

"In the current academy class of 49, there are eight women," she said. "The number is usually four or less. We are thrilled. We would still like to see the number of women in the academy increase."

The Power of Visibility, Promotion, and Motherhood

Making women in the trades more visible is one way to promote inclusivity, said John Kaloyeros, instructor for UA Local 38.

"We have recruitment posters at the Giants stadium that show women doing the work," he said. "We let everyone know we're equal-opportunity employers."

Kaloyeros said it is also helpful for instructors and foremen to recommend women for positions.

Julie Salinas, president of the San Francisco chapter of the National Association of Women in Construction (NAWIC) and assistant project manager of Brayer Electric, said it has been helpful to establish a national Women in Construction week. She has also found it beneficial for organizations to reach out to women, parents, and others to educate people about the value of a career in construction.

Sue Doro, a retired machinist and editor of Pride and a Paycheck, a newslet-

ter for tradeswomen and their supporters, said companies must commit more energy, resources, and training to recruit women.

"Many companies have a problem communicating with women," she said. "Sometimes they do it half-heartedly, just to look good."

Events like She Builds projects and volunteer days with Habitat for Humanity Greater San Francisco promote the individual and community rewards of joining the trades, said Susan Rodriguez, field representative for Carpenters Union Local 152.

IBEW 6's Sabrina Hernandez said encouraging women to speak up is a critical component of making sure the workplace is safe.

"When a woman feels fine speaking her mind is when she can talk about having a safe and comfortable place on a worksite to pump breast milk. She won't have to worry about falling off a ladder because she's in pain," Hernandez said.

Programs like the CityBuild Women's Mentorship Program and groups like the Golden Gate Women's Committee of IBEW 6 make it possible for women to support one another, she said.

"Health, safety, and excellence are not just important to women," Hernandez said. "Those things are important to all of us. It's exciting to see women gaining more of a foothold in the industry. It's about time." **OL**



Let's protect women on the frontline

Determine your COVID-19 vaccine eligibility

One in 3 jobs held by women across the country has been designated as essential. Let's make March 8—International Women's Day—an opportunity to protect the courageous women in our lives by registering to be notified when you're COVID-19 vaccine eligible.

Please scan the QR code below or visit myturn.ca.gov to see if it's your turn to get vaccinated:



blueshieldca.com/laborandtrust

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blue 
california

Here's to Your Health

What We Stand for Sets Us Apart

Blue Shield of California Commits \$40 Million to Communities in California

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

This guest column was sponsored by Blue Shield of California.

Have you seen or heard Blue Shield of California's advertisement, "Blue, Not Blue"? If you haven't, the ad conveys Blue Shield's values. The "Blue" values are standing for what's right, being member-focused, and taking action to improve our communities, all of which are highly aligned with our Labor and Trust partners. And the "Not Blue" values are those not representative of Blue Shield.

Like Labor, Blue Shield was one of the first organizations to respond to the governor's call for action with COVID-19 testing early in the pandemic. Blue Shield's President and CEO, Paul Markovich, co-chaired the state's COVID-19 Testing Task Force that contributed to the increase in testing.

Blue Shield also stepped up for its members and our partners by waiving out-of-pocket costs for COVID-19

testing and treatments for members, and by providing a premium holiday for fully insured groups. To help ensure members have better network options when things go back to normal, Blue Shield provided over \$200 million in financial support for providers. As Markovich stated in early 2020, "We are arranging hundreds of millions of dollars of support to clinicians and hospitals that are heroically serving Californians on the front lines of this fight."

In February, Blue Shield again answered the call by California to help support Gov. Newsom's strategy to administer the COVID-19 vaccines efficiently and equitably. "We are honored to play an important role in such a critical and noble effort to restore the health and safety of everyone across the state," Markovich said. Please scan the QR code in this month's Blue Shield advertisement or visit myturn.ca.gov to see if it's your turn to get vaccinated.

This month, Blue Shield announced that it has made a \$40 million contribution to the Blue Shield of California Foundation to support its efforts to end domestic violence and to make California the healthi-

est state. Blue Shield has contributed more than \$150 million to its foundation over the past four years.

Blue Shield of California Foundation is an independent, nonprofit organization that is funded entirely by contributions from Blue Shield. Debbie Chang, President and CEO of Blue Shield of California Foundation, said: "We are grateful for the support of Blue Shield of California, which enables us to make progress toward our bold goals of making California the healthiest state and ending domestic violence. By working closely with our grantees, partners and the communities most affected by health inequity and domestic violence, we strive to make an impact at the system level, in order to create lasting and sustainable change for more people. In addition, we can move swiftly in times of great need, such as to support the communities hardest hit by the pandemic."

These are just a few of the latest examples of Blue Shield's aligned efforts with Labor to support members and communities in California. I could not be prouder of the actions of the union construction indus-

try and the building trades during the pandemic. I could also not be prouder of the work at Blue Shield.

Leon Panetta, current member of the Board of Directors at Blue Shield of California, said it best in 2015: "I have chosen to serve on the board of Blue Shield because it is a not-for-profit health plan ... Blue Shield is focused on the long-term welfare of the entire community, not just its members."

As a labor leader once told me early in my labor relations career, "If you don't stand for something, then you fall for everything."

Standing for what's right, especially when it comes to improving our communities, is what "Blue" is all about, and those values guide us in everything we do every day. What we stand for sets us apart!

For more information about Blue Shield's dedicated Labor and Trust team and Blue Shield's medical, dental, vision, and other member services, network access, and capabilities, please contact Mark at mark.reynosa@blushield-ca.com, or visit Blue Shield of California online at www.blueshieldca.com/laborandtrust.

How to Be More Heart-Healthy

Small Changes to Your Diet Can Result in Big Changes to Your Health

This guest column was sponsored and supplied by Kaiser Permanente.

Heart disease is the No. 1 killer of both men and women in the United States. If you're worried about heart disease, one of the most important things you can do is to start eating a heart-healthy diet. Changing your diet can help stop or even reverse heart disease.

Here are some ways to get started.

Eat a variety of fruit and vegetable servings every day. Dark green, deep orange, and yellow fruits and vegetables are especially nutritious. Examples include spinach, carrots, peaches, and berries.

Eat a variety of grain products every day. Include whole-grain foods that have lots of fiber and nutrients. Examples of whole grains include oats, whole wheat bread, and brown rice.

Eat fish at least twice each week. Oily fish, which contain omega-3 fatty acids, are best for your heart.

These fish include salmon, mackerel, lake trout, herring, and sardines.

Limit saturated fat. To limit saturated fat, try to choose the following foods:

- Lean meats and meat alternatives like beans or tofu
- Fish, vegetables, beans, and nuts
- Nonfat and low-fat dairy products
- Polyunsaturated or monounsaturated fats, like canola and olive oils, to replace saturated fats, such as butter

Read food labels and limit the amount of trans fat you eat. Trans fat raises the levels of LDL ("bad") cho-

lesterol and also lowers high-density lipoprotein (HDL, or "good") cholesterol in the blood. Trans fat is found in many processed foods made with shortening or with partially hydrogenated or hydrogenated vegetable oils. These foods include cookies, crackers, chips, and many snack foods.

Choose healthy fats. Unsaturated fats, such as olive, canola, corn, and sunflower oils, are part of a healthy diet. But all fats are high in calories, so watch your serving sizes.

Limit sodium. For good health, less is best. This is especially important for people who

are at risk for or already have high blood pressure. Try to limit how much sodium you eat to less than 2,300 milligrams (mg) a day. This can help lower your blood pressure. If you have high blood pressure and limit your sodium to 1,500 mg a day, you can lower your blood pressure even more. Choose and prepare foods with little or no salt. Watch for hidden sodium in foods.

Eat only as many calories as you need to stay at a healthy weight.

Learn how much is a serving, and then check your portion sizes. Limit drinks with added sugar. If you want to lose weight, increase your activity level to burn more calories than you eat.

If you drink alcohol, drink in moderation. Limit alcohol intake to two drinks per day for men and one drink per day for women.

Limit added sugar. Avoid drinks and foods with added sugar.

When you're eating away from home, try to follow these heart-healthy diet tips.





Three Things to Know About the COVID-19 Vaccine

Making the Best Choices About How to Protect Yourself and Your Colleagues

This guest column was sponsored and supplied by Anthem Blue Cross.

Getting vaccinated against COVID-19 is one of the best and safest ways to protect yourself and everyone around you. Learn how your Anthem Blue Cross (Anthem) plan covers the vaccine and your vaccination, how health authorities are ensuring vaccine safety, and when the vaccine will be available.

1. Anthem members will receive the COVID-19 vaccination at no cost.

Anthem will cover the cost of the COVID-19 vaccine for its members. Anthem members won't have out-of-pocket costs for the vaccine during this national public health emergency. This

applies to all Anthem members, regardless of the type of health plan they have, or which doctor or healthcare professional they choose to visit for COVID-19 vaccination.

2. The FDA has approved the vaccine.

Researchers have studied vaccine reactions and potential side effects throughout the trials. The FDA and outside experts carefully reviewed all of the clinical trial data when weighing approval of the vaccine. The FDA, CDC, and vaccine manufacturers will continuously monitor vaccine safety and quality.

3. Vaccine distribution has begun.

Vaccine supplies will increase over time. The CDC says

all adults should have access to the vaccine in 2021. Right now, the CDC recommends that healthcare workers and residents of nursing homes and long-term-care facilities be the first Americans to receive the vaccine.

The CDC recommends that frontline essential workers and people who are 75 years old or older be vaccinated next. Other essential workers, people who are 65-74 years old, and people who are 16-64 years old and have high-risk medical conditions would follow.

According to the CDC, frontline essential workers include the following workers and those in the following fields: first responders (firefighters, police), education (teachers, support staff,

daycare), food and agriculture, manufacturing, corrections workers, U.S. Postal Service workers, public transit workers, and grocery store workers.

The CDC considers other essential workers as those who work in the following fields: transportation and logistics, food service, shelter and housing (construction), finance, IT and communication, energy, media, legal, public safety (engineers), and water and wastewater.

Anthem will keep your members updated. If you'd like to learn more about the vaccine, visit the CDC's website.

Anthem is committed to supporting you and your health. Stay up to date on the vaccine and its availability by checking our website.

We're stronger when we work together

To stay strong, it helps to have an ally who knows Labor. We proudly serve over 17 million unionized workers, retirees, and their families.* This means our local team understands the unique challenges you face every day and is here with solutions to help you meet them. You can count on:

- A whole-health approach to benefits with vision, dental, and pharmacy integration.
- A large, national network that can help you lower your costs.
- A simplified, streamlined experience for you and your members.

Your Anthem Labor representative is ready to help address your needs and help your members live well. Call them to find out more.

Martin Lutzeier | 415-617-1736 | martin.lutzeier@anthem.com

* Blue Cross Blue Shield Association website. National Labor Office (accessed March 2021): bcbs.com.

Anthem Blue Cross is the trade name of Blue Cross of California. Anthem Blue Cross and Anthem Blue Cross Life and Health Insurance Company are independent licensees of the Blue Cross Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc. 1031473CAEENABC 02/21

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.

April 6, 2021 at 7:00 P.M.

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

Parking is available on the street and behind the building.

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

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

We regret the loss of the following members.

Carrol Genereux, 81, passed away on December 6, 2020, with 19+ years of membership. He is survived by his wife Margaret and children Amy, Michelle, Kimberly, and Kevin. He resided in Santa Clara.

Glenn Griffith, 74, passed away on January 21, 2021, with 56+ years of membership. He is survived by his five children, Crystal, Theresa (Charles), Cynthia, Louis, Rebecca, and Glenn, as well as 15 grandchildren. He resided in Pacifica.

Francisco J. Hernandez, 42, passed away on January 27, 2021, with 23 ½ years of membership. He is survived by his daughters Adriana and Casandra, as well as his mother, Teresa. He resided in San Francisco.

Vincent Mileo, 78, passed away on January 29, 2021, with 50+ years of membership. He is survived by his wife Phyllis, sons Jesse (Rachel), Ian (Tina), and Jeremy (Jennifer), stepchildren Candace Solomon (Theodore) and James Bowman, as well as five grandchildren and five step-grandchildren. He resided in San Mateo.

Juan Lanzarin, 61, passed away on January 28, 2021, with 14+ years of membership. He is predeceased by his father John and brother Gabriel. He is survived by his daughter Nubia, his mother Esther, and siblings Rigo (Soy), Eddie (Sue), Aly (Bill), Sophie (Julio), and Maria (Flavio). He resided in San Francisco.

Carpenters 46 Northern California Counties 2021-2022 Scholarship Applications

This application applies only to the 2021-2022 college year.

One hundred scholarships will be given away in the amount of \$3,000, in addition to the first person chosen in the random drawing to receive \$6,000.

Applications are available for download at www.local22.org, or you may pick one up at your Monthly Membership Meeting.



Forty-year and second-generation member Richard Fanti, who is also a Superintendent for Hathaway Dinwiddie. His father, Egisto Fanti, was also a member.

Scholarship Application Rules:

1. The 2021-2022 Scholarship Application must be completed and returned directly to your Local Union, postmarked by Friday, June 25, 2021. No late applications will be considered. To be eligible for scholarship consideration, a scholarship applicant must be a dependent child of a member in good standing with a Local Union affiliated with the Carpenters 46 Northern California Counties Conference Board.
2. Applicants must be seniors in high school or currently enrolled in an accredited educational institution, but be less than 23 years of age, and planning to attend school during the 2021-2022 college year (July 1, 2021 through June 30, 2022).
3. Dependent children of full-time officers or employees of the following entities are not eligible for scholarship consideration:
 - a. United Brotherhood of Carpenters and Joiners of America;
 - b. Carpenters 46 Northern California Counties Conference Board or any
4. Dependent children of deceased members who were in good standing with the Local Union at the time of their death are eligible for scholarship consideration.
5. In the event that a scholarship recipient is unable to fulfill the requirements of the foundation, the scholarship award must then be returned to the foundation and would become available to the alternate.

Here's the Deal By Kenny Lukas

With Joe Biden now in the White House, he has brought out his Covid Relief Plan. There's a lot in it, and I'm sure we will hear the incessant sniveling coming from the cry-baby Republicans about the cost of this plan. (When it was voted on, not a single Republican voted for it.)

They would rather watch our great nation sink into oblivion than vote for a bill that helps the workers who keep our economy moving forward. It is way too large to explain the details now, but you could read it at www.whitehouse.gov/american-rescue-plan.

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.

Happy Easter.



San Francisco Water Department Maintenance Manager Tony Preston and Supervisor Kevin McLaughlin along with Martin Paul exercising appropriate social distancing.

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 – Steve Espinosa,
Colin Johnson, Lenny Paredes
Organizers – Dave Tafoya & Ryan Ruf

FROM THE DESK OF TROY GARLAND

California issued its first stay-at-home order on March 19, 2020, over one year ago. As more vaccines are distributed, COVID cases continue to trend lower and restrictions should continue to relax unless we experience another spike in cases.

When BAC members or other building trades workers are exposed on a jobsite, a Notice of Potential Workplace Exposure to COVID-19 is sent to the union hall. While these notices have decreased significantly, we must all continue to follow COVID protocols on and off the jobsite.

As vaccines bring the pandemic under control, there is reason for hope. While some might be hesitant about getting the COVID vaccine, please consider that the benefits outweigh the risks. We must do what we can, as many of our brothers and sisters have been affected. Our hearts go out to those individuals and families who have lost loved ones. The world that lies ahead of us will likely look different than the one we are leaving behind, but the future looks much brighter without COVID.

Our BAC office is now open, but you will need to make an appointment to visit. We will be ramping up our Construction Organizing Member

Education Training (COMET) and our Voluntary Organizing Committee (VOC) meetings to educate members on organizing strategies and to discuss the most effective ways for members to assist in our organizing goals.

We are also optimistic that we will be able to hold our BAC Local 3 picnic, fishing trip, and other events later this year, depending on the county re-opening guidelines. Journeyman upgrade classes at our training centers will also be increasing. Please make sure your contact information at the union hall is up to date, as we continue to use text, email, and mailings to reach out to members.

I want to take this opportunity to recognize some of our own Local 3 members and officers.

San Francisco Building and Construction Trades Council Secretary-Treasurer and CEO Tim Paulson has retired as of January 1, 2021. Tim's labor positions include: Tile Layer, Foreman, Apprentice Instructor, Business Agent at BAC 3, Organizer, Political Director at San Mateo Central Labor Council, Executive Director at SF CLC for 13 years, and Secretary-Treasurer of the SF Building Trades Council for the past three years. Tim stepped into the position when leadership was needed and helped update the Council and how it operates.



Tim Paulson, BAC President Dave Jackson and Steve Kantoniemi

He has successfully negotiated multiple PLAs that will provide thousands of work hours for our members and members of all of the building trades.

BAC Local 3's own Vice-Chairmen, Gary Peifer and Steve Kantoniemi, both retired on February 28.

Gary has held almost every position our local requires: Bricklayer Journeyman, Foreman, Apprentice Instructor, Field Representative, Organizer, Vice Chairman, Secretary-Treasurer, Trustee for our JATC, LMCC, Pensions, and Health and Welfare. Gary was the Vice President of the Sacramento Building Trades Council and has negotiated multiple PLAs for the betterment of all local trade unions.

Steve was a Master Marble Mason and a well-known Foreman for Cunningham Marble Company. He worked on numerous high-profile projects in San Francisco and throughout the Bay Area. Steve held the following positions: Marble Finisher, Marble Mason, Foreman, Apprentice Instructor, Field Representative for the San Francisco Area, Vice Chairman, Trustee for our JATC, LMCC, Pensions, and Health and Welfare. Steve has negotiated many agreements during his career and has spoken in favor of many PLAs, assisting the Building Trades Councils for the betterment of all the building trades.

Together, these three can claim over a century of dedication to the labor movement. Their accomplishments and benefits to the building trades and the labor movement are immeasurable. A special thanks for all they have done for the members and families of BAC Local 3.

We wish Tim, Gary, and Steve a well-deserved retirement. You will all be missed.

SERVICE AWARDS (MARCH 2021)

25-year: Guo Sheng Chen, Virgilio Macias Jr.,
40-year: Eugene Jones, Giuseppe Patania IV
Congratulations on your many years of service.

IN MEMORIAM

We are sorry to announce the passing of our Brother Michael Stanchina, BL, 2/09/2021, 08-CA, 35-yr. member.

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



Gary Peifer and Steve Kantoniemi

2021 Chapter Meetings

April 2021							May 2021						
SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
				1	2	3	All Chapter Meetings in May are cancelled due to the General Membership Meeting!						
4	5	6	7	8	9	10							
11	12	13	14	15	16	17							
18	19	20	21	22	23	24							
25	26	27	28	29	30								

Thu., April 1, 6:30 p.m., Sacramento — 7465 Rush River Dr., Sac (Mountain Mike's)
Tue., April 6, 6 p.m., Monterey — 1945 Natividad Road, Salinas (The Pizza Factory)
Wed., April 7, 5:30 p.m., San Jose — 14940 Camden Ave., San Jose (Round Table)
Thu., April 8, 5 p.m., Oakland — 1720 Marina Blvd., San Leandro (SMW Local 104)
Tue., April 13, 5 p.m., San Francisco — 2227 Gellert Blvd., South San Francisco (Round Table)
Thu., April 15, 6 p.m., Manteca — 1120 North Main St. (Mountain Mike's)
Tues., April 20/Even Months, 6 p.m., Fresno — 324 E. Shaw (Ramada Inn)

Meetings will be conducted via Zoom until social gatherings are approved.
No chapter meetings in May. General Membership Meeting: May 8 via Zoom.



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, April 13, 2021
4:30 p.m.

General Membership
Cancelled Until Further Notice

Unit Six, Sound & Communications
Cancelled Until Further Notice

Retired Members-Senior Sixes
Cancelled Until Further Notice

Executive Board
Wednesday, April 28, 2021
4:30 p.m.

We extend our sympathy to the family and friends of **Kyle M. Miller**, Inside Wireman, who passed away on February 22, 2021.

Best Wishes to Our Recently Retired Members:

Phillip D. Barger
Frank E. Patterson
James F. Ray
Denis M. Shea

BUSINESS MANAGER'S REPORT

COVID Vaccines

Our city members performing emergency services have been cleared for the vaccine, and many have successfully registered and gotten a shot. Others have faced difficulty getting through and, unfortunately, there is no good answer except to say, "Be Persistent." The registration process has been overloaded and will likely continue to be so for the near future.

For our private sector members, the Local Union continues to advocate for your vaccinations, but we are facing increased political competition for who comes next. As I predicted last month, the rules in place today will likely be changed by the time this issue lands in your mailbox. The Local Union will not be able to push anyone to the front of the line at this time, but if that changes,

we will let the membership know as quickly as we can.

If you are eligible already, do not wait any longer to get your vaccine. Register. Get your shot. Let's get past this!

IBEW Founders' Scholarship

The IBEW Founders' Scholarship honors the dedicated wiremen and linemen who founded the International Brotherhood of Electrical Workers. Each year the officers of the IBEW are pleased to offer its working members scholarships on a competitive basis. It is hoped that the awards will not only contribute to the personal development of our members but also steward the electrical industry that our founders envisioned.

An application for the IBEW Founders' Scholarship (Form 172) is available on the IBEW website at www.ibew.org/FoundersScholarship.

All IBEW members who have been in continuous good standing for four years preceding May 1 of the scholarship year in which they plan to apply are eligible for the IBEW Founders' Scholarship. Please note: If a member has been on honorary withdrawal at any time during the aforementioned period, he or she will not be eligible to participate.

Spouses or children of IBEW members are not eligible for the IBEW Founders' Scholarship. Union Plus has a scholarship that is available for IBEW members, as well as their spouses and dependent children. Please visit the Union Plus website at www.unionplus.org for more information about other scholarship opportunities.

Collective Bargaining Agreements and State Law

We continue to receive calls related to two issues I have written about in the past: break times and the use of personal cell phones for workplace communications. Although our agreements are silent on these two topics, the lack of language in the agreements is not to be taken as a silent approval to violate state law. Below I will provide you the basis for my comments.

For anyone to interpret our agreements as being above state law would put the employer and/or the Local Union in violation. Unless a state law provides that a collective bargaining agreement may override the provisions of that law, it remains in full force and effect. While the Local Union can only grieve provisions contained in its agreements, workers do have the ability to seek redress from the State of California on issues under their jurisdiction.

Break Times

The California Industrial Welfare Commission's Wage Order 16 addresses the *Regulating Wages, Hours and Working Conditions in the Certain On-Site Occupations in the Construction, Drilling, Logging and Mining Industries*. Contained therein at No. 11 is the following:

REST PERIODS

(A) Every employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. Nothing in this provision shall prevent an employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the workday. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time for every four (4) hours worked, or major fraction thereof. Rest periods shall take place at employer-designated areas, which may include or be limited to the employees' immediate work area.

(B) Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the employer shall make up the missed rest period within the same workday or compensate the employee for the missed ten (10) minutes of rest time at his/her regular rate of pay within the same pay period.

(C) A rest period need not be authorized for employees whose total daily work time is less than three and one-half (3 1/2) hours. Authorized rest period time shall be counted as hours worked, for which there shall be no deduction from wages.

(D) If an employer fails to provide an employee a rest period in accordance with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided. In cases where a valid collective bargaining agreement provides final and binding mechanism for resolving disputes regarding enforcement of the rest period provisions, the collective bargaining agreement will prevail.

(E) This section shall not apply to any employee covered by a valid collective bargaining agreement if the collective bargaining agreement provides equivalent protection.

Boiled down, the Wage Order requires the Employer to provide the ten (10) minute break. Working through the shift without breaks is a violation of the Wage Order, except in *limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work*.

As I said last year, to my knowledge,

no employer has authorized or directed their management teams to stray from compliance with Wage Order 16. Moving forward, any Superintendent, General Foreman, or Foreman who allows this practice to occur or continue is exposing their employer to the penalties contained in the Wage Order. I have communicated Local 6's position on this to the Employer's Association.

Use of Personal Cellular Phones for Workplace Communications

It has been stated that a practice has developed wherein Foremen and/or General Foremen are communicating with their workforce in a manner that requires the utilization of non-employer-provided cellular phones (personal phones). This practice can put our employers in violation of state law.

California Labor Code Section 2802, subdivision (a) requires: "[a]n employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer...."

This Labor Code section requires employers to reimburse employees for all out-of-pocket expenses the employee incurs — and not just for cell phone usage — during the performance of their job.

In August 2014, the California Court of Appeals provided guidance on Labor Code Section 2802 (a) in *Cochran v. Schwan's Home Service, Inc.*, when it said: "Does an employer always have to reimburse an employee for the reasonable expense of the mandatory use of a personal cell phone, or is the reimbursement obligation limited to the situation in which the employee incurred an extra expense that he or she would not have otherwise incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer would receive a windfall because it would be passing its operating expenses onto the employee."

To once again boil this down, Labor Code Section 2802 (a) requires the employer to reimburse its workforce for reasonable costs incurred during the course of employment. To my knowledge, no employer has directed their management teams to stray from compliance with Labor Code 2802 (a).

Moving forward, any Superintendent, General Foreman, or Foreman who allows this practice to occur or continue is exposing their employer to penalties and possible class action. I have communicated Local 6's position on this to the Employer's Association.

Stay Safe, Save For A Rainy Day, And Come To A Union Meeting!
John J. Doherty
Business Manager
Financial Secretary

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

April 13, 2021, 6 p.m.

Virtual (via Zoom)

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

Executive Board

April 13, 2021, 5 p.m.

DDO/HOLIDAYS

April 2, 2021

DDO

INFO, NEWS & EVENTS

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

STAR CLASSES

Select STAR classes are available online. Visit www.dc16star.org for more information on class schedule.

Brothers and Sisters,

Well, it finally happened. It really happened... the DC16 webpage is fully operational to accept dues.

It has been a long road of diligence and downright grit by all of the District

Council staff —representatives, office administrators, directors, and the BMST — to wrangle this into existence. I am sure there will be a hiccup on this voyage, but the sails are finally raised, and we are on course to the 20th century.

The compiling of data and transition in record-keeping is a paramount task. To put it plainly, there is no magic wand that transfers contact info, dispatch history, and membership history from a software program. The info has to be input, one keystroke at a time.

This really started several years ago with the IUPAT membership database, which simply had contact info from member application forms. When I say several years, I mean it's been about 10 years or more. Every year since this began, our District Council staff has been ironing out the wrinkles and correcting flaws. With every new solution a few new questions and issues would arise.

The year 2020 was the culmination of this mission. The notification and push of the IUPAT Member Mobile Portal registration has nearly gotten us there. Currently, approximately 20% of the membership is registered on the MMP app. To pay your dues online, you will need to be registered through the app.



Pictured here: the 99 Ocean project groundbreaking.

Since I have been in office, I have received requests like, "Why can't we pay our dues online?!" I could only respond with, "Yeah... we aren't there yet." I can now answer, "You can pay your dues online, at www.dc16iupat.org. Just click the "Pay Your Dues" tab in the right corner of the page."

In other news, I had the opportunity to attend a small groundbreaking of 99 Ocean, which is one of three projects that is being funded, developed and built in San Francisco by HIT. If you have not heard about HIT (Housing Investment Trust), allow me to offer a little info on the subject.

The AFL-CIO HIT is union money at work. HIT initiatives network with community-based housing groups, labor organizations, developers, mortgage bankers, local government officials, and housing finance agencies to generate housing and community benefit. This benefit is that a little of our pensions are invested in HIT, along with many other trades and union pensions, and this trust

fund invests in development. Any project using H.I.T. funds must be 100% union — no need for a project labor agreement.

The all-union requirement is baked in the cake of the development. So, a glazier gets to work on a project earning union wages and re-investing pensions. The pension gets a return on a union-built project, and the glazier has increased the health of pensions.

Union representatives of the San Francisco Building and Construction Trades; our elected City Supervisor for District 11, Ahsha Safai; representatives of HIT; and the developer celebrated this groundbreaking. I look forward to the next two projects popping up soon. If you're interested in more info, visit www.aflcio-hit.com online.

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

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

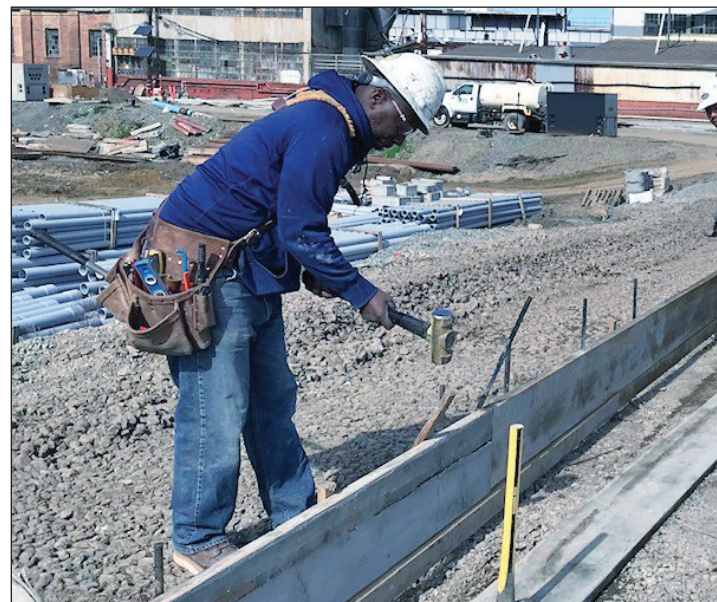
Greetings, brothers and sisters of Local 300,

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 the Three Ws: Watch your

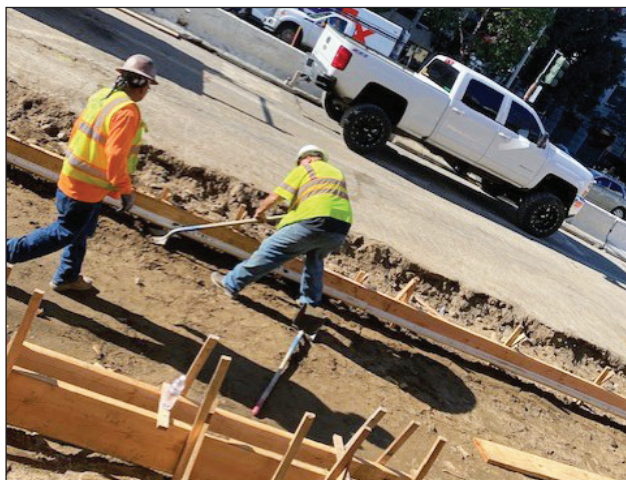
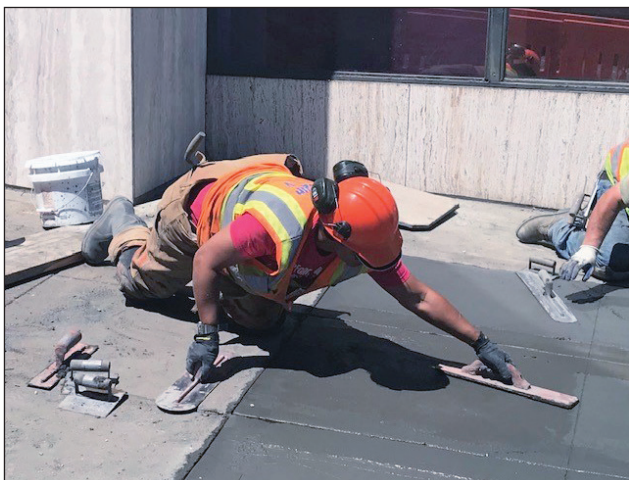
distance, wear your face coverings, and wash your hands.

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

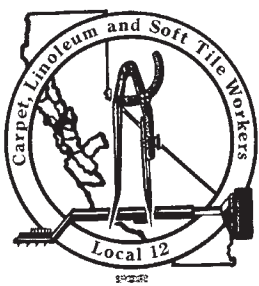
Thanks, and be safe.



Cement masons working for contractor Bauman Landscaping on the Van Ness Avenue project and the Pier 70 project



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,

It has been one year since COVID-19 shut the country down and wreaked havoc on the population. We have lost members, family members, jobs, and

homes. All of this is truly unbearable by those who are affected.

With all this tragedy, there finally seems to be a light at the end of the tunnel.

One year later, we are seeing vac-

inations in full swing, with almost 2 million doses administered daily. The number of infections is down, and some counties in the state are beginning to slowly open up. This means people going back to work, children going back to school, and some feeling of normalcy coming back to our lives.

With all this, I ask that we do not let our guard down and that we continue to socially distance, wear masks, and follow COVID-19 safety protocol. Let us keep in our minds the terrible losses so many have endured and be mindful of what others could be going through at this time.

I would like to congratulate the Floor Coverers of Local 1512 in Las Vegas. They have ratified a new three-year contract, receiving \$5.25 in wages over the length of the contract, along with other benefits. Thank you, DC16 leadership, for this well-negotiated contract.

More good news: Congratulations to Richard Ahern and Kiana Demafeliz on the birth of Emmet Thompson Ahern on January 24, 2021, at 12:15 a.m. Richard is a third-generation Floor Coverer who followed his proud father, Dave Ahern (and past Local 12 President), and grandfather, Daniel Ahern, into the industry. His uncle, Dan Ahern, is also a retired floor coverer (and soon-to-be babysitter). **Congratulations to all the Aherns for the blessing they have received.**



Todd Willis, Jeremy Gibson, and Jorge Aguilar working safely for Andersons.

As always, I would like to invite members who have a special milestone in their lives such as a birth, graduation, marriage, retirement, or, sadly, a death, to contact Juan, Steve or me to share a picture and a few words in a future article.

Respectfully,
Anthony Nuanes



Dave Ahern, Richard Ahern, and Emmet Ahern, born January 24.

ROOFERS LOCAL 40



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

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

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

From the Desk of Jose Oscar Padilla Business Manager

I hope this article finds you well. Can you believe it has been a year already since this unexpected pandemic became reality with a stay-at-home order? Since there were some buildings in need of a roof to keep them watertight, we were considered essential workers ... but can you believe that now that the vaccine distribution is rolling out, the state has decided to remove the essential worker designation from all construction trades?

Go figure!
Salvador and I continue to be at the Local 40 office from 7 a.m. till 4 p.m. Monday through Friday, primarily addressing member questions by phone and in-person regarding medical insurance coverage, pension, and union dues payments, and taking new applications of job-seekers looking forward to joining our union. Also, from now till October 29, we are helping those requesting early vacation withdrawals.

Remember, most business can be conducted over the phone or by mail or email. If you decide to do it in person, you must observe COVID-19 safety

protocols while at the Local 40 office. The best way to ensure we get out of this pandemic is to collectively follow the guidelines and remain vigilant.

Our pension plan is out of the yellow zone (endangered status); the plan is 80.3% funded and is not projected to be in critical status for any of the succeeding five plan-years. Therefore, the plan is in the green zone.

This month, we will have the first read-

ing of our Amended Constitution and By-Laws during our regular meeting and a second reading at the April union meeting. You will receive a notice by mail about the date and the link via Zoom for our Special Call meeting May 20 to vote on adopting the new Constitution and By-Laws. It's important for you to participate.

Work Safe and Stay Healthy!



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 CURIEL BUSINESS AGENT

MARK PLUBELL BUSINESS AGENT

ANTHONY VISCUSO BUSINESS AGENT

BILL HODGES.....PRESIDENT

JONATHAN BLAINE.....VICE PRESIDENT

AURELIANO OCHOA ORGANIZER

A Mystery Worth Pondering: The Salamander in Our Union's Logo

Everyone who has ever received the coveted membership card of the Asbestos Workers is familiar with the symbol of a salamander perched atop a roaring flame. Many members down through the years have asked or been asked, “Why are you barbecuing that lizard? What does that have to do with insulation or asbestos?”

To be accurate, the salamander is not a lizard, nor is it a reptile. It is an amphibian resembling a lizard but has

no scales and, instead, is covered with a soft, moist skin.

Legend has it that the salamander is impervious to fire. These creatures hibernate and often hide in hollow trees or wood piles in the winter. They coil themselves up and remain in a torpid state until the spring. For this reason, they can often be found hiding within firewood. When the wood is added to a fire, the hidden salamander awakens with only enough time to put forth a quick defense and escape.

This is more than likely why the salamander has the reputation of

being fireproof. Webster's New Collegiate Dictionary gives as its first reference to the salamander as ‘a mythical animal having the ability to endure fire without harm.’ The word “salamander” is thought to come from the Greek word for fireplace.

Meanwhile, the association between the salamander and asbestos dates back in history. It is reported that during Marco Polo's travels, he encountered the Tartars, who possessed asbestos cloth that was cleansed with fire. Marco Polo is said to have inquired about the material and was told that the material came from “Salamander's Wool.”

We know that as an insulating material, asbestos protects building materials through its imperviousness to fire. It takes only a small leap in logic to associate asbestos and the salamander.

Out of the mythical, legendary and historic references to asbestos and the salamander, it is natural that the sala-

mander would begin to find favor as a symbol of power, prestige, nobility, fraternity, religion and profession. Many coats of arms depicted fire-breathing dragons very similar in appearance to a salamander with wings added.

With regards to the Asbestos Workers logo, the first reference dates back prior to the formal founding of our union. It is believed to have been the symbol of the Knights of Labor's Salamander Association of New York City, which made the first effort to organize insulators at the end of the 19th century. The original logo and any record of its creations or their reasoning have lost over the decades.

For the present, however, we can only speculate and enjoy the mystery surrounding the use of the salamander as our symbol for the Heat and Frost Insulators and Allied Workers (formerly Asbestos Workers).

May it survive for another hundred years.

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.

It's the time of year to renew your California State Fire Sprinkler Fitter Certification through the Office of the State Fire Marshal (OSFM). Even though your certification sticker might expire on June 30, the timeframe to renew your certification without a late payment penalty is March 1 through April 30. If you renew on or after May 1 and up to June 30, you will be assessed a \$75 late fee.

You are now able to make a payment for your state certification renewal online with a credit card. Submitting payment online through calfire.govmotus.org is an easier process this year than previous years, when you had to submit a check. You can still submit a check if you'd like, but it seems like a much easier process to submit your renewal with a credit card. More on state certification renewal is below.

Continuing Education Units (CEUs) are not due this year. You will need to submit an affidavit affirming that CEUs are not due this year. This affidavit can be found and printed out once you log in to your CalFire account. To complete the renewal process, you will need to upload a current JPG photo of yourself and submit this signed affidavit. If you

need assistance getting your renewal submitted, you can contact Janine Teafatiller at 510-785-0658 or janine@sprinklerfitters483.org.

Thirty hours of continuing education will be required to renew your state certification next year. If you have not completed your required classes, visit the Local 483 website at www.sprinklerfitters483.org and go to the Members Only section to see the current schedule of classes being offered by the training department. It is important to complete these classes early so that you're able to renew your state certification next year without any issues.

Local 483 continues to have our regularly scheduled Union Meetings. These meetings are conducted online via the virtual Zoom platform. Login instructions can be found in the Members Only section of Local 483's website. We encourage you to attend!

Annual Sprinkler Fitter Renewal Instructions

You may now go online to renew your Sprinkler Fitter License at calfire.govmotus.org. You can now pay by credit card. To start the process, please follow the instructions listed below.

- If you sign in and do not see the application listed under “License,” this means you are logging in with a different email address than GovMotus has on file. Log in using the email address at which you received the expiration notice. If you have never logged into GovMotus, you will need to register.
 - Once signed into the GovMotus system, on the Dashboard, click on the application “License Number” that shows the “Issued” application.
 - Your license application page will open. On the left side, under “Control Panel,” click “Manage License.”
 - Click “Renew Application.”
 - Ensure all your personal information is correct.
 - Upload a JPG photo of yourself and the CEU documents (if applicable).
 - Click “Submit.”
 - The State Fire Marshal Office will need to approve your application at this point.
 - Allow two to four business days for the Cal Fire Attendant to accept the license.
 - After the application for renewal is accepted, log back in
 - On the left side under “Control Panel,” click “Make Payment.”
 - Follow the prompts that will allow you to submit payment via credit/debit card.
 - Allow two to four business days for approval and issuance.
 - If you choose to pay by check, after “Make Payment,” download a PDF copy of the “Payment Notice.”
 - Print and mail the Payment Notice and the check/money order to the address listed on the form. Please allow six to eight weeks for the license to be processed after the check has been cashed
 - If the payment is submitted without the Payment Notice, the check or money order will be mailed back, and there might be a late fee associated.
- More info is available at www.sprinklerfitters483.org.

Renewal Timeline

March 1: Renewal email notices sent (sprinkler fitters can now renew online)

May 1: Renewal considered late (late fee will apply)

July 1: Renewal expired

All Registrations and certifications for all sprinkler fitter levels are valid from time of issuance to June 30.

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 IN-PERSON MARCH MEETINGS HAVE BEEN CANCELLED

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

San Francisco

Wednesday, April 21, 2021, 5:30 p.m.
690 Potrero Ave., San Francisco, CA

Sacramento

Wednesday, April 7, 2021, 5:30 p.m.
Sheet Metal Workers Apprentice & Journeyman Training Building
3665 Bleckely St., Mather, CA

North Bay

Monday, April 26, 2021, 5:30 p.m.
Mi Pueblo Restaurant
7384 Commerce Blvd.
Cotati, CA 94931

Bakersfield

Wednesday, April 14, 2021, 7:30 a.m.
Zingos Restaurant
3201 Buck Owens Blvd., Bakersfield

Fresno

Wednesday, April 14, 2021, 5:30 p.m.
Piccadilly Inn Airport
5115 East McKinley Ave., Fresno

South Lake Tahoe

Thursday, April 29, 2021, 11:30 a.m.
Motts Canyon Brewhouse
259 Kingsbury Grade Rd., Stateline, NV

Reno

Thursday, April 29, 2021, 5:30 p.m.
Nevada Building Trades Hall
1819 Hymer Ave., Sparks, Nevada

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.

IN MEMORIAM

I am sad to report that in January we lost two Honorary Members: Brothers Edward Wright and Harvey Fenton, Sr. This month, we lost Retired Brother Mark Krietich. IUEC Local 8 would like to express our deepest sympathies to the families of our departed

brothers. I ask that the Local 8 Brothers and Sisters keep these families in your thoughts and prayers.

ELECTION NEWS

This month, we will mail out the first nomination letter for the positions of Business Manager, Business Representative/Recording Secretary, two Business Representative positions, four Executive Board positions, and one Trustee position. The second round of nominations will go out at the end of April.

Please keep your eyes out for the nomination forms and be sure to return the forms in the specified time and manner listed on the letter if you are interested in any available position. If you are a candidate and want to send out a mailer, please contact the hall at 415-285-2900, and we will contact President James Leonard to approve your request for labels.

CRANE PICKS

It is the Local 8 member's responsibility to advise the hall if there's going to be a crane pick on their jobsite. By reporting the pick, it will allow a Representative to be on the job to be sure there are no prefabrication violations, and the correct number of picks are achieved.

I understand that many of you have not been through a slowdown in work (other than the COVID-related slowdown) and are trying to get the jobs in as fast as possible. However, please understand that the companies and the IUEC negotiated the current CBA, and that language must be followed. Article

IV, Par.5 (a) (b) (c) (d) of the CBA explains hoisting and specifies how it is to be done. This will guarantee our work and will add hours to the plan.

So, again: It is **your responsibility** to call the hall and talk to a Representative before you pick any material into the building.

COVID-19 UPDATE

Many of our companies have given letters of eligibility to our members to get the vaccine early. If your company has not supplied a vaccine letter, I know that Local 8 members will be eligible in the 1B rotation. We all need to make sure we receive the vaccine once it is available. This way we can get to herd immunity sooner, and the quicker that happens, the faster we can open the hall and get back to face-to-face general meetings and outlying meetings as well.

Vaccination will also allow in-person learning for our 450+ apprentices. As I have said before, some GC's may require you to be vaccinated to work on their jobsite. This is not something the IUEC or the companies are mandating — this will be the GC's decision, and if you cannot show proof, you will not be allowed to work.

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

Sincerely,
Mark Thomas
Local 8 Business Manager

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

It looks like we're beginning to see the light at the end of the COVID-19 tunnel. The Johnson & Johnson single-shot vaccine is now being distributed, and the Biden administration recently announced that between the different types or brands of vaccine now available, there are projected to be enough doses produced to have a shot in the arm pf everyone who wants to be vaccinated by the end of May. More information can be found at www.myturn.ca.gov.

Members are urged to get a new dispatch from the employer when moving from one job to the next. This not only helps the Union keep track of where folks are working, it also helps to ensure that our members are being paid properly, especially when they are being sent to an

area within one of the Subsistence Zones.

Vehicle maintenance and insurance can be expensive, even for a contractor who can write some of those expenses off. Some contractors occasionally find a way around the issue by asking some of their employees to carry company tools to and from the jobsite in their privately owned vehicles. Perhaps the employee/member figures there's no harm in it. Perhaps he or she sees it as a chance to help the employer out. Perhaps he or she thinks it's okay because the employer offers some extra money for it each week.

This can provide a good opportunity for the hand who drives a truck to be an extra asset to the company, and maybe even pocket a few bucks on the side, but for the individual who has

a small commuter car it can be quite the opposite. In short, it can lead to a situation where favoritism or disparate treatment is shown and one's talent and work ethic may not be sufficient to keep one on the job. That is why it is disallowed by language in both our Master Labor Agreement and our By-Laws and Trade Rules.

If you are asked to do something like this by an employer, please take a moment to consider the potentially negative impact it could have on your brother and sister members.

Attention apprentices: You may or may not be aware that when you entered into the apprenticeship, you signed an actual contract with the State of California, which oversees the program through the Department of Apprenticeship Standards (DAS).

That contract requires Apprentices to remain available and ready for

work, as on-the-job training is considered a vital part of an apprenticeship. This means that getting on the Out-of-Work List and making Roll Call every week when not working are essential. Progression through the program depends on work hours and on-the-job training as well as class attendance and performance.

On the subject of apprenticeship, they happen to be hiring as of this writing. For application information visit www.ctcnc.org.

Correction: Brother Larry Wagner was a Trustee as well as an Organizer/Field Agent for Local 34 but, as he was kind enough to reach out and inform me, he has never been the President.

Brother Fredrick Long passed away March 1 at the age of 69. Brother Long joined the Union in November of 1974.

Work Safe and Stay Well.

LIVE BETTER WORK 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

A Light at the End of the Tunnel

March marks a year that our members have been out of work. There is, however, a light at the end of the tunnel. COVID infection rates have been going down, and vaccination rates have been going up as cities and counties set up vaccination centers and supplies of the vaccines increase.

We recognize that some of our members might take issue with vaccinations. There are those within our membership who might want to wait, and there are others who might be concerned about becoming vaccinated at all — the choice is a personal one. For members who want to become vaccinated, though, we recommend signing up with www.myturn.ca.gov. We also recommend that members check or sign up with their local county health departments in order to learn of opportunities for vaccination.

Those members who are vaccinated at the Moscone Center will be able to attend what one member facetiously referred to as “The Vaccination Show.” Indeed, it may be one of the most important shows of our time. Walls and vaccination stations at Moscone Center were set up by Local 510 contractor Curtin Convention and Exposition Services. We’ve included two action shots of members doing work on the vaccination stations.

Further optimistic news comes in the form of a research study conducted by the Freeman Company, our largest contractor. That study found that:

“... Seventy-eight percent of attendees expect to attend in-person events in fall 2021, increasing to ninety-four percent by winter. Exhibitors are slightly more optimistic with eighty percent returning this fall, ninety-five percent will do so by winter.”

Additionally, the study states that: “... Eighty-five percent of respondents say **in-person events are irreplaceable** because of their ability to drive commerce and networking that creates partnerships and innovation.”

The study provides a welcome whiff of optimism after a year of doubt and worry, both about our industry as well as our collective well-being. There is a link to an article about the study on our website at www.local510.org. We have a link to www.myturn.ca.gov posted on our website as well.

A Reminder

Representatives are in the office five days a week. Members who wish to visit should make an appointment to

come by. Members who come by must abide by COVID-19 safety and hygiene protocols, including social distancing and masking.

Most business can be conducted by phone, email or U.S. Mail. The office phone number is 650-763-5405. Morgan Worth is available at extension 1115, and Annette Dosier is available at extension 1118. Members may also access the Local 510 message line at 650-871-8374.

Remembering Bob Buonasera

Long-time Local 510 member Robert (Bob) Buonasera passed away recently. This month, Frank Jagusiak reflects on his friend of 50 years.

The 1970s were exciting times. That’s when I met Bob Buonasera. Hoping to escape the New York City suburbs, he moved upstate to the beautiful countryside around Ithaca, NY. That was the beginning of our 50-year friendship.

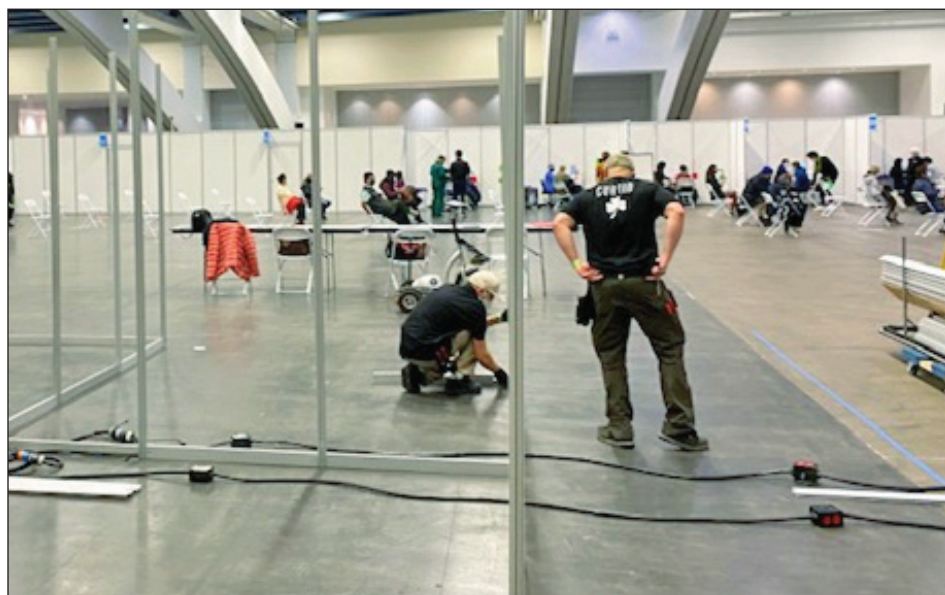
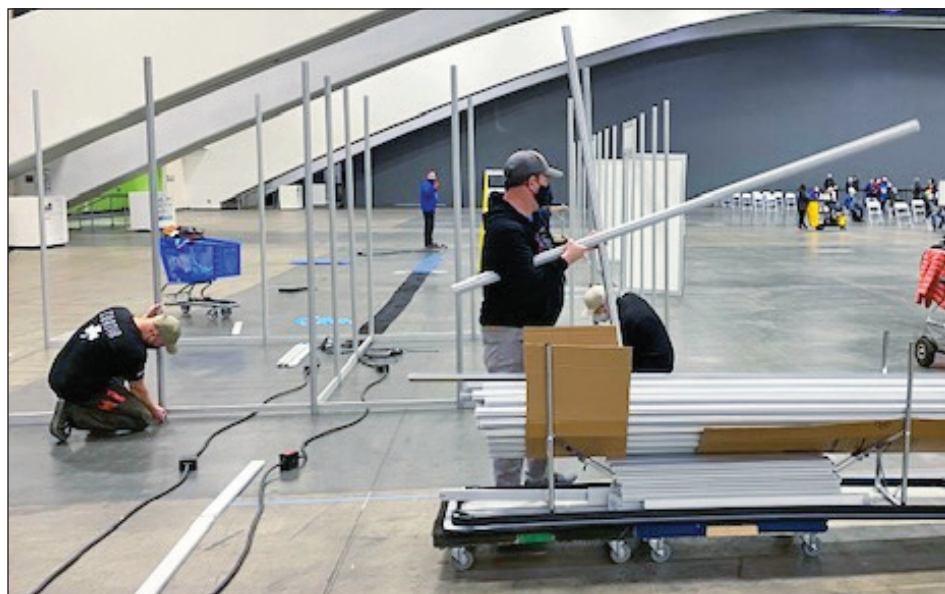
Eventually, in the mid-’70s, one by one, at least 10 of our Ithaca compatriots, including myself and Bob, made the trip west, looking for that California dream. A big part of that dream was finding work in Local 510.

Bob played drums in the band Hummingbird while in Ithaca and continued to play in California. Early on, he had gotten ahold of some large, high-quality speakers. For me, hearing music in such amazing clarity was a stunning first, and I began sharing with Bob a lifelong interest in sound quality.

Despite the tough long-distance commute to work, Bob cherished living in the Santa Cruz Mountains. He ended up in the San Lorenzo Valley north of Santa Cruz. It was a world away from the Bay Area’s sprawl. Soon, he bought some property in the hills around Boulder Creek.

I loved visiting with Bob and his wife and life-long partner, Jennifer Bloom, at their delightfully rustic cabin overlooking the mountains and forests. As fate would have it, during the ’89 Loma Prieta earthquake, that beautiful cabin disintegrated and slid down the cliff. Bob barely got out after falling down three times trying to make it out the door only eight feet away.

Luckily, they had earthquake insurance. After waiting 3 frustrating years for reimbursement, they built a beautiful two-story house on that same spot. They were committed to the dream of living in that place. More recently, the CZU Lightning Complex Fire came within a mile of their house, but their home survived.



Local 510 members working for Curtin Convention Services set up vaccination stations at Moscone Center.

Over the decades, our friendship deepened, both on and off the convention floor. Both of us loved complicated ideas. An accomplished chess player, Bob would usually beat me in six to 10 moves. Bob’s curiosity and keen mind led him to study many things: the history of the American West, nature, film, philosophy, and auto repair and restoration. But music was our greatest shared love. Nothing was more enjoyable than analyzing the interplay of instruments in a special piece of music.

Bob was a strong supporter of our union and proud of his membership. He taught JATC rigging classes to members seeking certification and served on the union rigging committee for several years. When I worked shows in the South Bay, Bob was often the rigging foreman. We had to coordinate crew calls, timelines and scheduling, and he was a pleasure to work with.

He was an excellent communicator and low-key leader. Riggers often work some of the longest installation hours of a trade show, late into the night; Bob was often the last to leave the hall. His patience and determination to get the job done were unbelievable. On the last day of setup, finishing at 3 or 4 a.m. was normal. Usually, he would return to open the show the next morning after the 40-minute commute back and forth to Boulder Creek. Bob handled the stress extremely well. I never saw a rigging situation or problem he couldn’t solve.

Bob was a man filled with a calm

warmth, sly humor and open friendliness. He was interested in others and what they had to say, always ready with a helpful suggestion. He really cared about people, too, and would help out any way he could, if asked. I saw Bob as a man of integrity and principle, who could separate insight from error, sense from nonsense.

Most people liked Bob a lot. Many have told me that he was one of their favorite 510ers. He could be a lot of fun. That, combined with his patience and even-keeled demeanor, made him many friends, all of whom will greatly miss him.

Sadly, on January 16, Bob Buonasera died unexpectedly but peacefully at his home in Boulder Creek. Such a sudden loss of a great friend has left me deeply shaken. Bob was one in a million. I thought we would carry on for many more years. He was 72.

*Respectfully submitted,
Frank Jagusiak*

To view the official obituary, go to:
<https://www.legacy.com/obituaries/santacruzsentinel/obituary.aspx?n=robert-alexander-buonasera&pid=197658697>

There is also a link to the obituary on the Local 510 website. Click on the “In Memoriam” link in the Members section.

*With Respect,
Annette Dosier
Morgan Worth
IUPAT Local 510*

The Pandemic: Stories From the Front Line



*A Guest Column by
Osha Ashworth, IBEW 6
Business Representative,
Inside Wireman and
Former Electrical Inspector*

Last year was far and away the most challenging year I can remember. I realized that many of the things we are here to advocate for, both at the local union level and as organized labor in general, can quite literally save lives. Overall, I think most of the employers that employ our members are doing a good job at getting out the message and enforcing rules related to maintaining social distancing and good hygiene. Once the CDC recommended using masks, they jumped into action and, for the most part, took it seriously.

The vast majority of employees understand why, although it takes continuous education and advocacy. Staying home when sick isn't something tradespeople had generally done prior to COVID-19.

Unfortunately, I think a small minority of us believes COVID doesn't exist and doesn't take it seriously enough. It takes constant reminding that they have to follow the rules, and I think some of our members get understandably frustrated when they encounter people like that.

The moment that sticks out most for me is when I realized that, at least within my circle, we began to really focus on the

fact that what we choose to do as individuals has an effect on other people's lives.

For example, if I come to work sick and pass it along to my work buddy, Joey, who has a relative in his house who's elderly or immunocompromised — or maybe if Joey's just one of the unlucky young healthy ones — then I could be responsible for him or his relative getting severely sick or dying. Knowing I could spread a deadly virus has really had me focus on staying home if I don't feel well and taking every precaution to be as safe as possible.

I even preach it to my family, who is undoubtedly sick of hearing me talk about COVID. I've worn masks at home when I didn't feel well. Maybe a silver lining is that we'll be left with better habits after the pandemic is over.

More on the work side, there is obviously more concern now in areas deep in the purple zones that we really have to be hypervigilant. When testing firms like Curative make national headlines, it worries people. Our school district had worked out an arrangement with them as well as sites in the city, but if the results may or may not be accurate, it doesn't leave a settling feeling, and I think people tend to let their guard down after they receive a negative test, even if it's too early to test positive. We need to use all of the resources available: Testing, masking, social distancing, staying home when not well. **OL**



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

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Worker Solidarity

Continued from page 1

Trades Council's origins, when it sent movement evangelists throughout the state to help establish and defend other Building Trades councils.

The 1900 census showed San Francisco's population to be more than three times that of Los Angeles, almost four times Portland's, more than four times Seattle's, and five times Oakland's. Ours was the ninth most populous city in the country. No other city west of St. Louis made the top 10. San Francisco was the West's dominant city, with greatest need for building trades work.

What are now Bay Area suburbs with millions of residents and many thousands of businesses were farms, ranches, wild lands, and small towns. Most of the city's workers lived in the city. The few who commuted lived close enough to the Bay to board ferries, and so, again, close together.

San Francisco's tradesmen — and they were all men — lived in working-class neighborhoods, often in the same tenements and boarding houses. They rubbed elbows in church pews, along saloon counters, and on ferry benches. Not just on job sites, then, but in daily lives, they were at each other's sides.

Immigrants filled the city. Many were from a Europe that had brewed more than a century of revolutions. France alone had played host to three such uprisings, and Paris, besides, in the 1871 Commune, which Karl Marx called "the glorious harbinger of a new society."

The Council's first president, P.H. McCarthy, immigrated from Ireland at the time of his homeland's "Land War" and rent strikes. This newspaper's first editor, Olaf Tveitmoe, established a utopian socialist commune in Oregon before coming to San Francisco; 14 years before his birth, his native Norway had smashed a utopian socialist movement and imprisoned its leader.

Whether in ways coherent or con-

fused, considered or unreflective, ideas from Europe of the necessity of collective action against moneyed power would have informed the conversations of building tradesmen living side-by-side. Being human, they fought often enough with each other. Blinded by notions of race, they failed utterly to discern that they had common cause with workers of non-European origins already here and argued to keep others from coming.

They achieved solidarity enough, though, to gain real strength in San Francisco, and gave us the Council. Much has changed.

We live scattered. More of us commute alone in long drives than from city neighborhoods. We only rarely work beside our neighbors. The interactions that lent themselves to solidarity in the past are fewer. Replacing them challenges unions.

San Francisco is now only the second most populous city in the Bay Area.

Most Building Trades union locals are now regional. Their volume of work is often higher in other counties.

The Council's evangelism succeeded. Strong, innovative Building Trades councils surround us, and our statewide organization excels.

But we still represent a city of many immigrant workers — not so many, now, from Europe, but instead from places and peoples with their own histories of struggle against wealth and power and their own experiences of the indispensability of worker solidarity. We have expanded our solidarity to include women and racial and ethnic groups we once excluded. We have, for our size, an exceptional voice through political representatives at both state and national levels. Our market share confronts real threats, but is one to which our counterparts through most of the country aspire.

And we retain a clear truth and duty: Keep San Francisco strong. It's key to our efforts. **OL**



Board Minutes

Continued from page 3

OLD BUSINESS:

- Labor Fights Leukemia & Lymphoma annual appeal
- COPE Convention endorsements

NEW BUSINESS:

- COVID-19 Construction Update: Vice President Doherty reported on progress, with no cluster outbreaks this last week. Members encouraged to be diligent when registering for vaccines.
- John Chiarenza reported on city and county CDD new work rules received for signing by individual members. John is writing letter due

to receiving notice three months after the fact. Theresa Foglio and Sean McGarry requested copy of letter and wish to coordinate the response in a unified way.

- Danny Campbell of Sheet Metal 104 reported on 30 Otis. The body was asked to be mindful of any non-union contractors to finish off the project and asked if members had heard anything on this. Members to monitor closely.

REPORTS OF UNIONS:

None

ADJOURNMENT:

Adjourned at 10:57 a.m.
opeiu 3 aficio

Mission Rock

Continued from page 1

representative of Carpenters Local 22, said the buildings range from an 8-story office tower on Parcel B to a 23-story residential tower on Parcel A.

“The first structure slated is a 13-story commercial building on Parcel G,” he said. “That will start in April 2021. One of the last structures slated is a 24-story residential tower on Parcel F.”

Officers with the NCCRC’s Jobsite



Members of Pile Drivers Local 34 and Operating Engineers Local 3 drive steel H-piles in the Mission Rock development project.

Accountability Program are coordinating with contractor safety officers to establish worker safety.

“They’re helping us remain in compliance and ensure productivity,” Moyer said.

How Union Members Are Reducing Risk

Pile-driving involves relatively small crews doing work in the open. This puts workers at a lower risk of contracting the coronavirus. Vertical work typically involves larger groups of people working closer to one another.

Reyff said the general contractors are contemplating scheduling multiple shifts for manlift crews.

“During the pandemic, there are typically only four people allowed on a manlift: an operator and three passengers,” he said. “That may not be possible [later due to heightened safety protocols to prevent the spread of COVID-19].”

Moyer said Local 34 members are currently making sure they are working with large cranes and heavy loads carefully.

Their task of driving piles into the ground is necessary to support and stabilize the foundations of heavy structures. Every pile has to be picked up and lofted vertically. The term “lofting” means to raise a pile into leads to place it under a pile-driving hammer.

“Lofting can be dangerous because the piles are heavy and very large — up to 90 feet on this project,” Moyer said. “If anything falls, it falls far and hard.”

Moyer said the pile-driving hammer is basically an inverted, single-cylinder,



Two Foundation Constructors Inc. pile-driving crews splice and drive H-piles in Seawall Lot 337. The work advances the Mission Rock development project.

two-stroke diesel engine. Since it’s large and heavy, handling it can be risky.

Pile driving is also dangerous because crews work in unimproved areas. “We’re one of the first crafts on site,” Moyer said. “This means we frequently work around dirt, rocks, and other slipping and tripping hazards.”

A Partnership Between NCCRC, General Contractors, and the SF Giants

When the pandemic began, traffic decreased. This has made it easier to get into the neighborhood and complete work. Traffic has gone up slightly since the city moved into the red tier. Yet, overall, pressure has been eased on the underground utility work currently occurring on Third Street.

Reyff said NCCRC’s collaboration

with its contractor base builds on a long-standing relationship that resulted in the construction of Oracle Park.

Fran Weld, Senior Vice President of Development and Strategy for the San Francisco Giants, said the organization is delighted to have been able to break ground during a challenging time.

“Now more than ever, the thousands of union jobs at this site will be critical to San Francisco’s post-pandemic recovery,” Weld said. “Mission Rock is proud to partner with the building trades to deliver this inspiring new neighborhood together for our city.”

Reyff agreed, saying that the Giants are a great partner.

“They’re creating more housing, office space, and a huge park, and will put many of our members to work. It’s a win-win,” he said. **OL**



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Healthy habits for eating well

Overwhelmed by conflicting nutrition and diet advice? The truth is, eating healthy doesn't have to be hard — and you don't have to live on salad, buy expensive vitamins, or swear off snacking. Your own nutrition intuition can lead you in the right direction.

Eat in season

In-season fruits and veggies are at peak flavor, nutrition, and supply. Seasonal eating is typically more affordable and sustainable — and makes it easy and delicious to get more fresh produce onto your plate.

DIY

Instead of ordering in, try cooking at home. By controlling fat, sugar, and salt content, home cooks tend to eat healthier than people who eat out often — even when they're not trying to.

Expand your horizons

Healthy eating doesn't have to be boring. Experiment with herbs and spices for high-impact, low-calorie flavor. Or try nutritious twists on foods you love — like zucchini spaghetti with meatballs, or taco lettuce wraps.

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