

Organized Labor

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Biden-Harris White House Brings Home the Davis-Bacon

Labor Department Updates Law in Big Win for Building Trades Workers Nationwide

By Alex Weber
EDITOR IN CHIEF

Thanks to a crucial and long-overdue regulatory update recently announced by the U.S. Department of Labor (DOL), building and construction trades workers throughout the Bay Area and across the United States should soon enjoy a healthy wage bump — and, hopefully, a higher standard of living as a result.

Under guidance from the Biden administration, the DOL on Tuesday, August 8, officially instated new regulations to the Davis-Bacon Act of 1931. That’s the federal law that requires prevailing local wages be paid on public works projects.

This is the first comprehensive regulatory review of Davis-Bacon in four decades. The DOL’s Davis-Bacon rules update “will promote compliance, provide appropriate and updated guidance, and enhance their usefulness in the modern economy,” according to the DOL.

Most notably, the new DOL rule mandates a return to the definition of “prevailing wage” that had been used from 1935 until it was killed by Republican lawmakers in 1983. According to the DOL, this change will ensure that prevailing wages reflect actual wages paid to workers in the local community.

Additionally, those rates will be periodically updated to address out-of-date wage determinations.

More than 1 million construction workers with jobs on roughly \$200 billion worth of federally supported projects will benefit from these new rules, according to the Associated Press.

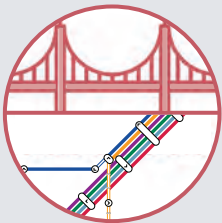
None of this would have been possible without encouragement

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IUPAT General President Jimmy Williams Jr. speaks in Philadelphia on Tuesday, August 8, in support of the U.S. Department of Labor’s final rule updating Davis-Bacon Act regulations.

PHOTO CREDIT: IUPAT



MASS IMPACT

The Bay Area’s mass transit infrastructure is some of the most extensive and highest in quality of any region in the nation. But for it to serve working people well and continue to thrive, it must grow and change.

This is the second article in a series exploring the evolution of mass transit throughout the Bay from a building trades perspective. This month, we focus on funding our transit systems.

A Bridge Toll Too Far?

Raising Tolls to Fund Transit Is Undesirable, But It Might Be Necessary

By Robert Fulton
CONTRIBUTING WRITER

The issue at hand can best be summed up as a Sophie’s choice — or a dismal version of the game “Would You Rather?” in which there are no winners.

There are two choices on the table. Would you rather:

a.) dramatically increase area bridge tolls, thus sticking it to the working-class commuter already suffering from rising energy prices and inflation, or b.) Allow the

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The San Francisco-Oakland Bay Bridge is one of seven Bay Area bridges whose tolls will rise if State Bill 523 passes. The new revenue will be used to fund BART and other mass transit services.

PHOTO CREDIT: TYLER CASEY VIA UNSPLASH

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ON THE Job Site

Trades Come Together on Big PUC Biodigester Job

By George Verlaine
CONTRIBUTING PHOTOGRAPHER

As part of its huge sewer system overhaul, the San Francisco Public Utilities Commission (PUC) is investing \$3 billion in its Southeast Treatment Plant in Bayview-Hunters Point. The idea is to build a new wastewater pollution treatment system that, once complete, will smell, look, and work better. A big element of that system is the biosolids digester — a.k.a. the biodigester.

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SFUSD Needs Work. Our Members Need Work. Let's Get to Work.



By Rudy Gonzalez
SF BUILDING TRADES
SECRETARY-TREASURER

With all three kids back in school and the traffic back to normal, I'm reminded that a lot of people at the schools kept working during the summer (even after SFUSD botched their paychecks and still owes them money). They tended to deferred maintenance, deep cleanings, and the like.

What didn't happen is less obvious — until you step back into the school buildings.

Our windows weren't replaced or upgraded. Our roofs didn't get blanketed with solar. Our outdated electrical systems were not improved. Our pipes aged another summer. Even the floors polished back a little less this year.

Let's face it: Our school system's infrastructure is aging. With the next election right around the corner, you can bet that SFUSD officials are deep in thought about how much to ask voters to issue in bonds, how to prioritize school sites and projects, and how to convince San Franciscans the district can be trusted to get it done.

While Covid was very much the focus of the past several years, we also feel the impact that wildfire smoke and other emergencies have played on the school system. It's going to take a bold vision and an all-hands approach to model and win a bond measure that meets the urgency of 2024 for SFUSD.

At the trades, we see a massive bond as a massive opportunity. Think of all the HVAC, glazing, lead pipe replacement, and other work such an influx of financing could generate for local journey-level workers and

apprentices. Think of the new technology we could build into the learning environment.

Additionally, enormous potential exists to make our schools cleaner and greener. From water reclamation, geothermal heating, and solar energy to any number of LEED building strategies, bond money would provide a real opportunity to advance climate goals and create a healthier physical infrastructure in which our city's kids can learn.

I'm talking, of course, about a bond that's accompanied by a hearty community workforce agreement. This council is working within a coalition of labor and community organizations and developing our

ment is happening when the ceiling tiles are falling down, the asbestos is anything but encapsulated, and the electrical is so old that the air filter trips the breaker.

We expect this conversation to move forward in September and to be placed on the ballot for the upcoming election on March 5, 2024.

On to Labor Day... This year, you'll certainly have a chance to hear statements and proclamations about the history of the holiday, the importance of a strong union movement (depending upon where you live), and where the best mattress discount sale is being held. If you're like me, you'll

very-sweet "Axioms for Organizers" by the late, great Fred Ross Jr. and Fred Ross Sr. It's available at FredRossSr.com/AxiomsForOrganizers.

While you're at it, why not grab a labor book for the kids? I recommend "The Day the Crayons Quit" by Drew Daywalt and Oliver Jeffers. Support your local bookstore and pick up a copy there.

Maybe you're in the mood to kick back, relax, and watch a labor film. If so, check out "The Molly Maguires," a 1970 classic featuring Sean Connery. You can see it for free on Pluto TV.

If you're craving a brew with your movie or book, you know where to go: It's **Anchor Steam** for taste and **Pabst Blue Ribbon** for hydration.

Here's an idea: Get out of the house and check out some labor art. Make a pilgrimage to "An Injury to One," the steel sculpture memorializing Bloody Thursday at Spear and Mission Streets just southwest of the Embarcadero. It commemorates the workers who were murdered by police on the waterfront in 1934. It's a block away from the old Hotel Vitale, which you'll remember we picketed back in October 2021 when Centric, the general contractor at the time, was spouting off homophobia.

Once you're done there, grab a bite to eat at a labor restaurant: You'll find **Scoma's** right up the Embarcadero in the heart of Fisherman's Wharf. Try the sole, and wash it down with an old-fashioned from the bar. Don't forget to tip your Unite Here Local 2 servers and the Teamsters Local 665 valet.

To top off your Labor Day excursion in the City, nothing beats a stop at the union-built, union-operated **Golden Gate Bridge**. Hop on a Transport Workers Local 100-driven Big Bus Tour and see the sights from the upper deck.

Happy Labor Day! **OL**

Let's face it: Our school system's infrastructure is aging. At the trades, we see a massive bond as a massive opportunity.

strategy to win a smart bond that achieves better student outcomes and better working conditions for SFUSD staff and that plans for the future workforce and housing. It's a truly comprehensive approach.

Sharing our research and subject matter expertise, uniting and building solidarity for our demands, and, ultimately, winning this bond are the objectives of this coalition. SFUSD has a chance to focus on its built environment — a built environment that just so happens to be the place where many of our members and their children spend a third of their lives. It's clear that not much improvement of that environ-

be on a picket line somewhere supporting workers and then enjoying some quiet time with the family.

Before Labor 411 or the AFL-CIO tells you on social media what brand of hot dogs or buns to buy at your local market, let me share with you a few local picks of my own.

Got time to read a book in a day? If so, try "From Mission to Microchip: A History of the California Labor Movement" by Fred Glass. It's available from the University of California Press.

If you don't have time for a book in a day (or if you do have time for a whole book and then some), peruse the short-yet-



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—The Publishers

Quick Hits

A Roundup of Recent Noteworthy News for the Building Trades

... DESPITE THE MEDIA'S seemingly nonstop drumbeat about San Francisco's supposed doom loop, there is good business news to share: The SF Examiner reported on Thursday, May 25, that the City's Overpaid Executive Tax — the 10% levy imposed upon SF's ultra-wealthy CEOs who make 100 to 250 times more than the City's median worker — is bringing in more revenue than initially anticipated.

The tax, which was the result of SF voters' 2018 approval of Proposition L, is expected to fill the coffers with \$190 million over the first year and a half that it's in effect, according to the Examiner piece. That's roughly \$125 million per year — at least \$40 million more than the City was initially expecting. Not bad.

... ON MONDAY, JULY 17, the U.S. Attorney's Office for the Northern District of California won

a conviction against Harlan Kelly, former general manager of the SF Public Utilities Commission, for felony bribery and bank fraud. A federal jury found Kelly guilty of accepting bribes and gifts from a local businessman in a scheme to provide confidential information about the City's public bidding process and steer city contracts to that person's businesses, according to a news release from the U.S. Justice Department.

Kelly's conviction results from a years-long multi-agency federal investigation into bribery and public corruption in San Francisco city government. The same investigation resulted in last year's conviction of Mohammed Nuru, former director of the San Francisco Public Works department, for wire fraud. Various unscrupulous city contractors and other facilitators of bribes and corruption have also been convicted.

The SF Building Trades Council would like to acknowledge its two newest delegates, IBEW Local 6's Christopher McGovern and IUEC Local 8's Marcus Alvarez. Welcome, brothers!

PENCILING OUT

BY DAVID JAMES SMITH



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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.

JERRY NEIL PAUL, ATTORNEY JNP@THEPAULLAWFIRM.COM

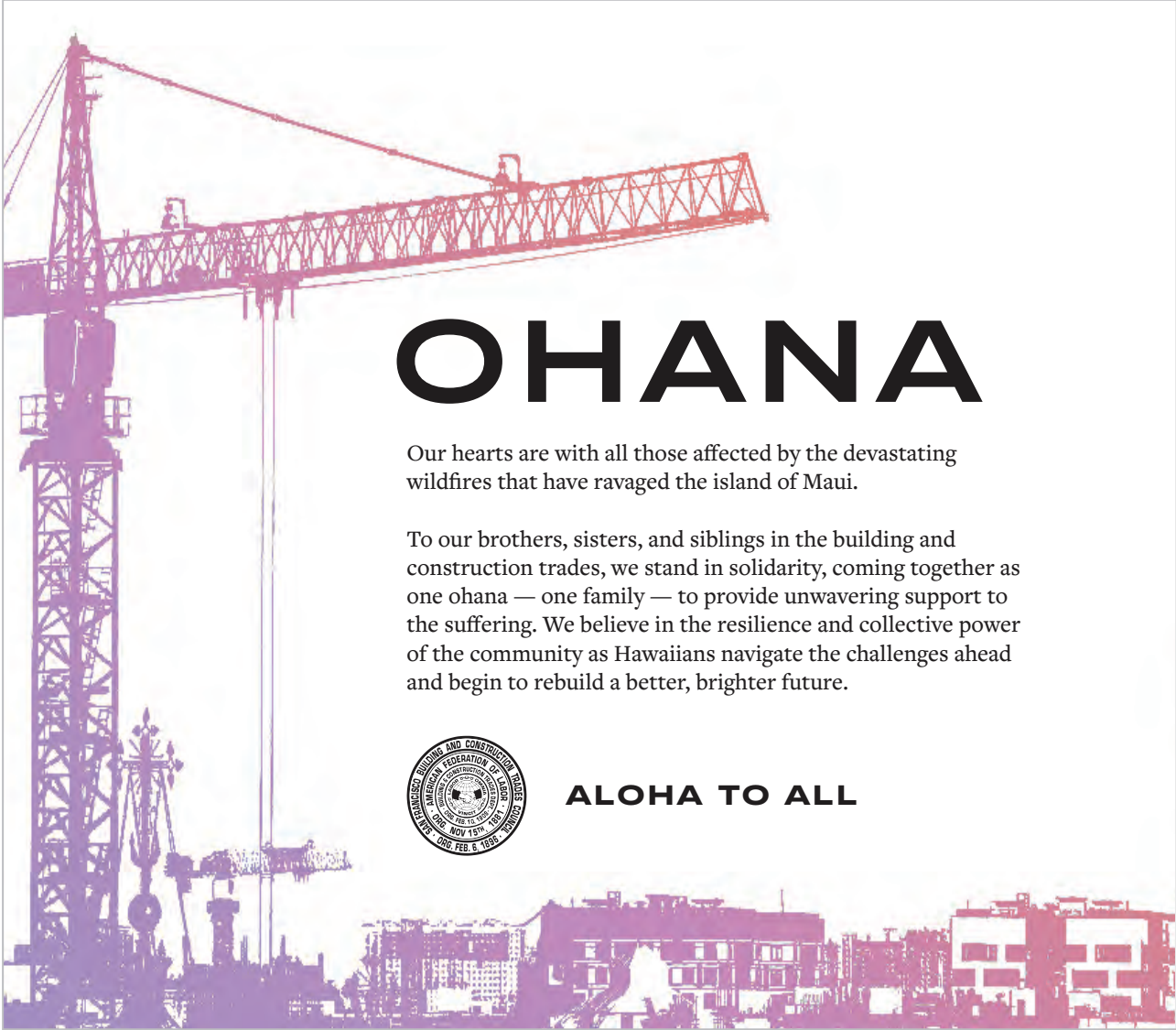
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OHANA

Our hearts are with all those affected by the devastating wildfires that have ravaged the island of Maui.

To our brothers, sisters, and siblings in the building and construction trades, we stand in solidarity, coming together as one ohana — one family — to provide unwavering support to the suffering. We believe in the resilience and collective power of the community as Hawaiians navigate the challenges ahead and begin to rebuild a better, brighter future.



ALOHA TO ALL

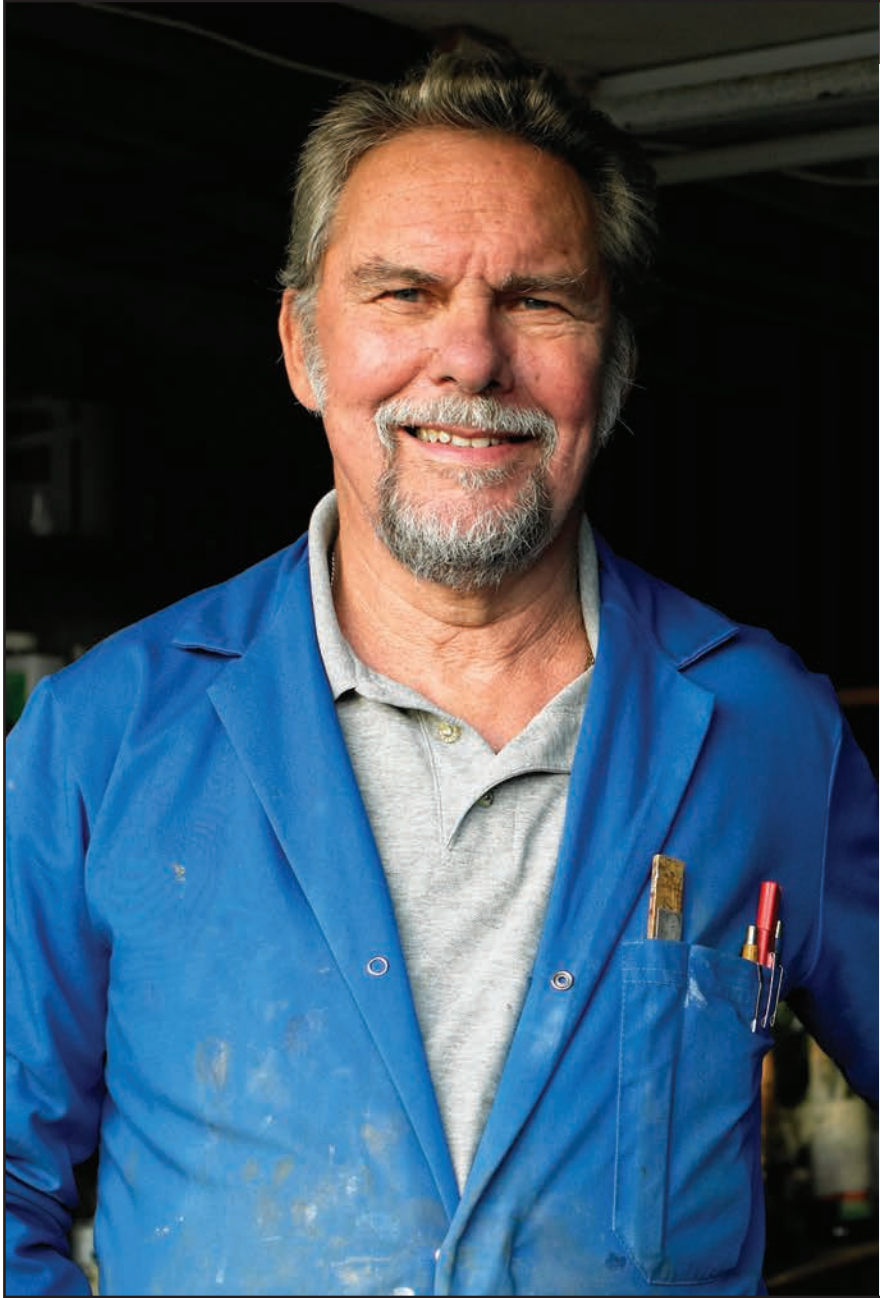


HELP *for* HAWAII

The SF Building Trades Council is raising money through the Worker Relief Fund for the post-wildfire recovery efforts on Maui.



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Bridge Tolls

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local transit system, upon which at least as many working-class people rely, to enter a potential death spiral from which it might never escape?

What's at issue is Senate Bill 532. Introduced by State Senator Scott Wiener earlier this year, SB 532 would raise tolls by \$1.50 on each of the seven regional state-owned toll bridges, including the Bay Bridge. The proposed temporary five-year increase would notch up to at least \$8.50 for the privilege of a two-axle vehicle with a FasTrak pass to cross.

Wiener's bridge toll hike would arrive on the heels of an additional \$1 increase already scheduled to take effect in January 2025. Altogether, that's four bits shy of an Alexander Hamilton just to cross one bridge.

It's arguably necessary, though, if you're a fan of world-class mass transit. Money raised from the proposed toll increase would help fund transit systems in the Bay Area that are now in financial peril following a post-pandemic drop-off in ridership and a lack of funding from the state, which is feeling its own budget pinch.

Longtime Sprinkler Fitters Local 483 Business Representative Dan Torres moved out of San Francisco to the East Bay approximately six years ago, citing the City's unaffordability as the primary motivator. Local 483 has yet to take an official position on SB 532 — so, too, do most other building trades locals — so Torres's thoughts on the matter are his own. He sees the proposed toll increase as another blow to workers already tightening their belts.

"With everything going up, it's getting harder and harder [...] for the members of

Local 483 to stay in the Bay Area," Torres said. "The bridge toll is going to make it difficult for some because a lot of work is in San Francisco and on the peninsula, and having that additional cost is going to affect them financially — maybe not immediately, but over the long-term, because it'll be more of a financial burden to them."

Torres explained that some contractors pay for the tolls themselves if members use their trucks but that most use their personal vehicles to transport their tools.

Robbing Drivers to Pay BART (and Muni, and AC Transit, and...)

Bay Area transit agencies are estimated to face a \$2.5 billion shortfall over the next five years. With the state budget facing its own \$30 billion deficit, few handouts are coming from Sacramento. Hence SB 532.

SF Building Trades Council Secretary-Treasurer Rudy Gonzalez described SB 532 as "an emergency response to a crisis" and far from his preferred way to fund public transit. Like many, he doesn't want to see draconian hikes in tolls for bridges used by working-class commuters, but neither does he want to see the collapse of the Bay's nation-leading mass transit systems.

"We have lots of members who live outside of the City, and it feels like that number grows and grows with every year that the unaffordability crisis remains unchecked in San Francisco," Gonzalez said. "Our members are all going to bear the brunt of this, and when working people bear the brunt of taxation or fees or things like that, it starts to feel like a regressive tax that's going to disproportionately affect

people in the lower wage scales."

The council has also yet to take an official position on SB 532.

"This is an emergency response to a crisis, but it's not sustainable, nor do I think it's the best possible option, but it is the least-worst option," Gonzalez said. "Letting the transit systems fail or go off a fiscal cliff can't be on the table because that, too, would affect the economy. That, too, would affect our ability to move workers in and out of the City.

"It's a real doozy," he concluded.

A Political Divide

The toll increase proposal has led to rifts among local elected officials. In addition to Wiener, principal coauthors of SB 532 include state senators Josh Becker and Dave Cortese and assemblymembers Mia Bonta, Matt Haney, Alex Lee, Phil Ting, and Buffy Wicks.

"Bay Area public transportation systems — particularly BART, Muni, AC Transit, and Caltrain — are at grave risk of massive service cuts due to slow ridership recovery from the pandemic and the upcoming exhaustion of federal rescue funds," Wiener said in a statement to *Organized Labor*. "If we allow these systems to unravel, we will deeply harm the ability of many Bay Area residents to get to work, school, the doctor, etc."

Wiener added in his statement that the preferred way to address the transit system shortfall is through the state budget, which is allocating \$400 million for Bay Area transit systems over the next four years. But that's only a fraction of what is needed.

"I did not come into 2023 expecting to seek to raise bridge tolls," Wiener wrote, "but we're in an emergency situation, and the state budget failed to solve the problem. So, under the circumstances, a temporary emergency bridge toll increase is our best option."

However, opposition to the increase has been strong. Assemblymember Rebecca Bauer-Kahan, a Democrat representing Orinda, has been particularly vocal.

"Our transit systems are essential to our communities, and we need to get them to a self-sustaining model," she said in a statement to *Organized Labor*. "This year, I joined my colleagues to get transit millions of dollars through the budget and avoid a fiscal cliff. Long-term, however, the toll increase proposal is inherently inequitable in a time when super-commuters are often our most vulnerable.

"There are better, more sustainable ways to go about this without further squeezing the East Bay, Central Valley and essential workers."

Members of the U.S. congressional delegation from the Bay Area have also weighed in with a letter opposing SB 532. Signees included representatives Barbara Lee and Eric Swalwell, among others.

Organized Labor contacted both the Transbay Joint Powers Authority and the Metropolitan Transit Commission for their positions on SB 532. The MTC has taken no position, and the TJPA responded that it doesn't usually take positions on bills up for consideration in the legislature.

We'll keep you updated as this matter develops. **OL**

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Today in Los Angeles, we're witnessing historic strikes and an unprecedented show of solidarity. Writers are picketing alongside hotel workers. Actors are speaking out against corporate greed and walking out of their own movie premieres in protest. A powerful unity is rippling across entertainment unions — and across the entire labor movement.

The American working class has been battered and beaten down since the Reagan Administration's years of deindustrialization and union-busting. The "free trade" agreements pushed through under Clinton sent manufacturing jobs around the world, with corporations hollowing out their U.S. workforce in search of the cheapest labor on Earth. As union density declined, inequality soared, trapping millions of workers and their families in poverty.

But even gig jobs haven't been profitable enough for big tech. These multibillion-dollar corporations are now gunning for workers, pushing hard to use robotic technology and artificial intelligence to dispose of us quickly and completely.



See you on the picket lines. **OL**

That Time SF Told Scab Contractors, ‘ABC You Later!’

Rat Monday, a Union Victory in the City’s Streets, Continues to Resonate Today

By Jacob Bourne | CONTRIBUTING WRITER

One of the numerous advantages modern union workers enjoy is a deep tie to a rich history of solidarity and defiance — especially in San Francisco.

One such notable moment in history occurred in the City on March 7, 1988, when as many as 6,000 building trades members took to the streets south of Market to protest ultra-anti-union construction industry trade association the Associated Builders and Contractors (ABC).

Dubbed Rat Monday, the demonstration emerged from a grassroots word-of-mouth effort that rippled through the trades weeks before ABC leadership showed up at the Moscone Center in their “scab bus” for an industry convention they’d planned specifically to poke the San Francisco union bear. ABC’s delegates had hatched an overconfident scheme based on the notion that if they could establish a visible presence in America’s strongest union town, they’d score a foothold here and therefore have the entire U.S. construction industry sufficiently cornered.

But their plan included a crucial miscalculation. ABC leaders failed to grasp the strength of the invisible chain that’s always linked union members to their brothers, sisters, and siblings in the trades.

Unionists arrived at the Moscone Center in droves in the early morning hours on Rat Monday, forgoing a day of wages and leav-



The March 14, 1988, edition of *Organized Labor* covered Rat Monday. The above image, as well as those after the jump, originally appeared in that issue.

ing up to 80% of the City’s major construction projects on hold. They showed up with one common purpose: to drive ABC out of town with their bodies in the streets and their voices in the air shouting, “Scabs go home!” — and plenty of other slogans.

“It was a great day,” recalled IBEW 6 Assistant Business Manager Matt Bamberger,

who was among the picketers who showed up for the protest. “We felt that ABC holding their convention at the Moscone Center was an assault on our strong union city.”

Indeed, press footage of Rat Monday captured one worker decrying ABC’s use of the Moscone Center — itself built by union hands — as a disgrace.

Another yelled, “San Francisco is a strong union town, and it’s going to stay! We’re not going to let anyone take bread from our mouths.”

The city’s supply of eggs couldn’t keep up with building trades members’ enthusiasm for pelting them at ABC leadership as they hurried

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Hollywood Is on Strike. Here's Why.



This guest column was written by TV scriptwriter **Ananya Menon**, a Writers Guild of America member who lives in Los Angeles and was most recently a staff writer on the NBC sitcom “Lopez Vs. Lopez.”

On Tuesday, May 2, I was hiking into the Grand Canyon, eating Tostitos and skirting around piles of mule shit. Meanwhile, across state lines in Los Angeles, more than 11,000 members of the Writers Guild of America (WGA) officially went on strike, effectively shutting down my entire industry.

The WGA is a union of film and TV writers established following a merger of various writers’ unions in 1954. It negotiates its contracts with the Alliance of Motion Picture and Television Producers (AMPTP), which represents studios such as Disney and Universal and production companies like Netflix and Amazon.

The WGA’s most recent contract expired on Monday, May 1, and, unable to secure a fair contract with the AMPTP, WGA members hit the picket lines the following day.

Unfortunately, I had already embarked on a road trip across the American Southwest, hence the canyon-hiking, chip-munching, and mule-pie evasion. I found myself nervously fighting for a cell signal during the entirety of this poorly timed vacation so that

I could follow the news of my union’s strike — only the eighth strike since the WGA’s establishment, and the first in 15 years.

I got my first writing job in 2022 and received my union card a few weeks before this strike, meaning that I had barely started making money before I tacitly agreed to avoid all employment opportunities should a strike occur. (An upside to all this is that living comedy legend Bob Odenkirk was also a new inductee into the WGA when it went on its last strike back in 2007. I can only assume the coincidence means I can expect an equally illustrious career in the business.)

Although picketing clashed heavily with my summer plans of being drunkenly escorted out of hotel pool parties, I haven’t once doubted that the decision to strike was the right one.

The path to making a decent living as a writer in Hollywood has never looked thornier than it does today. The rise of streaming services means that residual checks — hard-fought payments that writers receive when their work is re-run — have been cut massively. The advent of “mini-rooms,” which



PHOTO CREDIT: UFCW LOCAL 770

are essentially regular writers’ rooms but with fewer writers working for less time, has reduced the number of jobs and pay for the few who do get hired.

While writers’ wages shrink, the studios continue to gain enormous profits from our work. As WGA board member Adam Conover recently pointed out, the amount being asked for by the thousands of writers on strike collectively is approximately as much as media conglomerate Warner Bros. Discovery CEO David Zaslav made last year. It’s clear that the so-called golden age of television has most benefited the studios and investors and left behind so many of the people actually creating the content.

The fight against corporate greed isn’t being waged by the WGA alone. SAG-AFTRA, the union representing actors, also went on strike in July. Teamsters, the Direc-

tors’ Guild of America, LIUNA, and IATSE (which represents various behind-the-scenes workers in the entertainment industry) have all expressed their support.

It’s a strange time in Hollywood. Barely anything is shooting. Writers, who are historically best-suited to dimly lit rooms, are venturing outdoors and into the streets. My summer has been less pools and more picket lines. There’s a very real anxiety about what the future of this industry will look like.

But I’m proud to be a part of this labor movement. The WGA strike of 2007 to 2008, which lasted 100 days, protected young writers like me from further exploitation. It’s why we get any residuals at all from streaming shows.

I strike today to protect writers now and in the future against the venality of the AMPTP. We know the money’s there, and we know we’re worth it. **OL**

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State Axes SF Rules Outlawing Public Employee Strikes



This guest column was written by Joe Eskenazi, managing editor and columnist for nonprofit San Francisco news outlet Mission Local. The column was originally published Wednesday, July 26, on MissionLocal.org.

An emphatic ruling from a state public employment board has eviscerated San Francisco’s half-century-old City Charter sections forbidding public employees from striking — and enabling the City to fire workers who do.

The California Public Employment Relations Board (PERB) on Monday, July 24, returned a resounding decision against the City and in favor of Service Employees International Union Local 1021 and International Federation of Professional and Technical Engineers Local 21. This ruling affirms and expands a decision handed down last year by an administrative law judge and appealed to the PERB panel.

That state panel found that the charter provisions enacted following chaotic 1970s-era public employee walkouts, and subsequently modified by voters over the course of the ensuing decades, to be wholly incompatible with California law. While the state panel does not have the power to rescind portions of the San Francisco City Charter, it can — and, now, has — declared significant swaths to be “void and unenforceable.”

As such, the ramifications of this ruling could be extremely significant: Mission Local wrote in late July of the looming political bloodbath coming in 2024 as the City faces vastly diminished revenues and Mayor London Breed ostensibly pushes an austerity budget. This will, notably, come during the closing stanza of her re-election

campaign — while, simultaneously, most public-employee contracts will have expired and require re-negotiation.

The PERB ruling, which further enables disgruntled San Francisco public employees to strike, would only render an explosive situation all the more volatile.

“This needs to be taken seriously,” said longtime Bay Area political consultant Jim Ross. “Workers struck in Oakland in 2017. There is now a chance there could be a strike that shuts down San Francisco. And the thing about the city of Oakland strike is that Oakland is just a city. San Francisco is a city and county. If there’s a strike, it could be so far-reaching.”

It could also have far-reaching effects on the mayor’s re-election bid.

“Incumbents, in general, want to project that they’re competent and caring,” Ross said. “When Joe Alioto ran for re-election, I loved his slogan: ‘It’s a tough job, and Alioto’s doing it!’”

“The City shutting down is the opposite of doing the job.”

The City Attorney’s office states that it is reviewing the decision and considering its next steps. Should it wish, the PERB ruling could be appealed to the California Courts of Appeal.

“The unlawful hurdles the City has created to tie our hands do not exist anymore,” said David Canham, the executive director



PHOTO CREDIT: SEIU LOCAL 1021

of SEIU Local 1021. “We’ve gone to PERB on several pieces of the charter. This was the last remaining unlawful piece. It is a huge deal.”

Canham noted that his union has struck some 30 times in the past decade throughout Northern California but never in San Francisco due to the provisions now eliminated by this ruling.

“We have always taken the position, even before this decision, that [the City’s anti-strike provisions] were unlawful. This confirms we were right,” he said. “Going into bargaining, it’ll be clear to our members throughout the City that they have a right, if they so choose, to strike.”

The outright voiding of the anti-strike provisions within San Francisco’s City Charter is the latest and most sweeping in a series of state-level decisions chipping away at the City’s longstanding blanket ban on public-sector strikes. In 2017, PERB ruled that the City could not prevent its workers from engaging in “sympathy strikes.” That same year, PERB ruled that “An employer may not impose terms that waive or forfeit the statutory rights of employees or their organizations to engage in concerted activity, including the right to strike. Public employees have a qualified right to strike. ... there can be no unilateral forfeiture of the right to strike.”

In 2020, PERB largely nullified charter-mandated deadlines that unions long complained made the notion of even considering a strike to be untenable.

As ruling after ruling touched on the central question of San Francisco’s broad no-strike policy without opting to address it head-on, the state employment body clearly signaled where it was going: It “reiterated that it was leaving for another day whether the charter’s strike prohibition was unlawful ... and that the City acts at its peril in maintaining that position.”

The PERB ruling, a long time coming, was both predicted and predictable. “I think the people who run this city are really very smart. Do they honestly believe the charter language will stand up when it’s challenged?” then-San Francisco Labor Council executive director Rudy Gonzalez asked Mission Local in 2019.

“They should work with us and figure out how to amend the charter.”

This did not come to pass, and now the charter’s anti-strike language has been struck down by the state.

The PERB ruling affirmed every tenet of the 2022 decision — and even took things a bit further. While the administrative law judge’s decision last year did not void a city declaration of policy that “strikes by city employees are not in the public interest,” the panel did nix this language, finding it “unlawful.”

Despite the indications through the years from the state that San Francisco’s anti-strike provisions were unlawful, the City continued to mandate that employees sign forms stating they do not have the right to strike and can be terminated if they do. This was a particularly irksome matter for SEIU leader Canham.

Workers “would tell us, ‘We signed the damn form’; they were worried, no matter what we said to them,” he said. “It is a huge, huge sea change in terms of members knowing they have all their rights under the law.”

San Francisco has, since the 1990s, mandated binding arbitration with its unions in lieu of allowing strikes. This process was not wholly scrapped by the PERB ruling. But the City’s position that binding arbitration is, in and of itself, an ample substitute for the right to strike was roundly rejected: “The City’s total ban improperly allows one of two negotiating parties to unilaterally impose interest arbitration while depriving its counterpart of the choice whether to strike or engage in interest arbitration.”

It is unclear if this case will find its way to the Court of Appeal. But, if it does so, union attorneys say they could not have hoped for a more favorable decision than the one PERB delivered them last month.

“PERB explicitly stated again that public sector employees, including city employees, have the right to strike, and the limitations on this right are few and carefully defined,” said Katie McDonagh, attorney at Weinberg, Roger and Rosenfeld and counsel for SEIU Local 1021 in this case. “PERB ruled in this case that the complete strike ban in the City Charter totally conflicts with established precedent recognizing the statutory right to strike.” **OL**

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Davis-Bacon
continued from page 1

from the Biden administration. On August 8, Vice-President Kamala Harris announced the Davis-Bacon overhaul in Philadelphia at the IUPAT's Finishing Trades Institute of the Mid-Atlantic Region, which serves as regional headquarters for union apprenticeship programs in glazing, drywall installation, painting, and more.

According to the Daily Labor Report, Harris said the update to the law was part of the Biden administration's broader strategy of boosting the economy by targeting investments toward working people.

"President Biden and I decided to run for office because we believed it was time to fix all of this and to finally rebuild America, to repair our roads and bridges, to connect every home with high-speed internet, to replace every lead pipe in our nation, and to expand clean energy production," Harris said.

"So, that's why we are here today," she said. "As many of you know, for nearly a century, wages for workers on federal projects have been set by a law called the Davis-Bacon Act. So, Davis-Bacon standards help determine the hourly wage for millions of American workers — union workers and non-union workers alike.

"But here is the problem: Those standards have not been updated for 40 years, and, as a result, many workers are paid much less than they deserve, much less than the value of their work, and not just

by a little — in some cases, by thousands of dollars a year. That is wrong, obviously, and completely unacceptable in a Biden-Harris administration."

North American Building Trades Unions President Sean McGarvey weighed in on the Davis-Bacon update through a statement issued shortly after Harris's speech.

"We applaud the Biden-Harris administration for its relentless commitment to invest in America and for upholding laws to pay American workers fairly as part of that commitment," he wrote. "[August 8's] DOL final rule strengthens federal prevailing wage regulations and restores the law to its original intent after it has been watered down over the last 40-plus years. This ruling is a win for all construction workers, both union and non-union, for good and fair contractors, and for America's taxpayers."

IUPAT General President Jimmy Williams Jr. also issued a statement in support of the DOL's Davis-Bacon rule update.

"Today, the Biden-Harris administration has once again demonstrated their commitment to putting workers at the center of economic policy with the announcement of a long overdue update to the Davis-Bacon Act," he wrote. "This change is arguably the most significant and impactful to our pay in the trades in over 40 years, and it reverses the Reagan-era rule that redefined prevailing wage to help bosses, not workers." **OL**

"This change is arguably the most significant and impactful to our pay in the trades in over 40 years."

—Jimmy Williams Jr.
GENERAL PRESIDENT, IUPAT

PENCILING OUT

BY DAVID JAMES SMITH





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William Hammond Hall Award recipients not pictured: Carlos Aguilar, Marvin Blandon, Brian Flynn

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John Dixon



Yu Chun Jin



Chris Kazarian



Joseph Luaulu



Mark Mabutas



Redijil McLeod



Richard Palacios



Juan Rivera



Jarrell Williams

Montoya Award recipients not pictured: Nicole Cook and Kareem Jackson

National Immunization Awareness Month



August is not only National Immunization Awareness Month but also back-to-school time for many of your children and loved ones. With that comes hectic mornings, homework, and yes – more exposure to disease and illness. Now is the perfect time to make sure your little ones are up to date on their vaccinations so that they have big protection this school year.

Has your child missed a vaccination? If yes, no need to worry! Give your child's pediatrician a call to make an appointment and get them back on track. Vaccinating your child on time is the best thing you can do to protect them.

To learn more about Blue Shield, contact Tera Clizbe, vice president of Labor and Trust, at tera.clizbe@blueshieldca.com.



Scan the QR code to discover more tips on how to stay on track with your child's immunization schedule.

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Terry Curley

Executive Vice President

Director of Labor Service Division

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Business Representative: Nick King
President: Lenny Quintana

MEETINGS

General Membership
Tue., Sept. 12, 6 p.m.

Executive Board
Tue., Sept. 12, 5 p.m.

DDO/Holidays

Fri., Sept. 1: Designated day off
Mon., Sept. 4: Holiday (Labor Day)

Brothers and Sisters,

As we move into the fourth quarter, we should see some hiring at Walters and Wolf and CS Erectors. At the hall, our out-of-work list has been averaging a dozen journeyman and three apprentices. Last year at this time, our out-of-work list was averaging 35 journeyman and five apprentices.

We have a manpower request for five journeyman and seven apprentices for a unitized job that starts early next year. The job requires San Francisco residents with a rigging certification and a couple of journeyman competent in total work station and layout. If you'd like training for total work

station, please reach out to me and I'll see if we can get a class scheduled for a group of our members. The rigging and signaling certification class is offered through STARS; visit dc16star.org.

The production workers agreement is expiring, and we're nearing negotiations. Local 718 is in the minority for workers under this agreement with 10. We have one at Capitol, two at Progress in San Francisco, and seven at Progress in Cotati. Local 1621 has 20, and Local 169 has 180.

When you get into negotiations and proposals for bargaining are considered, things tend to lean toward the larger group that can sway the vote. With this in mind, I've put together a few solid proposals for our members that'll benefit everyone working under this agreement.

Local 718's executive board has dedicated time at the board meetings to discuss issues our members have experienced with the current glaziers master agreement. As we near the end of the year, I'll be calling members to ensure that all of your voices are heard and that contract proposals reflect your interests. You can also call me on my cell at 415-342-0835, email me at nick@dc16.us, and speak at our general meeting under the good of the union on issues that concern you.



Local 718 members Mark Pedroni, Bob Woodruff, J.C. Corzo, and Kevin Woodsford participated in the PATCH Golf Tournament at the Las Positas Golf Course to help raise money for the Children's Hope Foundation.

A couple more quick updates... A shipping issue cropped up with the glass cutters that we ordered, but it's since been resolved, so I'll notify you once we receive them.

At our last meeting, we approved mailing years-of-service pins to our retired members. In the past, we distributed the pins exclusively at our holiday party, but we'd like to make a change, considering not all of our retired members are able to attend the party.

We're currently ordering more pins to fulfill the order and will mail them out closer to the end of the year.

Take note that San Francisco Unified School District is hiring glaziers. Apply at sfusd.edu.

Respectfully,
Nick King
Business Representative



Graduating apprentices from Local 718 include Julian Aleman, journeyman working with Mission Glass; Kevin Artiga, journeyman working with U.S. Glass and Aluminum; Marco Gonzalez, journeyman with Benson Industries; and Skylar Martin, journeyman with CEOWD Glazing.



Local 718 members Ted O'Shea, Pedro Gonzalez, and Josh Mathews work alongside glaziers from locals 169 and 1621 on an occupied residential project for National Glass at 225 Buckingham Way in the City.



Don't miss the Pacifica Beach Cleanup and Barbecue on Saturday, October 21. For info on this event, please text one of the following Local 718 VAC coordinators: Danny Linares at 415-465-0404, Chris Burnett at 510-919-3888, or Steve Vargas at 510-600-8043.

Don't forget our upcoming event, the Big Game, on Saturday, November 18. To RSVP, call the hall to put your name on the list, and provide your T-shirt size. Local 718 is covering tickets, parking, and food, as well as providing the T-shirts.



Local 718 member Joe Luau received the 2023 Montoya Award recently. Joe received this award after showing exceptional skill and dedication working for the San Francisco Department of Public Works' Glass Shop.



SFUSD needs glaziers. Apply at sfusd.edu.

PEX 7326 - Glazier

Date
Aug 4, 2023

Location
San Francisco, CA, US, 94124

Department Description
Building & Grounds

Category
Classified

LOCAL 718



Danny Cobarruviaz
Journeyman
20 YOS



Jamal Katout
Supervisor I
15 YOS



Rob Silva
Leadman
26 YOS



Jody Aragon
Leadman
26 YOS



Danny Hamilton
Journeyman
8 YOS



Jesse Nunez
Apprentice
6 YOS



Brian Deering
Journeyman
22 YOS

**WISHING YOU A
HAPPY LABOR DAY**



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Vice-President: Ron Lewis
Recording Secretary: John Langley
Treasurer: Brendan Greene

Executive Board Members:
Jennifer Kramer, Christie Peterson,
Carlos Salazar, Anthony Sandoval,
Douglas Wydler

MEETINGS
55 FILLMORE STREET

Unit One Committee
Tue., Sept. 5, 4:30 p.m.

Unit Five, Muni Railway Shop
Wed., Sept. 6, 4:30 p.m.

Executive Board
Tue., Sept. 12, 4:30 p.m.

General Membership
Wed., Sept. 13, 4:30 p.m.

Unit Six, Sound & Communications
Thu., Sept. 14, 4:30 p.m.

Retired Members (Senior Sixes)
Thu., Sept. 21
*Summer Barbecue at Junipero Serra
County Park*

Executive Board
Wed., Sept. 27, 4:30 p.m.

We extend our sympathy to the family and friends of Jesse Guthrie, transit mechanic assistant supervisor, who passed away on October 24, 2022; and to the family and friends of James O'Brien, inside journeyman, who passed away on November 29, 2022; and to the family and friends of Donald W. Huls, inside journeyman, who passed away on January 18, 2023; and to the family and friends of John (Jack) Selover, inside journeyman, who passed away on March 22, 2023; and to the family and friends of Michael Currie, inside journeyman, who passed away on August 7, 2023.

Best Wishes to Our Recently Retired Members

Stephen J. Sbragia
John A. Toomey
Scot A. Johnson
Michael L. Luippold

Senior Sixes: Save the Date

Local 6 retirees and guests should plan for this year's Senior Sixes Summer Barbecue to be held on Thursday, September 21, at Junipero Serra County Park in San Bruno. Look for the monthly mailing from EISB with more info — it'll be out in September. Please RSVP at that time.

BUSINESS MANAGER'S
REPORT

Labor Day

Once again, I want to take this opportunity to wish you all a safe and happy Labor Day. For those of us in Local 6, it represents more than a three-day weekend at the tail-end of summer. For us, it represents the acknowledgement of our hard work and the benefits that we bring to our society. In last month's column, I wrote of our

mechanics and technicians who repair and maintain San Francisco's trolleybuses, LRVs, and cable cars as the experts who help all members of our community get around town more safely. I also mentioned our public-sector members — traffic signal workers, line-workers, airport electricians, powerhouse operators, etc. — who also keep this City safe and humming.

Let's add some more of our people to the list. Our sound and communications members perform work on security systems that allow for heightened safety in the buildings that employ our contractors. Their professionally installed data and communication systems allow our customers to be productive and even seek help in an emergency. Our members at Pacific Auxiliary Fire Alarm program, test, and certify fire alarm systems all over the region. Their work, in conjunction with the inside wiremen, is critical to life safety. Their annual inspections ensure that fire alarm systems, some of which are decades old, operate correctly and are up to code.

Our inside wiremen install generator, uninterrupted power supply, and life safety systems, as well as varied systems of multiple voltages, and more. While any single task can seem insignificant, we are trained to never forget that it is part of an electrical system that can cause damage and kill people if not installed properly. We add value to the world around us every single day. Remember that not only on Labor Day, but every day.

No Overnight Victories

We in labor can often lose sight of the victories of the past. For many among us, the protections of safety programs, overtime, healthcare, pension, and even working hours are victories taken for granted. But all of the aforementioned were the end result of long, hard-fought battles. The eight-hour workday is a prime example. For those who may have forgotten their history lessons, the Haymarket Riot was directly related to the struggle for an eight-hour day. That was in 1886. The first law establishing the eight-hour day was for railroad workers and didn't pass until 1916 — 30 years later. The standardized eight-hour day and 40-hour workweek would not come about until 1940, the culmination of 24 years of continued struggle. Although not an overnight victory, it would never have happened but for the efforts of generations of people in organized labor seeking to improve the quality of life for all workers. Today the work continues on wages, opportunities for advancement, hours of labor, and safety. We must remain vigilant in our defense of past accomplishments. We must also never lose sight of our goals to improve the quality of life of electrical workers and raise the standard of living for all working people.

In Solidarity,
John J. Doherty
Business Manager/Financial Secretary



Thanks to the Local 6 members who staffed a picket line against Helix on a Nibbi Bros. jobsite.



Mike Currie
Rest In Peace, Brother

In Memoriam: Mike Currie

August 7, 2023

It is with a heavy heart that we announce the passing of IBEW 6 member Michael J. Currie. Brother Currie was a 26-year member of IBEW 6 and a well-respected inside wireman and foreman for Rosendin Electric at the time of his passing. He was working by himself on a service call when the fatal accident occurred.

Brother Currie had recently celebrated his 58th birthday and leaves behind a wife and daughter.

"We are deeply saddened to hear the news of Mike's passing and, along with his family, friends and fellow members, we are trying to make sense of why our brother was taken from us too soon," said IBEW 6 Business Manager John Doherty. "Our deepest condolences go out to Mike's family, friends and co-workers. Together, we mourn the loss of our fallen brother and commit to honor his memory within the IBEW."

As information becomes available regarding services or assistance for the family, we will update his fellow members on the Local 6 website.

IBEW Local 6



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

John J. Doherty
Business Manager-Financial Secretary

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

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Matt Russo
Business Manager/Financial Secretary

Greg Hardeman
Business Representative/
Recording Secretary

Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

MEETINGS

San Francisco General Meeting
Wed., Sept. 20, 5:30 p.m.
690 Potrero Ave., SF

Sacramento
Wed., Sept. 6, 5:30 p.m.
Sheet Metal Workers Apprentice &
Journeyman Training Building
3665 Bleckely St., Mather

Tahoe
Thu., Sept. 28, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd.,
Stateline, NV

Reno
Thu., Sept. 28, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

Where's the Work-Life Balance?

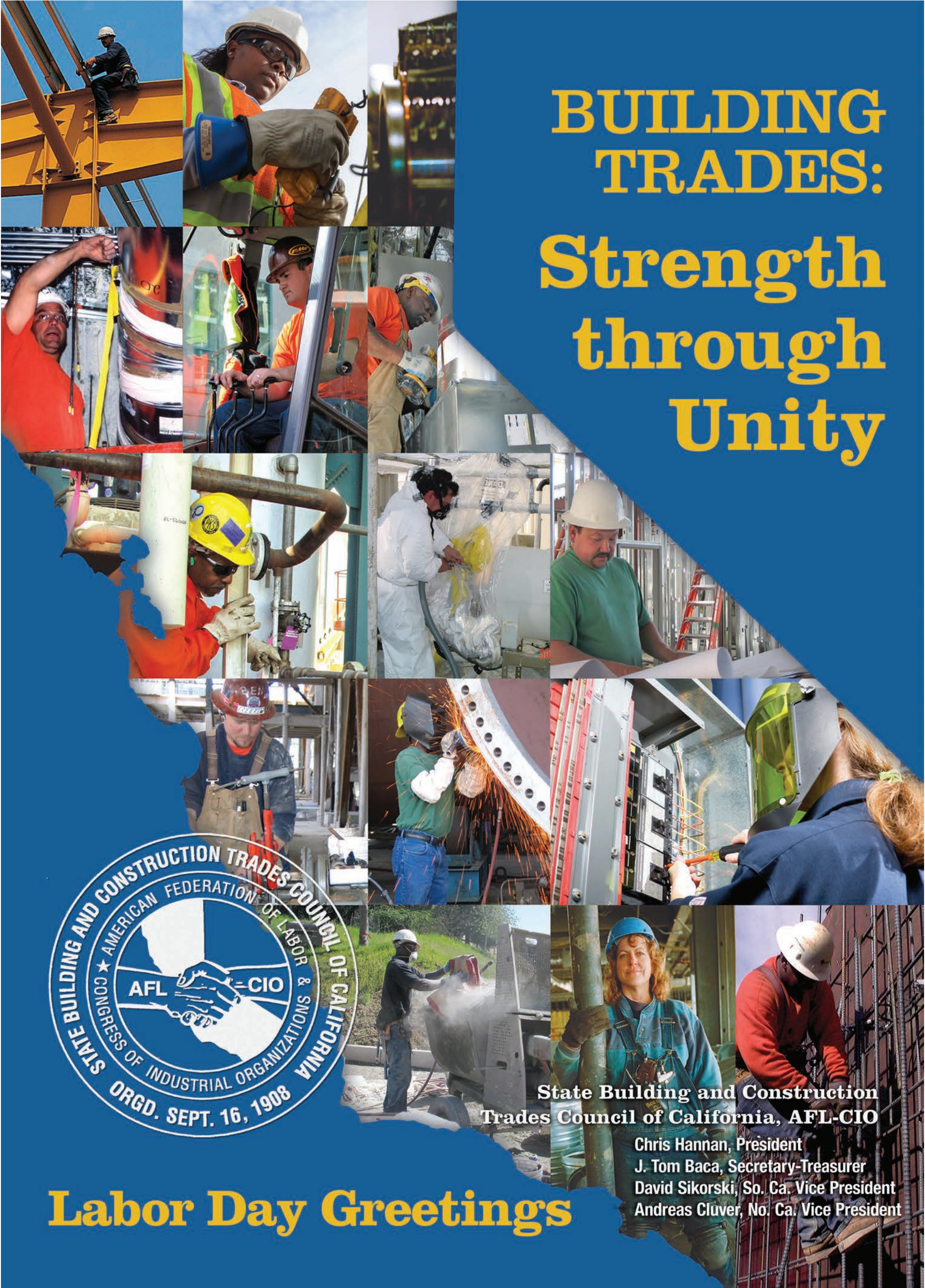
We've all been there. You wake up in the middle of the night feeling a weight in your stomach — and it's not the burrito you had for a late dinner. It's the thought of what you forgot the day before. It's the conversation you didn't have, the wires you forgot to pull, the email you didn't send, or the bracket you didn't weld. We're tied to our jobs, and not because we want to be, but because we care. We care about the equipment. We care about the customer. We care about our reputation. We care about the trade. But we also care about our families and those around us. It's time that we take some of this anxious energy and redirect it into something positive. Please don't take this the wrong way. It's very good to care, to have passion for our craft and a desire to do our job to the best of our abilities. But I ask you: Are we giving the best of ourselves to our jobs, or are we giving it to those to whom we've promised it? Are we spending so much time fretting over work that we're neglecting our relationships, and, if so, why?

What is it about building, maintaining and modernizing machines that absorbs us and all of our energy? Is there a way to find a healthy balance between the work that we're all so clearly passionate about and the lives that we lead outside of those hours? If these questions weigh on you as they do on me, well, as I've mentioned before, you're not alone. Why not preoccupy ourselves with something else that we're passionate about — a beloved hobby, for instance? Why not dedicate more time to that? For me, the answer is that it's often simply easier to think about work. It's easier for me to mentally and physically dive into the equipment as a distraction from such existential matters. Machines break for a reason: old contacts, bad bearings, poor connectivity. It's much more difficult to delve into the human psyche and see what might be broken, and why. What I've learned, especially since taking this job, is that people break for a multitude of different reasons, and there's no print or drawing on a machine room wall to reference. Instead of schematics,

there is only introspection, and there are conversations about real-life issues that can be uncomfortable. You'll notice that this is a theme for me this month, with a similar column appearing in another publication that I write for. Think of this one as the preamble to the next. Now maybe I can get all of you to pick up *Organized Labor* and give it a read. Although we're IUEC members first, we are also part of the larger trades movement, and as a sum of all of our parts, we are stronger together than individually. Much like a hoist rope that begins to fray, the tensile strength is lower when we're not moving as one and strands of the rope are no longer supporting their counterparts. Metaphors aside, remember that in life — as in the building trades — we're a better version of ourselves when we work together as a family, a union, and a movement. Take the time to find yourself, and read the next article for more of the same. *In Solidarity, Matt Russo Business Manager*

HAPPY LABOR DAY!
GREETINGS AND SOLIDARITY
FROM THE
OFFICERS, MEMBERS, & STAFF OF
IUEC LOCAL 8





BUILDING TRADES: Strength through Unity



Labor Day Greetings

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

Chris Hannan, President
J. Tom Baca, Secretary-Treasurer
David Sikorski, So. Ca. Vice President
Andreas Cluver, No. Ca. Vice President



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Lenny Paredes, Jordan Mondragon, David Calderon
Organizers: Dave Tafoya, Manny Enriquez, Wayne Jordan

Brothers and Sisters,
I hope all are having a great summer and keeping safe at work.
Local 3's summer events are underway, with chapter meetings, retiree luncheons, and the annual picnic. Information is available on our website, or members can call the hall for details. Chapter meetings and retiree luncheons are for members only, but the annual summer picnic is both for members and their families.
Our first retiree luncheon was held on Wednesday, June 21, beginning with the San Jose chapter. The luncheons are the least we can do to show our appreciation to our retired members, who got us where we are today. Never take for granted what these members have done for us — for instance, establishing benefits, fighting for pensions, and even going on strike over a nickel.
As I write this column, the San Francisco chapter luncheon is scheduled for Thursday, August 24. The Sacramento luncheon will be held on Thursday, September 7, and Oakland retirees will meet the following week, on Thursday, September 14. Fresno retirees will have their luncheon in October, date pending. Retirees will receive their invitation by mail.
All members should have received an invitation to Local 3's 22nd Annual Family Picnic Day. This year, the picnic will be

held on Saturday, September 23, at Six Flags Discovery Kingdom in Vallejo. If you didn't receive mailed communications from the local about this event, please contact us.
A career in construction might seem like one exceptionally long race, and the apprenticeship is the starting point. Every week, we trade our bodies for a paycheck, and retirement is the finish line. Varying from two to four years, our apprenticeship training mostly takes place on the jobsite. When completed, the state's Division of Apprenticeship Standards will provide you with a certification of completion. Graduates can print their certificate from the California Department of Industrial Relations website at dir.ca.gov.
In Solidarity,
Ryan Ruf
Secretary-Treasurer
Service Awards, August
• 25 years: De Ping Chen, Ramiro Ramirez
• 50 years: John S. Mondino
Congratulations on your many years of service.
In Memoriam
We are sorry to announce the passing of our brother Donald Howard, BL, 11/8/2017, 01-CA, 68-year member.



Daniel Duran-Flores and his family appear at the annual BAC Local 3 picnic.

Chapter Meetings

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

All chapter meetings in September are cancelled.

First Tue., 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
First Thu., 6 p.m., Sacramento — 9840 Business Park Dr., Suite B (BAC 3 Sac Union Hall)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Second Wed., 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge)
Second Thu., 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Third Thu., 6 p.m., Manteca — 1120 N. Main St. (Mountain Mike's)
Third Tue., even months only, 6 p.m., Fresno — Via Zoom

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

Scan this QR code to retrieve your apprenticeship certification letter from the DAS.



SATURDAY, SEPTEMBER 23, 2023
BAC LOCAL #3, CA
22nd ANNUAL FAMILY PICNIC DAY



LIVE BETTER
WORK UNION



B.A.C Local # 3, CA

10806 Bigge Street, San Leandro, CA 94577

1-800-281-8781

www.bac3-ca.org

Wishing Everyone A Happy Labor Day 2023

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

Troy Garland, President

Ryan Ruf, Secretary-Treasurer

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

Dave Tafoya, Manny Enriquez & Wayne Jordan - Organizers

Carmen Olivo-Garcia, Cecilia Aguilera, Andrea Ceballos - Office Staff



UA LOCAL 38

**PLUMBERS, PIPEFITTERS & HVAC/R
SAN FRANCISCO, MARIN, SONOMA, MENDOCINO & LAKE COUNTIES**



Happy Labor Day!

**From the Officers and Members of
UA Local 38**

Larry Mazzola Jr.

**1621
Business Manager/Financial Secretary Treasurer**

CARPET, LINOLEUM & SOFT TILE WORKERS 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, Edgar Flores
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.



Local 12 members got together to enjoy watching the Giants beat the Rangers recently.

Dear Brothers and Sisters,

I hope everyone enjoys the four-day Labor Day weekend. With time to spend with family and friends, how could you not?

We've enjoyed a summer of steady work, and as I write this article, the work picture is holding strong. If you're not on the jobsite, please put yourself on the out-of-work list and reach out to Edgar, Steve, or me for possible employment opportunities.

I'd like to tip my hat to Local 12 members Hasan Basic, Hugo Gutierrez, Sal Delatorre, Gary Gullack, and Justin Lopez. These five individuals have been recognized by coworkers and trainers and have accepted the challenge to compete in the FCI semifinals and show off their floor-covering skills.

Hasan, Justin, and Sal competed in the LVP competition, and Hugo and Gary competed in the carpet competition. After judg-

ing, it was determined that Hasan and Hugo will move on to the FCI finals in Las Vegas in January. The finals will bring together competitors from across the country, all vying for first prize — bragging rights to being the best of the best in floor covering.

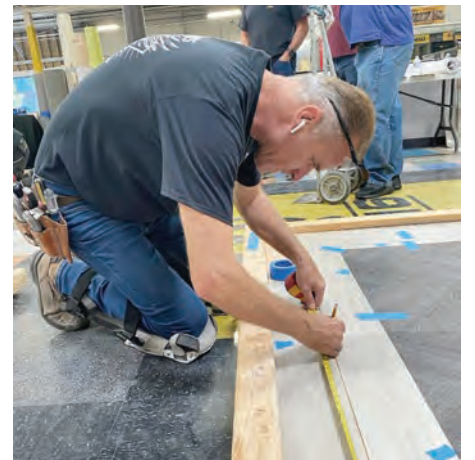
Our Local 12 competitors all showed great skills in their craft and were separated only by a point or two when it came to judging. Please congratulate these individuals when you see them in the field.

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

Respectfully,
Anthony Nuanes
Business Representative



LVP competition winner Hasan Basic



Carpet competitor Gary Gullickson



Carpet competition winner Hugo Gutierrez



LVP competitor Sal Delatorre



Carpet competitor Justin Lopez



SPRINKLER FITTERS 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.

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

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

DISTRICT COUNCIL 16

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

President

DAVE BRADFIELD

Financial Secretary

DAVE MATHIE

Service Reps

STEVE BELONG • ANTHONY NUANES • EDGAR FLORES

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



From the Officers, Members and Staff of

*INTERNATIONAL ASSOCIATION OF HEAT AND FROST
INSULATORS & ALLIED WORKERS., LOCAL 16*

Best Wishes for a Happy & Enjoyable Labor Day



Chris Greaney
BUSINESS MANAGER

Bill Hodges
PRESIDENT

Aureliano Ochoa
ORGANIZER

Fortino Curiel
BUSINESS AGENT

Mark Plubell
BUSINESS AGENT

Anthony Viscuso
BUSINESS AGENT

ROOFERS & WATERPROOFERS 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: PETER LANG
Financial Secretary: SALVADOR RICO
President: ABRAHAM ESTRELLA

Dear Members and Affiliates of Local 40,

As we find ourselves in the heart of August, it's an opportune moment to reflect on the strides we've made as a union and an industry.

The past months have shown the resilience and unity of our members, and we're thrilled to report that work in the eighth month has picked up considerably. From a somewhat shaky start earlier in the year due to adverse weather and economic fluctuations, we're now witnessing most of our member companies enjoying healthy backlogs of work that bode well for the remainder of the year.

San Francisco's landscape has seen significant shifts due to the ongoing impact of the Covid pandemic, and so has the Bay Area as a whole. The prevalence of remote work has led to empty spaces throughout the City as people continue working from home. These transformations, in addition to various other challenges our city has faced, have prompted shifts in local businesses and tourism patterns.

However, amid these challenges, the City is making strides in reinventing and reviving its recovery efforts. Our members are contributing to this revival with their dedication and hard work, playing an essential role in the reconstruction of our beloved city and the Bay Area as a whole.

This July, we held a special called meeting that saw a great turnout. This meeting, aimed at the allocation of wages, showcased the increasing interest of our younger members in the affairs of our local union business. We're proud to see that.

We also take great pride in the fact that our membership collectively chose to allocate wages toward benefits rather than voting for a direct pay-rate increase. This decision underscores our commitment to not only the well-being of our members but also to the future of our families and our industry. It's a testament to our values that even in the face of rising costs of living in the Bay — where expenses such as housing,

transportation, and food continue to soar — we prioritize securing a better future for our members and their loved ones.

As focused discussions were had on wages during the allocation meeting, a heartwarming touch of unity shone through. Our members took a moment to pay respects to our retired member Don Coyle, who recently experienced the loss of his son, and Charles Richardson, a dedicated member of our union for 41 years who passed away at the age of 73. This act of remembrance among the meeting's business highlights the compassion and kindred spirit of our Local 40 family, where we stand together in moments both professional and personal.

With that spirit in mind, it is with great joy that I announce the upcoming Local 40 Family Picnic on Saturday, September 16, at Coyote Point Park in San Mateo. This event holds special significance, as it marks our



Anderson Roofing

first picnic since the onset of the pandemic.

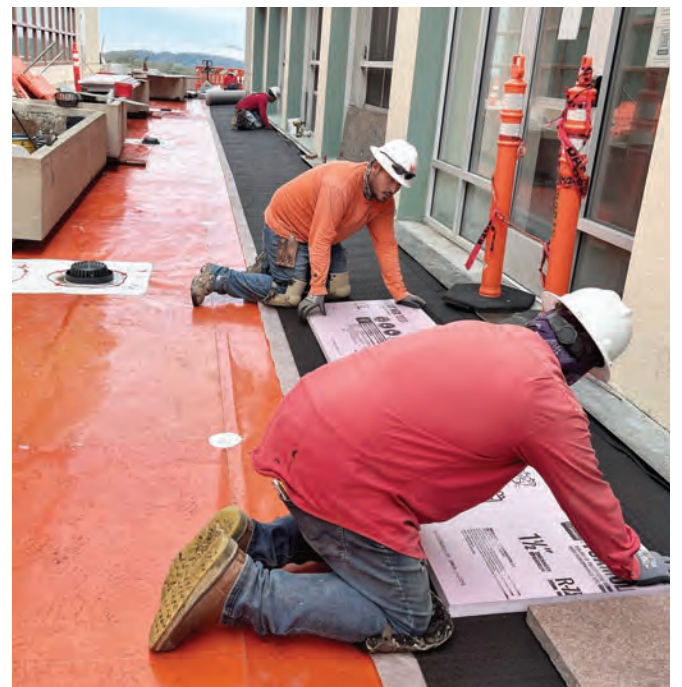
The primary purpose of this gathering is to honor and celebrate the dedication of our members — all of their hard work, day in and day out, in the service of our local union business and our industry at large. It's a great opportunity to come together and to meet your brothers and sisters of Local 40 and their families, and to share stories, break bread, and forge stronger bonds of camaraderie and fellowship.

As we march toward the end of the year, let us carry forward the spirit of unity, resilience, and optimism that defines Roofers and Waterproofers Local 40. Your hard work and dedication are shaping our industry's future, and we are truly grateful for your unwavering commitment.

In Solidarity,
Peter Lang
Business Manager



Rainbow Waterproofing



Western Roofing Pavers



Lawson Roofing



Lawson Below-Grade

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

LOCAL 510 HONORS ALL WORKING PEOPLE

Happy Labor Day



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

September Schedule 2023

Show	Venue	Company	Move In	Show Dates	Size
SaaStr	San Mateo EC	FDC	8/26	9/7	Special
September					
Dreamforce	Moscone N, S, W	FDC	9/3	9/13-14	Full
CDA	SJCC	GES	9/4	9/8-9	TBD
Intel	SJCC	T3	9/15	9/19-20	Special
Disrupt	Moscone W	Curtin	9/17	9/19-21	Special
ADAS	SCCC	GES	9/18	9/19	Special
Confluence	SJCC	Employco	9/23	9/26	TBD
Workday	Moscone N, S, W	FDC	9/20	9/27-29	167
Zoomtopia	SJCC	FDC	9/29	10/3-4	Special
Oktane	Moscone W	T3	9/30	10/2-4	Special
October					
Anesthesiology	Moscone N, S, W	FDC	10/10	10/14-16	300
TCT	Moscone N, S	FDC	10/19	10/24-26	640
Green Biz	SJCC	FDC	10/22	10/24/25	96
Ophthalmology	Moscone N, S, W	FDC	10/29	11/4-7	1487

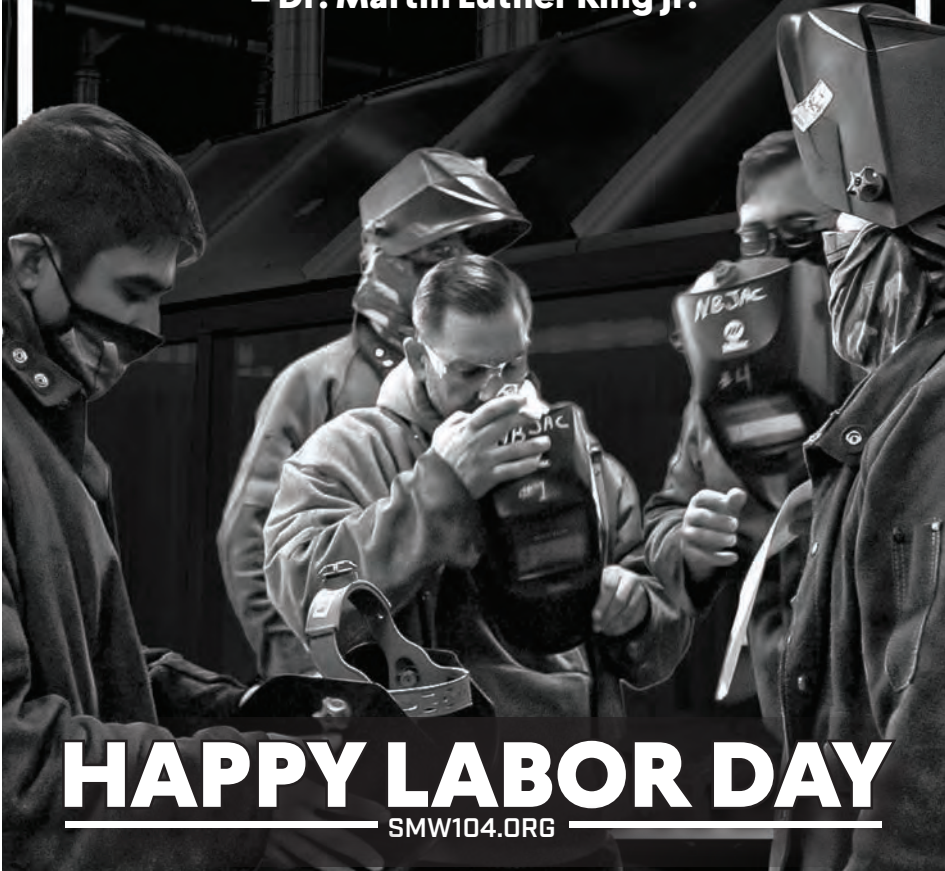
If you can't show up as scheduled, call your employer:
Freeman (650) 878-6125 GES (650) 741-7500

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



"The Labor Movement was the principal force
that transformed misery and despair into hope
and progress."

– Dr. Martin Luther King Jr.



HAPPY LABOR DAY
SMW104.ORG



International Association of Bridge,
Structural, Ornamental & Reinforcing Iron Workers

Happy Labor Day!

From The Officers & Members
of Local Union No. 377

Charlie Hernandez
Executive Officer

Eddie Reyes
President/Business Agent

Chris Donnelly
Business Agent

David A. Ortiz
Organizer

Armando Baros
Vice President

PLASTERERS & CEMENT MASONS LOCAL 300



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,
Caleb Matheny, Walter Orellana, Avel Quiroz,
Israel R. Vargas, Marshall Vasquez

OPCMIALocal300.org



Local 300 cement mason apprentice Ivan Ayra works with Minerva Construction in San Francisco.



Local 300 plasterer Rogelio Carrillo works with Anning and Johnson at the Yerba Buena Island Residences.



Local 300 cement masons work with Shaw and Sons in Brisbane.

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

**Happy Labor Day
from Laborers Local 261**



PHOTO CREDIT: THERESA FOGGIO-RAMIREZ

Rat Monday

continued from page 8

through the convention center doors. Protesters were undeterred by a significant police presence that resulted in multiple arrests. SFPD issued a temporary restraining order as another 1,600 gathered for continued protests on Tuesday.

The ruckus ended when ABC was driven out of town early, its scabby ploy convention successfully smeared with constant — and often eggy — disruption, and it was all courtesy San Francisco's hardcore working-class solidarity and union spirit.

It was clear that ABC had messed with the wrong city.

"ABC never came back," Bamberger said. "I think they learned their lesson. They went home a lot earlier than they thought they would, with their tails between their legs."

To this day, Rat Monday was the largest union demonstration Bamberger has ever witnessed in San Francisco, fueled by ABC's unseemly reputation and tactics that were ultimately no match for union solidarity.

"They were trying to make it a point with their contracts to stop bidding in our area and to try to undercut our conditions," said Larry Mazzola Sr., who'd served as an U.A. Local 38 officer and building trades leader for decades and who was also in the streets on Rat Monday. "We knew what they were coming for, so we let everyone know. All the business agents, managers and unions spread the word at meetings. Every worker started talking about it on jobsites."

Many other union leaders showed up, including the then-head of the San Francisco Labor Council, Walter Johnson, who said at the time: "This protest is here because we're sending a message out from San Francisco that construction workers are not going to become part of the disease that's spreading across the country — low wages, no benefits, no pension. This is San Francisco, the Bay Area, Northern California sending out its message: We are not going to be defeated. The message is going to go out like a prairie fire."

For Mazzola Sr., Rat Monday reflections come with a reminder that the fight never ends. The trades must continue to organize against threats such as the rise of prefabricated housing and politicians who might put other interests ahead of the welfare of San Francisco's working men and women, he said.

And Bamberger was right: Ever since their humiliating defeat on Rat Monday, ABC has indeed avoided San Francisco like the plague. The City remains a union stronghold 35 years later.

Bamberger summed up Rat Monday by calling it an example of solidarity's beauty on display that continues to reverberate with an implicit message for other would-be violators.

That message? Don't come to our town with your nonsense. **OL**

"The trades must continue to organize against threats such as the rise of prefabricated housing and politicians who might put other interests ahead of the welfare of San Francisco's working men and women."

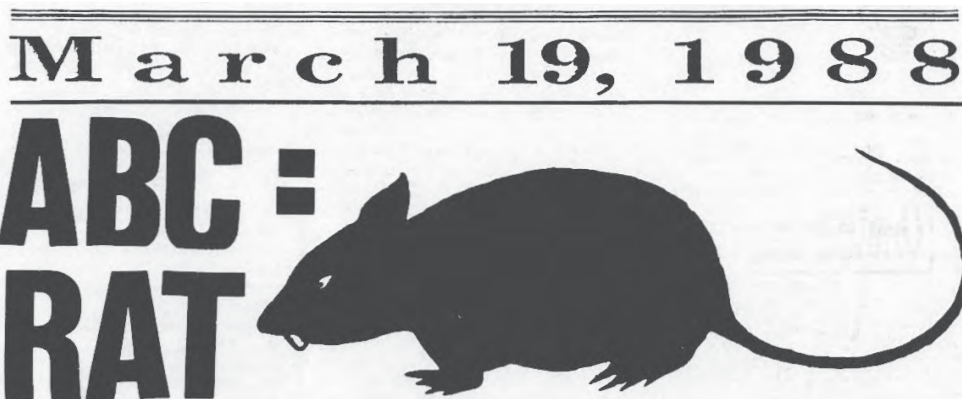
—Larry Mazzola Sr. | FORMER PRESIDENT
SF BUILDING TRADES COUNCIL

RAT MONDAY



ARCHIVAL IMAGES COURTESY UC RIVERSIDE'S CALIFORNIA DIGITAL NEWSPAPER COLLECTION

SCABS GO HOME!



Scan the QR code to see a video on Rat Monday as it happened.

ON THE Job Site

continued from page 1

This state-of-the-art facility is now under construction. It's designed to "produce higher-quality biosolids, capture and treat odors more effectively, and maximize biogas utilization and energy recovery," according to the PUC's website.

The massive undertaking is being spearheaded by a partnership of general contractors MWH and Webcor Builders, which has put together a jobsite filled with locally hired union building and construction trades workers. When we visited the biodigester buildout on Wednesday, August 9, we met so many enthusiastic electricians, operating engineers, laborers, cement masons, plumbers, ironworkers, and more, all of them working together on this one enormous public works project.

We found ourselves thinking, "Now *this* is what a jobsite should look like." We thought you ought to see it, too. **OL**





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[

HAPPY LABOR DAY!

]

OPERATING ENGINEERS

LOCAL 3

3000 CLAYTON ROAD, CONCORD, CA 94519 * 510.748.7400

WWW.OE3.ORG

DAN REDING
Business Manager

STEVE INGERSOLL
President

JUSTIN DISTON
Vice President

BRUCE NOEL
Rec. Corres. Secretary

DAVE HARRISON
Financial Secretary

NATE TUCKER
Treasurer



Organized Labor

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

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

— PRESIDENT JOE BIDEN

Official Minutes of the San Francisco Building and Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING

July 6, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- State Building Trades save-the-date: 10/23/2023 golf tournament.

REQUEST FOR FUNDS

- Sheet Metal 104 Robert G. Mammini Scholarship Fundraiser: ST recommends 1/4-page ad for \$250, M/S/C.

APPROVAL OF MINUTES

- 6/15/2023 minutes — with correction: Christie Peterson (IBEW 6) ran for executive board — M/S/C.

SECRETARY-TREASURER'S REPORT

- Assemblymember Matt Haney breakfast event July 7. ST Gonzalez reminded members to RSVP.
- Take note: Painters 913 is still out on strike, sanctioned by both the SF Building Trades and SF Labor councils. For any questions, please contact Rudy. Sandra to send document via email.
- Out-of-state developer looking to do a downtown/Union Square project.
- India Basin update.
- SF Gateway Prologis-owned land on the way to a 100% union PLA.
- Deca, SF-based developer at 2270 McKinnon self-storage unit project. ST said he may need some delegates to call in to meeting in support of legislation.
- State Building Trades update: President Andrew Meredith resigned, successor is Chris Hannan.
- ERICA Grant: Draft of protocols and procedures currently being worked on. Meeting with coordinator tomorrow, more info to roll out soon.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- President Mazzola (UA 38) reported that Rudy Gonzalez voluntarily cut his salary and recommended it be reinstated to initial salary effective immediately, M/S/C.

REPORTS OF UNIONS

- Joe Sanders (Painters 913) reported on ongoing sanctioned strike and thanked members for their support.
- A.J. Thomas (IFPTE 21) congratulated ST for taking seat at democratic position.

ADJOURNMENT

Adjourned at 5:30 p.m.

BOARD OF BUSINESS REPS MEETING

July 11, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- AB 316 support rally flyer.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 6.27/2023 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- ST Gonzalez announced new training at IBEW 6 and reminded locals to organize; deferred action.
- SFUSD: School district has been nonresponsive to legal department. Next step for legal is to file motion and expenses to be disbursed among locals. School went on record and will not dispute the raise that was supposed to go into effect July 1. Interest is owed in retro.
- 570 Market Street: Hotel has been proposed, and council has reached out. ST to negotiate LOI.
- City chief economist and city recovery update.
- Ferry Building/Hudson Pacific project update.
- Painters 913 strike is ongoing; ST recommends we support and ensure no scabs onsite.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- ST recommends new language in LOI for upcoming negotiations with developer at 570 Market Street project, M/S/C.

REPORTS OF UNIONS

- VP Hernandez (Laborers 261) provided update with Potrero Power Plant, moving of big parts soon.

ADJOURNMENT

Adjourned at 10:29 a.m. in memory of Larry Griffin of SF Recreation and Parks Commission.

DELEGATES MEETING

July 20, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- "Hot Labor Summer: Is Union Organizing Having a Resurgence?" Eventbrite event.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 7/6/2023 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Actively looking at proposed legislation. Public Policy Committee to meet in-person August 8. Land Use Committee meeting to be held on July 24, which includes IZ and zoning language to assist a covered project. ST will ask members to support and call in with public comment.
- Prologis/SF Gateway update: Currently in negotiations and hoping to close by the end of next week for \$520 million project.
- Ventana Residences grand opening.
- SFUSD final Covid pay settlement update: Grievance to be filed.
- Potrero Power Station and UCSF in serious talks for new developments. Developer to attend upcoming board of business reps meeting on August 8.

- ST Gonzalez was appointed to state Democrats' legislative committee and will serve alongside A.J. Thomas.
- Save the date: Sept. 22 council event in support of Sistas with Tools.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

- Joe Sanders (Painters 913) provided an update on strike and contract negotiations. Laborers crossed the picket line. Third ratification vote on July 7 with dead tie; largest turnout ever. Strike continues.
- Greg Hardeman (IUEC 8) introduced new delegate Marcus Alvarez.
- David Fahy (UA 38) mentioned a project at the former Mercy High School on 19th Avenue. There's word of changes and signs up on-site.
- Russ (IBEW 6) introduced new delegate Christopher McGovern.

ADJOURNMENT

Adjourned at 5:29 p.m.

BOARD OF BUSINESS REPS MEETING

July 25, 10 a.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

None

REQUESTS FOR FUNDS

None

APPROVAL OF MINUTES

- 7/11/2023 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- This is the final Zoom-held board of business reps meeting. Effective in August, meetings will occur in-person for the remainder of the year. New invite to go out with new meeting location of IBEW 6 HQ, 55 Fillmore Street.
- ST Gonzalez reported on quarterly regional business trades council meeting, held July 24. Building trades measures will be on the ballot in November.
- ST thanked all for participating in public comment for the Land Use and Transportation Committee meeting held during SF's Board of Supervisors meeting on July 24. Building trades contingent showed up and had a big presence.
- Bridge tolls increase: ST asked if locals have taken positions on proposed increase, which will impact every bridge except the Golden Gate. Eddie Reyes reported the ironworkers have taken no position. Charles Lavery reported OE 3 haven't taken a position either.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

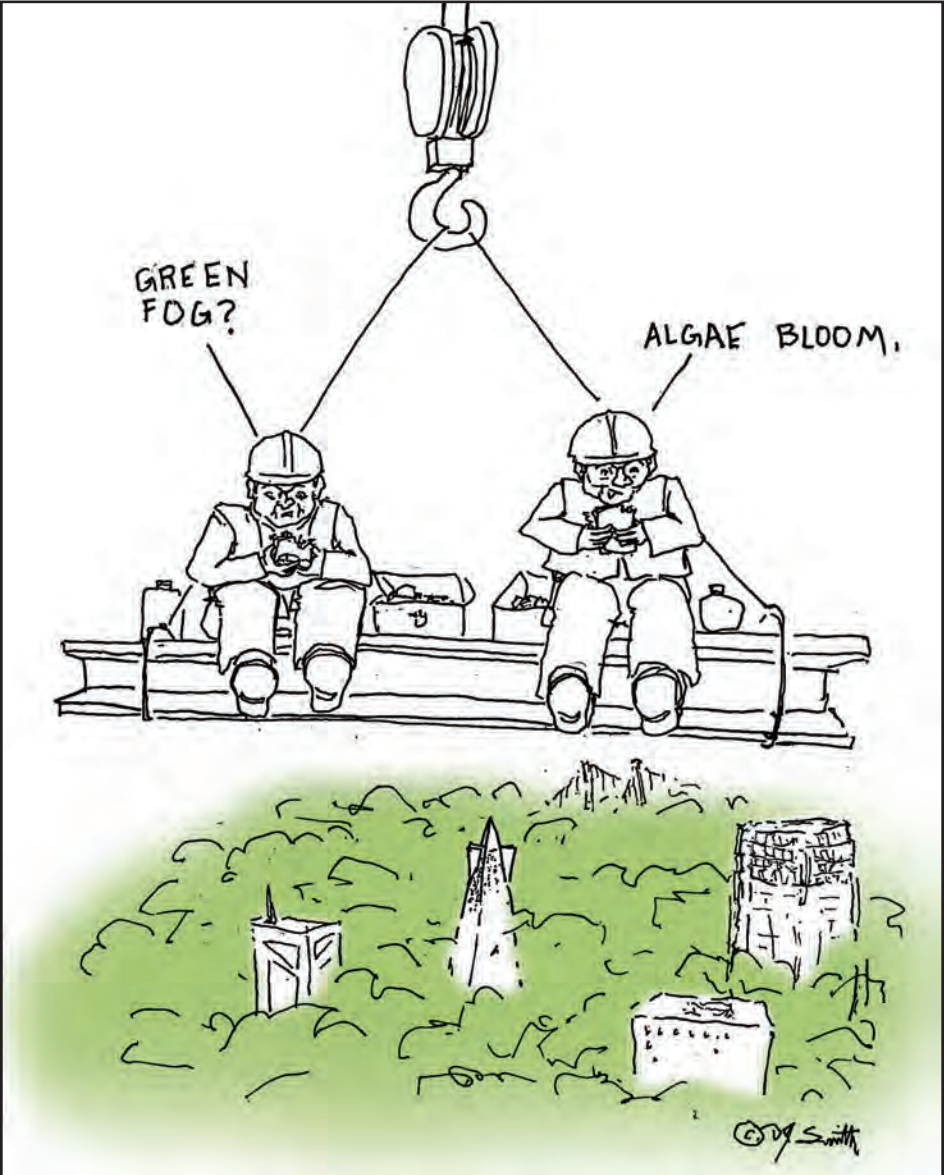
- Mark Leach (Teamsters 856) reported teamsters' UPS portion has come to a contract agreement.
- Daniel Torres (Sprinkler Fitters 483) inquired about 988 Harrison in SOMA and asked members for updates and that they monitor closely. General contractor is J.L. Sullivan.
- ST reported loss of a Firefighters 798 member. The council has sent condolences.

ADJOURNMENT

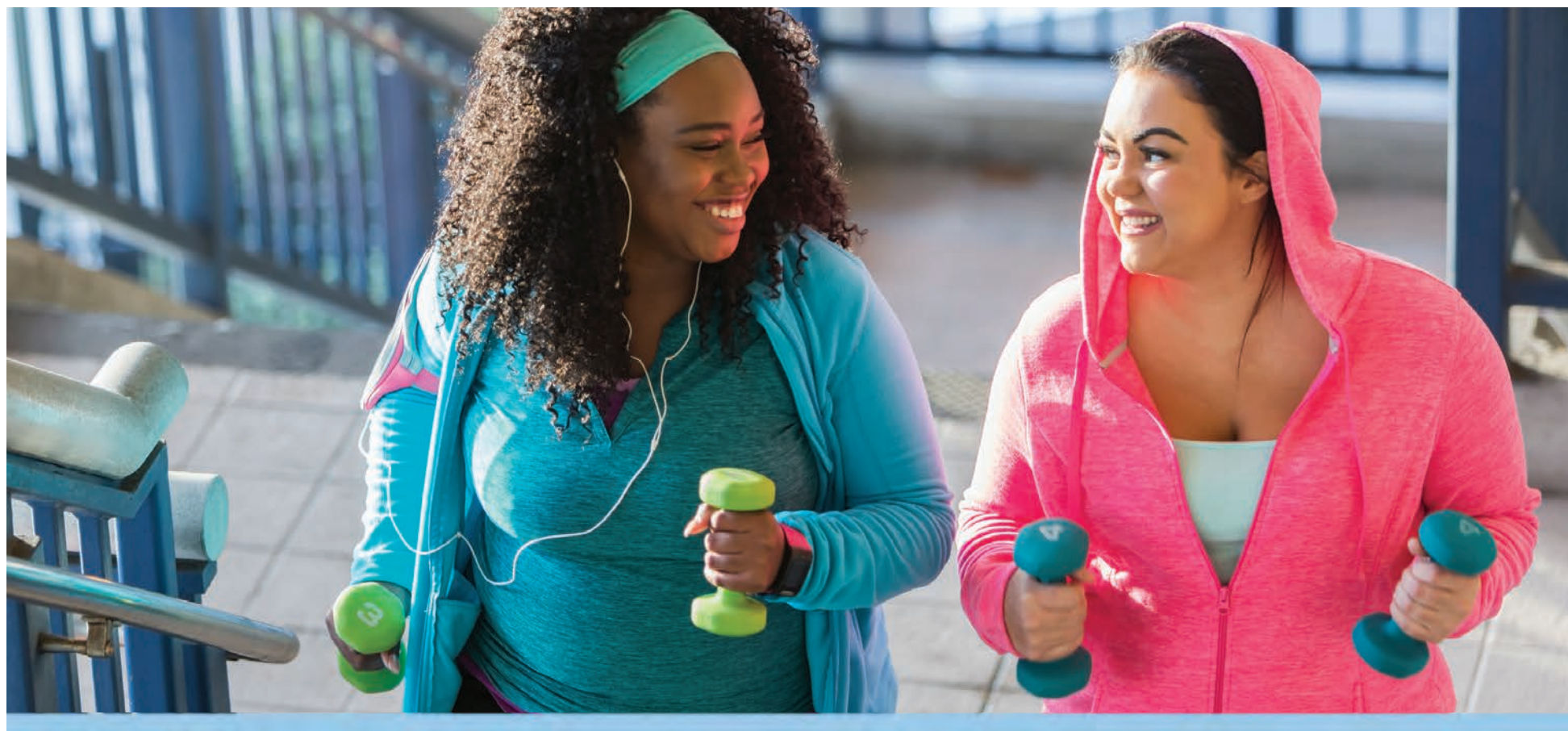
Adjourned at 10:29 a.m.

PENCILING OUT

BY DAVID JAMES SMITH



Content deadline for the next edition: Sept. 7



Give your diet a do-over

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

Fill up with fiber

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

Make time to move

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

Rethink your drinks

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

Visit kp.org/weight.

Your work means everything to us

Over the past 77 years, we've been through a lot of changes. But one thing has stayed the same: our historic relationship with union members and their families. You build our medical facilities around the country. And today, we're proud to have those facilities staffed by more than 150,000 Kaiser Permanente union members. Thank you for your hard work and dedication. Here's hoping your time off is filled with friends, family, and fun — you deserve it!

Have a safe, happy Labor Day

kp.org/laborandtrust

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