

Organized Labor

122nd Year

OFFICIAL PUBLICATION OF THE SAN FRANCISCO BUILDING & CONSTRUCTION TRADES COUNCIL

Volume 122, No. 8

August 2022

www.SFBuildingTradesCouncil.org

Inflation Reduction Act Incentivizes Prevailing Wages, Union Jobs Legislation Puts the Building Trades Out Front in Clean Energy Work

By Robert Fulton
Contributing Writer

You've probably been hearing a lot about the Inflation Reduction Act (IRA) in the news lately. But there's one significant detail that might not have made it through the chatter: This groundbreaking legislation features a number of provisions that will directly benefit building trades workers for years to come.

The IRA, recently passed by Congress and signed into law by President Joe Biden, includes multiple components designed to aid working people across the board. It's the bill's focus on stimulating the growth of clean energy to stem the tide of climate change, however, that ensures the building trades will benefit the most.

Specifically, the legislation invests nearly \$400 billion in clean energy through the use of tax credits and other incentives that stipulate projects must include prevailing wage rates and the use of registered apprentices. This, in turn, promotes a unionized workforce.

"It's groundbreaking on a lot of different levels," said Jessie H.F. Hammerling, a lead researcher at the University of California-Berkeley Labor Cen-

ter. She published an in-depth article on the UC Berkeley Blog on August 19 — the boldly titled "The Inflation Reduction Act Charts a Path that is Pro-Climate and Pro-Worker" — that breaks down the benefits of the legislation.

Hammerling said that the tax credits offered by the IRA for renewable energy projects are five times higher if the work is performed using prevailing wage rates, registered apprentices, and journey-level workers. She emphasized the significance of prevailing wage rates and apprenticeship requirements attached to privately-financed projects.

"This will expand the use of this tool, and it really bakes
(continued on page 29)



The recently passed Inflation Reduction Act stipulates the use of a union workforce in the build-out and maintenance of clean energy infrastructure such as these wind turbines, located just outside Stockton.

PHOTO CREDIT: LEVI MEIR CLANCY VIA UNSPLASH

High-Flying SFO PLA Expires Next Month. Will Renewal Be Cleared for Takeoff?

San Mateo Building Trades-Clinched Deal Yielded Decade of Work Reshaping Airport

By Jacob Bourne
Contributing Writer

Meetings between the San Mateo County Building and Construction

Trades Council (SMBCTC) and San Francisco International Airport (SFO) officials will begin in September to review a decade-old project labor agreement that expires this year. The
(continued on page 10)



Building trades members work on various aspects of the Courtyard 3 Connector, a PLA-covered 100,000-square-foot SFO project that includes a five-story office and two-story passenger connector between terminals. The connector opened last November.

Inside

Carpenters 22	page 12
Electrical Workers 6	page 14
Bricklayers 3	page 16
Elevator Constructors 8	page 18
Glaziers 718	page 18
Heat & Frost 16	page 20
Sprinklers 483	page 20
Sign Display 510	page 22
Cement Masons 300	page 23
Roofers 40	page 23
Pile Drivers 34	page 24
Carpet Layers 12	page 26

Helpful New Tool on the Jobsite — or Hostile New Threat?

As Construction 3D Printing Advances, Questions Arise

By Robert Fulton
Contributing Writer

When considering the world of 3D printing and how it relates to the construction industry, it helps to ditch any traditional image that springs to mind when you think about what a printer is.

The machines used in construction 3D printing are a far cry from those toner- and ink cartridge-draining devices that sit adjacent to your office desk. On the contrary, these are
(continued on page 30)



PHOTO CREDIT: ALFREDO MILANO VIA WIKIMEDIA COMMONS

The Kids Are Back to School, But When Will Our Folks Get Back to Work?

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

Everyone's been talking about it lately: It's that magical time of year when the kids head back for another year of school.

While I'm just as pleased as any parent that my children will be advancing to the next grade level, a stark reality still weighs heavily on my mind: the plight of parents who are unemployed and underemployed and struggling significantly under today's much higher costs of putting food on the table, pumping gas into the tank, and providing the basics for the family.

The job outlook over the next two years is strong, but the pain of the pandemic's economic slowdown is still very much with us. Once-bustling downtown San Francisco remains desolate, and without a return to work, we are unlikely to see the tenant improvement and rehab work we've grown used to as our bread-and-butter.

This means a dramatic shift in work for us. The one-two punch of inflation and a slow jobs kickoff makes it all the more important that we work hard to secure every hour of work that's within our jurisdiction.



Rudy's kids get pumped up for the impending school year.

It's easy to attribute the slowdown in groundbreakings to the high costs of building materials and supply chain disruption. What's more difficult is to acknowledge the so-called soft costs and face the reality that when financiers wage a capital strike, nothing actually gets built — no matter whether it's entitled or not.

That said, I can't blame financiers for their hesitancy given the state of the market. But the simple fact remains that projects still pencil in the City.

Consider the Jazzie Collins Apartments at 53 Colton Street (located right behind UA 38's new HQ and part of that local's larger development project). This is a 100%-union-built, on-time project funded with AFL-CIO Housing Investment Trust money that offers affordable and permanent supportive housing.

It broke ground on March 4 of last year, and its grand opening happened last month, on July 12. This project makes it clear that when the political will exists, projects can move — and move fast.

So, what accounts for the holdup with returning those on the bench to the jobsite? When can we fill apprenticeship training centers with the droves of job seekers in our community?

The answer is simple. In a bullish private market, the public sector must step up.



Susan Solomon, a friend of labor, is running for office in November. She deserves our support.

We understand that the private sector can't do it alone, though, and anyone who's seen the Regional Housing Needs Allocation Plan (RHNA) for 2023-2030 will agree: We need the public sector to do something *now*. The RHNA goals for San Francisco are to add 20,867 very-low-income, 12,014 low-income, 13,717 moderate-income, and 35,417 above-moderate-income housing units, for a total of 82,069 units of housing by 2030.

If we're serious about meeting these benchmarks, we must prepare. That means including robust social housing and building out transit and other infrastructure. We have the skilled-and-trained workforce ready and waiting in the wings. Does City Hall have the time to get bids out to the street and shove the economy back into gear? Time will tell, but politicians would be wise to remember that this is not a movement of bystanders.

While our local representatives squabble with one another over streamlining, the executive and legislative branches seem hell-bent on focusing the public on City Hall's fractious spats. Meanwhile, we working stiff's are still sitting on the bench, with the inequities of our society confronting us every day on every street corner of our fine city.

Who's Been a Friend

Beginning this month, I'll be devoting some space in this column to giving a shout-out to a friend of labor.

I'm starting with Susan Solomon, who has spent her life as a schoolteacher and union leader in the public school system.

More times than I can count, Solomon has taken positions in solidarity with the



trades without batting an eye. Most notably, she solidified teacher voice with respect to including skilled-and-trained members of the trades on educator housing.

She understands the struggle of working people and the power that unions can wield for the common good. Recently retired, she has decided to throw her hat in the ring for a seat in public office. She's looking to join the San Francisco Community College Board of Trustees.

We ought to support her political endeavors.

San Francisco students and tradespeople could have no better friend than Solomon. It should come as no surprise that both the SF Building Trades and SF Labor councils have endorsed her. City College has an important parcel tax on the ballot, and we've endorsed that measure, too.

The college represents a key ingredient in the economic recovery of our city and the working class. To our members who work there — and to the great many members who will see work under the City College project labor agreement: I urge you to cast your ballot for both Solomon and Measure O in November or as soon as your mail-in ballot arrives.

Together, we can prevail. Happy Labor Day. **OL**



San Francisco Building and
Construction Trades Council
UNION-STRONG SINCE 1896

Published Since February 1900
(USPC 411-860) – (ISSN 00199-6452)

Official Newspaper of the
San Francisco Building & Construction Trades Council, AFL-CIO
825 Van Ness Ave., #301, San Francisco, CA 94109
Ph: (415) 345-9333 • Fax: (415) 345-9449

Organized Labor is published monthly by the Organized Labor Publishing Co.
Periodicals postage paid at San Francisco, CA and at additional post offices.

POSTMASTER: Send address changes to
Attn: Organized Labor Publishing Co.
825 Van Ness Ave., #301, San Francisco, CA 94109

Publisher: Rudy Gonzalez
Editorial Committee: Lawrence Mazzola Jr., John Doherty,
Ramon Hernandez, Patrick Mulligan
Editor in Chief: Alex Weber
Contributing Writers: Jacob Bourne, Robert Fulton
Art: Sage Endeavors
art@sageendeavors.com

Advertise with us!
Email ads@sfbctc.org with inquiries.

Subscriptions: \$30/year
To subscribe, email orglabor@sfbctc.org.



www.SFBuildingTradesCouncil.org

Officers of the Council

Rudy Gonzalez, Secretary-Treasurer
Lawrence Mazzola Jr., President
John Doherty, Vice President for Subcrafts
Ramon Hernandez, Vice President for Basic Crafts
Greg Hardeman, Sergeant-at-Arms

Patrick Mulligan, Trustee
Dan Torres, Trustee
Danny Campbell, Trustee
Bartolomey M. Pantoja, Trustee
Charley Lavery, Trustee

Affiliates

Boilermakers, Local 549
Bricklayers & Allied Crafts, Local 3
Carpenters, Local 22
Carpenters, Local 2236
Carpet Layers, Local 12
Cement Masons, Local 300, Area 580
Electrical Workers, Local 6
Elevator Constructors, Local 8
Glaziers, Local 718
Insulators & Asbestos Workers, Local 16
International Federation of Professional
and Technical Engineers, Local 21
Ironworkers, Field Local 377
Laborers, Local 67
Laborers, Local 261
Lathers, Local 68L
Millwrights, Local 102
Operating Engineers, Local 3
Painters, Local 913
Painters, Local 1176

Piledrivers, Local 34
Plasterers, Local 66
Plumbers & Pipefitters, Local 38
Roofers & Waterproofers, Local 40
Sheet Metal Workers, Local 104
Sign & Display, Local 510
Sprinkler Fitters, Local 483
United Steelworkers, Local 1304
Teamsters, Local 350
Teamsters, Local 665
Teamsters, Local 853
Teamsters, Local 856
Teamsters, Local 2785
Window Cleaners, SEIU, USWW

Subscribers: Please send any change of addresses directly to your Local, NOT to the publication. The locals keep their own membership lists current, for ALL of their correspondence, including subscriptions to *Organized Labor*. Please contact your local directly with any questions. Thank you.
— The Publishers

BUILDING TRADES: Strength through Unity



Labor Day Greetings

**State Building and Construction
Trades Council of California, AFL-CIO**

ANDREW MEREDITH, *President*
J. TOM BACA, *Secretary-Treasurer*
RON SIKORSKI, *So. Ca. Vice President*
ANDREAS CLUVER, *No. Ca. Vice President*

Joint Statement on the Emerging Monkeypox Epidemic

From the SF Labor Council and the SF Building Trades

As labor leaders, we are committed to putting solidarity into action with our LGBTQ+ siblings. We see no distinction between their interests and our interests as a labor movement.

As monkeypox continues its alarmingly quick spread among the gay male population — and, specifically, the gay male LatinX population — we are reminded of the HIV crisis of the early 1980s. It's clear that epidemiological developments are not being treated with the urgency and immediacy that we know is necessary.

We also know from history's facts that this epidemic will not be confined

to one subset of the population and will become an even more widespread public health emergency.

With historical precedent in mind, San Francisco's organized labor community demands the following:

- **An increase of access:** The federal government must immediately increase vaccine supply and distribution through community-based organizations and trusted healthcare providers. Access to testing and treatment must be expanded and streamlined.

- **An assurance of equity:** Our public health organizations — from federal to municipal — must ensure that testing, vaccines, and Tpoxx treatments are made available to all people who might be at risk of monkeypox, in-

cluding gay, bisexual, and other men who have sex with men, as well as sex workers and trans and non-binary people. Ensure that BIPOC community members who might be at risk are prioritized, as they are the ones currently bearing the brunt of the effects of monkeypox.

- **A fight against stigma:** A balance must be struck between the need for population-specific messaging with non-stigmatizing, sex-positive health communication and public health response strategies.

- **Paid sick leave:** As we are dealing with an emerging pandemic whose isolation period can involve up to six weeks or more of quarantine, we demand that business and government

come together to pass legislation and labor standards that provide paid sick leave to anyone affected by monkeypox, no questions asked.

We stand ready to support all of our brothers, sisters, and siblings. They need access to immediate care amid this crisis, and they deserve our support right now. We insist that our elected leaders and captains of industry provide that support before it's too late.

Signed,

*Kim Tavaglione, Executive Director
San Francisco Labor Council*

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

Resolution No. 10

Voicing Support for Skilled-and-Trained Requirements in Housing Construction

Whereas, over 700,000 Californians currently work in the residential construction sector; and

Whereas, the use of illegal employment practices, including misclassification of workers or paying workers under the table, has contributed to a "race to the bottom" in the residential construction sector; and

Whereas, residential construction workers work on jobsites that regularly ignore health and safety requirements for employers who also often underpay workers' compensation insurance premiums; and

Whereas, less than half of California's residential construction workers are provided health insurance through their jobs; and

Whereas, residential construction workers in California are twice as likely than their workforce peers to participate in social safety net programs such as Medicaid, the Children's Health Insurance Program, Temporary Aid for Needy Families, the Earned Income Tax Credit, or the Supplemental Nutrition Assistance Program; and

Whereas, the safety net programs serving California's residential construction workforce are costing taxpayers billions of dollars annually; and

Whereas, California's need for millions of additional housing units to meet existing and projected demand could exacerbate the current exploitation of workers in the residential construction sector; and

Whereas, a skilled-and-trained workforce ensures that jobsites are safer, with construction workers specifically trained to do the trade they are expected to perform thanks to their extensive education in job safety; and

Whereas, workers who are skilled and trained are also aware of their legal rights as workers, thus ensuring that they are less likely to be exploited, leading to safer worksites and communities and better construction projects; and

Whereas, studies have shown that the best way to bring about improvements to the socioeconomic plight of workers across sectors and industries is unionization of the workforce; and

Whereas, skilled-and-trained labor standards, which mandate the use of workers who have graduated from State of California-approved apprenticeship programs, have proven to substantially increase union density; and

Whereas, in the energy sector alone, skilled-and-trained provisions have

resulted in the unionization of the vast majority of refineries in California after the passage of Senate Bill 54 (SB 54) in 2013, creating opportunities for existing refinery workers to unionize while driving up demand for apprenticeship opportunities in communities around refineries; and

Whereas, since the passage of SB 54 — and thanks largely to additional pieces of legislation that included skilled-and-trained labor protections — apprenticeship registrations and completions have more than doubled in California, helping to build a more qualified, more productive, and significantly more union-dense construction workforce; and

Whereas, California has a tremendous opportunity to leverage the need for additional housing units to create a safer, more equitable outcome for residen-

tial construction workers by using the skilled-and-trained model to increase unionization of the industry; and

Whereas, significant unionization of the residential construction market would significantly decrease demand for social safety net programs within the workforce, saving taxpayers billions of dollars that could be reinvested into programs aimed at making housing more affordable in California;

Therefore, be it resolved that the California Labor Federation supports the efforts of the State Building and Construction Trades Council of California (SBCTC) in its continued efforts to bring the proven success of skilled-and-trained labor protections to the residential construction industry.

*Submitted by Andrew Meredith
President, SBCTC*

Adopted by Delegates July 27, 2022

CORRECTIONS & CLARIFICATIONS

We incorrectly reported the date of the SF Building Trades' 125th anniversary event in last month's lead article ("SF Building Trades' 125th Anniversary Celebration a Salute to Incredible History, Continued Hard Work of Local Labor Movement"). The event was held on Saturday, July 16 — not June 16.

We also misidentified SF District 1 Supervisor Connie Chan's affordable housing legislation proposal in the subheadline of last month's second article ("Two Housing Measures, One Decision"). Chan's bill is the Affordable Housing Production Act, not the Affordable Housing Protection Act. We regret the errors.





Lower your risk for diabetes

This year marks the 128th year of Labor Day being made a federal holiday. With the upcoming Labor Day holiday, we honor Labor's rich history and values, and the ongoing contributions you provide to the health of our communities.

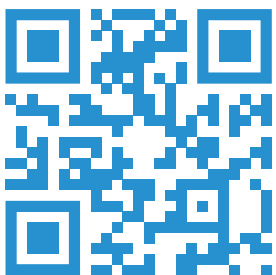
On the topic of health, did you know that more than 1 in 3 U.S. adults has prediabetes? Among those, 84% don't even know they have it. That's a big problem because prediabetes can lead to type 2 diabetes, heart attack, and stroke.

You may be wondering — can type 2 diabetes be delayed or prevented?

Yes! With some lifestyle tweaks, you can set the course for a healthier you:

- Achieve a healthy weight
- Exercise 30 minutes a day/five days a week
- Keep up with screening tests
- Ask your doctor if medication is right for you

Keep in mind — even if you fall into the prediabetic range, it doesn't mean you will automatically become type 2 diabetic. That's why prevention is key.



Scan the QR code to learn more about type 2 diabetes prevention or contact Tera Brandon Clizbe, vice president, Labor and Trust at tera.clizbe@blueshieldca.com, to inquire about Blue Shield.

blueshieldca.com/laborandtrust

© 2022 Blue Shield of California, an independent member of the Blue Shield Association

blue 
california

Workers Are Ready to Unionize California. Let's Help Them Make It Happen.



This guest column was written by Caitlin Vega, general counsel at the California Labor Federation and founder of Union Made, a pro-labor lobbying firm and legal consultancy.

As workers in the labor movement, we've all seen how little the so-called right to organize actually means for those who try it. In almost every organizing effort, workers face intimidation, termination, and even the threat of deportation. U.S. labor laws are notoriously weak, and the wheels of justice are unbearably slow. Even when a worker is able to win reinstatement years later, the message to the rest of the workforce is unmistakable: Speaking up for your rights will cost you your livelihood.

In one unforgettable campaign at a food processing plant, organizers described the most universally pro-union workforce they'd ever encountered. In the years that followed the drive, the company systematically fired the best organizers and most enthusiastic supporters. They threatened workers with plant closure and job loss. When it came time to vote, they added temp workers to the voting rolls to dilute the voting strength of pro-union workers.

Ultimately, the workers who were fighting for the union lost the election, and an unsympathetic National Labor Relations Board (NLRB) turned a blind

eye to the violations. Watching these heartbreaking defeats year after year has made many of us cynical about organizing. The PRO Act, which would've comprehensively reformed U.S. labor law and restored the right to organize, was shelved in the Senate after passing the House.

Some unions have given up on NLRB elections. Others have focused on top-down deals with employers. Some have stopped pushing to win union contracts and settled instead for "worker voice."

Yet, in the past two years, various segments of U.S. workers have begun to do what was fast becoming the unthinkable. Amazon warehouse workers on New York's Staten Island won their union election this past April after a small group of rank-and-filers organizing out of a bus stop beat the world's richest man in a rigged game. Once considered impossible to organize, Starbucks workers at more than 200 locations throughout the county have voted to join unions. In the last two months alone, we now have the first union wins at a Trader Joe's and an Apple store.

These efforts have benefitted from a newly reinvigorated NLRB and the bril-



Starbucks workers rally and march in Seattle in April.

liant leadership of its general counsel, Jennifer Abruzzo. Under Abruzzo, the NLRB has begun to live up to the promises of federal labor law, reinstating fired Amazon workers and seeking injunctive relief against Starbucks. These actions have been key to maintaining momentum and demonstrating to workers that they deserve recourse when their rights are violated.

In the midst of an unprecedented pandemic where frontline workers were told their health and their lives were disposable, this resurgence in union organizing and worker militancy is nothing short of amazing. There has also been

a significant rise in support for unions among the general public, especially young people. All of a sudden, unions are cool and workers in all kinds of jobs want to join them.

The challenge now for our movement is to channel this energy, anger, and enthusiasm into lasting power for workers. That's just what the California Labor Federation's Unionize California project (unionizecalifornia.org) aims to do: We will dedicate the resources of the nation's largest state labor federation to support worker organizing and build union density.

(continued on page 30)

We know you show up, every day, to keep our families, communities, and the country going strong — even in the most challenging of times.

Thank you for your hard work, dedication, and drive. We are so grateful for our 75+ years serving your members, and honor you on this Labor Day.

— Your partners at Anthem Labor and Trust



Anthem Blue Cross is the trade name of Blue Cross of California. Independent licensee of the Blue Cross Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.
1033603CAENABC BV 5/21





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.

JERRY NEIL PAUL, ATTORNEY JNP@THEPAULLAWFIRM.COM

1.855.88LEGAL | 1.855.885.3425 | THEPAULLAWFIRM.COM



THE
PAUL LAW FIRM
EXPERIENCE - INTEGRITY - RESULTS

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

San Francisco:
50 California St. Suite 1500
San Francisco, CA 94111

American Rescue Plan's Final Ruling Provides Lifeline for Union Pensions Amid Economic Uncertainty

ARP's Special Financial Assistance Program Restores Full Benefits to Retired Members Whose Plans Had Failed

By Jacob Bourne
Contributing Writer

In July, the Biden Administration's American Rescue Plan (ARP) gained a final ruling as part of the Butch Lewis Emergency Pension Plan Relief Act to provide pension plan support for millions of union workers and retirees. Under the act, the ARP's Special Financial Assistance Program is slated to protect millions of workers in multi-employer pension plans who would have otherwise faced significant benefit cuts.

Multi-employer pension plans are typically created between numerous employers from the same industry and a union. Yet, prior to the program's enactment, more than 200 pension plans insured by a federal agency called the Pension Benefit Guaranty Corporation (PBGC), which covers millions of workers, were at risk of failing to provide full benefits.

According to Michael Scott, executive director of the National Coordinating Committee for Multiemployer Plans (NCCMP), when the interim final ruling was passed in July 2021, only three out of roughly 250 plans headed for insolvency would have been solvent after 2051. However, in the final rule from this past July, all eligible plans will be protected through 2051, covering over 2 million participants.

"What the PBGC worked on over the past year was a dramatic improvement," Scott said. "It fulfills the intent of what Congress wanted the legislation to do."

The change is good not just for participants but for employers and the unions that jointly sponsor the plans, too. Scott explained that when plans go insolvent, employers often end up in bankruptcy or liquidation because they can't afford the mass withdrawal liability. A number of different factors can put plans on the path toward insolvency, one example being the deregulation of the trucking industry that began in the 1980s.

For this reason, of the eligible plans that the NCCMP examined, 78 of them were plans within various Teamster unions, Scott said.

One of many positive outcomes, pension benefits for about 15,000 Teamsters covered under the Western Pennsylvania Teamsters and Employers Pension Plan were recently restored under the ARP program.

Although SF Building Trades-affiliated unions aren't currently in need of pension plan relief, the legislation has the potential to create a better outlook for unions in general because it makes employers financially healthier than they would have otherwise been.

"The legislation allows union and

signatory employers the ability to honor their past commitments without making them uncompetitively burdened," said IBEW Local 6 Business Manager John Doherty.

Doherty noted that plans can become distressed if benefits have been overcommitted beyond that which the plan can regularly maintain, or if they become underfunded due to catastrophic losses like those seen during the Great Recession. Once losses are incurred, it's very difficult to get back on track.

However, the legislation allows plans that are currently in distress an opportunity to extend their horizon and stay solvent without having to cut benefits on current retirees and not overly burden active members, Doherty said.

Since the law is named for Ohio union leader and pension advocate Butch Lewis, President Joe Biden in July visited union workers in the Buckeye State to celebrate the law's passage and the estimated \$94 billion in assistance it'll pro-



Teamster retirees from across the United States rally at the U.S. Capitol in 2016 in protest of proposed cuts to their pensions.

vide to protect union pensions until 2051. Biden said that retirees who lost their benefits through no fault of their own, but, instead, due to an economic crisis and unrelenting attacks on unions would have their pensions restored retroactively.

"The administration deserves great credit for carefully considering the comments that they received in August of last year to come out with the final rule," said NCCMP Director Scott. "Speaker Pelosi and Majority Leader Schumer were instrumental in conveying to the White House that the interim final wasn't what we were trying to achieve. They were very important to the shape of the final rule." **OL**



ButlerViadro, LLP

TRIAL ATTORNEYS

Trusted by injured workers and their union leadership for over 25 years



Hablamos Español

510-287-2400

**Personal Injury
Workers' Compensation
Social Security Disability Cases**

butlerviadro.com

What Can We Expect of California Healthcare Affordability Now That the Inflation Reduction Act Has Passed?



This guest column was written by Laurel Lucia and Miranda Dietz of the University of California-Berkeley Labor Center. Lucia is director of the center's healthcare program and is an expert in health coverage and cost trends in California, among other areas of study. Dietz is a research and policy associate at the center with an expertise in insurance markets, labor standards enforcement, and more.



The Inflation Reduction Act (IRA), which Congress passed on August 12, promises to improve healthcare affordability for many Californians by addressing high and rising drug prices and by extending the improved premium affordability assistance to Covered California enrollees that began in 2021. The extension of federal premium assistance should also unlock additional state-financed affordability help to reduce how much Covered California enrollees pay out-of-pocket when they access care.

Here's how we can expect the provisions of the IRA will impact healthcare in California.

Prescription Drug Affordability

The IRA will enact long-sought federal actions on prescription drug prices, addressing a major healthcare affordability concern for many Californians. Almost half of California adults — 49% — reported being somewhat or

very worried about their ability to afford prescription drug costs, according to a California Health Care Foundation survey conducted in 2021.

The IRA will enable the federal government to negotiate prices paid by Medicare for certain high-cost drugs, reversing the current federal prohibition on negotiations. The law will also require drug manufacturers to pay rebates if drug prices paid by Medicare and private insurance grow faster than inflation.

The IRA also includes financial protections for Medicare Part D beneficiaries, such as capping out-of-pocket drug spending and eliminating cost-sharing for adult vaccines, and it would expand eligibility for Medicare Part D subsidies based on income.

Covered California Affordability

The IRA will extend enhanced federal health insurance premium subsidies through exchanges like Covered

California for three years, through 2025. These subsidies, currently set to expire at the end of 2022, were first provided in 2021 under the American Rescue Plan (ARP) to build on the Affordable Care Act (ACA). The enhanced federal subsidies reduced premiums for Covered California subsidized enrollees by 20% on average and provided federal subsidies to Californians with income above the ACA eligibility limit so that all eligible families buying coverage through an exchange would pay no more than 8.5% of their income for a benchmark plan.

The ARP premium subsidies provided \$1.7 billion dollars per year in assistance to Californians, and enrollment in Covered California grew to a record high of 1.8 million people in 2022. These enhanced federal premium subsidies addressed long-standing premium affordability concerns with ACA coverage and improved the affordability of coverage at a time of economic turmoil and personal vulnerability during the Covid-19 pandemic.

With the passing of the IRA, 220,000 more Californians are projected

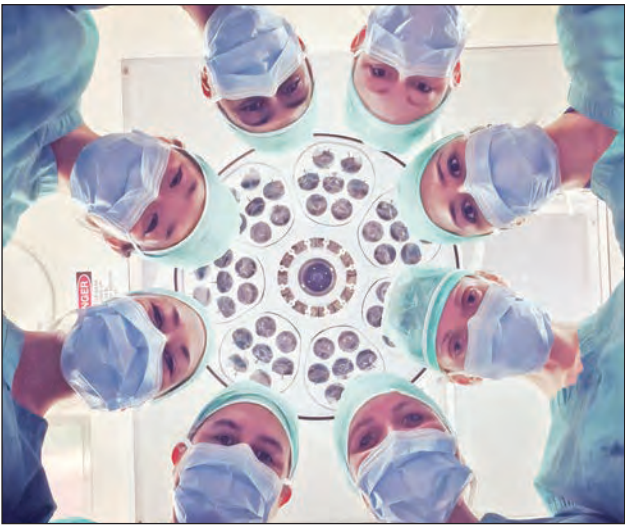


PHOTO CREDIT: NATIONAL CANCER INSTITUTE VIA UNSPLASH

to be insured by 2023, compared to a scenario wherein only the original ACA premium subsidies were provided, according to our UC Berkeley/UCLA CalSIM projections. As a result, the IRA should help protect the progress California has made in moving toward universal coverage.

Premium costs will be half of what they would be under the original ACA provisions, on average, for the lowest-income enrollees — those with earnings below 250% of the federal poverty level (FPL) — and should decrease substantially across all income levels, according to Covered California calculations.

Enacting the IRA will not only im-

(continued on page 31)



Lindquist LLP joined its practice with Withum.
A leading accounting and advisory firm serving Labor Unions and Multiemployer Benefit Plans.

Learn more at withum.com





United Business Bank understands the needs of our Labor and Business Communities.
We have the expertise to show you how to protect, save and borrow money.

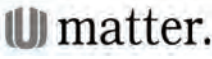
Speak to an expert today!



Terry Curley
Executive Vice President
Director of Labor Service Division
500 Ygnacio Valley Road • Suite 200
Walnut Creek, CA 94596
tcurley@ubb-us.com
510.567.6966



Peter Legakis
Vice President
Labor Relations
2 Harrison Street • Suite 158
San Francisco, CA 94105
plegakis@ubb-us.com
510.754.4771



Please visit our website at:
www.unitedbusinessbank.com

Member FDIC

SFO PLA

Continued from page 1

goal is to establish a new or renewed agreement to cover the next 10 years of development at the airport.

“I’ve personally worked on SFO airport projects, and this PLA has provided workers in San Francisco and San Mateo counties with solid work opportunities for many years, and that’s the intention for the future,” said SMBCTC Business Manager Bart Pantoja. “We have a good thing going and want to continue that.”

Signed in 2012, the existing PLA has covered numerous projects over recent years, including the new air traffic control tower that opened in 2016, a hotel, Terminal 3 East, a new long-term parking structure, a baggage handling system modernization overhaul, international terminal upgrades, new cargo areas, and facilities for airport staff. The PLA is also in effect for the Harvey Milk Terminal 1 project, which is in the final phase of construction.

According to Doug Yakel, SFO’s public information officer, the history of the PLA dates back to an original agreement in the 1990s that covered projects under the airport’s master plan, such as building the international terminal. In the intervening years, events like 9/11, the SARS outbreak, and the Great Recession dulled the appetite for airport expansion. Work lagged.

But by 2012, SFO officials established a capital plan encompassing about 20 different projects worth a total of \$4.7 billion that paved the way for rekindling an agreement with the building trades.

“As I look at the projects that have been covered under this PLA, what strikes me is that these were the kinds of new facilities that really transformed our airport into the modern SFO that people know,” Yakel said.

In addition to ensuring that prevailing wages are paid, a PLA helps maintain safety, which is crucial in an airport environment where work is

often being performed in close proximity to running aircraft, Yakel said. The PLA has also helped complete projects on time and on budget.

“For us, that higher degree of safety and training gives us greater assurance,” he said. “It’s a need that’s been satisfied by union labor throughout the years.”

As PLAs go, the SFO agreement has had a relatively smooth run that’s been free of any major slowdowns or disputes, despite the many large projects it has covered. Pantoja said he could recall only two instances of grievances, both of which occurred about eight years ago. He said that while one of the PLA’s weak points is that it doesn’t cover federal work — projects falling under the Federal Aviation Administration’s purview — one of its unique strengths is that its local hire requirement covers both San Mateo and San Francisco county residents.

“It’s a good agreement as it is, but in the spirit of being thorough, the building trades will sit down with SFO of-



A new air traffic control tower was built under the SFO PLA and opened in 2016.



Construction of the high-end Grand Hyatt Hotel at SFO was covered under a PLA negotiated in 2012 by the San Mateo County Building and Construction Trades Council. The Hyatt project broke ground in June 2017, and the hotel opened in October 2019.



officials to review it for the next 10 years,” Pantoja said.

While the remainder of Harvey Milk Terminal 1 work will continue to be covered under the existing PLA even after it expires, there’s no set date for breaking ground on future projects in the airport’s development pipeline.

“The Airport Development Plan outlines the next generation of facility projects that will help SFO grow to meet demand and passenger activity over the next 20 to 30 years,” Yakel said. “That could consist of extensions and enhancements to existing terminals as well as the construction of new terminals. We’re also looking at fundamentally reworking how the international terminal is structured and potentially revisiting new ways to use that facility space more effectively.” **OL**

Get to *know* Luther Burbank.

Founded in 1983, Luther Burbank Savings is an FDIC insured commercial bank with a five-star rating from Bauer Financial. We are committed to providing products designed to secure union deposits while delivering the responsive service you deserve.

Competitive Rates | Treasury Management Services



Building *relationships*. Meet Jason Roach.

With over 18 years of experience banking labor unions, Jason provides customers with thoughtful recommendations and high-touch service.

Call Jason today to explore banking with us.

Jason Roach
Vice President, Account Executive
213.300.0334
jroach@lbsavings.com



Luther Burbank®
Savings

You're *worth* more here.®

Member **FDIC** Treasury management services subject to approval. Additional fees may apply. ©2022 Luther Burbank Savings

THE ARNS LAW FIRM

T

H

E

A

R

N

S

L

A

W

F

I

R

M



A
PROFESSIONAL
CORPORATION

THE ARNS LAW FIRM HAS DEVELOPED A NATIONAL REPUTATION FOR THEIR VERDICTS AND SETTLEMENTS

REPRESENTING INJURED WORKERS & CONSUMER CLASS ACTIONS

RECENT VERDICTS AND SETTLEMENTS*

\$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

Se habla español

800-495-7800 • www.ARNSLAW.com

515 FOLSOM ST, 3RD FLOOR,
SAN FRANCISCO, CA 94105

- THE ARNS LAW FIRM -

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



www.norcalcarpenters.org

FIGHTING FOR



• WORKERS • COMMUNITIES •



• AFFORDABLE HOUSING •

FOR ALL

HAPPY LABOR DAY



Follow Us



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., Sept. 6, 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 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

John Mullen, 82, passed away on August 3, 2022, with 40+ years of membership. John was born in Cleggan, County Galway, Ireland. He came to San Francisco in 1963. During his years

as a carpenter, he worked on the BART tunnel that runs down Market Street until its completion. He spent the last 16 years of his career working for S.J. Amoroso Construction.

He is preceded in death by his parents, Michael and Nora (Davin), and his brother, Martin, as well as two sisters: Christina (Barrett) and Theresa (Rozak). He is survived by his wife, Beatrice; three children, John Joe, Patrick (Nicole), and Shelia (Terry Knox); eight grandchildren, Sean, Nora, Sadie, Bridget, Chloe, Finn, Maizy, and Brendan; his sister, Phillis Ali; and many nieces and nephews. He resided in Brisbane.

Retired Members

Luis C. Aguirre
Michael A. Bowen
Steven Holguin
Wing Lee
Tony Preston

Political Endorsements

At Local 22's next regular membership meeting, a special order of business has been called for the purpose of



Top left: Arturo De La Torre on the job.

Top: Donald Murphy (65-year member), pictured with his son, Shane Murphy, who is a third-generation member of Local 22.

Left: John and Kathy Lynch visiting their daughter, Maggie, who lives and works in Ireland.



Samuel Espinal, Gwen Hinkle, and Bill Bergerson at the ballpark on Union Night.



Gerrit Veneman and his son, Jack, at Union Night.

political endorsements. The format for endorsements will follow Section 28 of the local union bylaws. The meeting will be held at 450 Harrison Street in San Francisco on Tuesday, September 6, 2022, at 7 p.m.

Endorsements are likely to take place at the beginning of the meeting, so be sure to show up on time.

Here's the Deal By Kenny Lukas

Our economy is finally recovering after the Covid-19 pandemic brought it down. Most folks are back to work. Most businesses are almost back to pre-Covid levels. Most of us are vaccinated. The fear of this horrible disease is waning.

Thank you to the researchers and vaccine providers, and to the doctors, nurses, and other medical staffers who put their own lives on the line to treat patients who were dying of this horrible disease. We owe a debt of gratitude to all of those folks. They literally saved our lives and our world.

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.

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 ctcnc.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.



The Officers, Members & Staff of
CARPENTERS LOCAL UNION 22
OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

wish everyone a

Happy and Safe Labor Day

"Labor Day, a day to honor those who from rude nature have delved and carved all the grandeur we behold."

- Peter J. McGuire, Founder and General President of United Brotherhood of Carpenters 1881-1902, Co-founder of the American Federation of Labor and credited with the establishment of the Labor Day Holiday in the United States

EXECUTIVE BOARD

Andrew McCarron
President

Patrick Mulligan
Financial Secretary

Patricio Cubas – *Vice President*
Andrew Devine – *Recording Secretary*
Lucio Sanchez – *Treasurer*
Sean McGarry – *Conductor*
Gerrit Veneman – *Warden*
April Atkins – *Trustee*
Otto Gaytan – *Trustee*
Juan Roman – *Trustee*

2085 Third Street • San Francisco, CA 94107 • (415) 355-1322 • www.local22.org
sko/opeciu29/afl-cio



Local Union 913 would like to wish you a
Happy Labor Day!





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., Sept. 6, 4:30 p.m.

Unit Five, Muni Railway Shop
Cancelled for September

Unit Six Committee Meeting
Thu., Sept. 8, 4:30 p.m.

Executive Board
Tue., Sept. 13, 4 p.m.

General Membership
Wed., Sept. 14, 4:30 p.m.

Retired Members (Senior Sixes)
Thu., Sept. 15, 10:45 a.m.

Executive Board
Wed., Sept. 28, 4 p.m.

We extend our sympathy to the family and friends of Jose A. Acevedo, electric storekeeper senior, who passed away on July 28, 2022.

Best Wishes to Our Recently Retired Members

Ernest S. Stokes
Sean Beel
Stephen Chudzinski
Jerry Illiano

Senior Sixes Picnic

Mark the *revised* date: This year's summer barbecue will be held on Thursday, September 22, at Junipero Serra County Park in San Bruno. Watch for the mailing notice from EISB.

Steve Walsh
Recording Secretary, Senior Sixes

BUSINESS MANAGER'S REPORT

Labor Day

I'd like to take this opportunity to wish you all a safe and happy Labor Day. For those of us in Local 6, this holiday means more than a long weekend at the tail-end of summer. For us, it represents the acknowledgement of our hard work and the benefits that we bring to our society.

Our mechanics and technicians who repair and maintain the trolley buses, light-rail vehicles, and cable cars have received the training they need to perform the proper repairs. Take a drive around San Francisco and you'll

see these vehicles in every corner of the City. It is the work our members perform on these vehicles that keeps this transit fleet operating safely and efficiently. The hard work these Local 6 members helps our community get to work and back home safely.

All of our public-sector members — be they traffic signal technicians, line workers, airport electricians, power-house operators, etc. — are trained and understand that their work is essential to the functioning of this great city. Whether guiding a plane to a safe landing or allowing an elderly person to cross the street, their work depends on close attention to detail and proper installation.

Our Sound and Communications members perform work on security systems that allow for heightened safety in the buildings that employ our contractors. Their professionally installed data and communication systems allow our customers to be productive and even to seek help in an emergency.

Our members at the PAFA program test and certify fire alarm systems throughout the region. Their work, in conjunction with that of the inside wiremen, is critical to life safety. Their annual inspections ensure that fire alarm systems, some of which are decades old, operate correctly and to code.

Our inside wiremen install generator systems, uninterrupted power supply systems, life safety systems, varied systems of multiple voltages, and more. While any single task alone might seem insignificant, we are trained to never forget that it takes just one small part of an electrical system that's not installed properly to cause damage and injure or even kill people.

We add value to the world around us every single day. Remember that on Labor Day.

Certification Compliance for Hiring Hall Suspended

We have suspended the hiring hall requirement to demonstrate compliance with California Electrical Certification. We've noticed a marked increase in the processing time needed to either have a license recertified and/or to secure an appointment to take the certification test.

These delays are the result of staffing issues at the Department of Industrial Relations (DIR), and they have financially impacted members on the out-of-work list who are ready to work but have been unable to demonstrate compliance due to the DIR's internal delays.

To be clear, this does not suspend

an inside wiremen's responsibility to acquire the required certification, nor does it mean that the employer cannot inquire about your certification status. It simply means that the dispatch office will not refuse a job offer to a member over cert status. However, if an employer insists that a call must be filled by a certified applicant, the applicant will need to demonstrate compliance.

We're hopeful that the DIR will be able to get caught up on their certification backlog sooner rather than later. We strongly urge all members to maintain their electrical certifications and suggest that they engage with the SFJATC to secure the 32 hours of continued education.

EVITP Certification

One of the goals of the \$1.2 trillion Bipartisan Infrastructure Law is to prioritize equitable workforce development on projects that it funds. This priority is accomplished through training in systems and techniques that will advance the utilization of electrical vehicles.

This work is ours to claim, so none of us should be shrugging it off. Look no further than the solar industry to see what will happen if we don't take advantage of this moment of infrastructure investment. When the solar industry was in its infancy, IBEW members and signatory contractors brushed it aside. There was money to be made in peaker plants or co-gen facilities, and we, collectively, as an

industry, ignored solar as electrical work. It was to our detriment, as the contractors who were willing to performing this electrical work were able to coalesce and establish themselves as an "industry."

Sure, the IBEW does thousands of gigawatts of solar photovoltaic installations every year right here in California and across the country. But far too often, policymakers think of us in terms of peaker plants — not in terms of renewables and other energy-related environment installations.

By gaining EVITP (Electric Vehicle Infrastructure Training Program) and ESAMTAC (Energy Storage and Microgrid Training Certification) credentials, the IBEW and its signatory contractors will establish themselves as the go-to experts on the new electrical grid and the systems that come with it.

The IBEW and all of its local unions believe that training is the key to making us the right choice. It's in the best interest of all of our members that we to continue to learn and upgrade our skills whenever possible. EVITP training counts towards certification education requirements and is a certification you'll want to have in your pocket in the years to come.

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

John J. Doherty
Business Manager
Financial Secretary

LOCAL UNION NO. 6

International Brotherhood

Electrical Workers

Electric Vehicle Infrastructure

Help IBEW meet its goal of 10,000 EVITP-credentialed electricians to build out the country's electric vehicle charging system.

Get your EVITP credentials.

ENROLL THROUGH SFJATC:

1

Complete SFJATC Registration Form

2

Course: 100% self-directed online, but some classroom time may be required

3

Post-course exam: In-Person, (Online Exam expected this month)

Get Trained

to

Get the Work!

Questions? Contact the SFJATC

(415) 587-2500

<https://bit.ly/3C3u5bB>

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

ORGANIZED NOV. 28, 1891

AFFILIATED WITH

AMERICAN FEDERATION OF LABOR & CONGRESS OF INDUSTRIAL ORGANIZATIONS

UNITED BROTLY CANADIAN

Electric Vehicle Infrastructure Training Program (EVITP)

EVITP is a 24-hour course for journey-level wiremen, available at JATC training centers and online. Find out more at evitp.org

IBEW Local 6



*The Members, Officers, and Staff
Of IBEW Local Union 6
Wish the San Francisco Building
And Construction Trades
A Safe and Happy Labor Day*

John J. Doherty
Business Manager-Financial Secretary

Russell Au Yeung,, President
John Langley, Recording Secretary
Brendan Greene, Officer
Jennifer Kramer, Officer
Anthony C. Sandoval, Officer

Ron Lewis, Vice President
Stephen Cloherty, Treasurer
Carlos Salazar, Officer
Michael O'Mahoney, Officer

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
Jordan Mondragon

Hello, Brothers and Sisters,

During the past few months, work has been slow for some of our members, but I'm happy to announce that there is upcoming work in the Bay Area. Here are some of the big projects that are going to increase work hours for our members in the near future.

I'll start with an \$8 billion Silicon Valley megaproject in Santa Clara that will transform a 240-acre golf course into a mixed-use development called the Hudson Yards. Its size and scope make this one of the largest projects under construction in the region. Of the 9.2 million total square feet to be built, 5.2 million will be devoted to offices supporting 25,000 jobs and 1 million will be set aside for retail and entertainment space, with the remaining 3 million spread across 1,680 residential units.

Additional housing would be built-in, similar to another mixed-use project going up nearby called Tasman East. As Santa Clara's massive mixed-use developments shape up in the coming years, the city could be one of the first in the Bay Area to get a new aerial rideshare "Skyport" by Uber.

Over in Sunnyvale, the Google Caribbean campus project will consist of demolishing 13 existing buildings and surface parking lots and removing vegetation and trees on an approximately 40.5-acre site. Construction will then commence on two new five-story buildings totaling 1,041,890 square feet of office space. The project includes a parking structure and surface parking with a combined total of 2,092 spaces.

In San Jose, the Almaden Office Project is being led by developer Boston Properties and will be built on a 3.57-acre parking lot on the corner of South Almaden Boulevard and Woz Way. Plans call for two connected 16-story

office towers at 283 feet — that's the maximum building height allowed by Federal Aviation Administration rules in San Ho. Upon completion, the Almaden project will boast 2 million square feet of space split across the two towers, including 1.42 million square feet of office space, 37,603 square feet of retail and amenity space on the ground floors, and 1,279 parking spaces.

We're looking forward to getting our people out on these jobsites as soon as possible,

In closing, I wanted to share that Field Representative David Calderon, Brick Organizer Manny Enriquez, and I recently attended the New Leaders training class in Baltimore. The class is meant to sharpen organizing skills and to make us better field representatives.

We learned skills to help us organize union and non-union companies, and we picked up some instruction on Microsoft Excel and Construct Connect. I got the opportunity to meet the president of BAC international, Tim Driscoll, and Secretary-Treasurer Bob Arnold.

It was a great experience, and we learned a lot from them.

Service Awards, August

25 years: Baldassare Scire
40 years: Brian Walker
50 years: Thomas Lessard
Congratulations on your many years of service.

In Memoriam

We are sorry to announce the passing of our brothers:

Robert Menke, TI FN, 7/17/2022, 19-CA, 20-year member
Charles Whipple, MM, 7/28/2022, 07-CA, 34-year member

Find us on Facebook by searching "BAC Local 3 CA," on Twitter @baclocal3ca, and on Instagram @baclocal3.



Attendees gather for a photo at the recent New Leaders training conference in Baltimore.

CHAPTER MEETINGS

September 2022: No Meetings							October 2022						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
							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	31					

All Chapter Meetings in September Are Cancelled!

First Tuesday at 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
First Thursday at 6 p.m., Sacramento — 7465 Rush River Dr. (Mountain Mike's)
Second Wednesday at 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge, Willow Glen)
Second Thursday at 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Second Tuesday at 5 p.m., San Francisco — 379 Gellert Blvd. Daly City (Celia's)
Third Tuesday, even months only, at 6 p.m., Fresno — 324 E. Shaw Ave. (Ramada Inn)
Third Thursday at 6 p.m., Manteca — 1120 N. Main St. (Mountain Mike's)

In-person meetings are now being held. We will contact you if anything changes.



The Tasman East project in Santa Clara is depicted in a rendering.



The Google Caribbean campus in Sunnyvale is shown in a rendering.



The Almaden Towers office project in San Jose appears in a rendering.



B.A.C Local # 3, CA

10806 Bigge Street, San Leandro, CA 94577

1-800-281-8781

www.bac3-ca.org

Wishing You All A Safe & Happy Labor Day 2022

From the Members, Officers and staff of BAC Local 3, CA

Troy Garland, President

Ryan Ruf, Secretary-Treasurer

Colin Johnson, Lenny Paredes, Jordan Mondragon & David Calderon - Field Representatives

Dave Tafoya, Manny Enriquez & Wayne Jordan - Organizers

Lani Chen, Carmen Olivo-Garcia, Cecilia Aguilera - Office Staff



HAPPY LABOR DAY

***"THE LABOR MOVEMENT WAS THE PRINCIPAL FORCE THAT
TRANSFORMED MISERY AND DESPAIR INTO HOPE AND
PROGRESS." – MARTIN LUTHER KING JR.***



SMW104.ORG

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

MEETINGS

San Francisco General Meeting
 Wed., Sept. 21, 5:30 p.m.
 690 Potrero Ave., San Francisco

Sacramento
 Wed., Sept. 7, 5:30 p.m.
 Sheet Metal Workers Apprentice & Journeyman Training Building,
 3665 Bleckely St., Mather

Chico/Redding
 Wed., Sept. 7, 11:30 a.m.
 Nash's Restaurant
 1717 Esplanade, Chico

Reno
 Thu., Sept. 29, 5:30 p.m.
 Northern Nevada Labor Temple
 1819 Hymer Ave., Sparks, NV

Tahoe
 Thu., Sept. 29, 11:30 a.m.
 Mott Canyon Tavern & Grill
 259 Kingsbury Grade Rd.,
 Stateline, NV

San Jose
 Tue., Sept. 6, 5:30 p.m.
 Location TBA

From the Manager's Desk

Brothers and Sisters,

Copies of the new CBA are out and should be arriving in your mailbox soon, assuming the address we have on file for you is current. I suppose that if you haven't updated your address, then you wouldn't be receiving this newspaper — so, I guess that means I'm preaching to the choir.

Nonetheless, please make sure that you stay on top of your information. I know I sound like a broken record sometimes... that's what my kids tell me, at least. But they even don't know what a record is, so the joke's on them.

I hope you're all having a good summer and have taken the time to decompress, get away from the job, and spend some time getting into whatever your passion might be. I know it's appealing to save your vacation checks all year so that you can cash out and/or not tell your spouse about the extra money (no spouses read Organized Labor, right?) — but seriously, take your vacations. We all need that break, the mental reset, the fresh air, expensive airport beers... whatever.

There's something to be said for that morning airport beer... it just hits different...

Anyway, my point is this: Make sure you're taking the necessary time for you and yours. Nobody on their deathbed



The TK Elevator crew poses for a snapshot while working at the 200 Park Avenue job in San Jose.

has ever said, "Man, if only I had worked a couple more days." Don't get me wrong — I love the work, but I love my free time more. And that's why we work so hard: So that we can enjoy the off-time we've earned.

Bill and Ryan were just down at TK's Park Avenue job, and that one reminds me of jobs past. I feel like there's a joke somewhere in "How many elevator constructors does it take to screw in a lightbulb?" The answer to that one, of course, is: One to hold the bulb and four to spin the ladder. Or maybe that's the electricians I'm supposed to make fun of? (It's OK. My brother is an electrician). Maybe it's one to screw in the bulb and four to tell him that he could have done it seven other ways, all of which would be better.

Regardless, from the reports, it's a good crew and a good job. Make us proud, all of you.

I was told a long time ago by a now-honorary member when I was working at Thyssen or TK (or whatever the next rebrand is): Always keep in mind that the installation is the shortest part of the lifespan of an elevator. Elevators

have a long life after you leave, so make sure that you're building things the right way. Build it like you're going to be the service tech who has that elevator on your route, because you'd be pissed if you were the guy (or gal) who cut their hand on a tek screw that someone put through the cartop to hold down a pipe strap instead of a 1/4x20.

Thanks, Chalo, for everything you taught all of us without losing your temper (somehow). Take care of yourselves and each other. We'll see you all on the jobsites.

Oh, and by the way... turn in your job cards! For those of you who aren't thirtysomethings and on social media, please, turn in your job cards. We would love to see you all and have the opportunity to visit your jobsites. At heart, we haven't left the field and still enjoy geeking out over the equipment, the work, and the talent it takes to pull off the things you do every day to make the trips up and down buildings across California safe and efficient.

Stay safe.

In Solidarity,
 Matt Russo

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
Lenny Quintana – President

MEETINGS

General Membership
 Tue., Sept. 13, at 6 p.m.
 Tue., Oct. 11, at 6 p.m.

Executive Board
 Tue., Sept. 13, at 5 p.m.
 Tue., Oct. 11, at 5 p.m.

DDO/HOLIDAYS

Fri., Sept. 2: Designated day off
 Fri., Sept. 5: 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,

Starting January 1, 2023, the following certifications will be required for journeyman glaziers to be dispatched:

- First Aid/CPR
- Fork Lift Operator/Class 7 Telehandler
- OSHA-10 or OSHA-30

- Scaffolding
- All Aerial Man Lifts
- Swing Stage
- Fall Protection (USACE EM385)

To earn these certs, register for classes at dc16star.org.

Journeyman glaziers will be required to provide proof of training. It would be a good idea to have a hard set and have them loaded in your pro-

file on the IUPAT app.

To anyone with any questions or concerns: I am available to assist you. My office line is 415-625-0225, and my cell is 415-342-0835, or email me at nick@dc16.us.

Respectfully,
 Nick King
 Business Representative

FIGHT
for your right
TO BE UNION

HAPPY LABOR DAY!

Greetings and Solidarity
from the
Officers, Staff, and Members of
IUEC LOCAL 8



UA LOCAL 38
PLUMBERS, PIPEFITTERS & HVAC/R
SAN FRANCISCO, MARIN, SONOMA, MENDOCINO & LAKE COUNTIES



Happy Labor Day!

From the Officers and Members of
UA Local 38

Larry Mazzola Jr.

Business Manager/Financial Secretary Treasurer

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

APPRENTICESHIP SIGN-UPS

Oct. 10 at 9 a.m.

Heat and Frost Insulators Local 16 Training Center
Benicia, CA

Upcoming Meetings

Tue., Sept. 20
6 p.m.

Sat., Oct. 15
9 a.m.

Sat., Nov. 19
9 a.m.

All meetings will be held at the union hall.

Heat and Frost Insulators Job Announcement

A union apprenticeship is an excellent career choice if you like to work with your hands; are willing to serve an apprenticeship for up to five years; have dexterity, mechanical ability, problem-solving skills, and the ability to work collaboratively with a team; want to earn a living wage and good benefits; and want the opportunity to advance in your career.

Become skilled in a trade and get paid to do it. Earn while you learn. Just some of the upsides of a heat and frost insulator apprenticeship are: aid scholarship (no-cost or low-cost supervised training); full-time employment, with career placement built in; a progressively increasing wage with excellent benefits; a nationally recognized credential in a Completion of Apprenticeship certificate; improved job

security and an increased standard of living; and a sense of pride and dignity.

What's a Heat and Frost Insulator?

The function of an insulator is to insulate mechanical structures and systems — whether hot or cold — from ambient temperatures. Any surfaces having low, medium, or high temperatures such as boilers, refrigeration units, furnaces, heat exchangers, many pipes, tanks, etc., found in powerhouses, refineries, aboard ships, in high-rise buildings, and elsewhere will be insulated by our mechanics for process control, for fire protection, for personnel protection or for sound reduction.

After the insulation has been applied, protective covers, coatings, and jacketing are also fabricated and installed.

Qualifications and Requirements

Applicants must:

- Be at least 18 years of age (there is no maximum age);
- Be in good health and physically able to perform all phases of the work;
- Have graduated high school (or equivalent);
- Have completed one year of geometry or algebra with a passing grade;
- Complete all application forms and must be legally employable in the United States;

- Possess a current valid driver's license allowing the applicant to operate a motor vehicle in California and/or Nevada

Note: Related training classes are conducted only in English.

Benefits

Our program is sponsored jointly by the Heat and Frost Insulators and Asbestos Workers Union and Western Insulation Contractors Association. All participating apprentices are afforded excellent medical, vacation, and pension plan benefits.

Program

To complete the program, apprentices must work at least 8,000 hours on the job, rotating through various work processes. This is to obtain a well-rounded exposure to the trade. Apprentices must also attend at least 800 hours of training classes (160 hours per year for five years) at the Insulators Apprentice Training Center in Benicia, CA.

Application Process

Written applications in California will be available and accepted at the beginning of each quarter, on the second Monday of January, April, July, and October. Applications will be available from 9 a.m. to 2 p.m., but not from noon to 1 p.m., at the following location: JATC Office, 3801 Park Road, Benicia, CA 94510.

Written applications in Nevada will be available and accepted on the second Monday of each month. Applications will be available from 9 a.m. to 2 p.m., but not from noon to 1 p.m., at the following location: Farwest Insulation, 740 Freeport Boulevard, Suite #104, Sparks, NV 89431.

In order to establish a chronology of qualified applications, all sign-ups are dated and the time received is recorded. Time and date of sign-up

will be used, along with testing and an interview process, to establish selection of apprentices from among those who are eligible.

No applicant or location receives preferred treatment. All applicants must appear in-person.

This posting does not guarantee employment. Do not quit your present job.

If, after proper application, you qualify for admission to the program, you will be notified as to when employment is available. Apprenticeship jobs are secured only through dispatch of an applicant by the union. Generally, applicants are started in the program and sent to work if no apprentices, who are already in the program, are unemployed.

The Heat and Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee (JATC) is committed to recruiting, selecting, employing, and training apprentices without discrimination on account of race, color, religion, nation of origin, sex, or disability.

Veterans are encouraged to apply and can register through Helmets to Hardhats at helmetstohardhats.org.

Women and minorities are also encouraged to apply.

This announcement is made pursuant to the California Plan for Equal Opportunity in Apprenticeship, as well as the Nevada State Plan for Equal Employment Opportunity in Apprenticeship.

Note: Asbestos, lead, and hazardous material abatement work is not a required part of the apprenticeship program. Asbestos abatement is a specialized trade, and participation in this type of work is only an option. Employees are not permitted to work with asbestos, etc., unless they have first been safety trained and certified to perform as abatement workers.

Submitted by Alan Pierce

LIVE BETTER WORK UNION

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

From the Officers, Members and Staff of
*INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS & ALLIED WORKERS., LOCAL 16*

Best Wishes for a Happy & Enjoyable Labor Day



Chris Greaney
BUSINESS MANAGER

Bill Hodges
PRESIDENT

Aureliano Ochoa
ORGANIZER

Fortino Curiel
BUSINESS AGENT

Mark Plubell
BUSINESS AGENT

Anthony Viscuso
BUSINESS AGENT

*Wishing everyone a
happy and safe*

LABOR
DAY



"Reward our Friends, Punish our Enemies!"
Samuel Gompers

Jeff Dixon
Business Manager

Dan Torres
Business Agent
Dylan Boldt
Business Agent
John Medina
Business Agent

Rik Drury
Market Development Rep

Danny Mangan
Organizer

Demetrius Vasquez
President
Bradford Barnhart
Vice President
Brandon Bracamonte
Executive Board
Oreste Engelbrecht
Executive Board
Gustavo Garcia
Executive Board
Danny Mangan
Executive Board

David Segura
Finance Committee
Ben Mullen
Finance Committee

Jimmy Correa
Inside Guard

SIGN DISPLAY LOCAL 510



SIGN DISPLAY & ALLIED CRAFTS

LOCAL UNION 510

Established March 10, 1900

400 Talbert St.
Daly City, CA 94014-1623
Office: 650-763-5405 ext. 1112; Fax: 650-871-8406

Annette Dosier, Business Agent
Morgan Worth, Business Agent
Peter Forni, Field Representative

Office hours:
8:30 am – 4:00 pm Monday through Friday

A Fresh Start

Ninety candidates interviewed for a place in Local 510's apprenticeship program last month. All of the candidates interviewed by the JATC showed a great deal of potential as installers. Of those 90, 40 will join the ranks of Local 510's membership as new apprentices. As of this printing, all of them have been oriented and trained in trade show basics. They are ready and eager to work during the busy upcoming fall season.

This recent intake is the largest that the Local 510 JATC has conducted to date. The intake comes at a pivotal moment for Local 510. As the international resumes collection of regular dues after a two-year hiatus, the local's agents are beginning to see that many members who were close to full retirement from the industry are now taking their moment to bow out.

The outgoing group includes some

who were already taking their pension — the "39ers" — as well as some who decided to take their pension *and* stop working completely. Some of these members have gone to life membership, while some have resigned. Among their ranks are foremen as well as rank-and-file members who will take their skill and knowledge of the trade with them. In the face of these departures, the newly recruited apprentices will be a welcome addition to our workforce.

Not only will the apprentices help to fill in the holes left by departing journeymembers, but they will also help to alleviate some of the attrition suffered by the program during the pandemic, when there was little to no work. About 18 apprentices were either dropped from the program or left on their own to pursue other endeavors. The office anticipates further departures in both our journeymember and apprentice groups;

<u>September Show Schedule 2022</u>					
<u>Show</u>	<u>Venue</u>	<u>Company</u>	<u>Move In</u>	<u>Show Dates</u>	<u>Size</u>
VM World	Moscone	<u>FDC</u>	8/24	8/29-31	Special
<u>September</u>					
Union Meeting--Thursday-- September 1st---6pm					
55 Fillmore St. San Francisco					
Cal Dental	Moscone S	<u>GES</u>	9/4	9/7-9	Hall A, B
Autonomous Vehicles	SJCC	<u>GES</u>	9/5	9/7-8	Special
SaaStr	San Mateo EC	<u>FDC</u>	9/11	9/13-15	180
Dreamforce	Moscone N,S,W	<u>FDC</u>	9/13	9/20-22	Special
Intel	SJCC	<u>T3</u>	9/22	9/27-28	Special
Circle	Moscone W	<u>FDC</u>	9/26	10/1-2	50
Emerg Physicians	Moscone S	<u>FDC</u>	9/27	9/30	400
<u>October</u>					
TechEx	SCCC	<u>FDC</u>	10/3	10/5	250
Neuro Surgeons	Moscone W	<u>FDC</u>	10/6	10/10-11	300
Disrupt	Moscone W	<u>Curtin</u>	10/15	10/18-19	Special
Greenbuild	Moscone S	<u>FDC</u>	10/29	11/2-3	200
If you can't show up for 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.					

however, our apprenticeship program is ready and committed to take up the task of training as many new workers as the local needs to meet the evolving post-pandemic workload.

Pension News

At July's pension meeting, Sign Pictorial Pension Plan trustees voted to raise participant pension accrual rates by a half-percent, from 1% to 1.5%, beginning in the 2016-2017 pension plan year. The half-percent raise in the accrual will affect participant pension earnings for a six-year period, including plan years '16-'17, '17-'18, the short '18 plan year, and plan years '19 through '21.

Plan participants will be eligible for a backfill for the years during which they earned a vesting credit. Present pensioners who worked any of those affected years are also eligible for an appropriate pension increase. Those retirees will receive a payout once the programming by BeneSys is completed, which will likely be some time in the beginning of next year.

Further details will be forwarded to participants by BeneSys via mail.

Third Quarter Dues Due

Local 510 is once again collecting member dues. Member dues are still \$199 per quarter (which includes a \$2-per-month legal defense fund assessment). Any member who paid dues for the second quarter of 2020 or beyond will have a credit.

Members can check their dues credit with Local 510 agents or by calling the central dues office in Monterey Park at 626-584-9925. Members can also call that number if they wish to pay their dues via phone using a debit or credit card.

Otherwise, dues should be sent by check or money order to: District Council 36 c/o Central Dues Department, 1155 Corporate Center Drive, Monterey Park, CA 91754. Checks should be made out to Local 510, and the member's name should be clearly marked on the check, along with the last four digits of that member's Social Security number.

Please feel free to call the Local 510 office if you have any questions.

As Usual...

The Local 510 office is open for business from 8:30 a.m. to 4:30 p.m. Monday through Friday. If you require agents to assist you with specific business, please call ahead to make an appointment. You can reach the Local 510 office at 650-763-5405. Annette Dosier is available at extension 1118 and Morgan Worth at extension 1115. The office is located at 400 Talbert Street, Daly City, CA 94014.

Unfortunate News

Longtime foreperson and Local 510 Member Bill Clark, whose presence graced this space several months ago, recently passed away. Brother Clark worked as foreperson for GES and Champion Expo Services and played a crucial role in developing the trade show industry in the San Francisco Bay Area. He leaves a significant legacy in both the local industry and within the union.

Also unfortunate are the recent deaths of Brother George Smith and Brother Dennis Quinn. Local 510 offers its condolences to the friends and family of each of our recently departed union brothers.

*Respectfully and in Solidarity,
Local 510*

LOCAL 510 HONORS ALL WORKING PEOPLE

Happy Labor Day



ANNETTE DOSIER, BUSINESS REPRESENTATIVE
MORGAN WORTH, BUSINESS REPRESENTATIVE
PETER FORNI, FIELD REPRESENTATIVE
AND ALL THE MEMBERS OF LOCAL 510

It's your right to be Union.

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

Emilio Aldana, Business Manager
Greg Levy, Senior Business Agent

Business Agents: Carl Crawford, Devin Evers, Chris Knerr,
Walter Orellana, Avel Quiroz, Marshall Vasquez



Local 300 cement mason apprentice Yesenia Villanueva stands proudly with her business agent, Avel Quiroz. Yesenia took home third-place prize in the 2022 Cement Masons Statewide Contest, held in Burlingame.



Local 300 cement masons Gilles Doumate and Cuauhtemoc Calderon work on a jobsite for Ghilotti Construction in Ukiah.

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 Business Manager Jose Oscar Padilla

Dear Brothers and Sisters,

Work continues to be slow due to issues surrounding production and distribution of materials. There's a lot of projected jobs that'll get started as soon these materials problems are solved.

It's kind of crazy that we're going to need more skilled workers to be able to handle the demand for roofing and waterproofing work in San Francisco and San Mateo counties. Due to the Covid-19 pandemic, many of our older journeymembers have decided to retire.

Of course, the problem is that for every journeymember who leaves the trade, we need to indenture an average of 10 apprentices — our attrition record of apprentices reflects that for every 10 new apprentices, just *one* of them will complete their apprenticeship.

I would like to take this opportunity to recognize all of the recent graduates from our apprenticeship program over the last three years. Congratulations to each of you!

Generation 2020

Jexson D. Arevalo-Cruz
Ruben Castillo Jimenez
Ricardo Cervantes Jr.

Jose Enrique Flores
Jose Flores Reyes
Wesley Johnson
Arnulfo Perez
Jose Manuel Torres

Generation 2021

Luis Cifuentes
Joshua Cossey
Georgi Diaz
Jose A. Diaz
Silver Gomez
Reynoso Hernandez
Mario Herrera
Jose Macias Martinez
Efrain Mendoza
Juan Mente
Mark A. Muñoz
Oscar Muñoz
Cabrera Navarro
Ronald Parungao
Fabian Ramirez
David Sian
Manuel Torres
Enrique Valadez Garcia
Jose Zuleta Santos

Generation 2022

Marcos Alcantar Rojas
Jose F. Arevalo
Rolando Jauregui

Have a safe and happy Labor Day!



ROOFERS AND WATERPROOFERS LOCAL NO. 40

*Have a
Safe & Happy
Labor Day!*

Peter Lang
President

Jose O. Padilla
Business Agent

Salvador Rico
Secretary-Treasurer

150 Executive Park Blvd., Suite 3625, San Francisco, CA 94134
(415) 508-0261 • www.rooferslocal40.org

PILE DRIVERS LOCAL 34



piledriverslocal34.org

Hammers and Leads PILEDRIVERS LOCAL 34

55 Hegenberger Place, Oakland, CA 94621
Phone: (510) 635-4227
Fax: (510) 635-1234

Joe Karinen: President
Martin Espinoza Jr.: Vice President
Leo Vega: Financial Secretary-Treasure
Johnathan Ieremia: Conductor
Martin Espinoza Sr.: Warden
Chris Puglisi: Recording Secretary

Trustees: Jesse Johansen, Douglas MacKay Goodrich, Eddie Clark,
Field Reps: Martin Espinoza Sr, Chris Puglisi, Chris Moyer, Leo Vega
Organizer: Josh Garcia

From the Desk of Martin Espinoza Jr.

Training

We're very excited about the amount of training that's in store for our membership in the near future.

A big aspect of our work that's been missing from our curriculum at the training center is hands-on training specific to marine construction. When one of our members walks onto a barge or water project, they're expected to know the marine construction basics. Those skills include, for instance, how to tie specific nautical knots such as the clove hitch, bowline, or cleat hitch, to name just a few. They also include experience on the water and the ability to operate a skiff — two specific skills that one contractor recently requested of the members we dispatched to his jobsite.

It's come to our attention that marine construction skills are lacking among

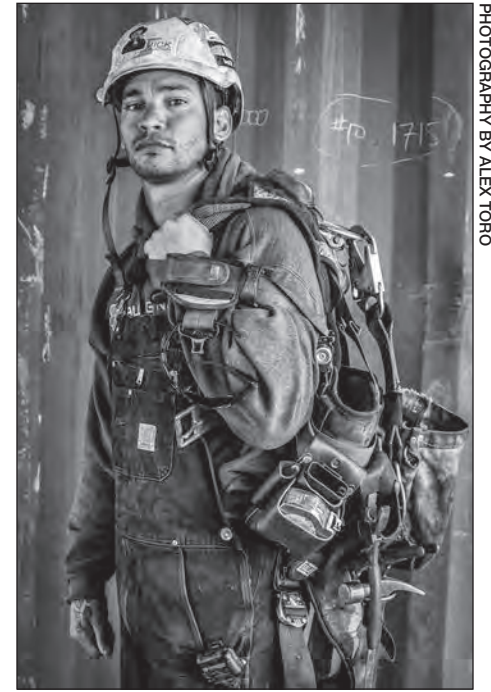
our apprentices, especially our land and bridge-building apprentices. One problem we face is the lack of waterfront access at our training department facilities. Training the membership in these various applications can be difficult without a real-world environment in which to teach them.

Thankfully, with the help of one of our signatory contractors, we should soon be able to bring this vital marine construction instruction to our membership. Our training department is looking to collaborate with the City of Alameda-based Power Engineering and utilize its shop, which includes waterfront access, to facilitate the training.

We look forward to a great collaboration with one of our own signatory contractors. When the idea was floated with Ken Lindberg of Power Engineering, he didn't think twice. In fact, he shared many ideas about what he thought could be part of the class training curriculum.

Ken and his team are very eager to

Members of Local 34 are seen at work on various jobsites throughout California.



PHOTOGRAPHY BY ALEX TORO

work in partnership with the instructors from our Fairfield training center. We look forward to hitting the ground running with this training.

Contract Negotiations

We've been working through several proposals with AGC and UCON for the past few months. I'm pleased to report that we're nearing the end of these negotiations, and we're expecting to emerge with one of the best contracts in a long time.

Once we have a tentative agreement, you'll see some correspondence from the 46-county conference board. It'll be similar to what was sent a few months back regarding the Carpenters Master Agreement. Enclosed in the envelope you'll find all-new proposed language, along with an economic breakdown of the wage increases.

Please make sure to read each proposal carefully and call the local if you have any questions. Feel free to ask for me directly. Along with the proposals, you'll find a special call notice letter. If you plan to participate in the ratification of the new agreement, please make time to attend the meeting.

Eligibility to vote will be required. To cast a vote, you must have been a member for at least 12 months and be in good standing at the time of the special called meeting. If you have any questions regarding your eligibility, please call the local.

If you haven't updated your mailing information with us, please come down to the hall or call and speak to the office clerical staff. We need to have your most up-to-date information on file at all times.

Dues

The reps have reported that during their job walks, they're discovering a large number of members who are either in arrears or suspended.

Please do not rely on the local to send you notices regarding your dues payment. It is your responsibility as a member to keep your payments current. Set a reminder on your phone or calendar to help you.

We'll do our best to get a notice out to you. That notice, however, is not indented to be a monthly invoice

reminder. Help us control our mailing costs by paying your dues on time.

Just a reminder: If you live a long distance from the local, we can process payment over the phone using your debit or credit card.

Weld Shop

Another quick reminder: Utilize the weld shop when you have free time or if you're out of work. We received a large number of welding job calls over the past month, and contractors have informed us that they have quite a bit more welding work coming in the near future.

So, let's sharpen our welding skills.

As a local, we want to be at the ready with a membership certified and prepared for work. Four of our training centers offer welding certs. All are open in the evenings and on weekends. Thankfully, the training department is doing their part in keeping the facilities open and available for the members.

Now, it's up to us to get certified and ready for the needs of the industry. Visit the training website at ctnc.org and click on "Weld Shop Hours and Locations" for more info.

In Memoriam

We are sorry to announce the passing of our brother Dennis D. Dean, 49-year member.

Union Meeting

The next meeting will be held on Thursday, September 22, at 7 p.m. As always, bring someone with you from the crew and keep growing our membership participation.

To our entire Local 34 family: Have a wonderful Labor Day weekend and enjoy the various pictures of our members working throughout the state. Stay safe and we look forward to seeing you.

In Solidarity,
Martin Espinoza Jr.
Senior Field Representative

**Check out our new website at
piledriverslocal34.org**

The Members of Pile Drivers, Divers, Bridge, Wharf and Dock Builders Local #34 wish everybody a happy and safe Labor Day

Joe Karinen
President

Martin Espinoza Jr.
Vice President

Leo Vega
Financial Secretary-Treasure

Johnathan Ieremia
Conductor

Martin Espinoza Sr.
Warden

Chris Puglisi
Recording Secretary

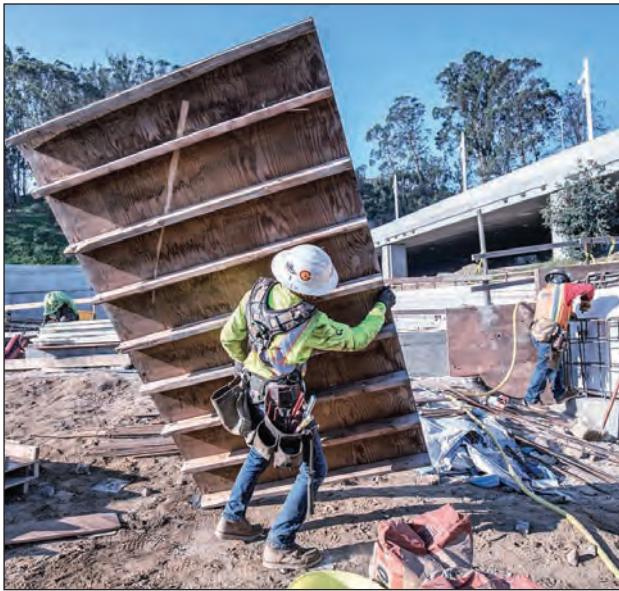
**Trustees: Jesse Johansen,
Douglas MacKay Goodrich, Eddie Clark Jr.**



Building the West since 1877

piledriverslocal34.org

55 Hegenberger Place, Oakland, CA 94621 • 510-635-4227



**HAS KAISER DELAYED OR DENIED
YOUR MENTAL HEALTH CARE?**

SHARE YOUR STORY AT

KAISERDONTDENY.ORG

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

HAPPY LABOR DAY!



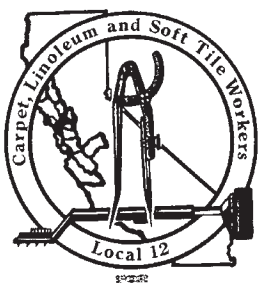
OPERATING ENGINEERS

LOCAL 3

1620 SOUTH LOOP RD., ALAMEDA, CA 94502 * 510.748.7400
WWW.OE3.ORG

DAN REDING Business Manager	STEVE INGERSOLL President	JUSTIN DISTON Vice President	BRUCE NOEL Rec. Corres. Secretary	DAVE HARRISON Financial Secretary	NATE TUCKER Treasurer
---	---	--	---	---	-------------------------------------

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.



Jim Belong (left) and brother Ted Aguirre.



Recently retired Ralph Jackson.

Dear Brothers and Sisters,

I must regretfully inform you of the passing of Jim Belong.

Jim was a 59-year gold member of Local 12. He began his career in 1963 and quickly made a name for himself as a hard worker. He worked for Creative Interiors, R.E. Cuddie, and West Coast Carpets. He was also an instructor in our apprenticeship program in the 1980s — I was a student of his. Over the years, he served in every position on Local 12's executive board.

He died peacefully at home on July 8, with his family members at his side. I remember Jim as a no-nonsense man but also someone who was always eager to help a brother.

More bad news: 53-year gold member Ted Aguirre, brother of Jim Belong, lost his wife of 60 years on

April 18. Please keep his family in your thoughts and prayers.

As for news on the floor, we're coming off a strong summer that has left our out-of-work list empty, for the most part. Our contractors feel good about the rest of the year, with many large projects about to start and supply chains catching up.

If you're out of work, don't wait to put your name on the list.

Finally, I would like to congratulate Ralph Jackson on his well-deserved retirement. Ralph began his career in floor covering on January 18, 1986, and never looked back. Many of us worked with Ralph over the years and have built a friendship with him. He has always been a hard worker and is a perfect example of a person who puts high performance



Vu Tran at the training center.



The Anderson boys working at Comfort Inn.

and high value into practice.

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 Be-

long or me to share a photo and a few words in a future article.

Respectfully,
Anthony Nuanes

CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL UNION NO. 12

DISTRICT COUNCIL 16

*Best Wishes to our Brothers & Sisters
for A Happy and Safe Labor Day 2022*

President

DAVE BRADFIELD

Financial Secretary

DAVE MATHIE

Service Reps

STEVE BELONG • ANTHONY NUANES

Organizers

MARTIN GARCIA • RUFFIN ROMES

Administrative Office

2149 Oakland Road, San Jose, CA 95131 • Ph (408) 824-1280

Regional Offices

San Leandro – 2020 Williams Street, Suite A-1, San Leandro, CA 94577 • Ph (510) 454-8150

San Francisco – 1939 Market Street, Suite B, San Francisco, CA 94103 • Ph (415) 625-0225



The Labor Movement Is Gaining Serious Ground



Get Your Message Out to
a Wide-Ranging Union
Audience and Show
Your Support for the
Building Trades.

Now Is the Time!

Advertise in
Organized Labor

**Don't Miss Out on This
Upcoming Special Edition:**
DECEMBER: THE END-OF-YEAR DOUBLE ISSUE

To talk with us about our many advertising opportunities, please email us at ads@sfbctc.org.

Visit us online at SFBuildingTradesCouncil.org.

Covid-19 Paid Sick Leave and Related Protections Are Still in Effect. Here's a Rundown of How They Might Help You.



This guest column was written by attorneys Jolene Kramer and Matthew Erie, both of labor-focused law firm Weinberg, Roger & Rosenfeld. Kramer is a firm shareholder with expertise in matters of fair contracting, prevailing wage compliance, labor code enforcement, PLA negotiation, and more. Erie is a firm associate who represents unions and workers in unfair labor practice proceedings, NLRB matters, labor arbitrations, wage and hour legislation, and more.



Even today, Covid-19 case rates remain stubbornly high. But fortunately, California workers enjoy some of the best legal protections in the country.

The first of these important protections is the 2022 Covid-19 Supplemental Paid Sick Leave (SPSL) Law, a federal law providing workers with a right to paid leave for Covid-19-related reasons through the end of September 2022. The second is Cal/OSHA's Covid-19 Emergency Temporary Standards (ETS), which provide "exclusion pay" for workers who contract Covid-19 at work, as well as other rules intended to prevent the spread of the virus.

We've combed through the language of these requirements to provide you with a general idea of what you might be entitled to as a worker under these protections if you or someone you care for has been affected by Covid-19.

Federal SPSL

The 2022 SPSL law became effective on February 19 and applied retroactively to January 1 of this year. It is currently scheduled to end on September 30. Public-sector and private-sector employers with at least 25 employees must provide SPSL, including to workers employed pursuant to a collective bargaining agreement.

There are two "banks" of leave available. The first bank entitles an employee to 40 hours of leave if they were scheduled to work at least 40 hours that week or worked an average of at least 40 hours per week for the employer in the two weeks preceding the leave. If an employee works fewer hours on a normal weekly schedule, they are entitled to the total number of hours that they're normally scheduled to work in one week. More complex rules apply to those who work part-time on a variable

schedule.

Employees are eligible to use the first bank of leave under the following conditions:

- If they're isolating according to public health guidance (note that employees no longer need to quarantine if exposed to Covid-19 unless they develop symptoms and that they are instead advised to mask for 10 days and test after three to five days);
- If they're caring for a family member who is quarantining or isolating;
- If they're attending a vaccine or booster appointment for themselves or a family member;
- If they, or a family member for whom they are caring, are experiencing symptoms related to a vaccine or booster that prevent them from being able to work or telework;
- If they're experiencing Covid-19 symptoms and seeking a diagnosis; or
- If they're caring for a child whose school or place of care is closed.

Once that first bank of 40 hours is exhausted, employees may access a second, equal bank of 40 hours, but the circumstances under which one may use those hours are more limited. Employees may use this second bank of 40

hours if they're unable to work or telework because they or a family member for whom they are caring tests positive. (Qualifying family members include a child, parent, spouse, grandparent, grandchild, or sibling.)

Unfortunately, SPSL will end at the end of September absent legislative action to extend these protections.



PHOTO CREDIT: TIM MOSSHOLDER VIA UNSPLASH

ENHANCE YOUR SKILLS ADVANCE YOUR LIFE





www.helmetstohardhats.org



815 16TH ST NW, SUITE 600,
WASHINGTON, DC 20006
(866) 741-6210

Cal/OSHA's ETS

Cal/OSHA's Covid-19 Emergency Temporary Standards also remain in effect, with no set end date. The ETS was last revised to reflect updated public health guidance in May. It applies to any work location where an employee is around other people, except for certain workplaces such as hospitals and prisons, where stricter rules apply.

The ETS requires employers to investigate Covid-19 cases in the workplace, including providing written notification of any potential exposures to all employees and their union representatives within one business day.

Employers must exclude those with Covid-19 from work until they are permitted to return under the California Department of Public Health's Isolation and Quarantine Guidance. Currently, that guidance allows an employee to return five days after infection with a negative test and if symptoms are clearing up, or, otherwise, after 10 days, unless a fever remains present. (As mentioned previously, public health guidance no longer requires workers to quarantine if exposed to Covid-19 unless and until they develop symptoms.)

Employers must provide pay only to those who are excluded from work because they contracted Covid-19 at work. Pay must be provided for the entire period during which the worker was excluded.

The ETS includes specific directives for handling "outbreaks" of more than three cases in a workplace in a 14-day period.

It also requires employers to develop a written Covid-19 prevention program. Employers must communicate with

employees about prevention procedures; identify and correct Covid-19 hazards; and provide employee training, among other prevention measures.

Employers must also make testing available at no cost to employees who have Covid-19 symptoms or had close contact with a person with the virus, and they must permit employees to wear face coverings if they wish, unless it would create a safety hazard.

Other Benefits Available to Workers Impacted by COVID-19

In addition to these Covid-specific protections, there are a number of other programs available to those whose work is impacted by the virus.

Disability insurance is available to those who cannot work due to medical quarantine or illness. California's Paid Sick Leave Law continues to provide paid sick leave to most California workers. Californians who lose their jobs or lose hours may be able to access unemployment benefits. Workers' Compensation provides benefits to those who contract Covid-19 at work and there is a presumption that infection took place at work.

As we proceed through this third year of the pandemic, California's Covid-related worker protections remain, and pre-Covid programs are still available to those whose work is affected by the virus.

Organized labor has been instrumental in advocating for meaningful safeguards in the legislature. We are hopeful that California continues to prioritize and protect working people. **OL**

IRA Work

Continued from page 1

it into our entire clean energy strategy," she said.

Work that could come out of the IRA includes the construction and installation of wind turbines, as well as large-scale battery plants and a buildout of the electrical grid. For example, tax credits devised to increase demand for electric vehicles will lead to the need for more charging stations. Meanwhile, other credits are geared to retrofit buildings to make them more energy-efficient. Both examples involve work that members of the building trades are well-positioned to perform.

According to Representative Jackie Speier, who holds California's 14th District seat in Congress, the Golden State had roughly 500,000 workers employed in clean energy jobs and almost 1.3 million workers in manufacturing jobs in 2021. The IRA will continue that growth.

"Funding for clean energy manufacturing jobs will benefit the construction trades in the Bay Area, which is already a leader in research into clean energy technologies," Speier said in a statement to *Organized Labor*.

Jim Brewer, director of governmental affairs for North America's Building Trades Unions, acknowledged the delicate balance in transitioning from the fossil fuel industry to renewable energy. The building trades remains proud of its relationships with the fossil fuel industry, he said, but vast opportunities lie ahead

in renewable energy projects that will need to not only be built but also maintained for years to come.

When asked if the building trades are ready to take on this work, Brewer pointed out apprenticeship programs' traditional ability to pivot and do what is needed to both fill immediate jobs and lay foundations for the future.

He credited years of work at both the local and national level for the IRA becoming law.

"The significance of having the labor protections on these tax incentives is groundbreaking," Brewer said. "We're going to see folks who are working in the construction industry getting paid what they deserve."

San Francisco Building and Construction Trades Council Secretary-Treasurer Rudy Gonzalez expressed excitement about the IRA's benefits, and he largely credited the Biden Administration with its passing.

"It really shows the administration making good on a promise to promote good union jobs," Gonzalez said.

Hammerling said she sees the IRA as a big opportunity for the building trades.

"All these new jobs that are going to be created [in] actually implementing the work needed to respond to climate change and shift our economy away from fossil fuels are jobs that we want to be good jobs, union jobs, and well-paid jobs with good career pathways," she said. "It's giving the building trades the opportunity to be at the center of building the clean energy economy." **OL**



Organized Labor

Happy Labor Day from the editorial board and staff of Organized Labor! Thank you for your support and for keeping this movement fit and fighting. You are the reason we're here.

"Unions did, in fact, build the middle class, and here's what that did: That built the United States as we know it."

— PRESIDENT JOE BIDEN

3D Printing

Continued from page 1

massive machines capable of “printing” everything from foundations to walls of entire homes.

Picture a gantry crane with a nozzle much like a giant cake icing tip from which flows concrete. The nozzle runs back and forth and quickly, deliberately, and cleanly dispenses the concrete, layer by layer, consistently filling a space 2 inches wide by 1 inch tall.

In a few hours, walls are up and drying and waiting for a roof, windows, flooring, electrical, and plumbing.

What you don’t see in this scenario is a large crew of construction workers — no carpenters, no cement masons, no pile drivers. That’s because a 3D printer pouring concrete requires only three, maybe four, people on the jobsite: a technician to run the machine, someone tasked with managing materials, and a quality control inspector.

So, what to make of the 3D printer in the construction industry? Is it a revolutionary new tool we ought to embrace and learn to use? Is it something we ought to fight off as a threat to building trades jobs and the human expertise we bring to work every day? Is it even capable of fabricating built environments where people would actually want to live, work, and shop — or is it just another niche tech trend?

On all of the above, the jury is out.

“Like any innovation in our industry, we’re going to monitor it to see if it’s going to be a job creator and to see if it of-



One of the world’s first habitable residential buildings — a.k.a. house — to be fabricated using a 3D construction printer was completed in Yaroslavl, Russia, by Russia-based AMT-Spetsavia Group in October 2017.

fers a way to advance our industry to the benefit of the workers,” said San Francisco Building and Construction Trades Council Secretary-Treasurer Rudy Gonzalez. “I definitely think it’s something our affiliates should be monitoring closely.”

Representatives from Plasterers and Cement Masons Local 300 in Oakland weren’t available to provide comment by this publication’s press time.

One union we approached for its take on this matter, however, has done

more than simply keep tabs on the 3D printing situation, we found: Local 185 out of Sacramento is a signatory for Emergent 3D, a 3D printing subcontractor out of Redding.

“All aspects of what we do in the concrete world are tied into this,” said Local 185 Business Manager Doyle Radford. “It’s just new technology that we’re all having to learn and hopefully make our own.”

Radford cited a number of positives in associating the laborers as a signatory for a 3D printing company. These include finding work in the notoriously nonunion residential housing construction market. He also said he sees using a 3D printer on a jobsite as an opportunity to attract the more tech-savvy construction worker.

But are the robots coming to take away the jobs?

“We have to be cognizant of the technology,” he said. “As the technology comes out, how do we train our folks to do that work?”

While the laborers getting a foot in the door with a 3D printing company grants the union a presence on the ground floor of what might be a budding industry, the subcontractor benefits from having union labor on its side.

Don Ajamian is the CEO of Emergent 3D. After 37 years as a licensed contractor, he teamed up with Matthew Gile three years ago on their new venture. Ajamian admitted that getting past the California building code was a bit of a challenge at first. Now, Emergent 3D has started printing single-family

detached homes in Redding.

The printing machine, which comes from Danish company COBOD, costs a little more than \$1 million, according to Ajamian, and uses conventional Portland cement. The structures are fire-resistant and allow for creative designs.

Emergent 3D’s relationship with the union is an example of government funding making a difference. The company has focused on housing to address disaster recovery, homelessness, and workforce needs. Many incentivized funding sources require prevailing wages, and going union is an easy way to ensure those wages. Ajamian characterized the union relationship as “a no-brainer.”

“As we grow, the union is such a great source for sending us employees,” Ajamian added. “It’s hard to find help anyway. If we’re signatory in that way, we’ve got some great partners to help us find some great employees.”

Ajamian doesn’t see 3D printing as a threat to the workforce but a way to build more homes.

“The way I see it is that there is a very limited resource of workers, and there is a very limited resource of money,” he said. “By automating part of the process, we can take both of those resources and actually produce more homes. We’re just looking to leverage what’s available and create more homes out of the deal.”

The laborers, for their part, have planted their flag.

“Without a good signatory partner, there is no work for our members,” Radford said. **OL**

“By automating part of the process, we can take [...] those resources and actually produce more homes. We’re just looking to leverage what’s available and create more homes out of the deal.”

—Don Ajamian, CEO, Emergent 3D

UNIONIZE CA

Continued from page 6

Build a Bridge to the Union

So many workers want a union but don’t know how to form one in their own work or jobsite environment. We will build the infrastructure to connect every worker seeking a union to the labor movement.

Use Every Tool

Our movement can’t rely on or reject any one form of organizing. We need to fight on every front. We need the critical labor law reforms in the PRO Act, but we also can’t wait for new laws. We need to run union elections; push for neutrality and recognition; do corporate campaigns and explore hot shops; and reward good employers and take action on the bad ones.

Strengthen Our Foundation

The union movement is only as strong and powerful as our member-

ship. Organizing should include building power among our existing members, engaging in contract fights to maintain industry standards, and showing solidarity to one another across unions and classifications.

Shape the Future of Work With Our Hands

The future of work cannot be decided by billionaires and tech bros. We need to fight for laws that protect every worker, expand the right to organize, penalize employers for retaliating against workers, and promote good jobs.

This Labor Day, we have no time to waste on cynicism. So much of the conventional wisdom on organizing has been proven wrong. Workers are rising up around us and it is time to meet this challenge with new ideas, timeless values, and a renewed excitement about the world we can build together. **OL**

Learn more about the campaign to Unionize California at unionizecalifornia.org.

“Like any innovation in our industry, we’re going to monitor it to see if it’s going to be a job creator and to see if it offers a way to advance our industry to the benefit of the workers.”

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

Official Minutes of the San Francisco Building and Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING MINUTES

July 7, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

Vice-President Ramon Hernandez and Secretary-Treasurer Rudy Hernandez present. President Larry Mazzola and Vice-President John Doherty excused.

CORRESPONDENCE

None

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 6/23/22 minutes, M/S/C.
- 6/30/22 special COPE meeting minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- ST reported on legislative negotiations around charter amendments impacting public employees. Expecting relevant legislation to come before Public Policy Committee for discussion and others to COPE. Special meeting at BOS Rules Committee to be held next week.
- 98 Franklin: Officers asked to attend virtual meeting with development group. They will also attend board of business meeting.
- 2270 McKinnon: Self-storage has a full union commitment, with boilerplate approved. All self-performed work will be union. Specialty GC might be brought on for site supervision.
- Amazon/Whole Foods: Masonic winding down full EIR.
- SFUSD rep caucus tomorrow (Friday, July 8) at Sheet Metal 104 HQ, 10 a.m.
- City College contract extended: Bargaining meeting to be held.
- Upcoming press conference on SF WERCS measure. To be held Monday, July 11. To register for the event, visit <https://docs.google.com/forms/d/e/1FAIpQLSfycl-lv0aSpo-2sYEK26ov9HZssS-4zycvNAr9VuieTFvN-Hzw/viewform>.

PICKET SANCTIONS

None

OLD BUSINESS

- Special COPE meeting resulted in the following positions:
- District 4 Supervisor Gordon Mar (incumbent): Endorsed
- Half-cent sales tax renewal (SFCTA): Endorsed
- City College WERC parcel tax: Endorsed
- Affordable Homes Now ballot measure: Opposed

NEW BUSINESS

- \$500 hole at Sheet Metal 104 golf tournament, M/S/C.

REPORTS OF UNIONS

- Jose Almanza (IBEW 6) announced citywide PLA drops down to 1 million next week.
- Joe Sanders (Painters 913) shared that the drywall finishers have ratified their contract over four years and are currently negotiating eight hotel contracts.

- Andrew McCarron (Carpenters 22) announced the death of retired member William Joe Candido on June 22. Services will be held this Saturday (July 9) at St. Paul's Church, 10 a.m.

ADJOURNMENT

Adjourned at 5:35 p.m.

BUSINESS AGENTS MEETING MINUTES

July 12, 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.

CORRESPONDENCE

- Oppose undoing Prop B: Letter sent to Supervisor Aaron Peskin on Monday, July 11.

REQUEST FOR FUNDS

- Annual Sheet Metal 104 golf tournament recommends hole sponsorship of \$500, M/S/C.
- Sprinkler Fitters 483 golf tournament: ST recommends hole sponsorship of \$150, M/S/C.

APPROVAL OF MINUTES

- 6/28/22 minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- CRM database update: Council Office Manager Sandra Duarte has been working on tweaks and building data. Committee meeting to be held soon.
- Workforce Alignment Committee: We continue to push for alignment legislation. Amendments were received earlier this week, with inclusive language to hold two seats.
- MWH Webcor and SFPUC project labor agreement: Meeting to be held with reps on Friday, July 15, at 9 a.m.
- Reminders: Laborers training fund event is tonight (Tuesday, July 12). Tomorrow (Wednesday, July 13) is the SFLC Cope Banquet, and the council's 125th anniversary event is this Saturday (July 16).

PICKET SANCTIONS

- Jose Almanza (IBEW 6) requests strike sanction against JFC Electric at 599 Skyline Boulevard, M/S/C.
- Anthony Viscuso (Heat & Frost 16) reported that the local is currently in negotiations and will be requesting strike sanction against all of their contractors at a later date.

OLD BUSINESS

- Special COPE meeting resulted in the following positions:
 - » District 4 Supervisor Gordon Mar (incumbent): Endorsed
 - » Half-cent sales tax renewal (SFCTA): Endorsed
 - » City College WERC parcel tax: Endorsed
 - » Affordable Homes Now ballot measure: Opposed

NEW BUSINESS

None

REPORTS OF UNIONS

- Jose Padilla (Roofers 40) announced an agreement has been for the year and will notify us once it is ratified.
- John Doherty (IBEW 6) announced industry partners' purchase of new building and permanent home for apprenticeship at the corner of 11th and Minna in SF.
- Ramon Hernandez (Laborers 261) reported on work being done on Treasure Island and reminded reps to keep an eye out. ST asked for info on any issues from locals so that grievances can be filed. No prejobs have been held.

ADJOURNMENT

Adjourned at 10:25 a.m.

DELEGATES MEETING MINUTES

July 21, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- SFLC: Union Night at Oracle Park. SF Giants vs. AZ Diamondbacks, M/S/C to file.
- Support Liz Ortega-Toro and Tim Robertson flyer: Recommendation to support at \$500 per candidate, M/S/C.
- Ironworkers 377 centennial anniversary invitation: Recommendation of \$3,000 for silver sponsorship, M/S/C.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 7/7/22 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

To be submitted in writing in meeting minutes, per John Doherty.

- Ballot measures moving to November. Affiliates asked to oppose redux of Prop B, prioritize Prop K renewal, and prepare to have a COPE meeting for D6.
- State mediation for City College is August 1.
- SFUSD negotiations are ongoing, with the priority being retention and parity with the City membership.
- CA Fed convention.
- Labor Council COPE is August 8. Prepare to caucus as the SF Building Trades and meet early at IBEW 6 — suggested arrival time is 5 p.m.

PICKET SANCTIONS

- Ramon Hernandez (Laborers 261) requests strike sanction at Hunter's Point Shipyard, multiple contractors, M/S/C.

OLD BUSINESS

None

NEW BUSINESS

- Pre-convention meetup: ST requests authorization to spend up to \$1,000, M/S/C.
- John Doherty (IBEW 6) will contribute \$500. Ramon Hernandez, Dan Torres (Sprinkler Fitters 483), and Charley Lavery (OE 3) would like to also support and have requested a copy of the flyer to be sent.
- Joe Sanders (Painters 913) introduced two new delegates: Davion E. and Ayesha Calloway.

REPORTS OF UNIONS

- Charley Lavery, with Prop K update: Mayor is in support of campaign. Lavery will have 100% oversight, including budget. Please reach out to him to make contributions.
- Eddie Reyes (Ironworkers 377) thanked the council for the sponsorship and encouraged other locals to attend.
- Richard Willis (Carpenters 22) reported on massive layoffs and asked for assistance with navigating the process.
- Ramon Hernandez reported on SFHA and provided an update on current complaints.

ADJOURNMENT

Adjourned at 5:23 p.m.

IRA

Continued from page 9

prove premium affordability but also enable California to improve out-of-pocket affordability. As part of the state budget, legislators and the governor approved \$304 million in additional health insurance affordability assistance for people enrolled through Covered California. If enhanced federal subsidies are extended, these funds would be used to reduce cost-sharing for those enrolled in Covered California by eliminating deductibles in benchmark plans for enrollees with income up to 600% of FPL (\$77,280 for a single person in 2022) and offering plans with lower copayments for enrollees with income 200% to 600% of FPL.

These affordability improvements will reduce costs associated with accessing care. Out-of-pocket costs — copays for lab work, prescriptions, and follow-up visits, for instance — can add up to a substantial portion of an enrollee's monthly income, even with existing cost-sharing help. Deductibles, while not applied to many services because of the carefully standardized California plan design, are neverthe-

less unaffordable for many and have been shown to deter use of care and potentially hinder enrollment.

The passing of the IRA will unlock these additional state-financed benefits that should improve access to care and increase financial security for Covered California enrollees.

The Takeaway

The IRA will take important steps towards improving prescription drug affordability, especially for Medicare beneficiaries. It should also help Covered California enrollees maintain the more affordable premiums that began in 2021, as well as protect the state's progress in moving toward universal coverage.

The federal action will also enable California to use state-allocated affordability funds to eliminate deductibles and reduce copayments for most Covered California enrollees instead of having to use the funds to partially fill the large premium affordability gap that would be left without the subsidy extension in the IRA.

The final outcome? Millions of Californians will experience an improved ability to afford healthcare. **OL**



Give your diet a do-over

Forget juicing, fasting, and fad diets. Just focus on being healthy and fit. When you eat right and exercise regularly, maintaining a healthy weight can happen naturally.

Fill up with fiber

High-fiber foods fill you up without filling you out. Getting enough fiber each day can help you lose weight, regulate your blood sugar, and lower your cholesterol — all without counting calories.

Make time to move

Cutting calories can help you lose weight, but keeping it off long-term is a different story. Exercise is a must — aim for at least 30 minutes of physical activity, 5 times a week, to keep lost pounds from coming back.*

Rethink your drinks

There's more to maintaining your weight than watching what's on your plate. Calories from soda, juice, and alcohol add up fast. Switch to mostly water to help keep your weight from creeping up over time.

Visit kp.org/weight.

Your work means everything to us

Over the past 76 years, we've been through a lot of changes. But one thing has stayed the same: our historic relationship with union members and their families. You build our medical facilities around the country. And today, we're proud to have those facilities staffed by more than 150,000 Kaiser Permanente union members. Thank you for your hard work and dedication. Here's hoping your time off is filled with friends, family, and fun — you deserve it!

Have a safe, happy Labor Day

kp.org/laborandtrust

**American Heart Association Recommendations for Physical Activity in Adults and Kids," American Heart Association, 2018, heart.org.