

TOP PROJECTS OF 2022: LOCALS' CHOICE

By Robert Fulton, Contributing Writer

To cap off 2022, *Organized Labor* spoke with a number of trades leaders and business agents from among the various SF Building Trades-affiliated locals about what they thought were the top projects of the year.

We got back some insightful answers that took into account a variety of work our respondents felt was particularly beneficial and meaningful not just to their membership, but to the greater Bay Area region in general.

In these reflections on '22, we heard a few themes come up: Mission Rock, a slowing economy, Mission Rock, the Southeast Treatment Plant... and, yes, Mission Rock.

That mega-development from the San Francisco Giants has certainly kept the trades busy and will continue to do so in the coming years. But as it is with the bay itself, there's a lot more going on than immediately meets the eye. **Turn to page 12** to read about the many projects that took us through '22 — and are set to take us through '23 and beyond.



The Inside Story Behind the Thwarted Railroad Strike

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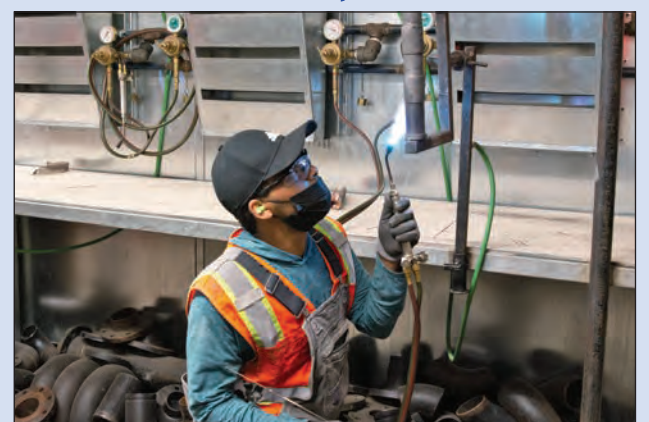
ON THE Job Site

State Building Trades' Apprenticeship Week Roadshow Lands at Mission Rock, U.A. 38 Training Center

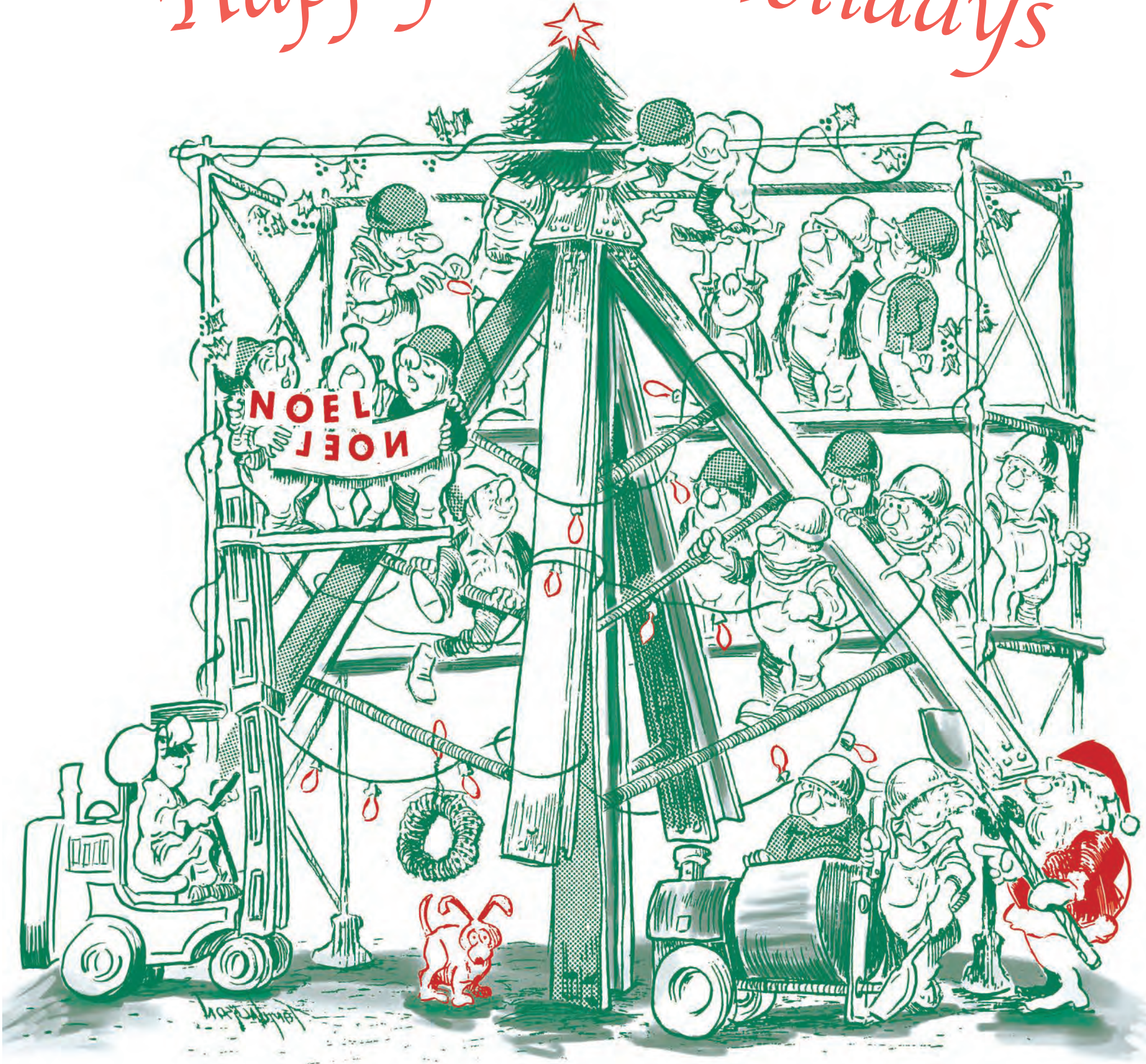
Photography Courtesy of the State
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This year for National Apprenticeship Week, a contingent from the State Building Trades Council of California (SBCTC) embarked upon a Golden State-spanning trek from Redding to San Diego for an in-person look

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Happy Holidays



*... and a Happy New Year From Everyone at
the San Francisco Building & Construction
Trades Council and Organized Labor.*



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



U.S. Labor Law Needs an Overhaul: What's Wrong, and What We Can Do to Fix It



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

It's high time for a fundamental change in U.S. labor law. We need meaningful labor legislation that truly protects workers, or at least gives them a fair shake and a basic sense of dignity. We need laws that treat workers with the same reverence currently reserved exclusively for those who own the companies rather than those who do the heavy lifting to generate the vast majority of those companies' profits.

Labor law as it exists in our country today is toothless at best and, at worst, is explicitly engineered to sacrifice workers on the altar of economic stability. And who do you imagine is best-positioned to take advantage of the slanted language of these laws and win gain after gain for their interests and their interests alone? It's the ownership class, of course.

A textbook example of this kind of pro-capitalist, worker-exploitative U.S. labor law is the Railway Labor Act (RLA). A relic of 1926 — a time when railroads were becoming increasingly important to U.S. interstate commerce — the RLA was designed to allow the federal government to keep its finger on the button of labor relations in the rail industry in order to keep freight moving no matter what unionized railroad workers might demand.

Earlier this month, the RLA was used by federal lawmakers on both sides of the aisle to kill a strike and force a negotiation that sold out railroad workers who simply wanted the ability to call in sick without being fired for doing so. Ultimately, the decision will hand more profits to the railway companies while

location. They have to unionize the entire system under a single election.

While at first glance that might seem advantageous to organizers who chase many shops to gain market share, it is, in effect, a way to dilute a campaign. FedEx used it to successfully prevent unionization again and again; classifying an aircraft mechanic in Seattle with a truck mechanic in Indianapolis with a ground equipment mechanic in Florida proved to be nearly impossible.

I would later see a similar stifling effect when I had the privilege

union power have been curbed by each and every presidential administration.

For a union activist like me, to witness this is exasperating, yet it makes perfect sense. The RLA functions precisely as designed, limiting the power of workers to balance corporate greed and control over the workplace and, by extension, sacrificing the health and safety of everyone on the job in the name of smoothly flowing logistics.

But this is why we stay politically engaged. This is why we need to continue bothering our Senators to bring the PRO (Protecting the Right to Organize) Act to the floor for a vote, as, if passed, it would go a long way in restoring the right of workers to freely and fairly form a union and bargain together for changes in the workplace.

It is with our political ground game that we can affect real change, but we also need the courts on our side. I challenge every union to consider adding judicial seats to their endorsement process and go a step further to recruit and support labor lawyers for the bench.

And at the very least, we should always be working to organize more and more workers into unions, because with more of us working in solidarity with one another, the more likely it is that our laws will start reflecting our interests rather than solely those of the owners.

Together we can do this. Happy holidays and a happy new year to everyone — here's to a strong 2023 filled with more solidarity than ever before. **OL**

I challenge every union to consider adding judicial seats to their endorsement process and go a step further to recruit and support labor lawyers for the bench.

giving workers nothing in the way of sick days. It's pure abuse. (Turn to page 8 in this edition to read the whole story.)

When I was an organizer, I saw the archaic RLA used in a similar fashion — to squeeze workers and frustrate their ability to bargain — when it was invoked to prevent aviation mechanics from unionizing at FedEx. According to the language of the RLA, a group of workers can't just organize at a single

of working with the union reps at United Airlines Tech Ops as Teamsters 856/986 members. I saw how the RLA had stripped bargaining power away from the shop floor decades prior, allowing the industry to ravage the workforce with outsourcing, and how loyal workers lost their pensions and employee stock every time the industry faced volatility. All told, I've seen how worker strikes and the ability to flex



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JERRY NEIL PAUL

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

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

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

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

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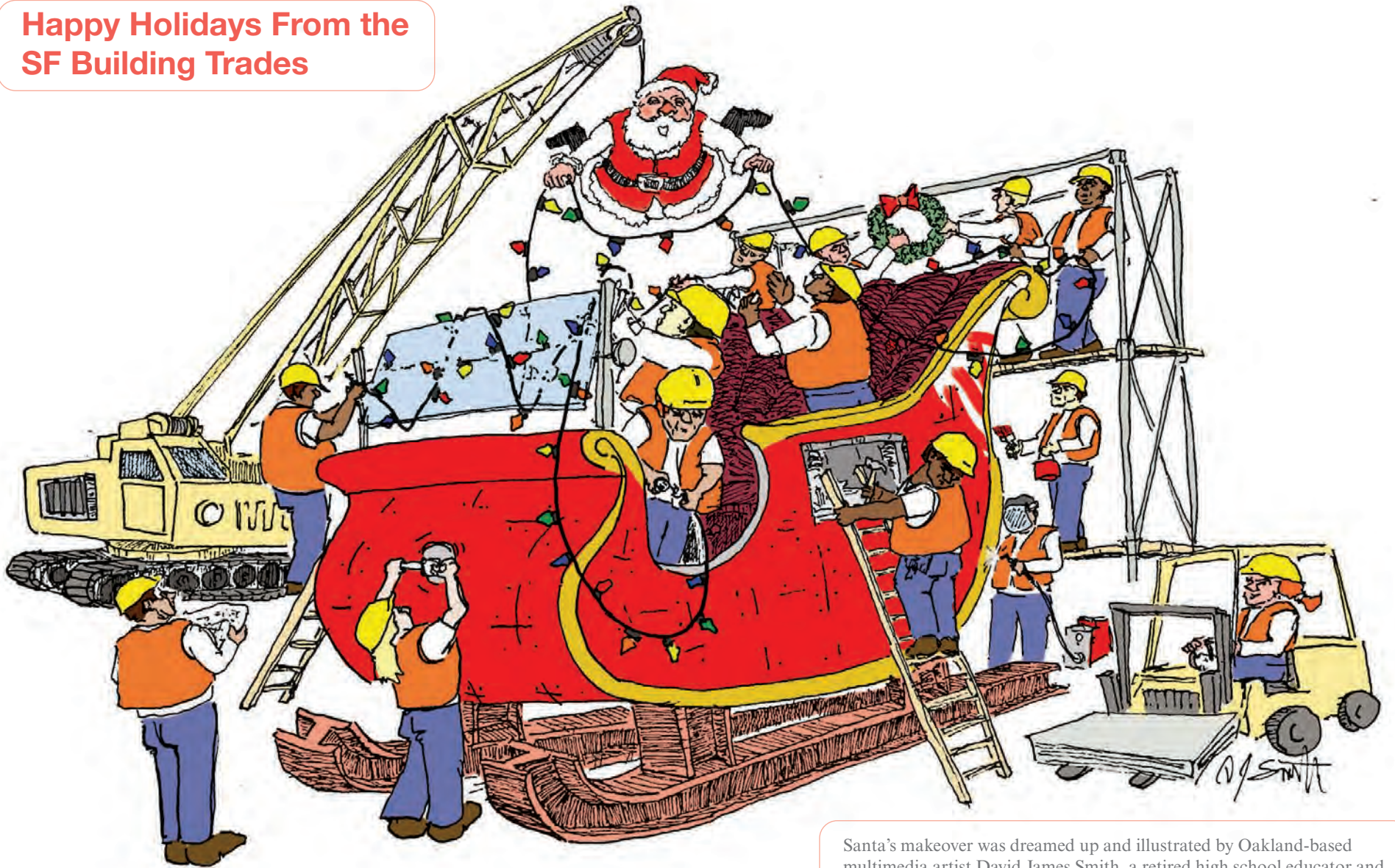


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Happy Holidays From the
SF Building Trades



Santa's makeover was dreamed up and illustrated by Oakland-based multimedia artist David James Smith, a retired high school educator and 32-year member of the American Federation of Teachers. He received a PEN Syndicated Fiction Project Award in 1985 and has been featured in numerous exhibits and group shows throughout Southern California. Smith's daily musings — in political-cartoon form — can be found on Instagram: @davidjames.smith.

Three Cheers to a Legendary Friend of Labor

The San Francisco Building and Construction Trades Council wishes to extend its sincerest gratitude to House Speaker Nancy Pelosi in the wake of her announcement that she will step down from her congressional leadership role.

In her two decades as the top House Democrat, Pelosi was an unwaveringly reliable friend of labor. We commend her for keeping the interests of SF's working people top-of-mind — as well as the interests of working people across the United States —

and for steadfastly advocating for our cause in the federal halls of power.

We look back warmly on all that she has done to better the cause of organized labor and look forward to working closely with her to represent SF values in the new 118th Congress.

"We don't agonize. We organize, and we unionize." — Nancy Pelosi **OL**



PHOTO CREDIT: ALAIN MCLAUGHLIN

IN MEMORIAM

Fred Ross Jr.

1947-2022

On Sunday, November 20, we lost an enthusiastic union leader and friend of many in the labor movement.

Fred Ross Jr. followed in the footsteps of his father, who campaigned alongside César Chávez and the United Farm Workers (UFW). Ross began his organizing career with UFW and went on to serve in several other unions, focusing many of his efforts on defending the rights of immigrant workers. Earlier this year, he retired from his position as lead organizer for IBEW Local 1245 in Vacaville — a role he had held for 12 years and one in which he re-energized the union's organizing efforts.

Ross's career in organizing teaches us many valuable lessons, including the need to prioritize in-person conversations, build powerful coalitions, and always make sure our campaigns are fun and optimistic. We share our gratitude to Brother Ross for his decades of service to the labor movement and his legacy of hopeful organizing. May his family and loved ones take comfort knowing that we are stronger because of his lifetime of dedication and service to working people.

—Kenneth Quinnell, AFL-CIO



Michael Hardeman

1943-2022

On Wednesday, December 7, Brother Michael Hardeman passed away.

A born-and-raised San Franciscan who attended Balboa High School and SF City College, Hardeman would go on to enjoy an illustrious and long-running career as a Bay Area trades unionist. He served in elected office with Sign Display Local 510 for 33 years, most notably as its business manager, but he started out as a sign painter apprentice before becoming a journeyman pictorial artist.

In addition, he served on numerous boards and commissions in the Bay Area, spending 15 years on the SF Port Commission and 10 years on the Fire Commission. Hardeman also served on the Human Rights Commission and the SF Public Utilities Commission, and he spent 30 years on the SF Labor Council Executive Board and 33 years as a delegate to the SF Building Trades. Additionally, he served on the board of directors of numerous non-governmental organizations.

Hardeman lived in the West Portal neighborhood of SF with his wife, Marina (pictured at right). He is also survived by three children and four grandchildren. He did inestimable good for the Bay Area building trades and will be greatly missed by all of his brothers, sisters, and siblings.

Turn to page 33 to read a remembrance of Michael Hardeman written by Joe Toback, former Local 510 business manager.



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Happy Holidays

It's time to celebrate everything you've done in 2022! All of us at Blue Shield of California would like to wish you and your families a joyous holiday season.

As we look forward to 2023, we are excited about what lies ahead and are appreciative of your many contributions to the labor community this past year.

To learn more about what Blue Shield can do for you and your members, contact Tera Brandon Clizbe, vice president, Labor and Trust at tera.clizbe@blueshieldca.com.

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Workers’ Rights Derailed to Keep Economic Engine on Track

The Lowdown on Feds’ Railroad-Strike-Thwarting Forced Labor Agreement: It’s Complicated

By Robert Fulton
Contributing Writer

In December, President Joe Biden signed legislation passed by Congress, and, just like that, the years-long dispute between labor and railway carriers ended.

So, what happened?

We dug into the matter, with some help from preeminent U.S. labor law professor William B. Gould IV, who was chairman of the National Labor Relations Board under President Bill Clinton and now serves as the Charles A. Beardsley Emeritus Professor of Law at Stanford Law School.

What’s the Overview?

The last contract between a dozen labor unions representing more than 115,000 workers and freight railroad operators expired in 2019.

This past September, after years of talks and with help from the Biden administration, management and the unions reached a tentative agreement. However, four of the 12 unions involved failed to ratify the agreement,

the major sticking point being lack of paid sick leave in the new contract. With the threat of a strike looming — and the potential economic apocalypse that might follow, what with goods transport grinding to a halt in the thick of the holiday season — Congress passed and President Biden signed legislation forcing the unions to abide by the brokered deal from September.

Who Are These Workers?

The dozen unions involved in the negotiations were the following:

- The Transportation Communications International Union,
- The Brotherhood of Railway Carmen,
- Machinists,
- The American Trains Dispatcher Association,
- SMART Railroad, Mechanical and Engineering Department,
- SMART Transportation Division,
- IBEW,
- Boilermakers,
- Stationary Firemen,
- The Brotherhood of Railroad Signalmen,
- The Brotherhood of Locomotive En-



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December 2022 Organized Labor

gineers and Trainmen, and
• The Brotherhood of Maintenance of Way Employees (a division of the Teamsters).

These unions represent workers at carriers including Union Pacific, BNSF, CSX, Norfolk Southern, and Kansas City Southern.

The Railway Signalmen, Maintenance of Way Employees, SMART-TD, and Boilermakers were the four unions that rejected the tentative agreement. Gould said that the workers who didn't ratify are likely enduring "onerous conditions" on the worksite.

What Did Workers Win, and What Did They Lose?

On the plus side, the workers from the 12 unions received a 24% raise over the next five years, five annual \$1,000 lump-sum payments, caps on health-

care premiums, and one additional personal day.

What they did not receive — and what almost led to all hell breaking loose — was the 15 days of paid sick leave they were fighting for. Legislation was on the table that would have provided seven sick days, but it didn't gain enough votes to get out of the Senate. So, the unions got stuck with just one additional personal day.

"The unions certainly did not win," Gould said. "I think on balance, it has to be said that the railways did."

What Gives With the Paid Sick Leave?

Despite massive profits, the rail carriers refuse to give their workers paid sick days. If workers get sick, they have to take a personal day (i.e., vacation time), which generally has to be

requested in advance and is, therefore, of no use when someone wakes up in the morning ill. And due to the demands of the job, not to mention the fact that the railroads have eliminated nearly one-third of jobs in recent years, days off are hard to come by.

"I think these companies have deliberately saved costs and increased profits by diminishing the number of employed workers," Gould said. "Under those circumstances, they're less able to tolerate absences."

Why Is This Such a Big Deal?

Depending on who you ask, between 30% and 40% of freight in the United States moves by rail, hence the estimated \$2 billion-per-day hit to the economy. Factor in passenger travel and transportation of hazardous materials and perishable goods along train lines, and it's no question why the rails are so important to the country.

Back Up a Second... the Federal Government Called the Shots in a Labor Dispute?

Yes indeed. The national economy shedding a potential \$2 billion a day is no laughing matter. With inflation already an issue, the economy cooling, and the holiday shopping season upon us, such an economic hit could have been catastrophic. So, the Biden administration worked with Congress

— and, some might say, sold out the workers — to pass legislation to get a deal done and save the economy before Santa Claus loaded up his sleigh.

How Could Politicians Do That?

Congress has the power to intervene thanks to the Railway Labor Act of 1926. Under its power in the Constitution, the law allows Congress to prevent disruptions to interstate commerce. Simple as that.

Sounds like B.S.

It is, and, in some ways, it isn't. With the law passed 80-to-15 by the U.S. Senate and signed by President Biden, any strike would be considered illegal and the strikers fired, even though the members of four unions didn't ratify the agreement and the other eight stood in solidarity. Without the threat of a strike, the rail carriers hold most of the cards.

"There are some industries which, in some circumstances, are so essential that [a strike] would create such a national emergency that [it] cannot be tolerated," Gould said. He added that there wasn't much choice, and suggested some sort of arbitrator or mediator being more equitable.

"There ought to be mechanisms in place which induce the parties to bargain early and bargain often prior to the time the agreement ends," he said. **OL**

"The unions certainly did not win. I think on balance, it has to be said that the railways did."

—William B. Gould IV, Charles A. Beardsley Emeritus Professor of Law, Stanford Law School

Wishing you a wonderful holiday season

Before we break in the New Year, we wanted to express our deepest gratitude for your continued trust and partnership. May your holidays be a time of celebration, love, and connection.

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Cheers from our families to yours!

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'We Represent the Hardest-Working Men and Women in the State'

A Q&A With Beverly Yu, State Building Trades' New Deputy Legislative Director

Interview by Jacob Bourne

In October, Beverly Yu joined the State Building and Construction Trades Council of California (SBCTC) as deputy legislative director, bringing to her new position many years of experience working in government and the labor movement.

Yu spoke with *Organized Labor* about what the road ahead looks like in the fight for building trades members throughout the state as the 2023 legislative session approaches.

This Q&A has been edited and condensed for clarity.

What originally brought you to the labor movement?

I've worked in the legislative and political arena for over a decade, starting at several legislative offices — those of former assemblymembers Rich Gordon, Jimmy Gomez, and Paul Fong, as well as the chief clerk's office. I also served on the state's Cannabis Advisory Committee for almost five years. Those experiences made me realize that working in the labor movement was the right direction.

While working at the state capitol, I was inspired by the hardworking union men and women who came to lobby and speak at the hearings. Working internally in the legislative office, I could see how vital the advocacy of labor unions is to gaining protection for workers across the state.

I ended up joining United Domestic Workers Local 3930, which represents over 155,000 home care and childcare providers throughout California, as the state government affairs director. During my eight-plus years at UDW, I managed the legislative budget, regulatory agenda, and political endorsement process. My most notable accomplishment was working to restore the home support services program budget following recession-era cuts. I worked on a bill that successfully extended collective bargaining rights for childcare providers, helped enact a fiscal penalty for employers who bargain in bad faith, and helped build the framework for refundable union dues.

What inspired you to join the SBCTC?

Working for the SBCTC is an honor. We represent the hardest-working men and women in the state. These are the people who build California. So, when the opportunity opened up, I felt inspired to work alongside trades workers who are involved in very important issue areas and seek to address challenges — whether it's housing or clean energy.

What's been your focus over the past couple of months in your new role?

We're working on pulling together our legislative agenda before the next session starts. We have a great team under

[SBCTC] President Andrew Meredith and are crafting an agenda that seeks to protect the interests of building trades members. We're working to ensure that we protect workers' rights, ensure the use of a skilled-and-trained workforce, push projects that pay prevailing wages, and incentivize project labor agreements.

We're taking a holistic look at what impacts our building trades members, and that includes childcare access, safety on the jobsite, and more affordable housing, for example. We're already seeing bills come in, and we'll be supporting the good ones while also playing defense. Some of these bills are designed to help solve some of California's challenges but ultimately undermine the protections that the building trades have fought hard for over the years.

We'll fight against bills that are detrimental to our workforce and create unintended consequences. We'll be working closely with legislators, their staff, and state department administrators to kill bills that exploit workers to cut down on costs for contractors or promote an underground economy that lacks adequate labor protections.

Are there any pieces of legislation that building trades members should be watching closely?

Keep an eye out for our legislative agenda. We're still in the process of



putting it together, but one bill that's already an issue right out of the gate is SB 4. It's a by-right housing bill that, at this point, would burden our workforce, as it lacks adequate protections and training standards. It has a prevailing wage component but doesn't require a skilled-and-trained workforce. This means there could be unintended consequences for the residential construction sector, where many developers try to cut costs by misclassifying workers or paying under the table.

There are other issues with SB 4, such as unclear apprenticeship requirements, an unenforceable healthcare requirement, and arbitrary thresholds that deny workers fair wages and benefits. It's a bill that's important for members to coalesce around and oppose unless amended. **OL**

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'I Put a Lot of Effort Into Fighting Back Against Any Threat to Our Rank-and-File Members'

A Q&A With Nichole Rice, State Building Trades' New Legislative Advocate

Interview by Jacob Bourne

Having just joined the State Building and Construction Trades Council of California (SBCTC) as a legislative advocate in October, Nichole Rice has been busy getting to know members and the issues that affect them. While her position with the SBCTC involves plenty of lobbying in the state capitol, she's also working to encourage rank-and-file building trades members throughout California to get directly involved in politics.

Rice spoke with *Organized Labor* about her organizing roots and her goals for the position.

This Q&A has been edited and condensed for clarity.

Can you talk a bit about your background in the labor movement?

I started working for United Food and Commercial Workers Local 8 in Northern California in 2008. I worked in various capacities doing organizing and, eventually, political work, which led me to becoming Local 8's political and legislative director in 2017. We represented workers in retail grocery, wholesale meat, wine processing, and distilleries, as well as pharmacy technicians and those in the

legalized cannabis industry.

I put a lot of effort on both the local and statewide levels into supporting and fighting back against any threat to our rank-and-file members, primarily regarding land use decisions, as well as thwarting Walmart Supercenters from opening up, given their notorious job-killing nature. My focus was on building coalitions within labor and small business and helping to foster a base of labor advocates in the Central Valley who could run for office. I eventually became a principal officer for a group of over 100,000 union members covering 60 different affiliates. Building coalitions is one of the things that I'm proudest of.

Do you have a personal connection to the SBCTC?

What really resonated with me about working for the State Building Trades was that my grandfather was an ironworker based in Oakland. Before he became a union member, he drove materials to jobsites. He learned about the apprenticeship and joined Ironworkers Local 378. During his time there, he ran for different positions, did organizing, and became [the local's] president — and then he spent the last 25 years of his career working for the

State Building Trades.

I always looked up to my grandfather and went everywhere with him up and down the state, including on campaigns for certain covenants. So, this was a bittersweet decision for me.

What does a typical day look like for you as a legislative staff member?

The new legislative session hasn't quite started yet, but [SBCTC] President Andrew Meredith has a really great take on how to engage with rank-and-file members. One of my initial projects is getting more union members — specifically, building trades members — to run as delegates for the California Democratic Party. It has involved working with building trades councils and putting together a factsheet about why it's important for members to have a voice in politics.

I'm happy to say that we've recruited nearly 80 rank-and-file building trades members to run, which is roughly one person per state assembly district.

What goals do you hope to accomplish during your tenure at the SBCTC?

I feel that I'm in a good position to bridge the gap of understanding in



how we can have infrastructure such as new buildings and, at the same time, create housing and good jobs, and how we can transition to clean energy in a way where we're not abandoning California's workers. We have to cultivate a production environment that's beneficial to those across the income spectrum.

There's a lot of misunderstanding within labor, and many don't know who building trades members are and who they advocate for. I want to bridge that gap. 

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Holiday Greetings to the Men and Women of the San Francisco Building Trades



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TOP PROJECTS OF 2022: LOCALS' CHOICE



Electrical rough-in at Mission Rock



IBEW
LOCAL 6

Local 6 Business Manager John Doherty offered a number of highlights from 2022. He was quick to cite the mega-project **Mission Rock**, a 28-acre development from the San Francisco Giants that got underway with work on Parcel A and includes a 24-story apartment complex.

Doherty also heralded a number

of infrastructure projects. "It's good to see the sewer plant starting in earnest," he said, referring to the **Southeast Treatment Plant**.

Looking ahead to 2023, he anticipated the **Potrero Power Plant** project and the new hospital at **UCSF Parnassus Heights** would be keeping his members busy in the new year.

PHOTO CREDIT: PL1415926535 VIA WIKIMEDIA COMMONS



Clearing ground at the Southeast Treatment Plant site



Carpenters
LOCAL 22

When considering top projects for 2022, Local 22 Financial Secretary Pat Mulligan didn't have to look too far afield. Two projects in close proximity to his union hall — the **Southeast Treatment Plant** and **Pier 70** — were at the top of his list.

The San Francisco Public Utilities Commission has invested more than \$2 billion to modernize the Southeast Treatment Plant, a sewer system facility that was constructed in 1952 and

has notoriously plagued the surrounding Bayview community with odors. The general contractors are **Sundt and Walsh Construction**. Pier 70 is a mega-redevelopment with housing, office space, retail, and more.

Mulligan pointed out the value of public works projects and long-term investments in a slowing economy.

"What's nice for me are projects that have started that have a ways to go," he said.



Window installation on a recent project



**Glaziers, Architectural Metal,
& Glass Workers**
LOCAL 718

Local 718 is another trade that has enjoyed the fruits of the 28-acre **Mission Rock** mega-project.

"That PLA has been huge this year," said Local 718 Business Representative Nick King, estimating there are no less than seven glass contractors

currently on-site, along with other companies for whom his members have been in high demand. "It's been great for us," he said.

King also noted new construction from **UC Hastings in the Tenderloin** as a top source for work in 2022.

TOP PROJECTS OF 2022: LOCALS' CHOICE

PHOTO CREDIT: TUE NAM TON



Fitting rebar at Mission Rock



Laborers LOCAL 261

The laborers of Local 261 have a unique advantage when it comes to jobs: Members tend to be on-site from beginning to end.

"Every project, we were there," said Javier Flores, the local's vice-president. Laborers typically prep a worksite, dig holes, and do demolition, and, when the project concludes, they handle

the cleanup. "We are there at the beginning, then during the project, and at the end."

For Flores, the massive ongoing projects are the ones that have kept his members the busiest and will continue to do so in the coming year: **Mission Rock**, **Treasure Island**, and **UCSF Parnassus**.



Cement masonry in Santa Rosa



Plasterers & Cement Masons LOCAL 300

Geographically speaking, Local 300 covers larger swaths of California than most other SF Building Trades affiliates, with a jurisdiction stretching to the Oregon border.

Business Agent Chris Knerr is most impressed with the five-year **Project Labor Agreement with the City of Santa Rosa**.

"This was years in the making," he said. "It's a real victory for the local workforce up here."



Market Street waterproofing

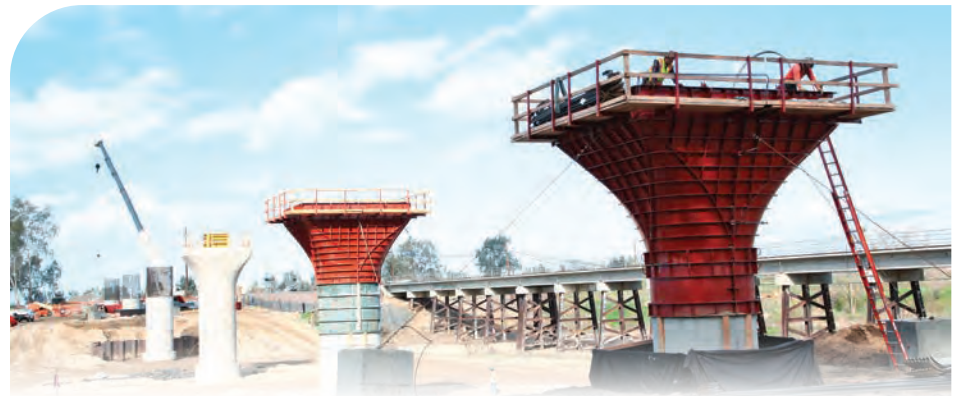


Roofers & Waterproofers LOCAL 40

To say that the new **Plumbers Local 38 Union Hall** is no more than a new home for Local 38 would be to miss the mark entirely. This is a multiple-block development on Market Street from general contractor **Suffolk**. In addition to the 30,000 square-foot hall, the work includes Local 38's headquarters,

600 units of housing, 17,000 square feet of retail, and a 33,000-square-foot park.

No wonder this was a favorite project of Local 40 Business Manager Jose Padilla, who praised the development for being "an all-union project, well-organized and on-schedule."



California High-Speed Rail construction outside Fresno



Pile Drivers LOCAL 34

Remember **California High-Speed Rail**? The folks of Local 34 certainly do, as they've been keeping quite busy on the project's second phase in Fresno.

According to Senior Field Representative Martin Espinoza Jr., the local had as many as 100 members working on high-speed rail at its peak this year and still boasted more than 40

members on the job as of this month. **Dragados USA** and **Flatiron West** are the general contractors.

"It's one of the mega-projects," Espinoza said. "We're excited about high-speed rail."

Local 34 also played a big role in 2022 with the **new seawall in Foster City**.

TOP PROJECTS OF 2022: LOCALS' CHOICE



Sprinkler fitter apprentices in training



Sprinkler Fitters LOCAL 483

Local 483 Business Agent Dan Torres named the huge SF Giants-backed development **Mission Rock** as a project that kept his members very busy in 2022.

However, thanks to their particular expertise, it's the day-to-day work from which Torres and his fellow sprinkler fitters have been reaping the greatest benefits recently. That's because San Francisco

requires even stricter testing and maintenance of fire sprinkler systems than the State of California. Local 483 has the members who have the state certifications for inspection, **testing, and maintenance of these systems**, so who better to maintain them than these union-trained experts?

"We install the systems," Torres said. "We know how they work."



Annual Coastal Cleanup event in Pacifica



Carpet, Linoleum & Soft Tile Workers LOCAL 12

Pressed for time, Local 12 Business Manager Anthony Nuanes considered some of his favorite projects his local participated in this year: **area volunteer opportunities**.

These include September's annual beach-scrubbing event, the Coastal Cleanup, in Pacifica;

the IUPAT Day of Action at Linda Mar Beach, also in Pacifica, where more than 40 participants removed in excess of 1,100 pounds of trash earlier this year; and helping with floor covering at local churches.

"These are the projects that stand out to me," Nuanes said.

PHOTO CREDIT: CHRISTOPHER MICHEL VIA WIKIMEDIA COMMONS



Display work at Dreamforce 2022



Sign Display LOCAL 510

When it comes to the definition of "project," the folks at Local 510 have something else in mind: mega-trade shows. And there are few of those bigger than Salesforce's annual convention, **Dreamforce**, which was held September 20 through 22 at the Moscone Center and produced by **Freeman**.

Local 510 Business Representative Morgan Worth characterized the event as momentous, saying, "Before the pandemic, Dreamforce was one of the biggest events held within the City. It was certainly one of the largest annual events for our local. It was canceled in 2020 and returned in

2021 on a reduced scale. Dreamforce 2022 returned in full force."

Worth said Dreamforce 2022 helped reestablish San Francisco as a prime convention destination — and more. "Beyond the symbolism of the event for the City, much of our membership had the opportunity to work long hours, earn a much-needed paycheck, and regain medical coverage," he said. "Our members also seized the day, stepping up and filling in where others were unable to do so. It showcased our members' diversity in skill, especially with regard to graphics and rigging."



Marble masonry at 101 California



Bricklayers & Tile Setters LOCAL 3

Local 3 represents a number of craftworkers, from bricklayers and tile setters to terrazzo mechanics and pointer-cleaner-caulkers, and many more, including marble masons and finishers.

In 2022, members in that last group got a chance to apply their rarified craft at **101 California**, a high-end stone project in San Francisco that put Local 3's marble masons and finishers on the job for Cleveland Marble and Mosaic. Work began in October and is scheduled to be completed in early

2023. **Turner Construction** is the general contractor.

The 101 California project includes setting stone in the interior lobby on the walls and floors as well as on exterior planters and pavers; vertically installing red granite using mechanical anchors; and installing some of the stone using the spot-and-anchor method, which employs copper wire and plaster to secure the material in place. All of these jobs require the utmost in expertise, which Local 3's crew was proud to deliver.

LABOR HISTORY AT CCSF

California has always been ground zero in the battle for workers' rights. The stories behind those battles are fascinating and informative – and, too often, not widely known.

Take the California Labor History class (LBCS 88) at the CCSF Mission campus and learn all about how San Francisco fits into the state labor movement, how labor relates to other social justice movements, and how labor history remains relevant today. Completing the course will also earn you three units of college credit.

Many SF Building Trades delegates have taken the class, which is held during spring semester at 6 p.m. on Thursday evenings beginning February 2 and is free for SF residents. Instructor Fred Glass is a retired union communications director who wrote "From Mission to Microchip: A History of the California Labor Movement" and directed the 10-part video "Golden Lands, Working Hands."

To register, visit ccsf.edu or scan the QR code.

For more information on the class, email Glass at fglasscft@gmail.com.



Heading for your afternoon break and have nothing to read?

Subscribe to our e-news and be the first to know about the latest SF Building Trades action alerts, event announcements, and other intriguing and important info, plus get an early peek at *Organized Labor* before the paper drops each month.



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Celebrating Apprentices and the Unions That Train Them



This guest column was written by Andrew Meredith, president of the State Building and Construction Trades Council of California.

As we enjoy the holiday season and reflect on the good things, being thankful for the opportunities provided by craft apprenticeship programs is at the top of my list.

Few opportunities — perhaps none — can do more to elevate people from poverty, improve socioeconomic conditions for families, and revitalize communities than union apprenticeships. Teaching workers a marketable skill that transcends a single project or even a single employer creates long-lasting value for those workers and their communities. At the State Building and Construction Trades Council of California (SBCTC),

there is nothing we are prouder of than the work we do to expand apprenticeship opportunities in California.

The SBCTC is a powerful force in California politics. Our reach is long, and our influence is unquestioned, but at the most basic level, we're a coalition of working people striving for one common goal: a better life for the workers we represent and for those who will follow behind us someday. It is for this reason that we treat training and apprenticeship with such reverence. Each year, we invest hundreds of millions of dollars of our own money, negotiated through collective bargaining, to provide world-class training to the next generation of laborers, bricklayers, operating engineers, painters, plumbers, sheet metal workers, cement masons, roofers, boilermakers, elevator constructors, ironworkers, teamsters,

Increasing apprenticeship opportunities isn't just a union issue. Such opportunities can help improve overall socioeconomic conditions for entire communities.

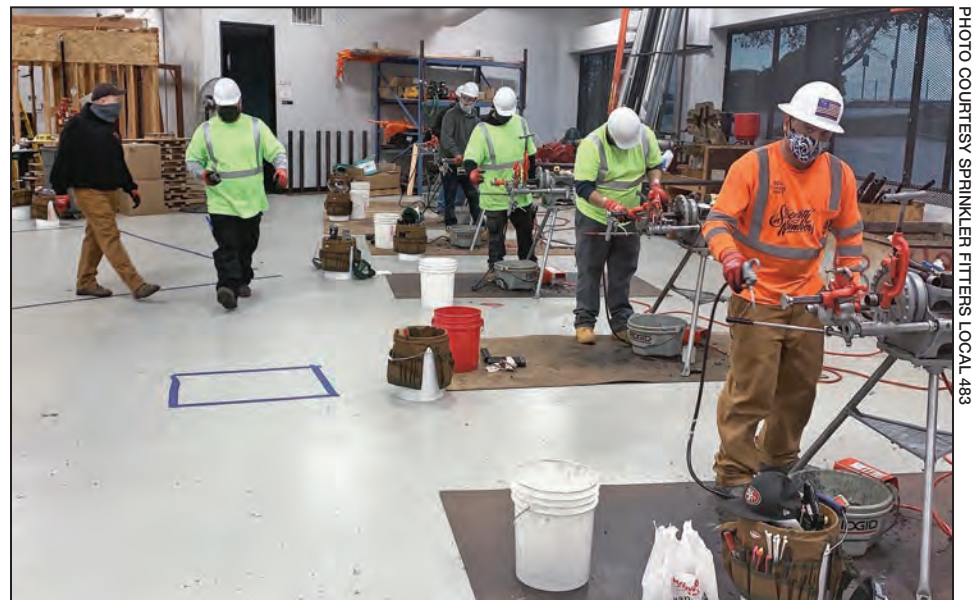


PHOTO COURTESY SPRINKLER FITTERS LOCAL 483

New apprentices with Sprinkler Fitters Local 483 train under the supervision of Local 483 Training Director Steve Fox in 2021.

glaziers, and electricians.

I am the product of a union apprenticeship program. Long before I took the job of SBCTC president, I was beginning my career as an apprentice electrician with the IBEW in Sacramento. The ability to attend and graduate from that apprenticeship program changed my life. Thanks to my apprenticeship, my wife and I were able to buy our first home and raise three beautiful children for whom we could provide a better life than what we had growing up.

As head of the SBCTC, I want a whole new generation of California workers to enjoy the same experience.

Last month, we celebrated National Apprenticeship Week, a weeklong appreciation of both the National Apprenticeship Act and the apprentices and programs that exist across the nation because of it. At the SBCTC, we marked the occasion by embarking on a week-long tour of California, heading south from Redding all the way to San Diego, visiting training centers and jobsites all along the route to highlight the work being done statewide to train and elevate the 70,000-plus apprentices we represent.

What we saw wasn't surprising, of course, because we know the hard work that our individual unions dedicate to training workers. It was inspiring, though, to be at the ground level and see lives being changed, communities being uplifted, and diversity and inclusivity transforming our ranks.

During the tour, countless elected and appointed officials joined us on one or multiple stops, from members of school boards and city councils to state legislators and more, including California Secretary of Labor Natalie Palugyai. It was wonderful to see these dignitaries from every level of government take the time to see what we do, as it should not go unnoticed. The investment of time and resources that our programs dedicate to training creates a more skilled, more productive, and more diverse workforce from which local communities and California as a whole reap major benefits.

As we reflect on National Apprenticeship Week, we should also reflect on the steps we've taken as a state to grow opportunities like these. Through legislation like SB 54, which brought training requirements into refineries, we have more than doubled the number of construction apprenticeships in California over the past decade. Legislation that mandates use of the graduates of state-approved apprenticeship programs on everything from housing to transportation projects has done the same, driving demand for even more apprentices. As California deploys new renewable energy projects or streamlines the development of more affordable housing, we should demand the same language to incentivize apprenticeship opportunities.

Using the levers of government to create more apprenticeship opportunities is one of the best ways for policymakers to improve socioeconomic conditions for communities throughout the state. Growing apprenticeship opportunities isn't just a union issue, nor should it be considered partisan — apprenticeship slots go to conservative and progressive applicants alike, without prejudice.

In fact, support for apprenticeships is probably the policy issue that should most easily bring together folks from every political camp. Progressives can appreciate the ability to elevate people to the middle class, while conservatives can appreciate that apprentices are guaranteed nothing more than the opportunity to be successful if they work hard enough.

As we gear up for another legislative session in Sacramento with many new faces, let's hope the political winds keep blowing in a direction that brings more and more Californians into apprenticeship programs. Let's hope the plight of these apprentices is never forgotten, nor are the investments of California's building trades unions into training.

We stand ready to continue expanding the Golden State's workforce with the skilled-and-trained workers of tomorrow, so long as political leaders give us the chance. For California's sake, let's hope they do. **OL**



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Happy



Holidays



The Nor Cal Carpenters Union wishes you and yours a happy and safe holiday season.



www.norcalcarpenters.org



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GENERAL MEMBERSHIP MEETING NOTICE

Tue., Jan. 3, 2023, 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

Pierre Apheceix, 88, passed away on November 4, 2022, with 44+ years of membership. He is survived by his wife, Jeannie; his daughters, Eliane (Jesse) Dohemann and Jacqueline (Robert) Apheceix-Renfield; and his grandson, Jake. He resided in Greenbrae.

Theodore R. Roehm, 70, passed away on November 14, 2022. He joined Local 22 in 1975. He is survived by his wife, Renee; his daughters, Nicole (Jason) Alger and Jessica; and his grandchildren, Corey, Laurie, and Malcolm. He resided in Millbrae.

Dieter Meier, 89, passed away on

November 19, 2022, with 59+ years of membership. He is survived by his wife, Renata; his son, Steven; his daughter, Sandra (Hugo) Tijero; and seven grandchildren and six great-grandchildren. He resided in Antioch.

Clarence Sheppard, 93, passed away on November 25, 2022, with 52+ years of membership. He is survived by his wife, Inez, and his son, Norris (Pauline), as well as seven stepchildren, two sisters, and many grandchildren and great-grandchildren. He resided in Oakland.

Derald G. Goyette, 81, passed away on November 26, 2022, with 61+ years of membership. He was predeceased by his wife, Marilyn, and brother, Duane. He is survived by his children, Tracie, Derald, and Monique, as well as eleven grandchildren and five great-grandchildren. He resided in Lodi.

Richard "Dick" Hardesty, 73, passed away on December 3, 2022, with 45 and a half years of membership. He worked as a general foreman on numerous jobsites, including the Fillmore Project, the Rincon Annex, the Clock Tower, the seismic upgrade of Highway 101, the San Bruno/SFO BART Extension and Police Station, SF IA, the Oakland Coliseum, and De Anza College. He spent the last 13 years of his career working for Kaiser Construction, retiring in March 2017 as general foreman for Kaiser Construction in the South Bay. He



Local 22 Financial Secretary Patrick Mulligan, pictured with his father, 70-year honorary member Denis Mulligan; his brother, Golden Gate Bridge District General Manager Denis Mulligan Jr.; and NorCal Carpenters Union Executive Secretary-Treasurer Jay Bradshaw.

is survived by his wife, Barbara, and his three children, Noël (and Matt) Manganaro, Rich Hardesty-DeMenge, and Brendon Hardesty-DeMenge. He resided in Pacifica.

50-Year Honorary Members

Michael Larson
Theodore Sanderson

Coronavirus Pandemic and Wildfire Disaster: Relief for Members

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

Journey-Level Upgrade Courses

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

Email addresses

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

Happy Holidays



Local 22 President Andrew McCarron presents his mother, Ita McCarron, with a Certificate of Honor from San Francisco Mayor London Breed on the occasion of Ita's 100th birthday.



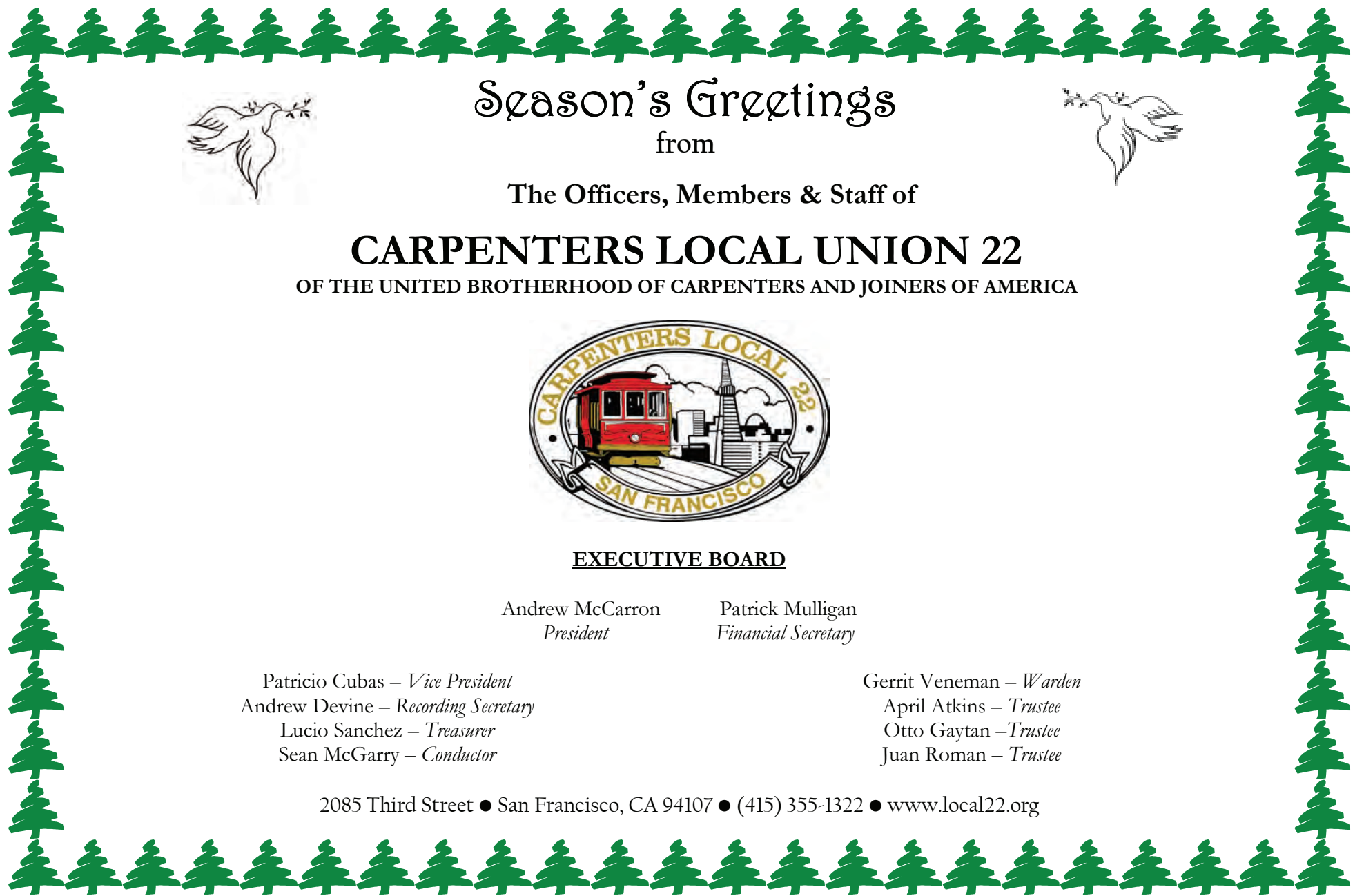
Richard "Dick" Hardesty, 1948-2022. May he rest in peace.



Wallace Benard proudly displays his 30-year pin.



Guillermo Ballesteros on the jobsite.



Season's Greetings

from



The Officers, Members & Staff of

CARPENTERS LOCAL UNION 22

OF THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA



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Northern California Millwrights

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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, Jan. 18, at 5:30 p.m.
690 Potrero Ave.

Sacramento
Wed., Jan. 4, at 5:30 p.m.
Sheet Metal Workers Apprentice &
Journeyman Training Building
3665 Bleckely St., Mather

North Bay
Mon., Jan. 23, at 5:30 p.m.
Mi Pueblo Restaurant
7384 Commerce Blvd., Cotati

Tahoe
Thu., Jan. 26, at 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd.
Stateline, NV

Reno
Thu., Jan. 26, at 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

More 'New We' Than 'New Me' in 2023

As we head into the new year, I'm going to spare you all the "New year, new me!" B.S., as I find it to be clichéd and totally lacking in substance. Instead, I'll attempt to share some info with you that you might actually find useful.

First, I'd like to remind you all to look at your pay stubs and verify that your annual raises are coming through and that they're coming through correctly. Those of you working for companies that use ADP for payroll can opt to download the ADP Mobile Solutions app to access your information, if you like. If you choose to install the app, I recommend that you do so from your personal phone, so if you should separate employment from a company, all of your info isn't just hanging out on a company phone where you can no longer access it.

It's also time I remind you to up your 401(k) contribution levels for the new year. As Regional Director Jerry Cluff reported at our last union meeting, the international is exploring an after-tax Roth 401(k) option thanks to the efforts of the delegates at last year's international convention. I'll bring you more informa-

tion as I get it, so please stay tuned.

I took a class offered by Helmets to Hardhats (H2H) this past month and want to give those veterans among us — and those with friends and family in the service — a brief synopsis of the value of registering for the H2H program.

To our veterans: First things first, thank you for your service. H2H is an organization that partners with the building trades to help place veterans in good union construction jobs. It also offers a much broader range of support for vets beyond just job placement services. So, if you're curious and think you might like to learn more, visit helmetstohardhats.org, where you can access a variety of useful links and information which can help with not just work but with the transition back to civilian life in general.

Also worthy of note is the fact that because we offer a registered and accredited apprenticeship program, apprentices who are veterans can opt to use their G.I. Bill benefit while going through an apprenticeship with Local 8.

Don't hesitate to reach out to the hall with any additional questions or concerns about the H2H program or anything else that's on your mind.

Beginning in the new year, the National Elevator Industry Education Program (NEIEP) will be expanding opportunities for continuing education for mechanics, including a requirement for new mechanics to take a continuing ed course.

To be clear, if you passed your mechanic's exam any time after July 2022, annual continuing education is mandatory for you to earn your yearly raise. While those of you who became mechanics before that date are not required to take these courses,

you should know that the classes are compensated, providing you eight hours' pay to complete them.

Also, it should go without saying that knowledge is power, and the more up-to-date your knowledge is, the better off you'll be on the job. I wholeheartedly recommend all mechanics take the continuing ed courses. I know that I sound like a broken record (a phrase I also realize that I repeat like a broken record), but I'm not wrong here. The more you know, the more valuable you are, and the more valuable we *all* become because we're all one.

This is a team — a union — and we claim the elevator industry as ours. So, we owe it to ourselves and to our fellow members to seize every opportunity to become better at our craft. We ought to be asking questions, writing down lessons, recording our observations, and continuing to always learn and grow.

If the "new year, new me" stuff that I promised to avoid does mean something to you and is a driver for you, then all the better. Embrace it. In 2023, strive to be present. Promise to be better — to learn more about yourselves and your families and about the work that you do and the union of which you are a part.

After all, it's yours, and it's mine. It's ours, and together we are better. We are stronger. Together we can form a more perfect union.

Stay safe, brothers and sisters, and I'll see you all on the jobsite.

In Solidarity,
Matt Russo
Business Manager
Financial Secretary

Happy Holidays!

GREETINGS & SOLIDARITY
FROM
THE OFFICERS, STAFF, & MEMBERS
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IBEW Local 6



*Wishes the San Francisco Building
and Construction Trades
a Safe and Happy Holiday Season*

John J. Doherty

Business Manager-Financial Secretary

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DUES INCREASE EFFECTIVE JANUARY 2023

Effective January 2023, quarterly dues will increase to \$159.

Dues are due and payable in advance not later than the first Local 6 general membership meeting in January, April, July, and October of each year.

Dues can be mailed to Local 6, paid online at IBEWLocal6.org, or paid in-person at the Local 6 business office.

If they so desire, members can make one payment of \$636 for the entire year.

MEETING NOTICES 55 FILLMORE STREET

Unit One Committee
Tue., Jan. 3, 4:30 p.m.

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

Unit Six Committee
Thu., Jan. 12, 4:30 p.m.

Executive Board
Tue., Jan. 10, 4 p.m.

General Membership
Wed., Jan. 11, 4:30 p.m.

Retired Members (Senior Sixes)
Thu., Jan. 19, 10:45 a.m.

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

Best Wishes to our Recently Retired Members

Scott M. Micheletti
Jeffrey M. Sweeney
Gloria J. Williams

BUSINESS MANAGER'S REPORT

International Organization Dues Increase

At the 40th IBEW International Convention, the delegates voted to increase membership dues (IO per capita) by \$2 per month effective January 1, 2023. This increase applies to both "A" and "BA" members alike.

For our "A" members, there is an additional increase of \$2 per month for the IBEW Pension Benefit Fund contribution effective January 1, 2023. This second increase does not apply to our "BA" members, as they do not participate in the fund.

Quarterly dues are payable in advance, not later than the first Local 6 general membership meeting in January, April, July, and October of each year. Dues can be mailed to Local 6, paid via our online portal at ibew6.org, or paid in person at the Local 6 business office. "A" members who'd like to pay the full year in advance can make one payment of \$636 for 2023.

Collective Bargaining Agreements and State Law

Two familiar issues have reared their ugly heads once more, so I will again provide information in regard to break times and the use of personal cellphones

for workplace communications.

On these two topics, our agreements might appear to be silent — a lack of language that has evidently led some field-level supervision to the belief that our agreements somehow tacitly approve the breaking of state law. They don't, of course.

Before I address the two topics I mentioned above in greater detail, let me first point to California Civil Code, section 1668, which forms the basis of my comments. It reads: "All contracts which have for their object, directly or indirectly, to exempt any one from responsibility for his own fraud, or willful injury to the person or property of another, or violation of law, whether willful or negligent, are against the policy of the law."

Plainly put, to interpret our agreements as being above state law would put the employer and/or the local in violation. Unless a state law provides that a collective bargaining agreement can override the provisions of that law, it remains in full force and effect. The local can grieve only provisions contained in its agreements, but that should never be considered as tacit approval of the violation of state law.

As to break times, the California Industrial Welfare Commission's Wage Order 16 addresses the regulating wages, hours and working conditions in certain on-site occupations in the construction, drilling, logging and mining industries. Contained therein, at No. 11, is the following:

REST PERIODS

- a) *Every employer shall authorize and permit all employees to take rest periods, which insofar as practicable shall be in the middle of each work period. Nothing in this provision shall prevent an employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the workday. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes net rest time for every four (4) hours worked, or major fraction thereof. Rest periods shall take place at employer designated areas, which may include or be limited to the employees' immediate work area.*
- b) *Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the employer shall make up the missed*

rest period within the same workday or compensate the employee for the missed ten (10) minutes of rest time at his/her regular rate of pay within the same pay period.

- c) *A rest period need not be authorized for employees whose total daily work time is less than three and one-half (3½) hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages.*
- d) *If an employer fails to provide an employee a rest period in accordance with the applicable provisions of this order, the employer shall pay the employee one (1) hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided. In cases where a valid collective bargaining agreement provides final and binding mechanism for resolving disputes regarding enforcement of the rest period provisions, the collective bargaining agreement will prevail.*
- e) *This section shall not apply to any employee covered by a valid collective bargaining agreement if the collective bargaining agreement provides equivalent protection.*

Boiled down, this order requires that the employer provide the 10-minute break. Working through the shift without breaks is a violation of the order, except in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work.

To my knowledge, no employer has authorized or directed their management teams to stray from compliance with Wage Order 16. Moving forward, let it be understood that any superintendent, general foreman, or foreman who allows this practice to occur or to continue is exposing their employer to the penalties contained in the order.

A similar concern surrounds the use of personal cellphones for workplace communications. It has been stated that a practice has developed wherein foremen and/or general foremen are communicating with their workforce in a manner that requires the utilization of non-employer-provided cellphones (personal phones).

This practice can possibly place our employers in violation of state law. California Labor Code, section 2802, subdivision A, requires that "[a]n employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer..."

This section requires employers to

reimburse employees for all out-of-pocket expenses the employee incurs — and not just for cellphone usage — during the performance of their job. In August 2014, the California Court of Appeals provided guidance on what the labor code requires in *Cochran v. Schwan's Home Service Inc.*, when it asked:

Does an employer always have to reimburse an employee for the reasonable expense of the mandatory use of a personal cellphone, or is the reimbursement obligation limited to the situation in which the employee incurred an extra expense that he or she would not have otherwise incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer would receive a windfall because it would be passing its operating expenses onto the employee.

Once again, to boil this down, Labor Code Section 2802(a) requires that the employer reimburse its workforce for reasonable costs incurred during the course of employment.

To my knowledge, no employer has directed their management teams to stray from compliance with labor code. Moving forward, let it be understood that any superintendent, general foreman, or foreman who allows this practice to occur or to continue is exposing their employer to the penalties and possible class action.

I will be communicating Local 6's position on this matter and on the rest periods policy to the Employer's Association.

Year-End Thoughts

2022 is drawing quickly to a close, and I'd like to take this opportunity to wish you all a happy holiday season and to express my hope that 2023 is both healthy and prosperous for you and yours. If you're going out celebrating, make sure to designate a driver.

With the passage of the Infrastructure Bill earlier this year, we remain optimistic that work will pick up in the near future, but there is no guarantee how quickly work will arrive. Currently, many companies are struggling against resistance to post-Covid policies that would return employees to the workplace. In downtown San Francisco, commercial real estate vacancy rates remain high, but leasing activity has picked up, and that should lead to green shoots of activity in the tenant improvement market.

Local 6 has seen a marked drop in work hours over the past two years as our tenant improvement market has slowed. Thanks to the last construction



A Local 6 contingent attends the 60th annual Moose Feed Luncheon on Friday, December 9.

boom, we were able to build our plan reserves and thus provide some emergency coverage for many members who would have otherwise lost health coverage. This coverage, while not endless, was helpful for many of our members.

With many infrastructure projects now underway, such as the rebuilding of the sewer plants on the south and west sides of town, we hope that in the new year we'll see hours returning and our members back on the payroll in 2023.

Annual Call to Duty

For those outside the ranks of organized labor, 2022 was yet another year that provided challenges at a level never before seen.

Low wages, little to no safety standards, and a lack of voice in the workplace are but a few of the injustices these workers face in a normal year. If that weren't enough, the past year saw workers still being forced to decide between their health and their housing, their children's safety and their education, or their aging parents and the ability to stay employed. These are cruel choices no family should have to face — and definitely not ones they should have to face alone.

Labor unions are organizations of people who believe hard work deserves fair compensation, jobsite safety, and adequate healthcare. We believe that by standing together, workers gain the ability to raise their

standard of living. Though we are far from perfect, we believe that despite our shortcomings, we stand on the right side of history.

In closing, I remind you that this is a great time to recommit to the cause for which the IBEW stands.

The first line in the IBEW constitution reads, "Our cause is the cause of human justice, human rights, human security." That cause extends beyond the electrical industry, and it should be us who work to ensure that all can be represented, no matter how they toil for a living.

Point those who have yet to join our ranks in labor in the right direction. Let them know that there are people who are willing to help them organize their workplaces.

Stay Safe, Save for a Rainy Day, and Come to a Union Meeting!
John J. Doherty
Business Manager & Financial Secretary

PILE DRIVERS LOCAL 34

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

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

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

piledriverslocal34.org

Union Updates

The holidays are upon us, and we've been working diligently here at the local with job tracking and getting ahead of the work forecast for the coming year.

Dispatches have tapered off a bit for the winter months, but unlike in most winters, the work has kept pace. Work-hours remain up, and contractors are keeping our members busy all winter. The ready-to-work list is also relatively short for this time of year.

We're still actively recruiting new membership throughout Northern California. We want to make sure we connect with the up-and-coming generation, whose members will make up the workforce of the future. As a local, we must always adapt, and not only within the ever-changing world of construction but also in the lives of workers.

To that end, Local 34 representatives, along with the members of our organizing department, have been participating in job fairs, trade shows, and trade school events. We've noted a growing interest in our craft from many young individuals who tell us they're looking to join a trade school after high school.

Today's young people have much to offer but require a different approach in terms of union recruitment and, ultimately, jobsite access. The transition will be vital to their success in our apprenticeship program and their success as union members. Between our

crew here at Local 34 and our contractor partners, we're able to devote the required attention to our new members and give them the tools to succeed.

We're equally invested in our current members, including our apprentices. We meet with classes weekly at the training center; a field rep and organizer visit each class for 30 minutes to an hour and cover everything from the union's organizational structure to the ins and outs

of our master labor agreement. This helps us connect with our members and, we hope, encourages them to attend membership meetings.

I think it's paying off. Since we started going out to the center each week, I've noticed a significant uptick in the number of apprentices attending our monthly union meetings.

Offshore Wind Update

Leases were officially released on Tuesday, December 6, after dozens of developers fought for a chance to build the first offshore wind endeavor in NorCal. Five leases hit out-state. The first California offshore wind auction netted \$757 million. Even with all of the uncertainty of building offshore wind infrastructure on the West Coast, with our deep water table, developers still hit the ground running.

As an organization, we will be working diligently to ensure we secure as

many work-hours possible for our members. We are extremely excited for what is to come. The work is just beginning.

I'll continue to keep you updated as the project develops.

Union Meeting

The first meeting of the new year will occur on Thursday, January 26, at 7 p.m. Please bring someone with you from the crew and help increase membership participation.

On behalf of your crew here at Local 34, we want to wish everyone a happy holiday and happy new year. Stay safe — we look forward to seeing you.

In Solidarity,
Martin Espinoza Jr.
Senior Field Representative

Check out the new website at piledriverslocal34.org.



GLAZIERS LOCAL 718



Main Office
1939 Market Street, Suite B
San Francisco, CA 94103
Phone: (415) 625-0225
Fax: (415) 553-5955
DC16IUPAT.org/unions/local-union-718

Business Representative: Nick King
President: Lenny Quintana

MEETINGS

General Membership
Tue., Jan. 10, 6 p.m.

Executive Board
Tue., Jan. 10, 5 p.m.

Brothers and Sisters,
I'd like to wish everyone a happy holidays and share some of the pictures that haven't made it into the paper yet this year.

Respectfully,
Nick King
Business Representative

DDO/HOLIDAYS

Fri., Dec. 23: Designated day off
Mon., Dec. 26: Holiday
Mon., Jan. 2: Holiday
Mon., Jan. 16 (Martin Luther King Jr. Day): Holiday



Local 718's Jamie Redmond performs at the Southeast Community Center ribbon-cutting ceremony on October 22.



State Building and Construction Trades Council of California President Andrew Meredith (far left, in ballcap and sunglasses) appears with Local 718 members at the Southeast Community Center grand opening and ribbon-cutting ceremony on October 22.



SF Building Trades Secretary-Treasurer Rudy Gonzalez (far left) and SF Board of Supervisors President Shamann Walton (middle, in suit and tie) appear with members of Local 718 at the Southeast Community Center grand opening and ribbon-cutting ceremony on October 22.



Mike Garbacik and Bob Woodruff pause for a recent photo on the jobsite at Mission Rock.



Michael Brannan and Ken Clark transport a window frame on the jobsite at One Maritime.



Heinrich Dorsch and Carlos Ramirez enjoy the Local 718 holiday party on November 12.



Chris Burnett, Lenny Quintana, Skyler Martin, and Casey Shepley pose for a snapshot at the Local 718 holiday party on November 12.



Matt McArthur and Danny Cobarruviaz appear at the Local 718 holiday party on November 12.



GLAZIERS LOCAL UNION 718

W I S H E S Y O U
A
H A P P Y H O L I D A Y S

LOCAL UNION 718 EXECUTIVE BOARD

PRESIDENT - LENNY QUINTANA

VICE PRESIDENT - TREVOR LONG

FINANCIAL SECRETARY - ORLANDO MARTINEZ

RECORDING SECRETARY - CHRISTOPHER BURNETT

TREASURER - MIKE BOLIER

WARDEN - RON HEATH

TRUSTEE - ABRIL CARANZA

TRUSTEE - MARLON RODRIGUEZ

TRUSTEE - DANNY LINARES

AT-LARGE - JAMIE REDMOND

AT-LARGE - MARIO MARQUEZ

BUSINESS REPRESENTATIVE - NICK KING

LOCAL 718 ADMIN - DIANA LUJAN



LABORERS LOCAL 261



Main Office
3271 18th Street, San Francisco, CA 94110
Phone: (415) 826-4550
Fax: (415) 826-1948
LiUNALocal261.org

Business Manager: Ramon Hernandez
Secretary-Treasurer: David De La Torre
President: Jesus Villalobos
Vice President: Javier Flores
Executive Board: Theresa Foglio

On Tuesday, December 6, San Francisco Mayor London Breed appears with members of Local 261 at City Hall to sign a citywide JATC centralizing public-sector pre-apprenticeship programs.



Members of Local 261, along with members of the Northern California Laborers Training Center and city officials, celebrate at the 13th annual Apprenticeship Luncheon at City Hall.



In an important private-sector victory, Local 261 and the Northern California District Council of Laborers played a key and pivotal role in winning Proposition L this election. This will secure \$2.6 billion for roads and transit over 30 years and enable SF to win up to \$15 billion more in state and federal matching funds, directly enhancing work and hours for the hardworking laborers of SF. All Local 261 members should be proud of themselves for this win and proud of their union for helping to lead the way to victory.

ROOFERS LOCAL 40



Main Office
150 Executive Park Boulevard, Suite 3625
San Francisco, CA 94134
Phone: (415) 508-0261
Fax: (415) 508-0318
RoofersLocal40.org

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

Dear Brothers and Sisters,
Wishing you and all of your loved ones a happy new year!

Jose Oscar Padilla
Business Manager

Roofers and waterproofers from Local 40 appear at a jobsite in San Francisco. Left to right: Octavio Ulloa Sr., Jose Torres, Vicente Quintanilla, Jose Escobar, Octavio Ulloa Jr., Salvador Casco, Benjamin Cervantes, David Sian, Lucas Casco, and William Lopez.



PLASTERERS AND CEMENT MASONS LOCAL 300



OPCMIALocal300.org

Main Office
100 Hegenberger Road, Suite 220, Oakland, CA 94621
Phone: (510) 430-9492
Fax: (510) 430-9183

Business Manager: Emilio Aldana
Senior Business Agent: Greg Levy

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



Antonio Espinosa, a Local 300 cement mason, works in Mill Valley.



Local 300 Senior Business Agent Greg Levy speaks at the 2022 OPCMIA California State Conference in Burlingame.



Happy Holidays

ON BEHALF OF THE OFFICERS, STAFF
AND MEMBERS OF LIUNA LOCAL 261

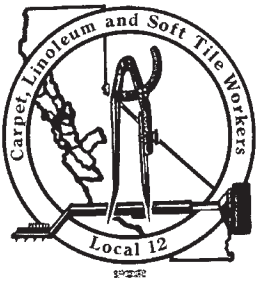
We celebrate the important work of the Building
& Construction Trades Council of San Francisco
and wish all affiliates a happy and safe holiday.



RAMON HERNANDEZ
BUSINESS MANAGER

DAVID DE LA TORRE
SECRETARY-TREASURER

CARPET LINOLEUM & SOFT TILE LOCAL 12



Administrative Office
2149 Oakland Road
San Jose, CA 95131
Phone: (408) 824-1280
Fax: (408) 955-0150
DC16IUPAT.org/unions/FloorCovers

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

President: Dave Bradfield • **Financial Secretary:** Omar Larrea
Business Representatives: Anthony Nuanes, Steve Belong
Organizers: Ruffin Romes, Martin Garcia

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

Events of 2022



VAC members cleaned up the beach.



DC 16 members walked precincts for endorsed candidates ahead of two important election cycles this year.



VAC members volunteered to distribute turkeys for Thanksgiving.



DC 16 organizers shut down a job.



VAC members and family served food to the needy.



Majestic Floors workers were out on the jobsite.

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

DISTRICT COUNCIL 16

*Best Wishes to our Brothers & Sisters
for A Happy and Safe Holiday Season*

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





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



Happy Holidays

From the Officers
and Members of
UA Local 38

Larry Mazzola Jr.

Business Manager/Financial Secretary Treasurer

BRICKLAYERS LOCAL 3



Main Office
10806 Bigge Street, San Leandro, CA 94577
Phone: (510) 632-8781
BAC3-CA.org

President: Troy Garland
Secretary-Treasurer: Ryan Ruf
Field Representatives: Colin Johnson,
Lenny Paredes, Jordan Mondragon, David Calderon
Organizers: Dave Tafoya, Manny Enriquez, Wayne Jordan

Brothers and Sisters,

Happy holidays and happy new year! As I sit here drafting this article, I find myself feeling very thankful for the past 26 years I've spent working with BAC Local 3. Being part of a building trades union has meant fair wages and medical, dental, and pension benefits for me, as it has meant for all of us.

There are a lot of non-union workers in the construction industry who need to be organized so that they, too, can reap the benefits of union membership. The good news is that support for labor unions in the U.S. is at a 57-year high, according to a new Gallup poll. Seventy-one percent of Americans now approve of labor unions, up from 68% last year. Union support is also up from 64% before the Covid-19 pandemic and is currently polling at the highest numbers that Gallup has recorded since 1965.

That all adds up to one fact: Now is the time for building trades unions and their members to try and organize non-union construction workers and grow our ranks.

This past year has been a good one for Local 3. We purchased a 10,800-square-foot building in Sacramento, and we're currently shopping bids to remodel its bathrooms and offices for staff. The hall, which covers more than 2,000 square

feet of the building and is about to be tiled, will serve as the new location for Sacramento monthly chapter meetings and general meetings.

BAC negotiating committees finalized three agreements this year. Our bricklayers, terrazzo mechanics, and terrazzo finishers ended up with five-year contracts. Tile setters and tile finishers got a three-year deal. All trades received competitive increases on the check as well as increases to travel and subsistence.

Our Brick JATEC started a pre-apprenticeship program that will parallel an already great apprenticeship program. Our Tile JATC continues to train and turn out quality craftworkers.

This year we had a tile, terrazzo, marble, and PCC member qualify and compete at the 2022 International Union Apprenticeship Contest, held in Boston. Our tile, terrazzo, and marble apprentices took home first-place honors, making them best in the nation. This is a compliment to both our training centers and staff at the Masonry Development Center in Tracy and the Tile Training Center in Livermore.

BAC anticipates another successful year in 2023. Hours in all of our trades are trending up, and the outlook for work-hours in '23 seems promising. I look forward to seeing our



Local 3 apprenticeship coordinators and contestants show their hardware at the 2022 International BAC Apprenticeship Contest. Left to right: coordinator Mark Ansell; contestants Zhen Yong Lin, Mason Steed, Damian Stoner, and Brian Dohring; and coordinator Josh Height.

members on the jobsite or at a union meeting. Have a happy and safe holiday season.

In Solidarity,
Lenny Paredes
Field Representative

Service Awards: December
• 25 years: Isidro Bettencourt, Timothy Delgado, Paul Guerrero, Efrain

Landeros, Sean Needham.
• 40 years: David Ferreira, Silvano Gutierrez.
• 50 years: James Migliardi.
Congratulations on your many years of service.

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

CHAPTER MEETINGS Happy New Year!

January 2023							February 2023						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7				1	2	3	4
8	9	10	11	12	13	14	5	6	7	8	9	10	11
15	16	17	18	19	20	21	12	13	14	15	16	17	18
22	23	24	25	26	27	28	19	20	21	22	23	24	25
29	30	31					26	27	28				

Tue., Jan. 3, at 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
Thu., Jan. 5, at 6 p.m., Sacramento — 7465 Rush River Dr. (Mountain Mike's)
Tue. Jan 10, at 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Wed., Jan. 11, at 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge)
Thu., Jan. 12, at 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Thu., Jan. 19, at 6 p.m., Manteca — 1120 N. Main St. (Mountain Mike's)
Third Tues., even months only, at 6 p.m., Fresno — 324 E. Shaw Ave. (Ramada Inn)
Meetings are now being held in-person. We will contact you if anything changes.

SAVE THE DATE

Saturday, Jan. 28, 2023
BAC Local 3 CA's
24TH ANNUAL CRAB FEED



All proceeds benefit the Local 3
Sullivan-Kraw Scholarship Fund



Local 3 Vice-Chair and organizer Dave Tafoya lays tile at the new Sacramento office.



Apprentice Noel Anzora-Arias places terrazzo in the lobby of the new Sacramento office.



Field Rep Jordan Mondragon lays tile at the new Sacramento office.

SPRINKLER FITTERS U.A. LOCAL 483



Main Office:
2525 Barrington Court, Hayward, CA 94545
(510) 785-8483
Fax: (510) 785-8508

SprinklerFitters483.org

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 fourth 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: SprinklerFitters483.org



B.A.C Local No. 3, CA
10806 Bigge St
San Leandro, CA 94577
1-800-281-8781
www.bac3-ca.org



On behalf of our members, staff & officers

*We wish you all a wonderful holiday
season and a healthy and prosperous
New Year.*

*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*

**WISHING ALL A HAPPY & SAFE HOLIDAY SEASON
AND A PROSPEROUS NEW YEAR**



*Demetrius Vasquez
President*

*Jeffrey M. Dixon
Business Manager/Financial Secretary*

*Bradford Barnhart
Vice-President*

*Business Representat
Dylan Boldt
John Medina
Dan Torres*

*Market Development
Rik Drury*

*Executive Board
Oreste Engelbrecht
Danny Mangan
Gus Garcia
Brandon Bracamonte*

*Recording Secretary
Beau Brinkley*

*Organizer
Danny Mangan*

*Training Directors
Steve Fox
Steven Miles
Derek Miles*

HEAT & FROST LOCAL 16



Main Office (Northern California & Northern Nevada)
3801 Park Road, Benicia, CA 94510
Phone: (707) 748-1616
Fax: (707) 748-1620
Insulators16.org

BUSINESS MANAGER: CHRIS GREANEY
BUSINESS AGENTS: FORTINO CURIEL
MARK PLUBELL, ANTHONY VISCUSO
PRESIDENT: BILL HODGES
VICE-PRESIDENT: JONATHAN BLAINE
ORGANIZER: AURELIANO OCHOA

The Recruitment of Leadership in Our Union

Where will you be in your career in five years' time?

Actually think about it.

Do you plan to be retired? Do you plan to become a foreman, general foreman, or company leader? Do you plan to be doing just the same work you are now?

Do you plan to become one of our union leaders?

If you're currently retired or if you're going to be retiring soon, we need you now! Your skills, experience, and care are invaluable resources that must be passed on to our next generation of Local 16 insulators. You have an opportunity to teach our newcomers what it truly means to be a union member. Share with them how far we have come since the time you joined.

Without your guidance, many of us would be lost, or we wouldn't be here at all.

If you're planning on becoming a

leader at the company where you're working, we also need you now (and in the near future)! We need your pride and competitive spirit in both our union and within the company position you're aiming for. You can do both.

Just please don't forget about your union. Sometimes the opportunities within companies seem more achievable or more desirable. Many unknowns can come with the territory of a union position, but that shouldn't scare anyone off. If you're confident you have what it takes to become a great company leader, then you almost certainly have what it takes to become a great union leader.

If you expect to be in the same place as you are now, that's just fine — we need you, too! Even if your work status remains unchanged, change can still be a part of your work life in your union. Talk to those around you who desire to become leaders, and you might soon find that you're feeling the spark of leadership within yourself.

If you're just not a leadership type, that's OK. You can become the foundation for those who do wish to hold such positions. You might not always receive the credit when the union makes progress, but you are equally — or, arguably, *more* — important than the leaders themselves. After all, our union needs all of its members to be successful.

For those of you who are planning on becoming union leaders, thank you! Think about the specific position or positions you seek. It's never too early to set goals.

If you're unsure of how to get your foot in the door, start small by just getting more involved with the local. Seek out our current officers. Find out what it takes to fill their shoes. Pick their brains continuously.

Consider looking at a current issue or issues that you've been hearing lots of member complaints about on the job or at meetings, and try to devise a solution. Do your best to always keep an eye out for where we can improve. But most of all, *when* (not *if*) you become an officer of the local, always be conscious of what's in the best interest of all of our members.

I believe that these are the core fundamentals of what our union officers should set out to do.

The hardest thing to do is to prevent complacency. A dangerous mentality can develop that says, "Oh, someone else will step up." Beware of it. If you buy into the complacency mentality, progress at the local will freeze, and

decline will set in quickly.

Only a small percentage of our membership is eligible to run for office at any given time. Out of that percentage, maybe only half of those members are willing to step up. But what we need is a flood of members who are actively participating in the union and attending meetings. We need those who are more than willing to run for office to continue Local 16's positive growth. We need every member to help share the weight and responsibility of our union.

Earlier, I asked you to think about your future five years out. Now let's think about where our union leadership will be in the next five years. Will some be retired? Mostly the same? Mostly some new? Are you willing to step up?

Keep in mind: The same isn't bad, and new isn't, either. Whoever enjoys the honor of being an officeholder within our union will require the support of their brothers and sisters throughout their term. The only way we will continue to move our local toward a brighter and brighter future is if we do it together.

The more members who are motivated to become the leaders of our union, the better off we'll be. Competition breeds a better worker. It especially breeds a better leader.

That leader could be any one of you.

In Solidarity,
Jonathan G. Blaine
Insulator & Instructor

HAPPY HOLIDAYS AND 2023!

FROM THE
OFFICERS, MEMBERS AND STAFF OF

INTERNATIONAL ASSOCIATION OF
HEAT AND FROST INSULATORS AND ALLIED WORKERS LOCAL 16
SAN FRANCISCO, CALIFORNIA



Mark Plubell
Business Agent

Anthony Viscuso
Business Agent

Fortino Curiel
Business Agent

Aureliano Ochoa
Organizer

Chris Greaney
Business Manager

Bill Hodges
President

Sign Display Local 510



Main Office
400 Talbert Street, Daly City, CA 94014
Phone: (650) 763-5405, x1112
Fax: (650) 871-8406
Local510.org

Business Agents: Annette Dosier, Morgan Worth
Field Representative: Peter Forni

Office Hours:
8:30 a.m. to 4 p.m. Monday through Friday



In Memory of Michael Hardeman

Born on July 4, 1943, in San Francisco, Michael Hardeman left this world quietly on Wednesday, December 7. He liked that his birthday took place on a national holiday and probably would've appreciated the fact that his death occurred on a national day of remembrance. After all, Mike was a patriot who loved his country, his state, and his native city.

I last saw Mike at Local 510's November meeting, where he was presented with a pin commemorating his 60 years of membership. Not many members make it through six decades in one union.

When my friend Dan Merer (who got his 45-year pin that night) and I showed up for the meeting, which took place at the IBEW hall, we found Mike sitting out front wearing his trademark Hawaiian shirt and smoking a fat cigar.

"Boy, I'm glad to see you guys!" he said to us. "I didn't think there were going to be any familiar faces here tonight."

Mike joined Local 510 as a sign painter's apprentice in 1962 and became a journeyman in 1966. At some point, he felt pressured to run for office within the local, so he did, winning the less-than-desirable job of recording secretary. Fortunately, Mike's meeting notes were some of the best in 510's history, and he never missed a meeting.

In the late 1970s, Mike became a Local 510 business representative after

then-rep Fritz Dreislein retired. Mike quickly immersed himself in the business of the local and soon came to realize that the importance of a union was tied to its political existence and to the networks existing in the AFL-CIO.

Local 510 has traditionally held membership in six Bay Area labor councils and as many building trades councils. Often, Mike would attend evening meetings on multiple days of the week. But he always tried to save weekends for his family and to attend as many baseball and football games as he could fit in. He boasted an extravagant collection of fan clothes for his beloved SF Giants and 49ers.

Mike was a staunch Democrat and hardcore believer in democracy. Early in his career as a business rep, he devised a sensible and clever way to gain attention and help from local politicians: He offered hand-painted signs and banners to candidates running for office. He would often paint them in his garage.

Sometimes, he'd ask the union to sponsor the production of signage through signatory sign shops. This program resulted in significantly increased awareness of Local 510 among the community, ultimately improving the local's standing with other unions with much larger memberships. Thanks to these innovative political efforts, Mike helped make our small and feisty local a major player in Bay Area union politics.

Of the many stories a friend of Mike could tell about the man, one anecdote best captures for me what he was all about.

In 1981, Mike led Local 510 through a bitter and divisive strike in response to an attempt by management to create a two-tier system dividing display builders from installers. In the wake of this strike, Mike was able to achieve the best contract that Local 510 has ever had: In addition to a significant pay raise, the contract gained a medical benefits increase and protection

for stewards, as well as the establishment of a hiring-hall dispatch system, a grievance procedure, and a political action and promotional fund, among numerous other language changes.

Mike was always a tough negotiator with a theatrical style that often confounded the other side. If management reps insulted us, for instance, Mike would immediately stand up, followed by the entire negotiating committee, and together they would march out of the room.

Most of the time, however, Mike would remain stoic and impossible to read — watching him in negotiations was like watching a poker player. He carried himself with great self-assurance. He had no fear of lawyers, and he was good with numbers. A few years after winning the 1981 contract, Mike would help lead the installers back into the pension plan from which they'd previously withdrawn.

If you ever went anywhere with Mike, it was like being with a celebrity. He was known everywhere he went, and he knew everyone's name — right down to the valets at all of his favorite restaurants. Mike cherished his membership in SF's exclusive lunch society, the Calamari Club, where his moniker was "the Big Squid." He delighted in bringing guests there to laugh and to be laughed at as they were insulted by some of San Francisco's finest notables.

Mike's larger-than-life personality fit in perfectly with the environment of the Calamaris. He was generous to a fault

and always picked up the bill.

When Mike retired in 2011, he told me that he intended to spend more time with his family. He and his wife, Marina, gloried in the company of their grandchildren and family, and they took cruises to see the world. Whenever I saw Mike over the years and asked him how he was doing, he would always say, "I'm doing great. Loving my retirement!"

Even in the face of health issues, his enthusiasm never flagged.

Mike Hardeman lived a full life of personal sacrifice and joy. We owe him our appreciation and recognition for his achievements and for the goodwill he brought into the world. He leaves a huge legacy in his wake. It's hard to imagine a world without the Big Squid.

Respectfully,
Joe Toback
Former Business Manager

Read more about Mike's life, work, and volunteer activities in his online obituary. Scan the QR code or visit tinyurl.com/5n8cbfd8.



Wishing You Happy Holidays & A Healthy 2023



Annette Dosier, Business Representative
Morgan Worth, Business Representative
Peter Forni, Field Representative
And the members of Local 510

January Schedule 2023

Show	Venue	Company	Move In	Show Dates	Size
January					

Union Meeting--Thursday-- January 5th --6pm
55 Fillmore St. San Francisco

Critical Care	Moscone S	GES	1/17	1/21-23	3/4 Hall
ASCO	Moscone W	FDC	1/17	1/19	Special
Photonics	Moscone N,S,W	FDC	1/25	1/31-2/2	1100
DesignCon	SCCC	GES	1/29	2/1-2	Full

February

ASCO-GU	Moscone W	FDC	2/13	2/16-17	Special
Silicon Valley Auto	SCCC	FDC	2/14	2/17-19	Full
Adv. Litho	SJCC	FDC	2/24	2/27-28	Special

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.

ON THE Job Site

Continued from page 1

at classroom and jobsite training for building trades apprentices across California.

In the midst of their journey, on Wednesday, November 16, the SBCTC folks stopped in San Francisco, where they spent the afternoon at the Mission Rock jobsite and U.A. Local 38's Joseph P. Mazzola Training Center.

Here are some photos from their visit. **OL**



Official Minutes of the San Francisco Building and Construction Trades Council

A Century of Excellence in Craftsmanship



BUSINESS AGENTS MEETING MINUTES

Oct. 25, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Second Annual California Veterans of the Building Trades Seminar: ST Gonzalez will be present and encourages reps to attend.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 10/11/22 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Meeting with Speaker Pelosi on federal campaigns this Thursday, Oct. 27.
- Groundbreaking for Mission Bay School this Thursday, Oct. 27, at 11 a.m. RSVP link is available.
- Yes on L: Rally this Friday at 9 a.m. outside of City Hall.
- Reps asked to turn in photos of members in Las Vegas to Organized Labor Editor-in-Chief Alex Weber.
- San Cristina project at 1000 Market: Pre-job kickoff this Friday, Oct. 28. Calendar invite will be sent.
- ERICA grant opportunity: ST informed reps of the funds available and recommended grant submissions.

PICKET SANCTIONS

None

OLD BUSINESS

- CityBuild Graduation invitation reminder.

NEW BUSINESS

None

REPORTS OF UNIONS

- Annette Dosier (Sign Display 510) reported on Chase/Amazon: Contractor going out next week for build.
- ST reminder of SF Planning Commission meeting in support of 2270 McKinnon on Thursday, Nov. 3, at 1:30 p.m.

ADJOURNMENT

Adjourned at 10:20 a.m.

DELEGATES MEETING MINUTES

Nov. 17, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

None

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 11/3/22 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Election update at next delegates meeting; ST Gonzalez reported that Prop L passed overwhelmingly.
- United Autoworkers Strike at UC locations: Sanctioned by State Building Trades. For questions, please contact union rep.
- Kaiser strike scheduled for Monday, Nov. 21, has been cancelled.
- 2270 McKinnon: PLA Docusign was sent out today for signatures. No GC pick for job yet.
- 900 7th: Permits pulled for demolition. Coalition meeting in December.
- Prologis PLA: Continue to work out with legal counsel.
- SFUSD bargaining: Upcoming dates to meet TBD.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- Patrick Mulligan (Carpenters 22) reported on trustees meeting held earlier this week. All financials were reviewed and approved as presented, M/S/C.

REPORTS OF UNIONS

- Joe Sanders (Painters 913) reported on childcare front and offered services for childcare for construction hours.
- VP Doherty (IBEW 6) wished all a happy and safe holiday.

ADJOURNMENT

Adjourned at 5:16 p.m.

BUSINESS AGENTS MEETING MINUTES

Nov. 22, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS

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

Guest: District 5 Supervisor Dean Preston; vacancy tax takes effect Jan. 2024.

CORRESPONDENCE

- DTX support letter: ST Gonzalez thanked locals for turning in all of their support letters.
- Yes on L acknowledgment letter: ST thanked all for their participation and effort.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 10/25/22 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- ST's primary focus is currently on legislative efforts.
- India Basin: Negotiations are moving forward. Update on project and next steps. Developer has requested boilerplate PLA, which has been provided by counsel for review.
- UC strike: Ongoing. Sanctioned by State Building Trades. Locals asked to reach out to SF Building Trades Office Manager Sandra Duarte for copy of letter. For any questions, please contact ST.
- UCSF: Pending some dates for articles to sunshine.
- SFUSD: 2024 bond discussion.
- Public sector: Clara Star at City College reached out to finalize Covid pay settlement. Local 39 has secured a TA to include two years.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- VP Hernandez (Laborers 261) reported on Treasure Island developments: Work has started, yet zero prejobs have been held. ST noted upcoming meeting to be held next Monday, Nov. 28, to initiate the start of pre-jobs.

REPORTS OF UNIONS:

- VP Hernandez wished all a happy and safe holiday.
- Joe Sanders (Painters 913) reported that Local 913 now has a community activist and provided update on recent successful community event.

ADJOURNMENT

Adjourned at 10:54 a.m.

DELEGATES MEETING MINUTES

Dec. 1, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- NorCal Carpenters Union Holiday Open House: Wednesday, Dec. 14.
- Marine Firemen's Union & Sailors' Union of the

Pacific Holiday Luncheon: Thursday, Dec. 15.

- BAC 3's 24th Annual Crab Feed: Saturday, Jan. 28, 2023.

REQUEST FOR FUNDS

- BAC 3 Crab Feed: Recommendation for one ticket, M/S/C.

APPROVAL OF MINUTES

- 11/17/22 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- State Building Trades' Apprenticeship Week roadshow paired up with Mission Rock project. Follow-up reception was held at UA 38's HQ.
- AFL-CIO Housing Investment Trust now has capability of offering construction loans. Maintaining \$1B commitment for housing in SF.
- Election result overview: Board of Supes has certified results. Loss of council-endorsed Honey Mahogany, Gordon Mar, and Joseph Alioto Veronese. U.S. Rep Nancy Pelosi has stepped down as speaker. Prop L update: ST Gonzalez thanked Charley Lavery for all of his efforts.
- ST notified all of upcoming special election, which includes members from the building trades and unions. Members will need to register to vote as Assembly Democrats. ST to follow up with emails.
- SFUSD bargaining team met this week.
- City College: Covid pay settlement going to Board of Trustees for review next week.
- Attorney Jolene Kramer is out on parental leave.
- Prologis: ST reported on upcoming negotiations.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

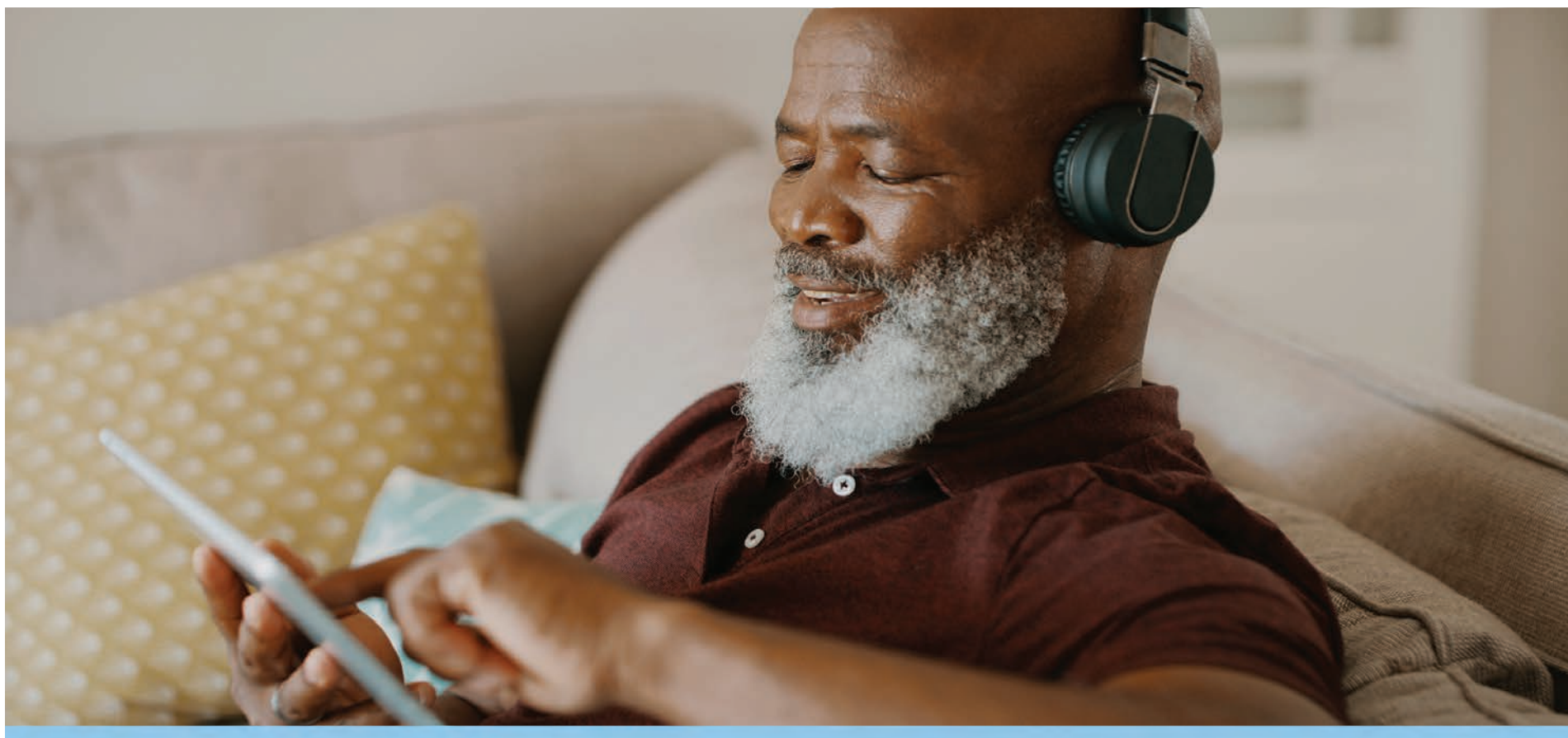
- Benjamin Martin (Ironworkers 377) inquired about suicide net and Golden Gate Bridge Transit Authority lawsuit. VP Doherty (IBEW 6) reported that the project has slowed down. ST will follow up on how this might impact workers.
- Tony Guzzetta (UA 38) reported on President Larry Mazzola rescuing people out of an overturned car after a traffic accident.
- ST announcing passing of Brother Fred Ross Jr. (IBEW 1245) on Sunday, Nov. 20, of pancreatic cancer.

ADJOURNMENT

Adjournment in memory of Brother Ross at 5:37 p.m.

Happy New Year

Deadline for the Next *Organized Labor: Jan. 5*



Simple ways to be kind to yourself

Practicing self-care is good for the mind, body, and spirit — especially now during the COVID-19 pandemic. It's been a challenging year, but here are some simple things you can do to boost your mood, beat stress, and find more joy in your everyday.

Take a break

Whether you're working from home or at your workplace, busy with kids or everyday housework, we can all use a break. Take a moment to stretch or focus on your breath. Even just 10 minutes of mindful movement can make a big difference.

Sleep well

Lack of sleep can affect the way you feel mentally and physically. If you're having trouble sleeping due to extra stress during the pandemic, try limiting your screen time before bed. Make changes that might help you let go of any extra stress from the day.

Stay connected

Staying connected with friends and family — either by phone, online, or in person — can do wonders for your physical and emotional wellness. Regular video chats are a great way to keep in touch. You can also plan visits with precautions to help protect one another from COVID-19.

Visit kp.org/mindbody.

Serving unions for more than 70 years.

Since Kaiser Permanente first opened its doors, we've been providing high-quality, affordable care to union members. Decades later much has changed, but our commitment has not. Here's to many more years of helping to keep union workers on the job. Learn more at kp.org/laborandtrust.