

Our Solidarity Leads to Significant Wins Worth Celebrating. Let's Keep It Up.

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

Haney Heads to Sacramento

Congratulations to San Francisco District 6 Supervisor — now California's 17th District Assemblymember — Matt Haney for defeating David Campos in April 19's citywide runoff election. With 63% of the vote, Haney captured a decisive victory, and we are proud to have stood behind a candidate who is also supported by a sweeping majority of the City's voters.

Haney has been a friend to labor as long as we've known him. Specifically, we think his positive stance on building more housing faster will be not only a boon for our industry but also for both our city and our state at large, with their urgent shortage of affordable places for working-class people to live. So, it was a no-brainer for the SF Building Trades to jump into action and help Haney campaign when we learned he'd decided to make a run for the Assembly seat. In fact, we hosted his kickoff event.

In the months that followed, we held Haney for Assembly breakfasts and dinners; sent our members out precinct-

walking, flying, and door-knocking to spread the word; and held rallies and barbecues showing our support. Haney's win shows that when we come together to support the candidates who support us, our help can make a real impact.

We look forward to working with Haney as he begins his new role in Sacramento, and as he continues to campaign to keep his seat. (He'll have to run again in the June 7 regular statewide primary election as well as the November 8 general election.) Go Haney!

Crafts Coalition Finally Reaches Deal With City

I'm thrilled to report that after a long wait and much back-and-forth, a comprehensive package proposal resolving all outstanding issues between the City and the Consolidated Construction Crafts Coalition has finally been reached.

It's a detailed deal, but perhaps most notable is that we were able to finalize a guarantee that represented employees will receive a base wage increase of 5.25% effective July 1 of this year, with two 2.5% increases to follow in July 2023 and January 2024, respectively. For lead positions, the City agreed to \$15 per day and granted its assurance that such positions are not expected to perform the full range of supervisory duties.

The deal also stipulates that acting assignments are not intended to exceed six months except to the extent required to backfill a position where the incum-

bent is on approved leave.

This agreement will go a long way toward granting some much-needed job stability to our brothers, sisters, and siblings working in the trades for the City and County of San Francisco and SFMTA.

Some Thoughts on Solidarity and Supporting Skilled-and-Trained

Skilled-and-trained workforce requirements are the standard of our crafts — all building trades affiliates that make up this council are in fundamental agreement about that fact.

Skilled-and-trained requirements help justify the decent wages we command and provide proof of our expertise as craftspeople, and they give us the edge over nonunion construction workers. We've fought long and hard in lockstep to carve out these requirements as a cornerstone of the quality work we offer our customers and what we stand for as union workers.

Skilled-and-trained requirements, then, should never be regarded as a bargaining chip or a principle that can be sacrificed by anyone among us who might be hoping to get a leg up by kicking out one of the legs of the chair on which we all sit.

That being said, it's worth remembering that the only ones who are empowered to negotiate on skilled-and-trained requirements (along with any other of our hard-fought work standards) are the democratically elected leaders of the unions who represent the building and



construction trades workers of the Bay Area — not a legislator, nor a pundit, nor a developer, nor a low-road contractor, nor even a rogue union.

We have worked diligently to stake out a claim on skilled-and-trained requirements that gives us the strongest possible bargaining position on behalf of our workers and communities, and no one entity within or outside of our membership has the right to undermine that position. The point of organized labor is to give everyone a seat at the table through a democratic process that is carried out by the union structure. Any changes to the standards we've set should go through that process and be handled by the elected union leaders who have been chosen by our members to represent them.

No matter what the issue, this building trades council will never bargain away our core principles for short-term gain or for any other reason, and we will always stand by the majority and act in the best interest of all of our union members, as well as in accordance with positions taken by the State Building Trades Council of California. **OL**

NOVEMBER 8 GENERAL ELECTION

SPECIAL EARLY ENDORSEMENTS

Nancy Pelosi for Congress
Gavin Newsom for Governor
Malia Cohen for State Controller



San Francisco Building and
Construction Trades Council

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Workers Memorial Day: Reflecting on the Daily Dangers of Our Work, Honoring Our Fallen Colleagues

The AFL-CIO declared the first Workers Memorial Day 33 years ago, on April 28, 1989. April 28 was chosen because it's the same day the Occupational Safety and Health Act had gone into effect in 1971.

That law was won only because of the tireless work of the American labor movement, which demanded that the federal government act to protect workers who risked their health and, often, their lives doing hazardous jobs or working in dangerous conditions for companies that, up to that point, weren't required to provide a reasonably safe workplace and were rarely held accountable for what befell their workers.

Workers Memorial Day is meant to honor the countless workers who have died or suffered serious injury on the job

or have been made ill by their work. It's a particularly significant day for the building and construction trades — despite major improvements in safety standards and practices since the pre-OSHA days, the field of construction ranks No. 1 in on-the-job fatality rates, according to the U.S. Bureau of Labor statistics. Our work is the riskiest of all.

No matter the trade, we are all aware of how dangerous our jobs can be. Workers Memorial Day is a good time to reflect on the magnitude of hazards in our work, and how precious little margin of error actually exists as we do the daily grind.

Please keep your fallen brothers, sisters, and siblings in mind as you head to the jobsite. Always work safe to honor them, and look out for your colleagues in the field. **OL**

No matter the trade, we are all aware of how dangerous our jobs can be. Workers Memorial Day is a good time to reflect on the magnitude of hazards in our work.

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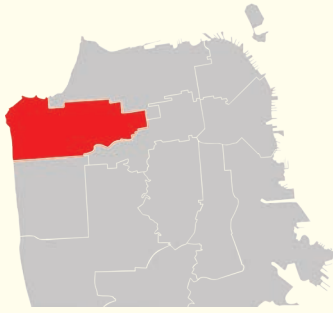
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CITYPROFILE District 1

By Jacob Bourne
Contributing Writer



Claiming the gridded-out hills of the Richmond, the University of San Francisco and its Lone Mountain surroundings, and the verdant expanse of Golden Gate Park, SF's District 1 is as diverse in its topography and character as it is in its businesses and people. One thing's for sure: The district's strong base of working-class families, many of whom commute into the heart of the City daily, keep SF running.

Before getting elected in January 2021, District 1 Supervisor Connie Chan worked with pro bono attorneys for the SF Bar Association's Volunteer Legal Outreach and as a community organizer with SF SAFE and Community Youth Center. She then spent nearly two decades in city government working for the district attorney's office and as a legislative aide. Chan knew she wanted to build on her momentum in advocating for the City's workers and their families, so she decided to run for supervisor.

Serving District 1, Chan has backed legislation to win hazard pay for grocery workers and has fought for their right to flexible schedules. She said it's important to recognize that city workers have always been essential — before, during, and after the pandemic. As corporations continue to earn record profits, Chan stressed that fair-wage legislation is crucial, as is creating more affordable housing for working families. That includes more union projects that supply units to those who build them.

In addition to advocating for affordable housing creation, Chan is pushing for more north-to-south public transit connections in District 1 to supplement its already robust east-to-west routes.

"As supervisor, I recognize that my role is to push the right policies for workers forward," Chan said. "It's about being a microphone for workers so that their voices can be amplified. Workers have a shot at getting fair wages and safe working conditions by negotiating, but they also need elected officials like myself to advocate for them by speaking out on their behalf and getting the right legislation passed."



District 1 comprises a large swath of the City's west side and all of Golden Gate Park.

FASTFACTS District 1

Neighborhoods: Inner Richmond, Central Richmond, Outer Richmond, Vista del Mar, Lone Mountain, Golden Gate Park, Lincoln Park, and the University of San Francisco (USF) campus

Demographics: District 1 is made up of many immigrant communities. Forty percent of residents are Chinese-speaking, but many other languages can be heard in the neighborhoods, such as Russian, Korean, and Spanish. About 60% of District 1 residents rent their homes.

Getting Around: District 1 boasts some of the City's most accessible Muni transit routes.

Work: Thriving, eclectic commercial corridors, such as those on Clement and Balboa streets, are filled with a variety of neighborhood-serving locally owned shops, restaurants, and businesses, retail and otherwise. USF is also a big employer.

Play: The district is home to the 1,071-acre Golden Gate Park — San Francisco's playground — and all of its fabulous features. The Lincoln Park area features the California Palace of the Legion of Honor, with its over 6,000 years' worth of art, ample green space, and sweeping views of the Pacific, Golden Gate Bridge, and Marin Headlands.

Major Projects in the Works: The 4200 Geary Boulevard affordable housing project is underway, offering 98 units of 100% affordable housing developed by the Tenderloin Neighborhood Development Center.



District 1 is represented by Connie Chan.

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SF Building Trades council is that a reconstituted committee led by labor that puts the focus on centralizing area programs would be supremely beneficial to post-pandemic job seekers in the region.

“We want to revive [the committee] through the legislative process in the City and amend it to include seats for labor,” said SF Building Trades Council Secretary-Treasurer Rudy Gonzalez. “We know that the best workforce development around is the gold standard of the registered appen-

ticeship programs in the building trades. We want labor representation to have a seat at the table.”

In 2019, the San Francisco Labor Council (SFLC), then headed by Gonzalez, unanimously passed a resolution calling for the mayor and Board of Supervisors to “craft and advance plans for centralizing workforce development programming citywide” in order to “increase transparency, accountability, and deliverables while minimizing fraud, patronage, and waste.”

The fact that such a resolution could

pass with all yeas votes from as notoriously contentious a crew as the SFLC should have been testament enough to its worthiness.

“The whole labor council, which is unanimous on nothing, unanimously said we should [...] push a policy around centralizing these programs,” Gonzalez said.

Labor isn’t the only entity calling for a reconstituted Workforce Alignment Committee. An audit of the City’s workforce development and pre-apprenticeship programs completed in summer 2020 determined that “there is an ongoing need for citywide coordination of workforce development programs.” The audit’s first recommendation was to “adopt legislation reauthorizing the Citywide Committee on Workforce Alignment.”

A civil grand jury report in August 2021 addressed findings and recommendations and suggested responses at City College of San Francisco. The report recommended that the Board of Supervisors reinstate the committee and add City College as a member.

Thus far, the City seems to have ignored these calls for the committee’s return. Gonzalez said that legislation proposed through Board of Supervisors President Shamann Walton has stalled out.

“The mayor’s office will probably tell you they want this,” Gonzalez said. “The labor movement is demanding

it. We’ve asked the board president to sponsor legislation. Everyone says it’s a great idea and that we should do it, but it isn’t getting done.”

Gonzalez is a former co-chair of the City’s Economic Recovery Task Force, which is charged with guiding San Francisco’s efforts through the pandemic recovery. The task force has identified centralization and alignment of workforce training as a key component to an equitable recovery for job seekers post-pandemic.

“We are coming out of a pandemic that has disproportionately harmed people of color,” Gonzalez said. “Low-wage service workers need access to these jobs.”

Gonzalez criticized the lack of accountability endemic to non-labor workforce training programs that don’t meet the same standards of training as labor, and he fears non-labor workforce training feeding non-union employers. He also sympathizes with job seekers attempting to navigate the myriad programs available.

“We want to make sure that people with experience managing post-secondary-education-registered apprenticeship programs are represented in the City’s Workforce Alignment Committee,” Gonzalez said. “We believe we will bring in an incredible amount of value and expertise. We can provide skills training and actually help the city and community meet its goals. These are our neighborhoods, too.” **OL**

“We are coming out of a pandemic that has disproportionately harmed people of color. Low-wage service workers need access to these jobs.”

—Rudy Gonzalez, Secretary-Treasurer
San Francisco Building & Construction Trades Council



Make volunteering a healthy habit

Volunteering is not only good for your community, it's also good for your health. Studies suggest volunteering can boost your mood, increase longevity, and even reduce stress and anxiety.

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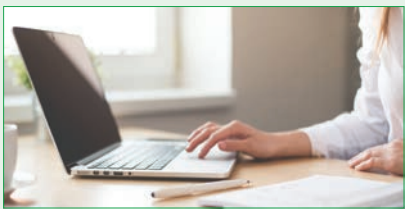
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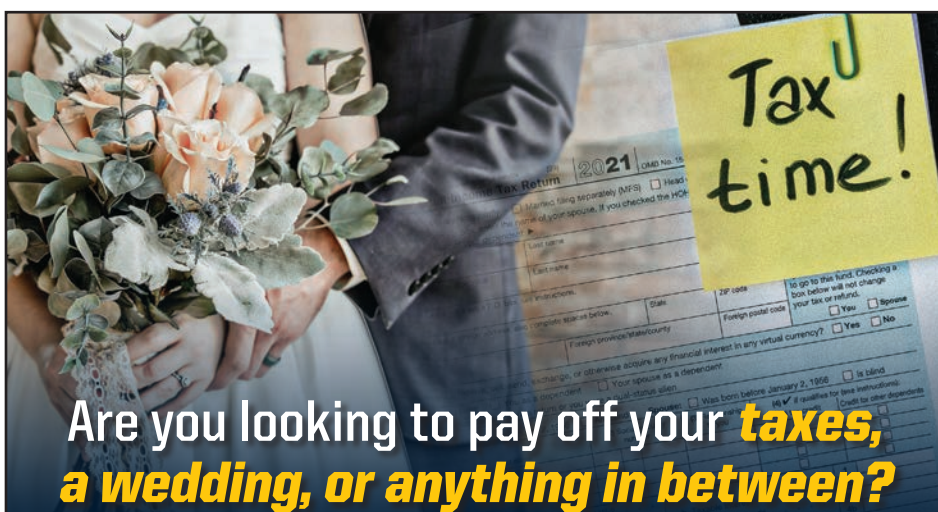


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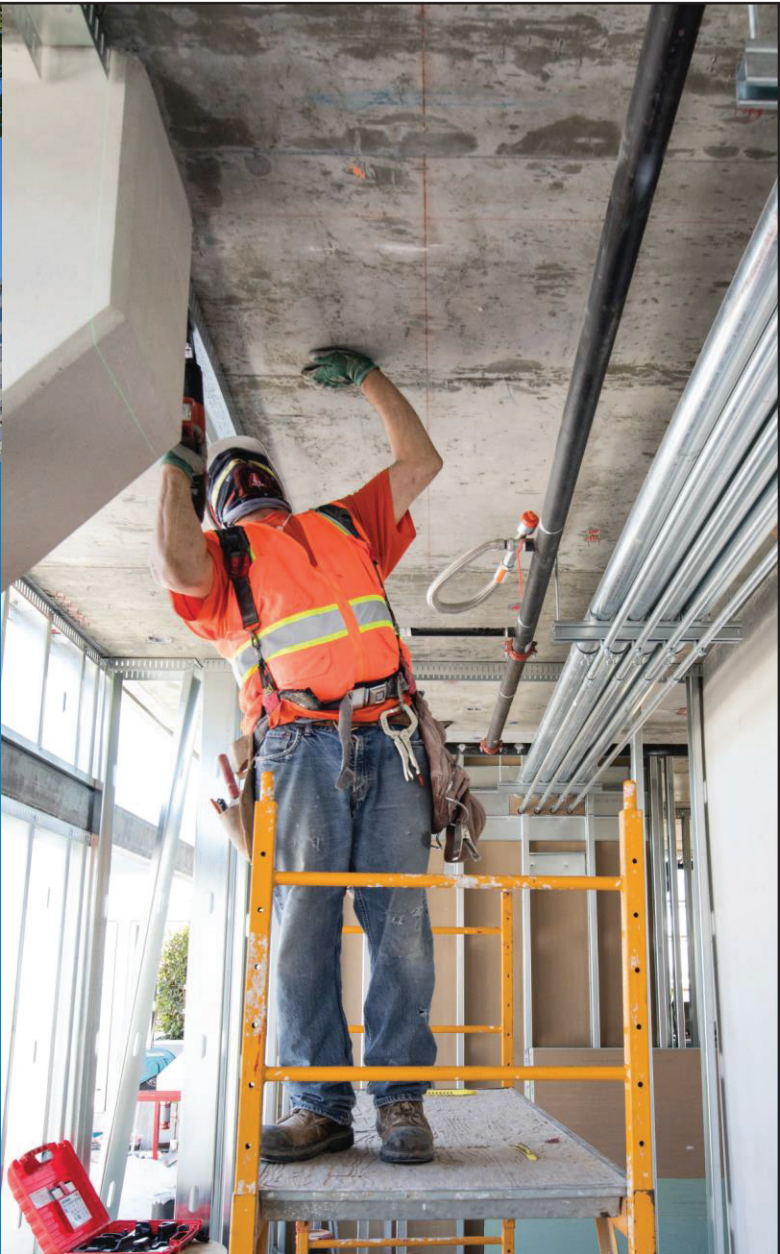

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HIT UPDATE

Continued from page 1

Colton and Ventana Residences, both currently under construction — the investments have yielded 588 new union construction jobs and 289 rental apartments, of which 144 are affordable or workforce units.

Housing Investment Trust Senior Managing Director of Strategic Initiatives Ted Chandler spoke with *Organized Labor* about what's ahead for the initiative. The following interview has been edited and condensed for clarity.

OL: Following its launch in 2020, how is the HIT initiative progressing?

TC: The first two projects are in San Francisco. One is Ventana Residences, a market-rate project with inclusionary and workforce housing, and the other is 53 Colton, permanent supportive housing for people experiencing homelessness.

Construction is going really well on both of those. From an initiative standpoint, they've been a terrific entry point for us to get in the competition to provide financing for a wider range of housing developments across the Bay Area.

There are four that we're in the midst of developing proposals for or competing on in San Francisco. Some new state resources are available and to which our flexible financing can be of great value; specifically, the state has proposed funding for something called the California Housing Accelerator fund. It's using

federal rescue plan money to replace the tax credit equity that affordable housing projects have applied for, and which are oversubscribed in the state.

There's just not enough tax credit equity to go around, so the state is proposing to use this rescue plan money as the substitute for what they're unable to provide on the tax credit side. It's something that a lot of the traditional bank funders aren't familiar with. We're competing hard on several of those deals, because we think that our flexible financing makes it a great fit for us as an entity that can customize financing as opposed to being cookie-cutter big financing.

OL: How is HIT having a positive impact on the Bay Area economy?

TC: We were able to have a huge impact during the four to six weeks when construction was literally being shut down because of Covid. With the uncertainty of the pandemic at the time, other financing institutions were saying they weren't going to fund any new development. We stepped in to make sure that at least some people in the trades were able to go to work and get new jobs. It was a very difficult time, and other sources of funding basically froze.

We consider ourselves a first responder when it comes to a financial crisis because we feel an obligation to fund construction. It's important to our investors' returns that we're active in the marketplace. Also, we see it as an opportunity, in that we have a lot of



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confidence in the economy long-term in the Bay Area — we're going to be there through thick and thin. That was the case in the Great Recession 10 years ago; the first cranes on the skyline in 2011 were HIT-financed projects.

OL: How do you approach identifying projects that are strong candidates for funding?

TC: We source projects in two ways. One way is through partner financial institutions — working with labor-affiliated funds in the Bay Area like TDA Investment Group, which is based in San Mateo. We have a good partnership with them and we funded several projects with them. They're on the ground there and have a long history with certain developers.

Secondly, we directly approach developers who are looking for affordable housing finance. We know which developers have applied for projects throughout the Bay Area, and we do direct outreach to them. Then, either through their consultants or through referral to some of their funders, we make our way into the projects.

Referral is how we came to be involved in 53 Colton, and through consultants is how we came to be involved in Ventana. TDA is our partner on Ventana. For the affordable housing project, we developed a relationship with the developer HomeRise, previously called Community Housing Partnership, and competed directly for their financing on 53 Colton. That introduction to the developer came through

the Plumbers, and the fact that it's a Plumber's site is extremely helpful. So, the trades are hard at work on finding us opportunities, too.

OL: What's your process and plan for increasing housing opportunities for workers close to jobsites?

TC: Ventana is 25% workforce housing. We're not limited to financing affordable and workforce housing, but under the initiative, it's a priority for us to finance developments that have inclusion of workforce housing, like Ventana has. It's the largest workforce-inclusionary project under the City's HOME-SF program.

So, we're really proud to be financing the project, providing the most units of any in the City under that. Those are affordable to people who are not only apprentices, but journeypersons as well. It's important for us to create those opportunities, so we're particularly focused on finding them.

OL: What else is on the horizon for HIT?

TC: We're interested in an emerging opportunity to work with developers who are willing to make a long-term commitment to the use of union labor in affordable housing development.

We learned that the developer who is the nonprofit operator at 53 Colton Street has its own workforce represented by SEIU. Here you have a developer who has entered into a collective bargaining agreement with a labor union. We've developed a great relationship with HomeRise through financing 53



Ventana Residences, an HIT project shown here in a rendering, is expected to finish construction in June 2023.

Colton, and they're a union shop.

It's a great example of an opportunity that we didn't even think of when we started on the initiative. But once you start getting in the market and rolling up your sleeves, you find new ways of doing business. I'm really excited about those opportunities in the Bay Area, with them and with others. I think we're going to see more of that.

Additionally, there are a lot of proposals for teacher housing in the Bay. There's such an enormous amount of support both among the teachers and among the building trades that when cities are supporting the construction of housing for union members, it should be built by union members. That's a second opportunity that we're discussing with policymakers right now. **OL**

**FACTSHEET: HIT INVESTMENT TRUST
CURRENT SF DEVELOPMENTS**

53 Colton

- 96 efficiency units for previously homeless and extremely low-income residents
- Part of a multi-phase development plan by the Plumbers and Pipefitters Local 38
- Developed by Strada Investment Group and HomeRise (formerly known as CHP)
- Expected completion in September 2022
- First project funded by HIT, with \$19.1 million investment

Ventana Residences

- 193-unit multifamily project with 48 affordable units for moderate-income residents
- Developed by a joint venture between Presidio Bay Ventures and American Realty Advisors
- Construction financing contributions from TDA Investment Group
- Second project funded by HIT, along with 53 Colton, represents \$71.1 million investment
- Expected completion in June 2023

We Are Celebrating
125 Years of Being Union-Strong

DATE CHANGE
To Be Announced. Plan to Join Us!

Congressional Leadership Award:
Congresswoman and U.S. Speaker of the House Nancy Pelosi
& the Historic Passage of the Infrastructure Investment and Jobs Act

Salesforce Park -
Transbay Joint Powers Authority
425 Mission Street
San Francisco

Music • Food • Friends • Fun
Musicians to Be Announced Shortly

Information regarding tickets and
sponsorships available at
125yearssfbetc.eventbrite.com

Questions? Please contact Earp Events &
Fundraising at laurie@earpevents.com or
510-839-3100.

125th
Anniversary
EST. FEB. 6, 1898

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& CONSUMER
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\$21 MILLION VERDICT FOR IRONWORKER
\$19 MILLION SETTLEMENT FOR BRAIN INJURY
\$16 MILLION VERDICT FOR IRONWORKER
\$11 MILLION SETTLEMENT FOR CPR FAILURE
\$10.5 MILLION VERDICT FOR DEATH OF TEAMSTER
\$10.5 MILLION SETTLEMENT FOR BANKING CLASS ACTION
\$10 MILLION VERDICT FOR IRONWORKER
\$8 MILLION SETTLEMENT FOR WAGE & HOUR CLASS ACTION
\$7.5 MILLION VERDICT FOR UNION WORKER

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

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

Please refer to local22.org for possible meeting cancellations due to ongoing changes in the public health orders.

May 3, 2022, at 7 p.m.

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

Parking is available on the street and behind the building.

Please bring your current dues card for entrance to 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

Kenneth Wilson, 66, passed away on March 10, 2022, with 17+ years of membership. He is survived by his wife, Mary Frazier; children Stacy Wilson (Scott Linday), Kenneth Wilson Jr. (Jessica), Karl Wilson, and Walter Wilson; five grandchildren; five great-grandchildren; and brothers Robert, Ronald, and Donald. He resided in Vacaville.



Rest in peace, Joe Capizano.

Joseph Capizano, 71, passed away on January 8, 2022, with 39 years of union membership.

He is survived by his wife, Cheryl; children Michelle and Brian, a 21+ year member of Local 22 (Kelley); and grandchildren Izabella and Gianna. Joe worked at the San Francisco International Airport for 34 years and oversaw the Carpenter Shop. He had many coworkers and associates who were also lifelong friends. Joe was a San Francisco native. He resided in Brentwood.

Cornelius (Neil) O'Sullivan, 88, passed away on April 5, 2022, with 65½ years of membership. He was a native of Carker, Scartaglen, County Kerry, Ireland. He is predeceased by his parents, Paddy and Bridget, and sisters

Joan and Bessie. He is remembered by his brother Timmy and sister Mai Burke, as well as many relatives and friends. He resided in San Francisco.

50-Year Honorary Member

Ronald A. Mueller

Retired Members

Robert Cantillo
Milton Cheek
Kevin Cooney
Victor B. Hampton
She Quan Lin
Steven Montano
Theodore Rehme

Carpenters 46 Northern California Counties 2022 Scholarship Applications

This application applies only to the 2022-2023 academic year.

Applications for the annual drawing are available for download at local22.org. You can also pick up a hard copy at your monthly membership meeting.

Applications must be completed and returned directly to your local union, postmarked by Friday, June 24, 2022. No late applications will be considered.

Retirees in Action

Calling all retired carpenters: You might have retired from your job, but there's still a place for you in your union. Retirees in Action is a recently formed group whose goal is to empower retired carpenters, to ensure that your voices are heard, and to help you retain your connection with your brothers and sisters.

Please call Adrian Simi at 510-975-0348 or email him at adrian@nccrc.org to get involved today.



Local 22's parade float at the Cesar Chavez Parade.



Supervisor Matt Haney, center, joins Local 22 for the Cesar Chavez Parade.

Coronavirus Pandemic and Wildfire Disaster: Relief for Members

Please visit nccrc.org/relief 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 being offered or if you'd like to be placed on a waitlist for future classes, please visit ctenc.org.

Email addresses

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



Ricardo Tejeda proudly displays his 35-year membership pin.

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 Lenny Paredes

The construction workforce is evolving in many positive ways, especially as it actively supports diversity and technology. Nevertheless, it remains one of the world’s most male-dominated industries. Out of the 10 million-plus construction workers in the United States, just over 10% are female. The majority are office staff or project managers. Women in the field doing the hands-on work consist of only 3.4% of the labor force.

So, why the lack of women in construction? It’s impossible to deny that a career in construction offers plenty of opportunities and benefits. Still, there’s a long road ahead to balance the female-to-male ratio.

It’s easy to point to a lack of sufficient education and promotion from apprenticeship programs and universities to encourage women to enter the field, but there are in fact numerous factors that influence the gender disparity in our field. For instance, consider the simple fact that most tools and gear aren’t designed with women in mind. This might play a critical role in why more women aren’t considering construction trades as a career.

If it takes a village to build up anything, it will take a thorough commitment from tradespeople and employers to truly balance the gender makeup of our construction workforce for the better.

Women in Construction Week was the first week in March. International Women’s Day was March 8. March was Women’s History Month. But the construction industry needs way more than just a day, week, or month to truly support and advance women in the field.

It’s important to note that the building trades have improved significantly when it comes to supporting women in leadership positions. Although more women are needed at all job levels in construction, significant change might be likely to come from the top-down.

Having more women involved in the workforce — especially in leadership and management positions — has been shown to benefit a company’s bottom line. As construction professionals already know, projects require a high level of teamwork in order to be successful, and adding individuals with this type of communication skill set could only improve overall workforce

Chapter Meetings

May 2022							June 2022						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
All chapter meetings in May are cancelled due to the general membership meeting!										1	2	3	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		

General Membership Meeting: May 14, 10 a.m.

First Tue., 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
First Wed., 5:30 p.m., San Jose — 14940 Camden Ave., San Jose (Round Table)
First Thu., 6 p.m., Sacramento — 7465 Rush River Dr., Sacramento (Mountain Mike’s)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia’s)
Second Thu., 5 p.m., Oakland — Location TBD
Third Tue., even months only, 6 p.m., Fresno — 324 E. Shaw Ave., Fresno (Ramada Inn)
Third Thu., 6 p.m., Manteca — 1120 N. Main St., Manteca (Mountain Mike’s)

Meetings will be held via Zoom until further notice.

productivity.

I wrote this article just after I signed up a focused young woman with a bright future who is ready to take the tile trade by storm. She joins nine other women with the same goals and passion for the career they chose within the Bricklayers, Tile Layers and Allied Crafts Local 3.

BAC: We are the best hands in the business.

Service Awards, April 2022

- 40 years: Richard Pollastrini, Antonio Silveira
- Congratulations on your many years of service.*

In Memoriam

- We are sorry to announce the passing of our brothers:
- Ronald McAfee, TZ, 3/13/2022, 19-CA, 57-year member
 - Robert Feenan, BL, 3/18/2022, 07-CA, 74-year member
 - Joshua Rodriguez, TL, 3/19/22, 19-CA, five-year member
 - Walter Smith, BL, 3/19/2022, 09-CA, 70-year 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).

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

Upcoming Meetings

Sat., May 7
Pre-Retirement Seminar
8 a.m. at the Union Hall

Tue., May 17
Membership Meeting
6 p.m. at the Union Hall

Tue., June 21
Membership Meeting
6 p.m. at the Union Hall

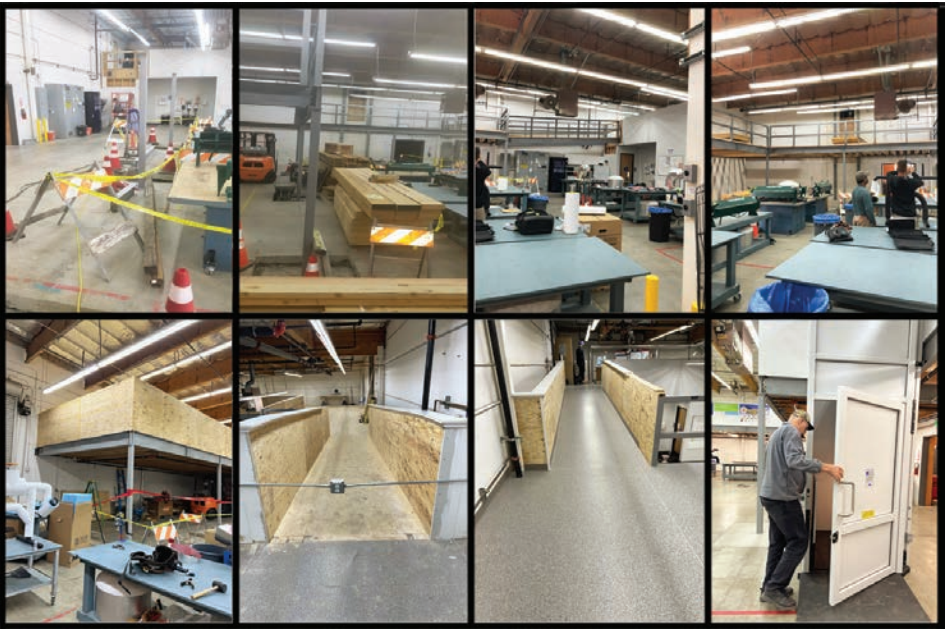
Sat., July 16
Membership Meeting
9 a.m. at the Union Hall

The addition to our apprenticeship school was completed in February, adding 1,100 square feet to the shop area. Our school is now one of the best in the country, if not the best.

Apprenticeship applications are open

on the second Monday of the month, quarterly (in January, April, July, and October), from 9 a.m. to 2 p.m.

All applicants must be 18 years old and should bring a valid driver license and their sealed high school transcripts



After much hard work, the addition to the Local 16 apprenticeship school was completed in February. To see more photos of the construction, visit local16photos.com/addition-completed-3-2022.

(which must include at least one year of algebra or geometry with a passing grade). If they did not graduate high school, then they will need to bring both their sealed high school transcripts and their sealed GED transcripts.

They should also bring any certifications, including TWIC card, RSO HHT 20 hour, OSHA 10, OSHA 30, and the asbestos cert.

Submitted by Alan Pierce



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
Tue., May 3, 4:30 p.m.

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

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

Executive Board
Tue., May 17, 4 p.m.

General Membership
Wed., May 18, 4:30 p.m.

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

Executive Board
Wed., May 25, 4 p.m.

We extend our sympathy to: the family and friends of Richard Childree, inside journeyman, who passed away on March 9, 2022; and to the family and friends of Boris Diatroptoff, inside journeyman, who passed away on February 22, 2022; and to the family and friends of Louis Lencioni, inside journeyman, who passed away on February 20, 2022; and to the family and friends of Rolando G. Dusuau, inside journeyman, who passed away on March 25, 2022; and to the family and friends of Mario Iacopi, inside journeyman, who passed away on March 26, 2022; and to the family and friends of Larry Husband, inside journeyman, who passed away on February 27, 2022; and to the family and friends of Rafael Gugol, electric motor repairman with SFMTA, who passed away in March 2022; and to the family and friends of William Young, inside journeyman, who passed away on February 6, 2022; and to the family and friends of David L. Bernhus, sign foreman, who passed away on March 20, 2022; and to the family and friends of Stanley S. Schalch Sr., inside journeyman, who passed away on June 4, 2020.

Best Wishes to Our Recently Retired Members

Karl J. Sharrock
Willa A. Cantillon
Carlos P. Julao

BUSINESS MANAGER'S REPORT

Congratulations to Jose Fuentes Almanza

Congratulations are in order for our very own Local 6 member, Business Representative Jose Fuentes Almanza, who has been appointed to the San Francisco Airport Commission by Mayor London Breed. Jose will fill the vacancy left by Larry Mazzola Sr., who recently retired. The Airport Commission will soon learn what we already know: that Jose is a class act, a good brother, and someone the City and the commission will be able to rely on.

Jose has big shoes to fill in following longtime UA Local 38 leader Larry Mazzola Sr. As it turns out, it was the elder Mazzola's son, current UA Local 38 Business Manager Larry Mazzola Jr., who recommended Jose for the job. Larry Jr. and Jose have worked collaboratively on many issues over the years, and Larry Jr. felt that Jose was the right person to follow his father on the commission.

Congratulations and good luck to Jose.

City and SFMTA Bargaining Nears Conclusion

As of this writing, collective bargaining for our members employed by the City and County and the San Francisco Metropolitan Transportation Authority is rapidly drawing to a close. In addition to a good across-the-board increase for all classifications, we've reached tentative agreements on a few internal adjustments, differential adjustments, and non-economic proposals, and we've clarified language for sections commonly in dispute.

By the time this edition reaches your doorstep, our hope is that we will have held a meeting for successful ratification.

The committee members have been indispensable during this round of negotiations, and it was an honor to work with them as a team. We respectfully request that all members working for the City and the SFMTA follow the current contract to the letter. As always, we appreciate your patience as we move through the collective bargaining process.

Inside Wiremen Negotiations Ongoing

We're currently still in negotiations for our members working under the



Local 6 Business Representative Jose Fuentes Almanza is sworn in as an airport commissioner by SF Mayor London Breed.



Local 6 Business Representative Jose Fuentes Almanza, stands with his wife, Janet; his son, Antonio; and SF Mayor London Breed after being sworn in as an airport commissioner.

Inside Wiremen Agreement. We've engaged the San Francisco Electrical Contractors Association on the many different issues facing our members who work in private construction. Our goal is to improve wages and working conditions for our members. Thanks to the members of the negotiating team for all their hard work on these negotiations.

It's important that all Local 6 members who work under the Inside Agreement make every effort to attend the ratification meeting once it's scheduled. This meeting, which is meant only for Local 6 members working under the Inside Wiremen Agreement, concerns your livelihood — please keep in mind that the next contract will govern your workday for the term of that agreement.

If you've moved since you last received a notice from Local 6, please stop by the hall and update the address we have on file for you.

Continuing Education

All of our inside wire members face the task of recertification every three years. This includes a requirement of 32 hours of continuing education. Whether your certification is up this year or in three years, there's no better time than now to register for a class and get your hours logged.

For information, visit the SFJATC's website at sfelectricaltraining.org to view available classes.

SF Labor Council May Day March

This year, in coordination with the other Bay Area labor councils, the San Francisco Labor Council is organizing a May Day march on Sunday, May 1. Details are still being finalized, and we'll send out a postcard with more details when they become available.

May 1 is International Workers' Day, and as we attempt to return to normal from the global pandemic, the goal is to show that labor is as strong and united as ever in our efforts to raise the standard of living for all workers.

Members interested in attending and marching as an IBEW contingent should check the Local 6 website for more details when they are available.

IBEW Local 6/SFECA Scholarship

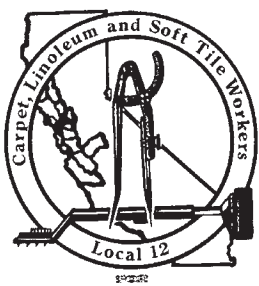
Applications will soon be available for the IBEW Local 6/SFECA Scholarship Program. This scholarship is open to the children of IBEW Local 6 members who work for an employer that is required to make contributions to the Electrical Industry Service Bureau Inc. Please visit eisb.org for full details and to download an application.

Work Safely, Save for a Rainy Day, and Come to a Union Meeting!

John J. Doherty
Business Manager
Financial Secretary

It's your right to be Union.

CARPET LINOLEUM & SOFT TILE LOCAL 12



Carpet Linoleum & Soft Tile Workers Local 12

Administrative Office:
2149 Oakland Road
San Jose, CA 95131
(408) 824-1280 • Fax (408) 955-0150

President: Dave Bradfield
Financial Secretary: Omar Larrea

Regional Offices:
San Leandro - 2020 Williams St., Suite A1, San Leandro, CA 94577
(510) 454-8150
San Francisco - 1939 Market St., Suite B, San Francisco, CA 94103
(415) 625-0225

Business Representatives: Anthony Nuanes • Juan Calderon • Steve Belong
Organizers: Ruffin Romes • Martin Garcia

Monthly meetings held every third Thursday of the month
at 6:30 p.m. at 2020 Williams Street in San Leandro.

This past week, I attended the 2022 North American Building Trades Union conference in Washington, D.C., where the main topic of conversation was the infrastructure bill signed into law by President Joe Biden last November. This landmark \$1.2 trillion investment will create countless job opportunities for construction workers across the nation.

What our president signed into law stipulates that all federal projects over \$35 billion dollars will be done under a project labor agreement. This will result in years of work for all union workers and put hundreds of thousands of hours into our trust funds.

It was union workers and their families who decided that Biden would be elected. They phone-banked, precinct-walked, and, ultimately, voted him in.

With Biden in the White House, we're now seeing the strongest economy since the time we emerged from the Great Depression, as well as a wave of job creation and an economy that's increasingly being built from the middle-out versus the fantasy trickle-down economy that we all know does not work for working people.

We cannot stop here. We must continue to support labor-friendly candidates across the board as we approach the midterm elections. If you aren't registered to vote, please visit registerto-vote.ca.gov now and get yourself on the rolls. Exercise your rights — vote early and often!

I'd like to spotlight NC Flooring Group of Union City, whose tradesmen are currently installing all of the floors in the Embassy Suites in Wash-



NC Flooring Group stands for a photo in Washington, D.C.

ington, D.C. They've been on the job in D.C. for more than three months and have another three months to go. NC Flooring sent Lead Installer Antonio Lazcano and nine others to perform this job.

Hats off to these workers, who are displaying their high-performance, high-value skills across the country.

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

Respectfully,
Anthony Nuanes



NC Flooring Group stands before the Lincoln Memorial in Washington, D.C.

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

Special Called Meeting Items for May

• Second round of nominations for 2022 annual election

From the Manager's Desk

I've had a few conversations lately that give me cause for concern. So, I'd like to come right out and address the issue, which I'm hearing from our brothers and sisters working in new construction.

We should not be staging cars for a contractor — or anyone else, for that matter. I know that I'm preaching to the choir for many of you, but it's been happening. Once is a coincidence, twice draws attention, and three times ... well, that, to me, is a trend.

We are licensed mechanics who have all completed and tested out of an accredited apprenticeship program recognized by the state of California. Staging a car not only breaks down conditions, which is reason enough to refrain from the

practice, but it also leaves you and your employer culpable if someone were unfortunate enough to get hurt on that car.

"Accidentally" leaving the door open might seem like a simple enough side-deal to cut with a contractor. But were you to end up in court defending yourself, would you trust that contractor to take your side, or, instead, to cover his own ass?

Personally, I wouldn't bet on the contractor.

To those of you who are seasoned mechanics: I count on you to help teach the more inexperienced mechanics. Show them the right way to do things. We've been in a construction boom here for what really is an unprecedented 10-year stretch. The work slowdown of 2008 to 2011 is such a tiny speck in the rear-view that many of our mechanics in new construction weren't even in the trade yet.

I had our office run a report for me, and it revealed that out of the 1,024 mechanics in our local, 332 of them

MEETINGS	
San Francisco General Meeting Wed., May 18, at 5:30 p.m. 690 Potrero Ave., San Francisco	Stockton Fri., May 6, at 11:30 a.m. Black Bear Diner 1703 Yosemite Ave. Manteca
Monterey/Watsonville Mon., May 2, at 5:30 p.m. Round Table Pizza 1975 Main St., Watsonville	Tahoe Thu., May 26, at 11:30 a.m. Mott Canyon Tavern & Grill 259 Kingsbury Grade Rd. Stateline, NV
San Luis Obispo Tue., May 3, at 11:30 a.m. Firestone Grill 1001 Higuera St., San Luis Obispo	Reno Thu., May 26, at 5:30 p.m. Northern Nevada Labor Temple 1819 Hymer Ave. Sparks, NV
Sacramento Wed., May 4, at 5:30 p.m. Sheet Metal Workers Apprentice & Journeyman Training Building 3665 Bleckely St., Mather	

have been elevator constructors for less than 10 years. That means fully one-third of our mechanics are less than a decade into the trade.

I hope that reverberates with each of you. We are a changing local with a changing demographic. We need to recognize that fact and address it. Many of the mechanics who taught me are no longer working in the trade, and those who are certainly don't work in new construc-

tion. It is important for those of you who are veterans of elevator construction to pass on the legacy that we inherited.

Protect your work, or for the next generation, there will be no more work to protect. Don't stage cars, and don't cut corners. Protect our CBA. No one is going to do it for us.

In Solidarity,
Matt Russo

ROOFERS LOCAL 40



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

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

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

From the Desk of Jose Oscar Padilla Business Manager

The Local 40 office is open from 7 a.m. to 4 p.m. Monday through Friday. We're here to address members' questions and concerns regarding medical coverage, re-enrollment,

vacation pay, pension, and payment of union dues.

Please remember that most business can be conducted over the phone or by mail or email. If you decide to visit in-person, you must observe Covid safety protocols while at the office. The best way to ensure we get out of this pandemic is to collectively follow the guidelines and remain vigilant.

Local 40 Meeting Schedule

May 19
June 16
July 21
Aug. 18
Sept. 15
Oct. 20
Nov. 17
Dec. 15

All meetings begin at 6 p.m.

Local 40 Honors Longtime Members

Congratulations to brother Roger Edinger, who recently received his 60-year membership award pin.

Congratulations, also, to brother Larry Hamilton on being presented with the 50th Year Award. Larry was our local's president for six years, secretary-treasurer for 11 years, and executive board member for 19 years, and he spent 33 years as vice-president. It was a great pleasure to present him an award for all of his service to Roofers and Waterproofers Local 40.



Roger Edinger displays his 60-year membership award pin.



Jose Oscar Padilla (left) presents Larry Hamilton (right) with Local 40's 50th Year Award.

PLASTERERS AND CEMENT MASONS LOCAL 300



www.opcmialocal300.org

Plasterers and Cement Masons Local 300

Main Office:

100 Hegenberger Rd. Suite 220 Oakland CA 94621
Tel: 510-430-9492 Fax 510-430-9183
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



Local 300 cement mason apprentice Marco Montenez working in Santa Rosa.



Local 300 cement masons on the job with Azul Works in Petaluma.

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 Martin Espinoza Jr.

Old Timers Luncheon

On Saturday, April 2, we held our Old Timers Luncheon for the first time since the pandemic started, and I'm happy to report that it was a great success.

I want to give special thanks and recognition to our five apprentices who volunteered their time at the event: Keoki Farrish, Demorian Burnside Sr., Jose Vallejo, Marco Salgado, and Guadalupe Ruiz. The membership, along with all of the attendees, are extremely grateful for your involvement. The Concord Plaza Hotel was a great host and will likely be our home for future Old Timers ceremonies.

It had been more than two years since we last were together, and you could feel the excitement among the members and their loved ones. After lunch, we jumped into the pin ceremony.

More than 50 members received pins, including three 60-year service pins.

It felt good to show recognition to our old timers, who paved for our industry. Everything they went through — from struggles to successes — is the reason why we hold a strong footprint in Northern California. Now, it's on us to carry the torch and keep pressing forward.

We look forward to having you all back next year.

Offshore Wind

As we look more deeply into renewable energy alternatives, we can't help but get excited about the prospect of offshore wind. Humboldt County looks to be the center of all Northern California offshore wind conversations, with the Port of Humboldt acting as the hub for this megaproject.

The port infrastructure required to manufacture, assemble, and install the wind turbines will be massive and will

generate the majority of work-hours for the project. I was able to attend an offshore wind summit earlier this month where I ran into the several of our signatory marine contractors. It's safe to say that those contractors will be investing a ton of resources into this project moving forward.

The federal government has expressed a commitment to developing 30 gigawatts of offshore wind energy by the year 2030. Our local, along with the NorCal Carpenters, will also be investing resources over the next several years.

We look forward to dispatching members to this project — especially our brothers and sisters who live out in Humboldt County. With that in mind, we would do well to remember that nothing comes easy. We must remain prepared and engaged each step of the way.

PDCA Scholarship Shoot

The Pile Driving Contractors Association Pacific Coast Chapter will be hosting its 11th annual Scholarship Shoot on Friday, April 29, at Birds Landing Hunting Preserve in Birds Landing, CA. Local 34 will be sponsoring a shooting station and a team for this event.

This is a great opportunity for our team to network and spend time with our signatory contractors and partners in the industry. If you're interested in shooting for Local 34, please call the hall and we will get you on the list.

Work Forecast

It's that time of the year again... Contractors have begun calling the hall to get a sense of how the ready-to-work list is looking. We're gearing up for a busy summer, and the membership has been active in getting prepared. Lately, we've seen a rise in our membership obtaining welding, rigging, RSO, and TWIC certifications.

I recently had a conversation with Isaac Barrett, our welding instructor and CWI at the training center in Fairfield. He told me he's been pleased with the participation he's seeing during the week and on weekends in the weld shop. We can't stress enough the importance of being the best skilled-and-trained labor on any given jobsite.

There'll be a large amount of new projects kicking off in the upcoming months, along with the fish window re-opening. If you're ready to go to work, continue to call the hall and get the latest work forecast.

Union Meeting

Our next meeting is scheduled for Thursday, April 28, at 7 p.m. Please remember to tell a friend, and if you have any apprentices working on your crew, make sure you invite them. We look forward to seeing everyone there.

Thank you, and stay safe.

In Solidarity,
Martin Espinoza Jr.
Senior Field Representative



After two years' absence, the annual Local 34 Old Timers Luncheon returned on Saturday, April 2, and was a fantastic success.

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

Moving Into the Future

Congratulations to members of Local 510's Trade Show and Convention Installer bargaining unit, which ratified a new contract that will provide members with a \$10.75 raise in wages and benefits over the next four years. The contract was ratified on March 30 by a vote of 181 in favor, 36 opposed.

While a four-year contract is not something that members are used to, it should provide an element of stability in a time racked with the volatility of global conflict, economic fluctuation, and public health uncertainty. Despite what some might say, the contract was not shoved down our throats by management. In fact, this contract is the best one that our members have worked under in 12 years, providing reasonable annual increases in wage, healthy annual increases in pension, and a much-needed boost to health benefit contributions — all without any consequential concessions to our employers.

Installers working under this agreement will be making a straight-time wage of over \$50 per hour in its second year and close to that on their straight-time

base rate by the end of its term. Pension contributions at the end of the contract will be \$11.50 per hour for individual members and \$12.50 per hour in total, including the \$1 supplemental pension contribution paid by employers on all hours worked. Simple math tells us that our pension contribution has more than doubled in the past 10 years and will continue to grow into the future.

A \$1-per-hour increase in employer medical contributions in the contract's first year should help bolster a fund that has seen few contributions in the past two years, even as it has been spent down in an effort to provide as much relief as possible to members hard-hit by pandemic conditions. An annual contribution of 50 cents after the first year will continue to help the fund over the course of the contract.

Within our membership, there are those who might focus more intensely on the next 30 days rather than on what they'll be doing in 30 years. The same is true the other way around: Some members think more about a retirement that's 30 years off than they do about their immediate future.

In either circumstance, our well-being is always the primary consideration. Negotiators face the delicate task of weighing members' concerns — financial and medical security in the present and a secure retirement in the future — and reaching an outcome that adequately addresses the concerns of the majority. This agreement does that. It is truly the best agreement that the negotiating committee could've reached with our employers. It left nothing on the table.

Housekeeping

At GDC, many members were informed that they would need to fill out new I-9 documentation for their

May Show Schedule 2022					
Show	Venue		Move In	Show Dates	Size
Heart Rhythm	Moscone N,S	FDC	4/25	4/29-30	120
May					
ISCT	Moscone W	Curtin	5/2	5/4-6	Special
SID	SJCC	GES	5/6	5/10-12	Full
IOT	SCCC	FDC	5/9	5/11-12	250
Union Meeting--Thursday May 5th---6pm					
55 Fillmore St. San Francisco					
Thoraic	Moscone	FDC	5/11	5/16-17	650
CLEO	SJCC	T3	5/14	5/17-19	Full
Augmented Reality	SCCC	FDC	5/31	6/2-3	100
RSA	Moscone N,S,W	FDC	5/31	6/6-9	Full
June					
Stem	Moscone W	T3	6/13	6/15-17	50
PCBC	Moscone S	FDC	6/18	6/22-23	300
Cloud Wars	Moscone W	FDC	6/26	6/28-30	100
Sensors	SJCC	GES	6/26	6/28-29	Full
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.					

employer. This is because GES, the general contractor for GDC, purged its employee records during the pandemic.

While less than ideal, it's not unreasonable for the employer to ask for government ID and proof of eligibility to work, as required by the form I-9. Members were told to provide the proof on the following day, and all did. One resourceful member went to the San Francisco County Recorder's Office to collect a copy of his birth certificate.

Members who are returning to work after a long layoff should be aware that employers might ask to review documentation, especially if they've purged their employment records. The form I-9 requires members to present a government photo ID and a Social Security card or birth certificate; a valid U.S. passport fulfills both of these requirements.

For more I-9 information, please visit uscis.gov/i-9.

Office Hours

The office is open from 8:30 a.m. to 4:30 p.m. Monday through Friday.

Members who have business they wish to conduct at the office should call to make an appointment. The office phone line is 650-763-5405. Annette Dosier is available at extension 1118 and Morgan Worth at extension 1115. Peter Forni can be reached at extension 1111 and Richard Northam at extension 1113.

Ending on a Sad Note

Brother Ted Nichols has passed away. Ted was a 42-year member of the local who spent many years working for Exhibit Group. A 10-year retiree and life member, he died on March 23. He'd been living and creating art at his home on Potrero Hill. From time to time, he could be found enjoying his mornings at Farley's Coffeehouse in his neighborhood.

Ted's passing is unfortunate. He will be missed by those in the union who knew him and worked alongside him.

Respectfully and in Solidarity,
Annette Dosier
Morgan Worth
Peter Forni

LIVE BETTER WORK UNION



Rest in peace, Brother Ted Nichols.

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: Jeff Dixon
Business Agents: Dan Torres, Dylan Boldt, and John Medina
Market Development Representative: Rik Drury

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

Local 483 is currently accepting applications.
Applications can be found and filled out
online by accessing Local 483's website:
www.SprinklerFitters483.org

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

Nick King – Business Representative
Chris Burnett – Vice President

MEETING DATES

General Membership

April 12 at 6 p.m.
May 10 at 6 p.m.

Executive Board

April 12 at 5 p.m.
May 10 at 5 p.m.

DDO/Holidays

April 15: Designated Day Off

May 27: Designated Day Off

May 30: Holiday

Info, news, and events for District Council 16 and Local 718 can be found at dc16iupat.org. STAR classes are available. Visit dc16star.org for more information and to register.

Take a moment to register to vote if you haven't yet. Visit registertovote.ca.gov.

Brothers and Sisters,

I just got back from Washington, D.C. I spent a week at the annual North America's Building Trades Unions conference. I did the full program.

I also participated in A Day of Action, a volunteer event on the muddy shores of D.C.'s Heritage Islands picking up garbage. At first glance, it might seem a little silly to fly me out east to pick up trash, but it's important to give back to the community. We want people to know that we are hard workers with principals and values. When people think about Glaziers Local 718, we want them to think of people who help those who can't help themselves, and people who give back to communities in need.

Back to the conference. I attended workshops, one of which was on project labor agreements and another on the Helmets to Hardhats program. I found these particularly useful. We've got a lot of our members working on PLAs, so, the more I learn, the better for all of us. Helmets to Hardhats was all about recruiting servicemembers and understanding the military mindset — I walked



Union members of DC 16 stand for a photo during last month's St. Patrick's Day Parade in San Francisco.

out of there feeling like I had earned a military human resources degree.

There were a few receptions with different themes. At one of the receptions, I noticed some guys from Boston and New York trying to size us up. I let them know who we are and what we're all about.

There were speakers for days. Everyone from Nancy Pelosi to Joe Biden stepped up to the podium. They're dumping money into the economy. I can't tell you how many times I heard the words skilled-and-trained, diversity, and apprenticeships.

There's going to be a big shift from the private work we're familiar with to publicly funded projects. Those projects will likely require certifications. So, don't wait to get yours. If you have a free Saturday, take a STAR class.

The most memorable part of D.C. was a trip to Capitol Hill. Bart Pantoja is with the San Mateo Building Trades now, and he set up a meeting with Congresswoman Jackie Speier to talk about child-care not meeting the needs of construction workers' normal working hours.

When I was introduced to Speier, I was surprised that she knew who we were — I had no idea who she was. She told me that not all of our members were registered voters and told me that when she supported us in the past, we didn't support her.

She asked me why our members sup-

port Trump when Trump didn't support us. I told her that when Trump was in office, Salesforce was going up and we were working double shifts, and now that Biden's in office, many of our people are sitting on the bench. I told her that we are diverse and that our members support Democrats, too. She said she didn't understand how we could support someone that didn't support us and ended the meeting.

Later, I found out that Speier was shot five times during the Jonestown cult massacre in 1978 and that she probably has more life experience than any woman I've ever met.

I got two big takeaways out of this trip:

1.) We all have to be registered voters. The people in power know who's registered and who's not. We only have power to persuade politicians if *all* of our members are registered voters.

2.) We need to support candidates that support labor. Look into the PRO Act and the Davis-Bacon Act to verify what I'm telling you.

Politics aside, I'm getting calls from companies that need glaziers. Some of them need City residents and some need certifications. If you live in San Francisco, give me a call. If you don't have all your certs, take a STAR class.

In Solidarity,
Nick King
Business Representative
Glaziers Local 718



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

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ALMANZA

Continued from page 1

“After 52 years, not having one Latino on the board is a little shocking. I don’t know necessarily today how to accept that role or understand [being the first].”

While he might be ambivalent about what — if anything — it means to be the City’s first Latino airport commissioner, he was quick to add, “My kids are proud, I’m proud, my wife’s proud, and that goes a long way.”

Almanza is expected to bring a strong union voice to the commission, a governing body that establishes the policies by which the airport operates and, notably, has a significant voice in decisions about construction projects at SFO. Almanza’s entrance to union work was through UFCW Local 648, of which he was a member for 13 years before Local 6 and electrical work beckoned.

“I was looking for an opportunity to get into the trades,” Almanza said. After more than a decade post-high-school spent working at a Safeway, he was ready to make a change.

“That’s what you always learned growing up in the City: Join a union, get into something,” he said.

So, just as dot-com bubble of the late ‘90s began to burst, Almanza decided he’d sign up to be an apprentice with Local 6. He joined the union in 2000. Over the next 13 years, he would work on projects throughout the Bay Area while finding himself on a steady climb up the union ladder.

“The last job I was on in the field was the UCSF project on Mission Bay,” Almanza said, adding that when he left the jobsite for the union office and negotiating table, it was only to better represent his union colleagues and strengthen their voices. And it appears he did that well: Almanza was elected to the negotiating committee

“My kids are proud, I’m proud, my wife’s proud, and that goes a long way.”

—Jose Fuentes Almanza, Local 6 Business Representative and Recently Appointed SFO Airport Commission Member



Mayor London Breed and Jose Fuentes Almanza stand for a photo at City Hall during Almanza’s February 15 appointment to the San Francisco Airport Commission.

as well as to Unit One, for inside wiremen, and, eventually, to chair of the Unit One committee.

His star was on the rise.

“I was on the examining board, and I got elected to the executive board, and then I got asked to come into the office as a business rep,” Almanza said. This impressive ascent over a seven-year period culminated in his delegation to the SF Building Trades Council, where he would help negotiate PLA work with the City and County.

Now, Almanza could be negotiating PLA work as part of the Airport Commission, which he initially became interested in through word-of-mouth.

“I was asked a couple of years ago

by local labor leaders whether I would consider representing labor on a commission if the opportunity arose, and they suggested I submit my interest to City Hall,” Almanza said. “So, I did. When the possibility of a vacancy on the Airport Commission came, I expressed my interest, and the rest is history.”

With the caveat that he’s been to only one meeting so far — “I was sworn in on April 4th, and my first meeting was on the 5th,” he noted — Almanza said one of his goals as a commission member is to “continue representing labor, as the previous commissioner did well, and, hopefully, [union members] can feel confident that someone’s out there looking out for them.” **OL**

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DELEGATES MEETING MINUTES

March 17, 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.

Guest: County Supervisor Myrna Melgar; Building Inspection Commission Reform (Charter Amendment)

CORRESPONDENCE

None

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 3/3/22 minutes of previous meeting adopted as amended, "Cattelus."

SECRETARY-TREASURER'S REPORT

- The wage theft prevention ordinance we're sponsoring is being heard by the Land Use Committee.

- TJPA Joint Administrative Committee update.
- St. Patrick's Day reminder: The holiday highlights the immigrant experience and contributions of Irish-Americans to the labor movement, industry, and country. It serves as a reminder that ours is a movement of immigrants seeking a better life, and this common struggle makes us stronger.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- SFMTA side letter: Motion made by Brother Pantoja (IUPAT 718) and seconded by Brother Fuentes Almanza (IBEW 6) authorizing ST Gonzalez to complete and execute side letter on behalf of all affiliates with City and County of SF & SFMTA extending City project labor agreement to proposed MUNI Bond. Approved unanimously.

REPORTS OF UNIONS

- LIUNA 261 reported on picketing at 400 Powell.
- Carpenters 22 reported on St. Patrick's Day, Honorary Grand Marshall Frank Masterson; 40-year member Mike Alvers in hospice.

ADJOURNMENT

Adjourned at 5:38 p.m.

BOARD OF BUSINESS REPS MEETING MINUTES

March 22, 10 a.m.
Zoom call

ROLL CALL OF OFFICERS

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

Guest: Nick Weathers, Helmets to Hardhats

CORRESPONDENCE

- SF Pathways to Citizenship initiative: Free workshop April 9.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 2/22/22 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- ST thanked all for support on advocacy calls. Members asked to attend Regional Transportation Commission meeting March 23 for DTX; calendar invite to go out. Those who accept calendar invite will receive a follow-up text from Rudy.
- Rally/march at 4 p.m. March 23 in support of staffing demands starting at City Hall. Members asked to send a staffer. Mark Leach (Teamsters 856) encouraged all members to show support.
- Myrna Melgar attended last delegates meeting to discuss ballot measure. Charlie Lavery (OE3) requests early notice by the council to properly vet legislations going to Public Policy Committee.

Public Policy provides recommendation to the body; delegates then approve.

- Wage Theft Prevention update: Moved with good show of solidarity.
- On-site voting started yesterday at City Hall. Unions encouraged to send out a mailer to remind members to vote on April 19.

PICKET SANCTIONS

- Ramon Hernandez (Laborers 261) reported crossing of picket at Sir Francis Drake and asked for calls to be made to locals to stop this.

OLD BUSINESS

- Coalition support letter: AB 2894.
- UFCW 5/648 rally.
- City PLA side letter to cover MTA GO bond: delegates approved.

NEW BUSINESS

- Covid-19 construction update: Masks optional but recommended.

REPORTS OF UNIONS

- John Corso (UA 38) announced the passing of Mike Gomez of Local 38 and requests moment of silence to honor.
- Joe Sanders (DC 16) requested member participation at the Cesar Chavez Parade on April 9.
- Bob Noto (Plasterers 66) announced his retirement effective July 1.
- Ramon Hernandez (Laborers 261) invited all to attend Haney rally on April 16.
- Larry Mazzola (UA38) reported on recent North Bay Council, held previous week.

ADJOURNMENT

Adjourned at 10:55 a.m.

LIVE BETTER WORK UNION



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Deadline for the Next Organized Labor: May 5



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Build boundaries, reclaim your inner calm

For many of us, the last few years have blurred the lines between work and home. Chronic stress and burnout are on the rise, but with simple strategies for structuring in breaks, building boundaries and winding down your workday, you can reduce stress and reclaim your inner calm.

Take scheduled breaks

Keep daily stress in check with planned pauses in your workday for standing, stretching, and breathing. These simple activities have an immediate calming effect for the body and mind. Try deep breathing for just one minute and end with an easy stretch. Repeat as needed to refresh and refocus.

Create work-life harmony

It's easy to get caught up in today's culture of busyness and anchor our self-worth around a packed to-do list. This is unsustainable and can lead to burnout. Be honest with yourself and your employer about your workload. Set a reasonable schedule and let that be your guide. Commit to your boundaries and don't be afraid to say no to unnecessary meetings.

Unplug to recharge

Just as your phone needs to recharge after constant use, so does your brain. It's important to mentally shut off from work mode and let your mind unwind. A quick meditation can help you close out each day to shift your focus to restorative activities like connecting with others or getting a good night's rest.

Visit kp.org/stressmanagement

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