

Local Unions Invite Active-Duty Service Members, Veterans to Join Apprenticeship Mix

♦ *Skilled and Hardworking Team Players, They're a Natural Fit for Union Work*

By Jessica Zimmer
Contributing Writer

Apprentices and veterans are highly valued in San Francisco's building trades locals, and some members fall into both categories. November marked Veterans Day, which fell on the 11th, and National Apprenticeship Week, which ran the 15th through the 21st.

Two building trades unions offer particularly robust programs for apprentices and, specifically, for veteran-apprentices and active-duty U.S. military service member-apprentices. Including veterans and service members in the apprenticeship mix has yielded positive results.

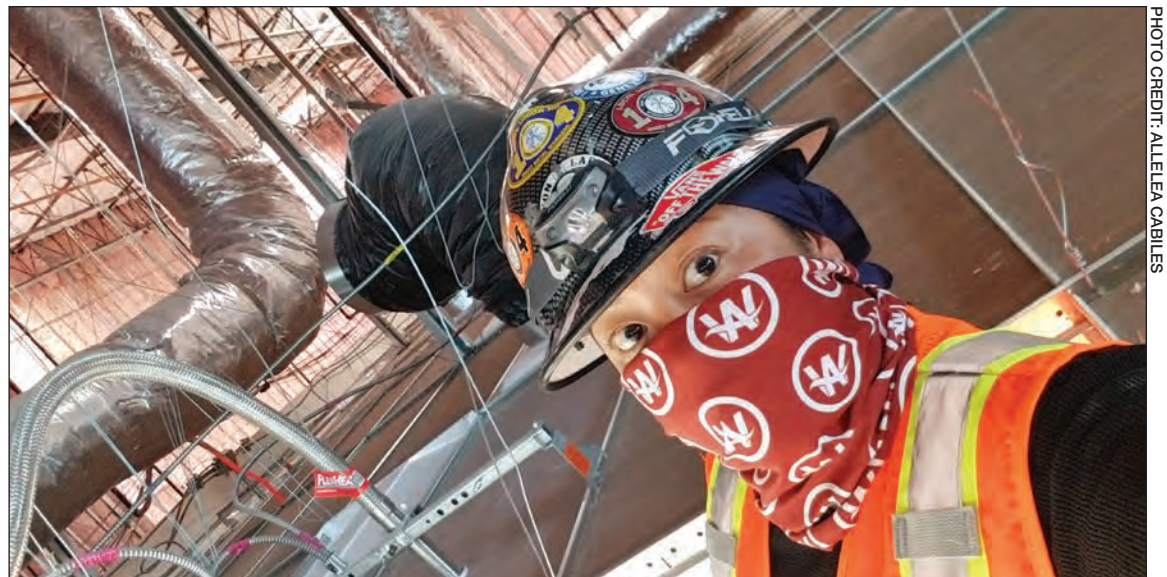
ans and active-duty service members with positions in the construction industry.

"Veterans often come to Local 104 through the SMART Heroes program, a seven-week sheet metal and HVAC industry course," Campbell said.

He explained that the course, which is equivalent to the first year of an apprenticeship, helps service members transition into the civilian workforce while also giving them a jump on training.

"They complete this program before their discharge," Campbell said. "SMART Heroes lets a participant enter our

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Allelea Cabiles learns testing and balancing at a Stockton warehouse. A third-year apprentice and member of Local 104, Cabiles is not military but works alongside many who are.

PHOTO CREDIT: ALLELEA CABLES

'A Ray of Hope': Labor, Faith, Business Unite to Offer Gift of Music

♦ *An Alliance Forms to Serve Local Youth, Shows How to Work Together for Good*

By Jacob Bourne
Contributing Writer

Giving Veteran-Apprentices a Jump

Danny Campbell, business agent for the Sheet Metal Air, Rail, and Transportation Workers (SMART) union — also known as Sheet Metal Workers Local 104 — said his local offers eight different apprenticeship training programs. Local 104 was one of the first unions to partner with Helmets to Hardhats, a national nonprofit program that matches veter-

San Francisco's Third Baptist Church, in partnership with the Conservatory of Music, the SF Building Trades, Swinerton Builders, and Carpenters Local 22, have kicked off a community project to complete renovations and make improvements to the historic church's

music department at 1399 McAllister Street.

"Third Baptist Church is an official site of the San Francisco Conservatory of Music called the Charles A. Tindley Academy of Music," said the church's pastor, Dr. Amos C. Brown. "We've been in operation since the late '80s serving youth. These young people are engaged in an excellent mu-

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Volunteers gather for a photo during the kickoff of the Third Baptist Church community project on October 22.

PHOTO CREDIT: JANA ASENBRUNNEROVA

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ON THE Job Site

Local 6 Members Keep Muni Powered and On-Track

By Jacob Bourne
Contributing Writer and Photographer

One of the U.S.'s busiest transit systems, Muni keeps San Francisco buzzing. But it comes at the cost of extensive daily maintenance of fleets of buses, light-rail vehicles, and historic cable cars — much of it handled by IBEW Local 6.

Dozens of Local 6 members regularly put time in at SFMTA's Potrero Yard, Cameron Beach Yard, and Cable Car Barn, where they do

(continued on page 16)



One of the Most Consequential Bills in Modern History Just Became Law, and We're About to Start Transforming America for the Better

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

On Monday, November 15, President Joe Biden put his signature on the Infrastructure Investment and Jobs Act, making it law.

This event was met with relatively little fanfare, taking place in the midst of a news cycle that was laser-focused on inflation, skyrocketing gas prices, and the twin spectacle of two separate murder trials, both of self-styled right-wing vigilantes.

Those stories were important, too — but for all the wrong reasons. We all know bad news sells... “If it bleeds, it leads,” as the cynical old newspapermen liked to say.

But the good news of this \$1 trillion bipartisan infrastructure act is infinitely more captivating than last week's bad news. Its positive long-term potential has the power to transform this country for the better. This is a massive win for all of us.

In fact, I believe this could be the most important piece of legislation passed in the United States in multiple generations. It's the largest investment in American public works since President Eisenhower signed the Federal Aid Highway Act of 1956, which created the interstate

highway system that connected the country and forever revolutionized U.S. commerce and travel.

Some thought this infrastructure act would never even materialize, let alone succeed. After decades of buck-passing and can-kicking from our political leaders, many Americans had simply given up on the matter. We got used to our out-of-date, neglected, and increasingly dangerous infrastructure. We began to look at our vintage public works as crumbling monuments to a bygone era when our society took pride in its craftsmanship and commitment to the public good.

That all changes right now, with this act. For the first time in decades, essential infrastructure will be a serious priority that's treated with the urgency and approached with the vigor it deserves and so desperately needs.

We will begin to fix our crumbling bridges and roads. We will have safe and clean municipal drinking water systems again, and that's barely just scratching the surface.

One of the most exciting aspects of the infrastructure program is that those of us in the building trades will be key ambassadors leading this transformation. And who better than us? After all,

we already understand how critical it is to invest in human infrastructure over the long-term, from apprenticeship to journeyman status.

Thanks to this infrastructure act, we will have long-term, well-paying jobs working good public works projects. The depth, range, and quality of our skilled-and-trained workforce will be on full display, and the built results will speak for themselves. We are the people who will get infrastructure done right, no question.

It's more than just dollars invested and projects completed, though. This act stands to get us back to a long-lost sense of good faith among government, unions, and the general public. We can show our country that, with an alliance forged in improving infrastructure, we can indeed all work together to be a force for good, improving economic opportunities and quality of life for all Americans.

Credit for making the infrastructure plan a reality is owed to Biden, Vice President Kamala Harris, and our hometown congresswoman, Nancy Pelosi, not to mention all the other politicians who worked their tails off, stood by their word, and



always stuck to their guns.

Our rank-and-file members who volunteered are worthy of high praise. To those of you who wrote letters, made phone calls, sent texts and organized to win this bill: You were essential. You took it to the next level. You put that extra pressure on that put it over the top.

So, let's take a moment to pat ourselves on the back for winning this one — because this is really a big, consequential win. But remember: Even though we got infrastructure passed, the fight goes on. We must realize the full Build Back Better agenda and win the PRO ACT. And you know we'll stay at it until the job is done. **OL**



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— The Publishers



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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Financial Help for Renters: If You Need It, Here's the First Step to Getting It

If you're a tenant who's struggling to make rent, you might qualify for a financial lifeline. Emergency rental assistance programs (ERAPs) are currently helping renters throughout the Bay Area to stay in their homes.

The first step in accessing this rent money is to find out if you qualify for it. The process can differ based on where you live, with the ERAP funds being disbursed through a hodgepodge of different channels

and governments. It gets confusing, but basically, it all comes down to your county of residence.

To help clear things up, we've assembled the below list of all ERAPs in the nine-county Bay Area and all known contact information for each.

So, take a look at the list — if you know where you live, now you'll know exactly where to go.

All information is current as of November 17.

BAY AREA EMERGENCY RENTAL ASSISTANCE PROGRAMS (LISTED BY COUNTY)

Alameda County has a program called Housing Secure for all county residents who *don't* live within Fremont or Oakland. Alameda County Housing Secure can be accessed at ac-housingsecure.org or by calling 211 or 888-886-9660.

Fremont and Oakland residents should apply through their respective city-managed programs:

- Keep Fremont Housed: keepfremonthoused.bayareacs.org, 510-574-2028
- Keep Oakland Housed: koh.bayareacs.org or call 510-899-9289, 510-860-4985, or 510-452-4541

If you live in **Contra Costa County, San Francisco County, San Mateo County, Santa Clara County, or Solano County**, you'll need to use the state-managed program: housing.ca.gov, call 833-430-2122, or text RENT to 211-211.

Marin County residents should apply through the county's Emergency Rental Assistance Program at <https://bit.ly/3cm0zQf> or by calling 415-473-2223.

Napa County works with three local agencies, giving residents a choice of the following:

- Fair Housing Napa Valley: napafairhousing.org or call 707-224-9720
- UpValley Family Centers: upvalleyfamilycenters.org or call 707-965-5010
- On the Move: onthemovebayarea.org or call 707-251-9432

The **Sonoma County** Emergency Rental Assistance Program provides a detailed list of the county's many partner agencies and allows residents to apply through a single portal at <https://bit.ly/2YUGQ79>.



This month's historic editorial cartoon comes from the front page of the March 16, 1981, edition of *Organized Labor* (Volume 81, No. 5). Back then, the United States was dealing with the same issue as it is today: inflation. The inflation rate had been creeping up for years, and, by March 1981, it was hovering at a painful 10.49%, driving the country into a recession.

At the time, however, corporate income was on the rise. But worker take-home pay wasn't improving, so consumer buying power was stunted and the cost of living spiked.

In 2021, we're facing a surge of inflation, which has skyrocketed to 6.2% as of October. It's equally painful — if not more painful — now. That's due to the suddenness with which it appeared, the complications of a post-pandemic job market, and the complex supply-chain problems that seem to be a prime driver of today's inflation.

The bright side of this story is that inflation was already on the decline by the time the above cartoon appeared, and, by 1983, the inflation rate had fallen to 3.2%. Another bright side: Our current president is pro-worker, unlike the notoriously anti-labor Reagan Administration of '80s America, and he has already demonstrated he's serious about investing in the working class with the recently passed infrastructure bill.

One thing, however, has not changed: We still have to fight to make this economy work for the workers, and we always will. That's why we need strong unions.



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CITYPROFILE

District 4

By Jacob Bourne
Contributing Writer

Call it San Francisco's not-so-wild west: District 4 has a distinctively low-key atmosphere and suburban character.

While the past decade has brought a development boom to the city, new construction has largely been absent from SF's west side. But that's about to change, with eight multifamily projects that have been proposed, approved, or built since voters elected District 4 Supervisor Gordon Mar in 2019. Of the projects in the pipeline, two will offer 100% affordable housing for the district's many working families.

"District 4 has historically been a beacon for working-class and middle-class families," Mar said, "and it's just such an important part of the identity of the neighborhood. It's one of the few districts in San Francisco that really has a middle-class feel to it."

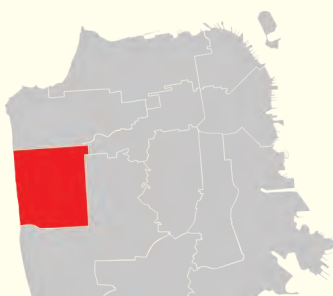
Born and raised in Sacramento, Mar grew up in a union household. He graduated from college and settled in SF, where his commitment to public service would lead him into a 25-year career in labor and community organizing.

Mar said that as supervisor, he has been able to draw on his history of labor advocacy in support of unions and working families during a time when corporate forces have been maneuvering to undermine the rights of both.

District 4's blue-collar roots run deep, with many of its earliest residents being Irish and Italian building trades workers. Over the decades, Asian families have migrated to the district and shifted the demographic. Service-sector unions represent many of District 4's hospitality and home care workers.

Mar maintains that housing affordability is the No. 1 concern for his district's residents and that he will continue to support union-built housing starts in District 4 and that he expects to see more multifamily developments in the pipeline.

"Even for homeowners who might be housing-secure at the moment, they are concerned about their children and the ability of their children to be able to live in the neighborhood and the city," he said.



A rendering depicts Shirley Chisholm Village.



Ocean Beach is one of District 4's biggest attractions.

FASTFACTS

District 4

Neighborhoods: Central Sunset, Outer Sunset, Parkside, Outer Parkside, and Pine Lake Park

Housing & Demographics: Over 70% of residential units are single-family homes, of which 60% are owner-occupied and 96% were built before 1960. The population is 53% Asian-American and comprises a greater proportion of children, seniors, and multi-generational households than SF overall.

Work: SFUSD, private schools, and the SF Public Utilities Commission are District 4's largest employers.

Play: Ocean Beach, Sigmund Stern Grove, and Lower Great Highway Trail are just three of numerous recreational offerings.

MAJOR BUILDS IN THE WORKS

Shirley Chisholm Village Educator Housing: This affordable housing project underway on 43rd Avenue will provide 135 units to teachers and paraprofessionals.

2550 Irving: This project will bring 100% affordable housing units to the Sunset, with up to 100 apartments for low-income families and formerly unhoused individuals.

Sloat Garden Center Plan: This longtime nursery, which sits just blocks from both the beach and the zoo, could be razed to make way for District 4's largest-ever development: nearly 300 housing units and 24,500 square feet of retail.



District 4 is represented by San Francisco County Supervisor Gordon Mar.



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Veterans

Continued from page 1

five-year apprenticeship program as a second-year apprentice.”

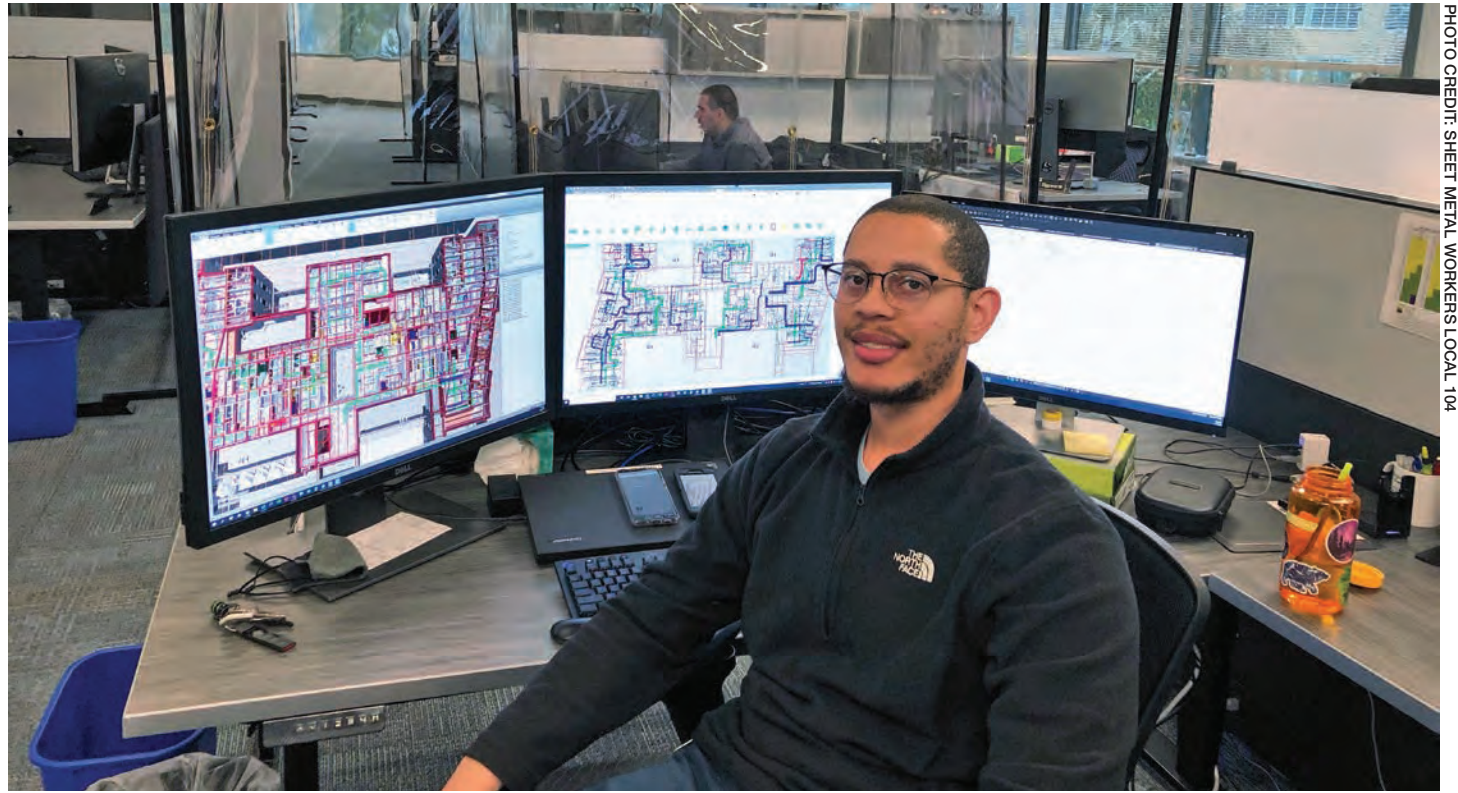
Campbell said Local 104 currently has 50 veterans in their apprenticeship programs.

“Contractors have good things to say about veterans, including that they understand teamwork and have the proven ability to learn new skills and concepts,” said Campbell.

Allelea Cabiles, a third-year apprentice with Local 104 who is not a veteran, said the apprenticeship program is valuable for all participants.

“In the initial stages of the pandemic, I went to class on Zoom,” she said. “Now we’re back in-person, following COVID-19 protocols. I found whether we’re online or in the same room, everyone is there to help each other.”

Cabiles said the apprenticeship program builds camaraderie through the bonding that takes places among all participants.



Jamaal Johnson, a second-year sheet metal apprentice working for Southland Industries, details the HVAC system for the new UCSF Parnassus Medical Center. Johnson is using the latest state-of-the-art computer-aided drafting and building information modeling software.

PHOTO CREDIT: SHEET METAL WORKERS LOCAL 104

“Veterans understand the team aspect of a union: When the team succeeds, we all do.”

—Dylan Boldt, Business Agent
Sprinkler Fitters Local 483

“My advice for a first-year apprentice is to be willing to learn every single day,” she said. “When you show up on time or early and do the job proudly, you’ll come a long way.”

Cabiles said that she’s glad her children, an 8-year-old son and 18-year-old daughter, are witnessing her hard work.

“I get up every day around 3:30 a.m.,” she said. “They know I do it for them. I think my children are inspired by the fact that I am never late.”

Looking Beyond the Job

Dylan Boldt, business agent for Sprinkler Fitters Local 483, said that understanding how to support veterans through apprenticeship programs takes dedication.

“I’m a veteran — a graduate of Helmets to Hardhats — and the chair for the California State Pipe Trade Veterans Association,” Boldt said. “The goal of the association is to mentor veterans who come back. We partner more veterans just exiting military service with veterans

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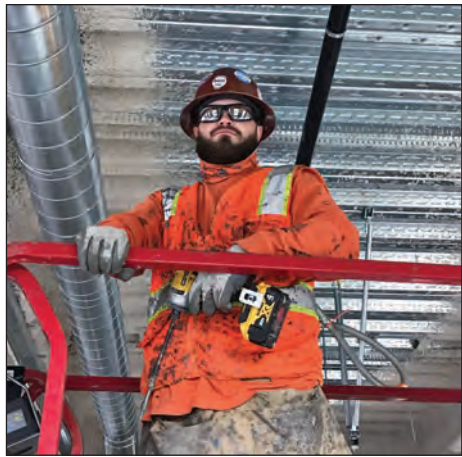


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PHOTO CREDIT: SHEET METAL WORKERS LOCAL 104



John Faliano Hite, second-year building trades sheet metal apprentice working for Control Air North, is ready to install HVAC ductwork at the new UCSF Research and Academic Building at Zuckerberg San Francisco General Hospital.

PHOTO CREDIT: SPRINKLER FITTERS LOCAL 483



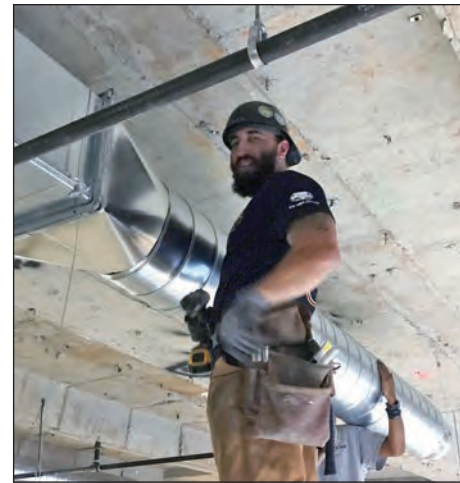
Derek Phelps, an eighth-period apprentice, U.S. Marine Corps veteran, and Local 483 member, is currently completing the union's apprenticeship program.

PHOTO CREDIT: SPRINKLER FITTERS LOCAL 483



Antoni Valencia, an eighth-period apprentice, U.S. Marine Corps veteran, and Local 483 member, is currently completing the union's apprenticeship program.

PHOTO CREDIT: SHEET METAL WORKERS LOCAL 104



Zach Buonacorsi, U.S. Air Force veteran and fifth-year building trades sheet metal apprentice working for Anderson, Rowe, & Buckley, installs HVAC ductwork at 101 California Street in San Francisco.

who were discharged years ago. That way younger vets can ask questions."

The association and Local 483 also ensure veterans can access GI benefits and find appropriate medical care through their VA benefits. They teach members how to help out in more subtle ways, too.

"Association members take a class on post-traumatic stress disorder to read people," Boldt said. "That way we pick up on the thousand-yard stare. We follow up on veterans through the VA on everything from gun safety to mental health services."

Boldt said it's proved important to teach veterans who are experiencing stress to take a deep breath.

"We help people see that this is just a job," he said. "We have to get through

today — tomorrow will be there."

The association further aids unions by encouraging union leaders and veterans to work across political boundaries.

"Politics play a big part in a union," Boldt said, "yet a veteran may have a 'whole-country' view, rather than a San Francisco Bay Area view. We explain how unions can interact well with politicians to achieve common goals."

Boldt said that breaking down union objectives is critical to holding inclusive conversations.

"When you get people to fall in line and be that soldier again, you re-create that brotherhood and sisterhood that's in the military," he said. "Veterans understand the team aspect of a union: When the team succeeds, we all do." **OL**

PHOTO CREDIT: SPRINKLER FITTERS LOCAL 483



Ralph Farber, an eighth-period apprentice, U.S. Air Force veteran, and Sprinkler Fitters Local 483 member, is currently completing the union's apprenticeship program.

PHOTO CREDIT: ALLELEA CABILES



Allelea Cabiles, now a third-year apprentice and member of Local 104, bends metal sheets as a pre-apprentice to make storage bins for hardware for F.W. Spencer in Brisbane.



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Ray of Hope

Continued from page 1

sic education and cultural enrichment after-school program at a time when programs such as this one are so desperately needed.”

The interfaith, interracial, all-inclusive program includes a mentoring component that serves more than 60 youths from diverse backgrounds spanning the entire Bay Area. The program brings different people together in the kind of community that Dr. Martin Luther King Jr. envisioned, Brown said.

Following decades of service, the church’s facilities have worn down, necessitating improvements. Given that some SF Building Trades members are also members of the Third Baptist congregation and care deeply about their church and neighborhood, the Building Trades’ participation was a clear outcome. A crew of about 10 carpenters from Local 22 volunteered to install hardware and 20 doors that were donated by Swinerton.

The volunteers included Northern California Carpenters Regional Council Membership Outreach Representative Rachel Leanos and Local 22 retired members, working members, workers

on the bench, and one member who was locked out of work during a strike.

“We appreciate all the members who volunteered their time because it’s a phenomenal cause, and we’re just proud we had the opportunity to help out,” said Local 22 Senior Agent Sean McGarry. “The Third Baptist Church is a pillar of the community.”

SF Building Trades Secretary-Treasurer Rudy Gonzalez said that tradespeople are honored to be part of an expression of love and unity, demonstrating the natural alignment between the faith and labor communities in the pursuit of economic justice.

“We’re strongest when we are aligned, arm-in-arm with our neighbors, with our communities,” Gonzalez said, “and now, in a very divisive time in our country, I think we need those institutions that are calling for justice, that are calling for unity among all people, more than ever.”

According to Swinerton Community Relations Liaison Mick Penn, the firm has a longstanding relationship with Brown and has been able to leverage its position as a large contractor to provide pro bono project support.

“It aligns with how we see ourselves as a community builder, working however we can to improve the communities that we



PHOTO CREDIT: JANA AŠENBRENNEKOVÁ

Measurements are taken by volunteer carpenters at Third Baptist Church during the community project kickoff on October 22.

build in,” Penn said. “It’s an honor to be able to assist Third Baptist in this way and be able to impact the youth and support the musical training that they receive.”

In addition to installing new exterior doors for the building, the carpenters put in doors customized with viewing glass well-suited for a series of musical practice rooms that also facilitate social distancing during the pandemic. With phase 1 of the project wrapping up, District Council 16 Painters and Floor Coverers are expected to finish phase 2 in January. Phase 2 will be the latest in a series of church projects by Floor Coverers Local 12 apprentices as part of a program where they regularly apply their training through volunteering.

“This is really about our kids and our

future,” Gonzalez said. “Here’s a group of young people who are going to see who is taking care of their church. Maybe one of them will get to meet a carpenter who lives in their neighborhood and gives them the idea that a career in the trades could be good for them. So, as we continue this community service work, we’re connecting people to opportunity.”

“I consider the union’s work to be an engagement of the people for the advancement of the community,” Brown said. “We have too much division in this nation. It becomes a ray of hope to see people reaching out to each other, and Swinerton’s donation is the corporate world showing that it is humane and engaged. It’s a dream-team effort to make things better, not bitter.” **OL**

“It’s a dream-team effort to make things better, not bitter.”

—Dr. Amos C. Brown, Pastor, Third Baptist Church

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WASHINGTON, DC 20006
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CARPENTERS LOCAL 22



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

Executive Board

Andrew McCarron – President
Patricio Cubas – Vice President
Andrew Devine – Recording Secretary
Sean McGarry – Conductor
Lucio Sanchez – Treasurer

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

GENERAL MEMBERSHIP MEETING NOTICE

Tue., Dec. 7, 2021, at 7 p.m.

450 Harrison Street, San Francisco
(Located Between 1st & Fremont Streets)

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

Walter K. York, 56, passed away on June 4, 2021, with 12+ years of membership. He is predeceased by his parents, Nancy and Walter. He is survived by his partner, Elizabeth, and siblings Elizabeth, Belinda, Rose, Teresa, and Frank. He is additionally survived by his friend Shirley Stephens, who is a member of Local 22. He resided in Discovery Bay.

John Pickard, 89, passed away on September 15, 2021, with 64 years of membership. He is predeceased by his wife, Elizabeth, and survived by sister Elizabeth, as well as many nieces and nephews. He resided in Sausalito.

John Dollar, 94, passed away on September 25, 2021, with 74+ years of membership. He is predeceased by his wife, Inell, and resided in Biggs.

Jerold Wilhite, 88, passed away on October 1, 2021, with 48+ years of membership. He is survived by his daughter, Lavonne, and children Jerold Wilhite Jr., Andrea Wilhite, Lecia Har-

ris, and Cherri Carroll, as well as five grandchildren. He is predeceased by his son, Gregory. He resided in Manteca.

50-Year Honorary Members

Gabriel Guillory
Peter Shevchenko
John Wilkinson

Retired Members

David Estrada
David Holquin
Avery Mitchell

Here's the Deal By Kenny Lukas

Now that the infrastructure bill has passed, I am attempting to find out what projects we in the Bay Area are going to see. I was hoping that we'd see another bridge across the bay to relieve some of the awful gridlock we're experiencing while commuting in and out of town.

A bridge crossing from South San Francisco to the East Bay would relieve the always-overloaded Bay Bridge. What about Highway 37 in the North Bay? There's an example of hell on Earth. We're living with two bridges that were built during the 1930s.

We deserve better now that Biden's infrastructure bill has passed. Automobiles are not going away any time soon. If you want to keep the Bay Area moving forward, you can't do it with 1939 infrastructure.

Retirees in Action

Calling all retired carpenters: You may have retired from your job, but



Gino Arieta proudly displays his 45-year service pin.

there is still a place for you in your union. Retirees in Action is a recently formed group whose goal is to empower retired carpenters, ensure your voices are heard, and keep you connected to your brothers and sisters. Please call Adrian Simi at 510-975-0348 or email him at adrian@nccrc.org and get involved today.

Coronavirus Pandemic and Wildfire Disaster Relief for Members

Please visit nccrc.org/relief online to see if you qualify for financial assistance should you have been affected by the coronavirus and/or recent wildfires.

Journey-Level Upgrade Courses

If you're interested in keeping up-to-date with the journey-level upgrade courses that are being offered, or if you're interested in being placed on a waitlist for future classes, please visit ctcnc.org online.

Email Addresses

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

Happy Thanksgiving.



Juan Bonilla and Gilbert Martinez at the Hamlin School jobsite.



47-year member Martin Allen volunteers at Third Baptist Church.



Local 22 Steward Richard Walczak volunteers at Third Baptist Church while locked out of work from Kaiser.



International Brotherhood of Electrical Workers Local Union 6

55 Fillmore Street, San Francisco, CA 94117
(415) 861-5752

John J. Doherty
Business Manager-Financial Secretary

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

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

MEETING NOTICES 55 FILLMORE STREET

Unit One Committee Meeting
Tue., Dec. 7, 4:30 p.m.

Unit Five, Muni Railway Shop
Wed., Dec. 1, 4:30 p.m.

Executive Board
Tue., Dec. 7, 4 p.m.

General Membership
Wed., Dec. 8, 4:30 p.m.

Unit Six, Sound & Communications
Thu., Dec. 9, 4:30 p.m.

Retired Members-Senior Sixes
Thu., Dec. 16, 10:45 a.m.

Executive Board
Wed., Dec. 20, 4 p.m.

We extend our sympathy to the family and friends of Louis C. Hilbert, Inside Wireman, who passed away on October 8, 2021; and to the family and friends of Lance McDermott, Inside Wireman, who passed away on October 19, 2021; and to the family and friends of Ronald J. Wilson, Inside Wireman, who passed away on October 23, 2021.

Best Wishes to Our Recently Retired Members

Joseph A. Molinari

BUSINESS MANAGER'S REPORT

Annual Retirement Savings Plan Enrollment Period

It's that time of the year when our inside wiremen choose their 401(k) contribution level for the coming

year. Plan participants choose to self-direct from \$1 to \$8 per hour into their account.

We strongly recommend that all plan participants take advantage of the 401(k) plan. Currently, the money is deducted pre-tax, thus lowering your taxable income. In many cases, the money deferred off your check will not result in a significant drop in your take-home pay. You can use online calculators to estimate the impact on your weekly paycheck, or take the time to ask your coworkers who have chosen to increase their self-directed contributions.

EISB and Fidelity

Plan participants are encouraged to register for online access to both EISB and Fidelity websites. Doing so will provide the plan participants with access to information to help plan for retirement. By registering with EISB, participants can track the contributions made on their behalf. Participants can keep up to date on any plan announcements. They can use the retirement planning calculator.

This is a useful tool for participants of all ages. It will demonstrate the positive effect of participating in the 401(k) plan, and how it can supplement your defined benefit plan.

Similarly, the Fidelity website can provide plan participants with the most up-to-date status of their 401(k) account. It provides participants with the ability to rebalance or transfer funds from one investment option to the next. Fidelity's website also provides educational tools that help plan participants make informed decisions.

If you prefer, you can also speak with a Fidelity Representative on the telephone.

There's an App for That

Both EISB and Fidelity have apps that you can download to your smartphone. The EISB app will allow you

to check on benefit plan contributions, search for a healthcare provider, or use a digital copy of your health plan benefit card.

Fidelity's NetBenefits app will give you access to your retirement savings plan account on your smartphone. You can access educational materials to review at your leisure, see how a change to your savings deductions can pay off in your retirement years, and even change your investment allocation.

Don't wait — plan for your retirement today.

IBEW Local 6 App

Local 6 has developed an app for iPhones and Androids. It won't bring you coffee or get material for you, but we think it can still be a useful tool for our members. We will still have to work out some bugs, but the app will allow us the ability to provide our active members with useful information.

Currently, it is available only to active Local 6 members. Local 6 retirees can email ibew6@ibew6.org if they would like to have their name added to the list of eligible users.

The Holiday Season

The holidays are upon us now, and with them comes the hustle and bustle of the season. As you are out there this year, please take care to be safe. Too many families have had their lives forever changed due to bad judgment. Take a cab or order an Uber. Designate a driver. Take someone's car keys if they shouldn't be driving.

Do what you can to make a positive impact on the lives around you. The life you save might be your own.

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

*John Doherty
Business Manager
Financial Secretary
IBEW 6*

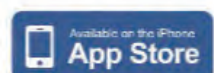
IBEW LOCAL 6 Mobile App is Here



Download Our New Mobile App For Free!

Features:

- ✓ Find Answers to Frequently Asked Questions
- ✓ Follow News and Updates
- ✓ Find your Elected Officials
- ✓ *** Currently Only Available to Local 6 Members



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FIGHT for your right TO BE UNION

BRICKLAYERS LOCAL 3



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

FROM THE DESK OF RYAN RUF

Trade Spotlight

Terrazzo, an Italian word meaning “terrace,” consists of chips of marble, quartz, granite, and glass poured with a polymeric or cementitious binder, or a combination of both. Terrazzo is a composite material, poured in place or pre-cast, which is used for stairs, floor, and wall treatments.

Like other BAC trades, terrazzo can be traced back to the ancient mosaics of Egypt. What we know as terrazzo today was created by Venetian marble workers during the 15th century. The craftsmanship of terrazzo has been passed down from generations of Italian families. The craft was introduced to the

United States when Italian families immigrated during the 1890s and brought the trade with them. Terrazzo saw its breakthrough during the 1920s, with the popularity of Art Deco styles.

Terrazzo is perfect for green construction projects because of its use of recycled materials and zero volatile organic compounds (VOCs). Terrazzo is a beautiful, durable, and low-maintenance surface, with a design and performance that can’t be matched by other flooring systems.

SERVICE AWARDS (NOV. 2021)

25 years: Carlos Alvarado, Carlos Herrera
 Congratulations on your many years of service.

Chapter Meetings

December 2021							January 2022						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	29
							30	31					

Wed., Dec. 1, at 5:30 p.m., San Jose — 14940 Camden Ave., San Jose (Round Table)
 Thu., Dec. 2, at 6 p.m., Sacramento — 7465 Rush River Dr., Sacramento (Mountain Mike’s)
 Tue., Dec. 7, at 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
 Thu., Dec. 9, at 5 p.m., Oakland — 1720 Marina Blvd., San Leandro (SMW Local 104)
 Tue., Dec. 14, at 5 p.m., San Francisco — 2227 Gellert Blvd., South San Francisco (Round Table)
 Thu., Dec 16, at 6 p.m., Manteca — 1120 North Main St. (Mountain Mike’s)
 Tue./even months only, Dec. 21, at 6 p.m., Fresno — 324 E. Shaw Ave., Fresno (Ramada Inn)

Meetings will be held via Zoom until social gatherings are approved.

IN MEMORIAM

We are sorry to announce the passing of our brothers:
 Donald Wax, BL, 9/16/2021, 12-CA, 50-year member
 Fernando Briseno, TL, 9/25/2021, 19-CA, 5-month member

Find us on Facebook by searching **BAC Local 3 CA** and on Twitter at twitter.com/baclocal3ca. Follow us on Instagram: [@baclocal3](https://www.instagram.com/baclocal3).



Gerry Mansfield installs pre-cast terrazzo steps.



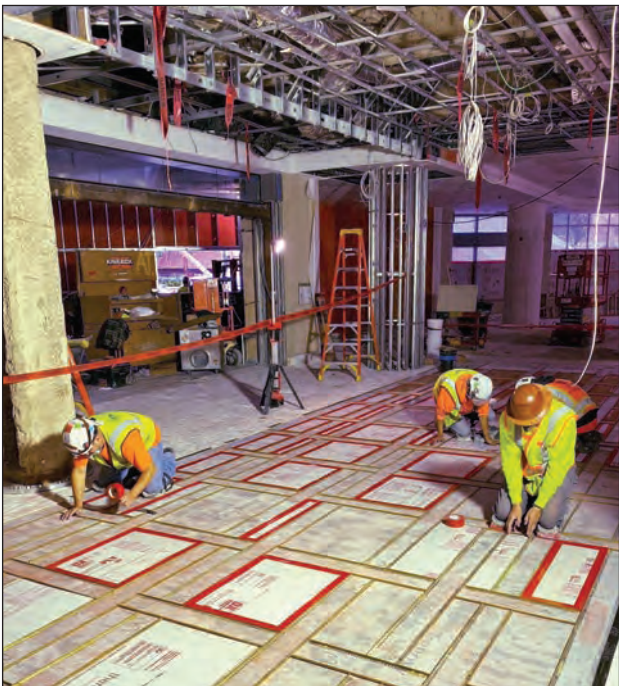
Wily Tizoc spreads crack isolation membrane.



Raul Magana mixes terrazzo.



Thomas McCoy and Malik Salam edge-grinding the terrazzo at the walls.

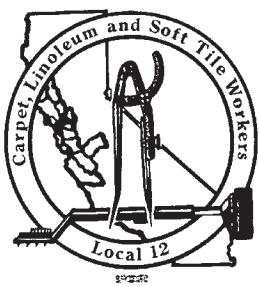


Allen Deleon and Francisco Monarrez prepare the area to pour one of two colors of terrazzo.



Alfonso Alvarado and Brian Dohring install a sand-and-epoxy mortar bed.

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,

Please take time to check out the DC16 website. Bylaws for all of our crafts have been posted, and Local 12 has made some changes. Most notably, we have added some financial assistance options paid through the member benefit fund for those of you on disability. The details regarding those options are as follows:

Any member who cannot work due to illness or disability for a period of not less than 30 days may apply for assistance of \$75 per week, not to exceed 10 weeks, with proper documentation from a physician.

Also, the death benefit for all members in good standing — active or re-

tired — will be paid through this fund.

Another positive change for Local 12 members is the increase of \$2.70 per hour to our annuity, effective January 1, 2022. This will bring us to \$8.61. If you work 1,900 hours a year, you will accumulate more than \$16,000. Multiply that by 30 years, and you're pushing a half a million dollars.

This, in addition to our pension, will allow us to retire with dignity. It's what we all strive for. This would not be possible without the members of Local 12 thinking of their future and choosing to allocate funds accordingly.

As we move into the next year, the



Spencer, Felipe, and Tran pose for a snapshot while at work for Welkers Brothers.

contract under which we currently work will expire on June 30, 2022. Attending the monthly meeting is one way to stay informed and have your voice heard on issues or possible changes that you'd like to see.

As you know, the meetings take place in-person on the third Thursday of the month. When visiting any DC 16 facility, please be prepared to show proof of vaccination or a negative CO-VID test within 72 hours of your visit.

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

Upcoming holidays are December 24 and 31.

Respectfully,
Anthony Nuanes



Hoem and Associates crew pose for a quick pic while working in SF.



DC 16 family and friends recently participated in the 5K Dia De Los Muertos run.



DC 16 members volunteer in the community.

HEAT & FROST LOCAL 16



Heat & Frost Insulators and Allied Workers Local Union No. 16, AFL-CIO

Northern California — Northern Nevada
3801 Park Road, Benicia, CA 94510

Office: (707) 748-1616 • Fax: (707) 748-1620

CHRIS GREANEY BUSINESS MANAGER

FORTINO CUIEL BUSINESS AGENT

MARK PLUBELL BUSINESS AGENT

ANTHONY VISCUSO BUSINESS AGENT

BILL HODGES.....PRESIDENT

JONATHAN BLAINE.....VICE PRESIDENT

AURELIANO OCHOA ORGANIZER

Future Membership Meetings

Tue., Dec. 21, at 6 p.m.
At the Union Hall



The Vallejo Waterfront Weekend returned on October 2 as a one-day festival celebrating the City of Vallejo, Historic Mare Island, and Solano County. Events included the Vallejo Whaleboat Regatta, a classic car show, the Glo Run, a 10K/5K marathon, a kids' zone, live music, and much more.

Our teams took first and second place in the Whaleboat Regatta's labor division. OK ... to be fair, we were the only team registered in that division, but our guys rowed their hearts out!

Thanks to all who rowed and to those who came out to root them on.

Submitted by Alan Pierce



Local 16's team races in the Vallejo Whaleboat Regatta on October 2 — and wins. For more photos, visit www.local16photos.com/whaleboat-races-2021.

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

Contract Time Is Coming

The one-year extension to Local 510's Trade Show and Convention Installer Agreement ends at the end of March. Members who have suggestions for our negotiations should submit them in writing to the local by clicking on the "Contact Us" tab on the Local 510 website (local510.org). You may also submit them to mworth@local510.org or adosier@local510.org. Submissions may also be mailed to 400 Talbert Street, Daly City, CA 94014.

Please submit suggestions no later than December 31, 2020.

Meeting Location

Local 510 had its November meeting at the IBEW Local 6 hall. Local 510 wishes to express its gratitude to Local 6 for allowing us to have our meetings there.

The next regular Local 510 meeting will take place at the Local 6 hall (located at 55 Fillmore Street in San Francisco) on Thursday, December 2.

January's meeting will also take place at the Local 6 hall on Thursday, Jan. 6, 2022. Announcement to membership of these meetings will be sent by the Local 510 office in Mid-November.

Both meetings will begin at 6 p.m.

The Office Is Open

The Local 510 office is open and staffed five days a week. Members who wish to come in and conduct business should call for an appointment. The office phone number is 650-763-5405. Annette Dosier is available at extension 1118, Morgan Worth at extension 1118, and Field Representative Peter Forni at extension 1111.

Training and apprenticeship questions may be addressed to Richard Northam, JATC coordinator, at extension 1113.

We're Happy to Report...

At November's union meeting, during reports of accidents, sickness, or death, there was an announcement by a mem-

December Show Schedule 2021					
			Move in	Show	Booths
DAC	Moscone W	FDC	11/30	12/6	250
December					
Whisky Fest	SF Marriott	UPA	12/1	12/3	50
SemiCon	Moscone	FDC	12/2	12/7	900
Q2B	SCCC	FDC	12/6	12/7	24
BioMed	SJCC	FDC	12/6	12/8	278
Union Meeting--Thursday December 2nd--6pm					
55 Fillmore St. San Francisco					
Cannabis Bus Expo	Moscone S	UPA	12/12	12/15	250
January					
Gastro	Moscone W	FDC	1/19	1/10	Special
Photonics	Moscone N,S	FDC	1/21	1/25	1000
Bios	Moscone W	FDC	1/21	1/22	Special
February					
RSA	Moscone	FDC	2/2	2/7	550
Gen Cancer	Moscone W	FDC	2/15	2/17	30
Biophysical Soc	Moscone S	FDC	2/16	2/20	250
Adv Litho	SJCC	FDC	2/27	3/1	50

If you can't show up for work as scheduled, **CALL YOUR EMPLOYER**

Freeman (650) 878-6125 GES (650) 741-7500

All dates are tentative and subject to change. This schedule is updated from time to time as new information becomes available. Check www.local510.org for the most recent show and training schedule information.

ber that Pat Cohen might have passed away. We're happy to report that Brother Cohen is alive and well, and that reports of his demise were greatly exaggerated.

There's recent precedent for such occurrences. During the pandemic, we received several reports of death that were simply rumor. In these instances, one member became worried about another because they'd lost contact with

that member.

Members with a concern about another member can always report their concern to the office, which is happy to follow up on the matter.

Respectfully and in Solidarity,
Morgan Worth
Annette Dosier
Peter Forni

SPRINKLER FITTERS U.A. LOCAL 483



Sprinkler Fitters and Apprentices Local No. 483

Of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO
2525 Barrington Court, Hayward, CA 94545
(510) 785-8483 – Fax (510) 785-8508

Business Manager/Financial Secretary: STAN M. SMITH
Business Agents: Dan Torres, Dylan Boldt, John Medina
Organizer: Jeff Dixon

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

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

Applications must be filled-out at www.sprinklerfitters483.org.

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

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

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

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

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

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

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

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

(Revised 5/13/2021)

***APPLICATIONS ARE CLOSED**
UNTIL FURTHER NOTICE*

SPRINKLER FITTERS U.A. LOCAL 483

OFFICIAL ANNOUNCEMENT

APPLICATION INFORMATION FOR THE APPRENTICESHIP PROGRAM

Visit our Website @ www.sprinklerfitters483.org

TO: All Interested Parties

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

SEE WEBSITE FOR ANNOUNCEMENTS AND INSTRUCTIONS.

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

Dec. 7 at 6 p.m.
Jan. 11, 2022, at 6 p.m.

Executive Board

Dec. 7, at 5 p.m.
Jan. 11, 2022, at 5 p.m.

DDO/HOLIDAYS

Nov. 25: Thanksgiving
Nov. 26: DDO
Dec. 24: Holiday
Dec. 27: DDO
Dec. 31: Holiday

Visit dc16iupat.org and click “Resources” for more information.

Info, news, and events for both District Council 16 and Local 718 can be found online at dc16iupat.org.

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

Brothers and Sisters,

Happy Thanksgiving to all! Stay healthy and well. The following is a letter from LU 718 President Nick King in memory of Robert Tarrant, who initiated into this union on November 14, 1978, and passed away on October 13, 2021.

I might not be the best person to write about Bobby T., but he made an impact in my life and career, and I wanted to share my experience working with him.

I met Bobby T. when I made the transition from Progress Glass to Mission Glass. I had been at Progress Glass for nine years, and my last six months working there were rough. I'll tell you what's worse than being laid off: having a job and not making any money. I worked a day here and a day there.

I was broke and my self-esteem was down. I knew I had the skills, but in the trade, it takes more than skill. You have to be a good fit for the crew.

My first interaction with Bobby T. at Mission Glass went like this: He looked me up and down and hit me up with “What shop are you coming from?”

I told him and shared what I'd been going through. Bobby T. said, “It was the same for me.” That was it — Bobby T. accepted me at this new shop as his union brother.

I worked with Bobby T. on occasion, doing hack-outs and board-ups. When we worked together, we didn't talk about how we were going to do the job, or what the next step was. We worked in sequence and talked about motorcycles and things

that had nothing to do with work. Bobby T. was funny, and bad jobs were still good days working with him.

Bobby T. is my union brother, and I will always remember him accepting me and helping me transition into a new shop.

Nick King

President, Glaziers Local 718

In Solidarity,

Bart M. Pantoja

Business Representative



Robert “Bobby T.” Tarrant passed away on October 13, 2021. May he rest in peace.



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: Field Rep/Financial Secretary-Treasurer
Martin Espinoza Jr.: Senior Field Rep/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

This is usually the time of year when we start seeing work hours taper off a bit. However, a number of our signatory contractors recently came off a year or so with bids that they'd won and work on the books, but various COVID-related challenges stood in the way of makin' it hot.

Even without covering as much in the way of labor and material costs, it's doubtful that these contractors' overhead and office operating expenses let up much. So, they've been as eager to get back up to full speed as our members who do the work for them.

Our September work hours are up from a year ago — as one would hope, coming out of the pandemic. Hopefully, the trend will continue.

Even with things appearing to be picking up, some of our brothers and sisters are still struggling. For those who are having a hard time latching onto the economic recovery train and getting back into the swing of things, financial difficulties can contribute to emotional challenges. To make matters worse, those two things can begin build on each other until life in general can seem pretty overwhelming.

If you start to notice a fellow member is quieter than usual, seems just generally down in the dumps, or is exhibiting any other mood changes that don't seem right, it might not hurt to point him or her in the direction of the Member Assistance Program (MAP). The number is 800-999-7222. This resource can also be reached on the internet at AnthemEAP.com. Sharing it with a brother or sister who's going through some tough life issues might make you a lifesaver.

Congratulations to the hands at the Kie-Con casting yard on voting to approve their new contract. They did a little better than the last go-round in 2017, and they're all set for the next three years. Senior Representative Martin Espinoza Jr. and Representative Chris Puglisi handled the bulk of the negotiations, and it looks like they did a pretty good job.

The carpenters' and, subsequently, pile drivers' contract negotiations will be getting underway soon, too, which means that contract classes have begun at the locals. We will have already hosted two at our hall by the time you read this,

but they will be held at other locations. If you'd still like to attend one, give us a call at the hall for more information.

Outreach and recruitment play an important role in our strength as a union, as well as the contributions we can make to the community as an organization. Our field representatives recently helped to man the carpenters' booth at a Dia De Los Muertos celebration in the Fruitvale district of Oakland. This gave us the chance to talk to local residents about the opportunities and benefits of a career in the UBC.

We've been losing an alarming number of our fellow members at far too young an age lately.

Brother Chris Catterson died recently at age 35, having been a member only since March 2016. Ralph Fiso also passed away last month. He joined the Union in 2010 and had just turned 34. Ralph had recently withdrawn and moved to Texas.

Like all of our departed members, they will be missed.

Stay well and work safe.

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

Happy Thanksgiving!

Local 40's office is open Monday through Friday from 7 a.m. to 4 p.m., primarily addressing members questions and concerns regarding medical coverage, re-enrollment, vacation pay, pension, and payment of union dues. If you wish to visit the office, please remember that you must observe COVID-19 safety protocols.

We have restarted our monthly union

meetings at 150 Executive Park. They take place on the third Thursday of the month at 6 p.m. Masks are required for entry to the building and must be worn throughout the meeting.

Our annual Thanksgiving dinner will have to be postponed due to COVID-19 restrictions. Instead, we will raffle gift certificates at our November meeting.

We Regret the Loss of the Following Members

Carey Robertson, 64, passed away on October 10, 2021. He was initiated on August 23, 1995. He completed



Carey Robertson passed away on October 10 at the age of 64. May he rest in peace.

his apprenticeship on March 1, 1999. Throughout the following 20 years, Carey worked at Best Contracting, Western Waterproofing, Giampolini/Courtney, Lotus, Alcal, Alliance Roofing, North

Bay Waterproofing, Blues Roofing, F. D. Thomas, and Delta Bay.

Joaquin Ochoa, 74, passed away on October 29, 2021. He started working at the journeyman level on September 1, 1989, with Blues Roofing, and paid his initiation on October 1, 1990. He was a member of Local 40 in good standing for the following 17 years and retired in September 2006.

Joaquin worked with Carl Boyer, Daniel Byrne, Pedro Cisneros, Pedro Lopez, Jorge Prieto, Mark Rhine, and Marlin Thompson. He also worked with many others from Local 81 and 95 while at Blues Roofing. Joaquin maintained his active membership during his 17 years of service, and, after he retired, he dropped his membership with Local 40 in June 2012.

Thank you. Remember to work safe and always wear your PPE for the task you're working on.

In solidarity,
Jose Oscar Padilla
Business Manager

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

Matt Russo

Business Manager/Financial Secretary

Greg Hardeman
Business Representative/
Recording Secretary

Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

From the Manager's Desk

This past weekend, I attended a celebration of life for my uncle, who was a retired merchant marine. It had been quite a while since I'd seen many of my family members, as travel has been restricted, and, for the past two years, people just haven't gotten out as much.

It was good to see family — although the circumstances, I admit, were unfortunate. The reason I share this with you is because it struck me how similar we all are; how the necessity of work and jobs might pull us apart and send us to different parts of the state and different parts of the country. We

change homes and change jobs, and, unfortunately, sometimes we change living arrangements.

But as I chatted with an uncle who is a carpenter by trade, and his brother, a roofer, as well as my grandfather (another merchant marine), my father (a teamster), a cousin (longshoreman) ... I could go on ... I realized that we're all united by the building trades. We are all united as union members. We all ultimately want the same thing. We want the freedom to pursue life, liberty, and happiness.

We've been told that this means different things to different people. We're being

MEETINGS	
San Francisco General Meeting Wed., Dec. 15, 5:30 p.m. 690 Potrero Ave., San Francisco	Reno Thu., Dec. 2, 5:30 p.m. Northern Nevada Labor Temple, 1819 Hymer Ave., Sparks, NV
Sacramento Wed., Dec. 1, 5:30 p.m. Sheet Metal Workers Apprentice and Journeyman Training Building 3665 Bleckley St., Mather, CA	Bakersfield Wed., Dec. 8, 7 a.m. Zingo's Café, 3201 Buck Owens Blvd. Bakersfield, CA
Tahoe Thu., Dec. 2, 11:30 a.m. Mott Canyon Tavern & Grill, 259 Kingsbury Grade Rd., Stateline, NV	Fresno Wed., Dec. 8, 5:30 p.m. Piccadilly Inn Airport 5115 East McKinley Ave., Fresno

told that one side is right and one side is wrong. I am here to tell you that we are all on the same side. We are all Americans.

As the descendent of an immigrant fisherman, my story is not unique. And in this room was proof that the American dream is alive and well. If we stick together, love one another, and — most importantly — *listen* to one another, I think that most of you will come to the same conclusion that I have: that we're

not as different as we are led to believe.

I always close emails, letters, and correspondence with the same sign-off: "In Solidarity." That's what I'm trying to convey here. Together we are stronger. Together we can make a difference. Together we can create lasting change for ourselves and our families.

In Solidarity,
Matt Russo

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

It's your right to be Union.

National Apprenticeship Week runs November 15 through November 21. Plasterers and Cement Masons Local 300 would like to take this opportunity to thank all of our apprentices, past and present. We truly appreciate and value all the hard work and dedication of each and every apprentice, apprenticeship coordinator, and instructor.

As a member of the San Francisco Building Trades community, I would like to thank all of the apprentices in all trades for their continuous contributions to the expansion and growth of

the ever-evolving construction industry. With your diligent support and continued efforts, construction opportunities will flourish and thrive and the same opportunities that we all enjoy will be afforded to future apprentices.

Keep trailblazing as the apprentices today and the journeypersons of tomorrow.

In Solidarity,
David Johnson
Business Agent
Local 300

ON THE Job Site

Continued from page 1

work that's specialized within the electrical trade and often very mechanical in nature. Many come from automotive backgrounds and now enjoy union protections and ongoing opportunities to expand their skill sets.

Since the first cable car climbed to the top of Nob Hill in 1873, the historic and iconic cars have been some of the most unique aspects of the city. They continue to draw visitors from around the world, with many enthusiasts making a pilgrimage to the Cable Car Museum on Mason Street.

After 148 years of operation, a fleet of original cable cars still transports San Francisco's visitors and residents alike, with each car running on 12 volts of electricity and serviced at both the Cameron Beach Yard and the Cable Car Barn.

The Potrero Yard holds a sea of Muni buses that are powered by 600V running through overhead cables. The buses are now also equipped with large batteries to keep them in motion in the event of roadway construction or emergencies.

Ever-changing transit technologies means Local 6 members are constantly working to advance their knowledge and skills. **OL**



Jeff Farmer

Electrical Transit System Mechanic

I'm going on eight years as a Local 6 member and have worked at the Potrero Yard the whole time. My background is in automotive, with 12-plus years doing highly skilled work for Volvo. My dad was Local 6, too; he worked for PG&E for 35 years, so he was very excited when I joined the union and gave me some of his electrician tools. It was cool to keep that going.

It's been fantastic to be with Local 6. It's been great for the benefits and negotiations. The raises are coming all the time — you can't beat that. I've been busy raising two young children, but as they grow up, I expect to have more time to be active in the union.

At the Potrero Yard, it's bumper-to-bumper. One day we could be doing electrical work, and the next day we could be doing brakes. It keeps you on your toes. I really appreciate the staff and our boss, which goes a long way in terms of retention.



Nelson Doon

Electronic Maintenance Technician
Assistant Supervisor

I was working in the private electronics industry, including at HP for 13 years, and things were winding down, so I was looking for other opportunities. I found out about the job at Muni and have been a Local 6 member for over 21 years.

I'm definitely glad that I became a union electrician. My life has changed because my pay increased dramatically when I joined a union shop. My quality of life and ability to provide for my family improved. My ability to do things outside of work and live in the city — those are things Local 6 has helped me with immensely.

Maintenance on the trolley buses has changed quite a bit over the years. This is the third-generation bus that I've worked with in my career, and new tools and new skills are needed.

There aren't a lot of apprentices in these shops. It's a lot of on-the-job training. The factory folks come to train briefly when the new fleet arrives, but there's not a lot of carryover of knowledge between the generations of workers.

We need some apprentices in the shop, as well as journey-level classes, to make sure the fleet continues to be well-maintained in the future.



Juan Irizarry

Electrical Transit System Mechanic

I got into the trade in 1996. I had previously been union when I worked with UPS. The big advantage of being a Local 6 member is the collective bargaining. You have a group that's bargaining for better conditions for the workers, and that's always something I've been appreciative of, as it's helped my career by providing me with better pay and better benefits.

I recently transferred to the Cable Car Barn in 2019 from the Light Rail Vehicle Center at Metro East. This is very mechanical work. The electrical aspect is just the 12V system that the battery runs on. There's more troubleshooting with the LRVs. Our work here is really neat — it's the only moving national monument that we have. It's a big icon for San Francisco. There are a lot of people who care about it, and that makes the work very meaningful for me.

My whole tenure here, I've been very appreciative of what Local 6 has done in representing us, and in return I try to be a model member by excelling at my job to make the union look good. It's not just about what the union does. It's more of a collaborative effort between the member and the union.





Joseph Goncalves

Electrical Transit System Mechanic

I'm coming up on seven years with Local 6. I was an automotive mechanic since I was about 21 years old. I worked at private shops and then worked at a dealership for 14 years before I came to Muni.

Previously, I was in the machinists union while I was at the dealership, so I was already knowledgeable about unions. For me, coming over to Muni was a change of scenery. The auto industry was also changing a lot, and I was ready to get out. When I came across the opportunity to join IBEW 6 and get a job at Muni, I immediately applied and started my career here.

Being with the union has been really positive. Over the years, I've had a couple things that I've had to call our business rep, Osha, about — minor things like assistance with home loan documentation, for example — and she has always been quick to help me.

Going through the pandemic has been a struggle for us and for the world, but it's good to be back in the grind again, and getting back to normalcy is helping a lot of people. It's good to be back serving the public and keeping these historic cable cars maintained.



Pk Khotpanya

Electrical Transit System Mechanic

After losing a mechanic job in Sacramento, family and friends encouraged me to apply here, and I've been working for Muni for eight years and have been with the union for four years. Things just fell into place. I had never belonged to a union before, but now that I'm in, I'm happy. It's clear that they have our back and do a lot for us. I realize the advantages now that I've had the experience.

We fix all the historic cars at the Cable Car Barn. I love the work because I'm into classic stuff. I have old-school cars myself. When I came here, I knew I was in the right place. The work here is very different and everyone is a beginner — whether you're a 30-year mechanic or new to the trade. You have to have the right mindset and take the time to learn. I love my work here, but I think there needs to be more thought given to how seniority is established because it takes years to learn this unique job.

I would advise someone who wants to get into this line of work to join Local 6 because there's a lot of safety aspects you have to learn, and the union provides that. Cable cars are low-voltage, but buses and LRVs are 600V, which is very dangerous. The union apprenticeship and journey-level classes provide that extra safety training, which helps so you won't be caught off-guard. Working with regular cars is different from working with something that weighs over 10 tons.





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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BOARD OF BUSINESS REPS MEETING MINUTES

Oct. 12, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS

Vice President John Doherty and Secretary-Treasurer Rudy Gonzalez present. President Larry Mazzola and Vice President are excused.

Guest: Pilar Schiavo, candidate for CA Assembly

CORRESPONDENCE

- AFL-CIO Boycott, Divestment, and Sanctions Resolution
- San Mateo County Labor Council Holiday Party: Friday, Dec. 3

REQUEST FOR FUNDS None

APPROVAL OF MINUTES

- 9/28/21 minutes. M/S/C

SECRETARY-TREASURER'S REPORT

- SFUSD mediator's proposal for settlement: The BOE and CDE are reviewing it and will update our members at a briefing on Oct. 13.
- City College: Worksite visits tomorrow at 10 a.m. and facing concessionary talks.
- Counterproposal received from Prologis on two sites in the Southeast.
- Park Merced PLA: Synopsis prepared with counsel. Review with officers will be conducted.
- CityBuild events today and tomorrow: Stay on alert with apprenticeship coordinators around pre-apprenticeships to ensure reporting and linkage with RAPs.
- Matt Haney for Assembly kickoff event.
- Membership appreciation event at IBEW 6 hall: 1:30 p.m. on Oct. 16.

PICKET SANCTIONS None

OLD BUSINESS None

NEW BUSINESS

- COVID-19 construction update: No current updates.
- Approval of 2022 NABTU assessment \$1,000 for our bonding. M/S/C

REPORTS OF UNIONS

- John Corso (UA38) thanked all for support during picket sanction.

ADJOURNMENT

Adjourned at 10:42 a.m.

DELEGATES MEETING MINUTES

Oct. 21, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE None

REQUEST FOR FUNDS

- Matt Haney for Assembly 2022: Recommend \$4,900 from Power PAC. M/S/C
- National Labor Leadership Initiative/Sponsorship: \$12,000. M/S/C

APPROVAL OF MINUTES

- 9/16/21 minutes. M/S/C

SECRETARY-TREASURER'S REPORT

- Please note: Oct. 7 delegates meeting was cancelled due to picket at 8 Mission.
- ST thanked the body for approving National Labor Leadership Initiative and Sponsorship.
- Local 39 Stationary Engineers are still on strike. Capital improvement projects continue. Pickets are active at Kaiser's Geary site — members are asked to avoid this active picket line location and to honor jurisdiction if required to work.
- SFUSD mediation was held on Oct. 8. A new budgeting process starts in November. Separate of potential mediator's settlement, we achieved a 4% raise, with retro.
- City College update: Cleaning up in retroactive COVID pay.
- Public Policy Committee meeting to be held. Daniel Campbell (SMW 104) has been diligently working on this.
- ST thanked Daryl Bishop (Carpenters 22), Sandra Duarte, and Anthony Nuanes (DC 16) for all their help with the Third Baptist Church Community Project.
- ST thanked all in attendance on Saturday for Matt Haney's campaign for CA Assembly. Over 700 people turned out in a great, diverse show of force and excitement.

PICKET SANCTIONS

- Danny Campbell (SMW 104) requested citywide strike sanction against American Mechanical. M/S/C

OLD BUSINESS

- Approval of 2022 NABTU assessment \$1,000 for bonding coverage.

NEW BUSINESS

- COVID-19 construction update: No recent updates.

REPORTS OF UNIONS

- Introduction of Joe Sanders, DC 16.

ADJOURNMENT

Adjourned 5:31 p.m.

TRUSTEES MEETING MINUTES

Oct. 21, 1 p.m.

Zoom call

ROLL CALL

- John Doherty, Rudy Gonzalez, Charles Lavery, Larry Mazzola, Jr., Patrick Mulligan, Ramon Hernandez, Bart Pantoja, and Sandra Duarte present.

Danny Campbell and Dan Torres are excused.

- Guest: Peter Legakis, United Business Bank
- Trustees minutes, July 15, 2021, reviewed and approved. M/S/C
- Forecasted budget Q3: Third-quarter budget updates reviewed and approved. M/S/C
- Peter Legakis, United Business Bank, provided options of two FDIC-insured vehicles, such as ICS, which is 100% liquid with current low rates. No limitations to any timeframes to be used like a normal checking account; CR product, free-of-charge, with a rate locked in for a year. Money transferred once matured, or initiate another one. PPP loan update: Peter will provide link for forgiveness application at draw date, which is six months since date of funding. Recommendation of broker services for property investment of gains with Managing Director Scott Borgia. ST recommends we establish a plan and have officers volunteer to oversee this project. Patrick Mulligan volunteers to assist ST.
- Acknowledgment and thank you to Dan Fross for support and years of service.

ADJOURNMENT

Adjourned at 2:01 p.m.

BOARD OF BUSINESS REPS MEETING MINUTES

Oct. 26, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS

President Larry Mazzola, Vice Presidents Ramon Hernandez and John Doherty, and Secretary-Treasurer Rudy Gonzalez all present.

CORRESPONDENCE

- CCLP follow-up letter.

REQUEST FOR FUNDS None

APPROVAL OF MINUTES

- 10/12/21 minutes. M/S/C

SECRETARY-TREASURER'S REPORT

- Mission Hiring Hall event: Reminder to attend tonight at St. Regis.
- ST thanked all for helping with the Third Baptist Church Community Project.
- UCSF Parnassus project update: Meeting held yesterday, design phase still ongoing.
- Chase Center ribbon-cutting this week for Uber building.
- 469 Stevenson: Board of Supervisors taking on appeal later today. ST working with supervisors.
- Centric: Consensus among all crafts to put together community-wide petition to force them to uphold labor standards, kicking off this week. Working on worksite plan.
- Stonestown/Brookfield update: ST has reached out to consultant on both opportunities.
- Citywide PLA update: first pre-job to be scheduled for the second/third week of November.
- TIPA tour Oct. 27 at 10 a.m. Members are asked to join in.

PICKET SANCTIONS

- Jose Fuentes Almanza (IBEW 6) requests citywide strike sanction against Diablo Electric. M/S/C

OLD BUSINESS

- Matt Haney for Assembly 2022: \$4,900 from Power PAC approved.
- National Labor Leadership Initiative: Sponsorship for Rudy Gonzalez approved.
- Parkmerced update: Synopsis will need to be reviewed. Union caucus meeting to be set.

NEW BUSINESS

- COVID-19 construction update: No recent updates.

REPORTS OF UNIONS None

ADJOURNMENT

Adjourned 10:25 a.m.

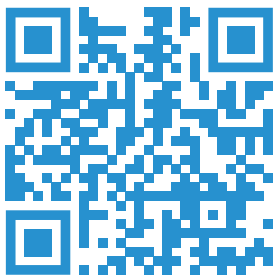




Giving thanks

We all count on our state's workforce every day. That's why Blue Shield of California is sincerely grateful to you every day. Thank you and have a wonderful Thanksgiving holiday season.

Let us tell you more about how we support organized Labor and our family and friends. Visit blueshieldca.com/laborandtrust or contact Tera Brandon Clizbe, vice president, Labor and Trust.



Scan the QR code to view our message of thanks to the Labor and Trust community.

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