

Council, Prologis Put Pen to Paper, Sign Pioneering PLA for Promising Private-Sector Project

\$560M Commercial Development Dubbed SF Gateway to Provide 2,000-plus Jobs Across the Trades

By Jacob Bourne | CONTRIBUTING WRITER

In San Francisco’s Bayview district, a transformative project is on the way that could bring with it a whole new era of urban development and economic revitalization for the City.

It’s called SF Gateway, and it’s the vision of San Francisco-based real estate developer Prologis. SF Gateway entails a large commercial buildout in the Bayview Market Zone, an area centered around Toland Street and McKinnon Avenue that serves as a critical hub for production, distribution, and repair (PDR) businesses. The project aims to revitalize the aging commercial infrastructure in the heart of this historically industrial corridor that’s essential to the City’s supply chain and economic health.

But best of all for local building trades workers is the fact that they will be the ones facilitating this ambitious transformation thanks to a project labor agreement struck between the SF Building and Construction Trades Council and Prologis. According to the Prologis website, an estimated 2,125 construction jobs will result from the PLA once the SF Gateway project springs to life.

In other words, a lot of work is on the way.

The PLA with Prologis, which

was signed at IBEW Local 6 headquarters on Tuesday, November 28, marks the beginning of a significant new collaborative effort between real estate capital and union labor in the City — and one that puts due faith in the power of the Bay Area’s building trades workforce.

“This is a unique PLA because despite the project still being in the very early stages, the developer has committed to building it all-union,” said council President Larry Mazzola Jr. “Most other PLAs we’ve negotiated have had all of their plans already in place. It shows that Prologis believes in the workforce that the building trades has ready to go, and we get the opportunity to build a relationship with the developer in the earliest stages.”

Council Secretary-Treasurer Rudy Gonzalez stressed the profound implications of the half-a-billion-dollar-plus SF Gateway plan.

“This is a substantial project agreement in the private sector — a domain where we haven’t seen as much activity as we’d like,” he said, emphasizing the rarity and potential impact of a partnership with such a large-scale commercial initiative in the City.

SF Gateway, which entails two major logistics facilities valued at approximately \$560 million, is not just a construction endeavor



IMAGE COURTESY PROLOGIS

An aerial-view rendering depicts the finished SF Gateway project, which includes the replacement of four 1940s-era Bayview warehouses totaling 448,000 square feet with two freeway-straddling multistory facilities comprising over 1 million square feet, according to developer Prologis’ website.

but a beacon of hope for local businesses, job creation, and community support, Gonzalez said. He noted Prologis’ commitment to minority contractors and local enterprises and said the project as

a whole is testament to the City’s dedication to fostering a resilient and efficient supply chain in a post-pandemic world.

The PLA with Prologis has been a long time coming, but

at no point was it contentious. Gonzalez applauded Prologis for its transparent and direct negotiations, which began over a year ago and culminated in an agreement

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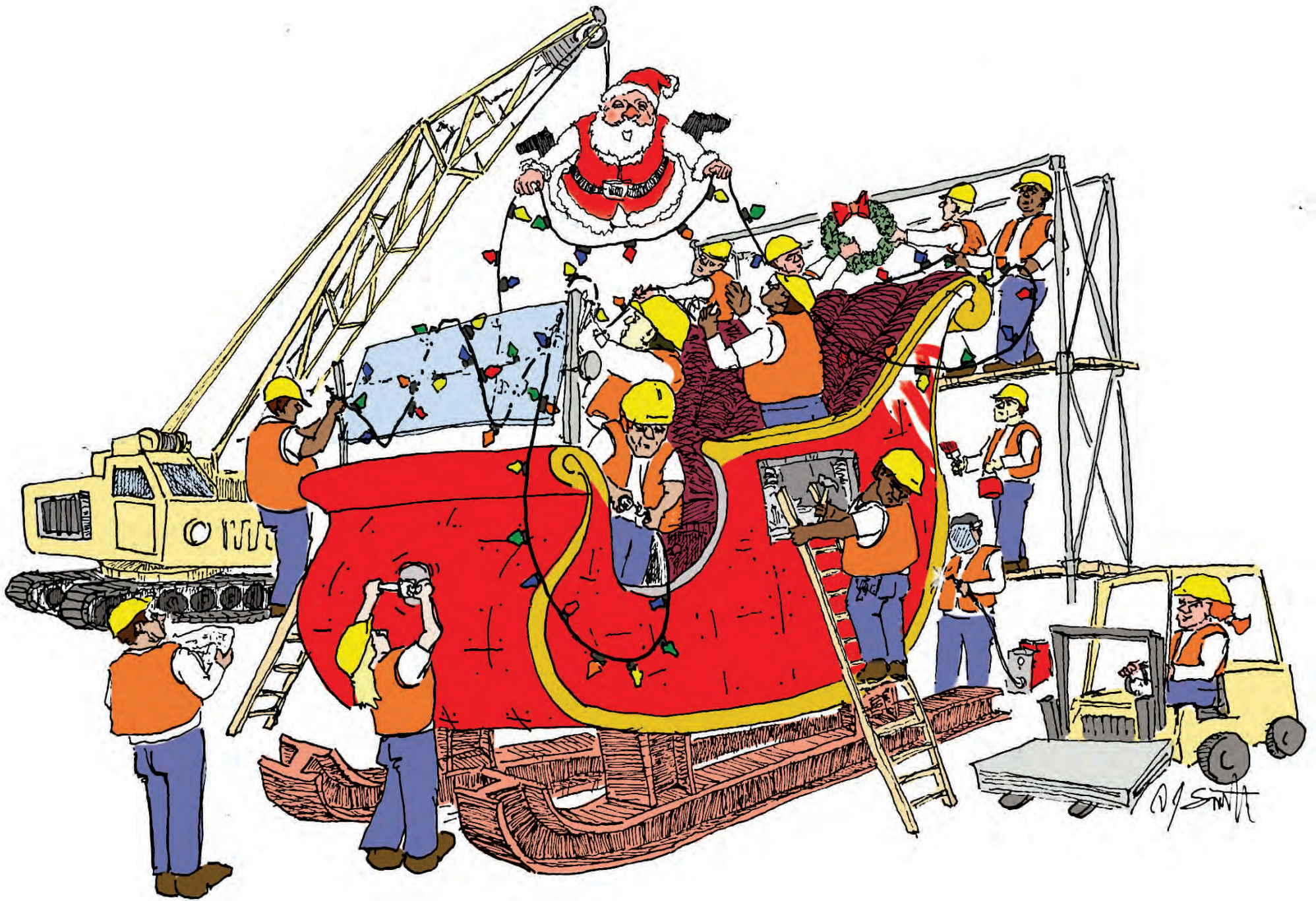
TOP PROJECTS OF 2023



PHOTO CREDIT: CENDRIC LETSCH VIA UNSPLASH

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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



On Taking Time to Reflect and Finding Some Peace in Gratitude



By Rudy Gonzalez | SECRETARY-TREASURER
SF BUILDING TRADES COUNCIL

The end of the year offers us the opportunity to reflect on our wins and our losses and to take stock of what we've accomplished as well as what has been left unfinished.

While challenging at times, perhaps this exercise of reflection can bring us some brief reprieve from the relentlessly spinning perpetual motion machine of our modern lives — from the hum of the jobsite to the incessant beeping of our electronic devices to the needs and desires of the people surrounding us, all of them begging us for more and more of what's now become a precious commodity in life: our attention.

The world is spiraling. Whether it's spiraling up or down remains an open question. Certainly, if you've watched the news lately, the spiral appears to be heading in a tailspin downward, and even backwards. Fundamental questions of not only the future of work but of humanity itself lie in wait, ready to spring up and confront us in the new year ahead.

But for now, during the season of holiday festivities and family, we ought to pause as we reflect and try to tap into some gratitude. Even our struggles provide opportunities to seek out some form of appreciation.

A sick kid at home prompts warm recollections of our tenacious business managers and fellow union members who held the line on good healthcare benefits during the last round of negotiations. The national interest rate and lingering inflation that are slowing our industry's work picture also underscore the solvency and potency of our union pension funds, which continue to plug assets into a market that

will create more housing and fresh jobsites for us soon. The out-of-work list engenders appreciation for every hour of coming work won in a new project labor agreement.

Even the realities of two wars abroad can generate a sense of gratitude — albeit bittersweet — for the relative peace we enjoy here in the states. The uncertainty of a coming election reminds us that while we have to fight to maintain democratic norms here now more than ever, we remain among the world's lucky few for whom voting is a

My hope for all of you is that there's less struggle in your life and more opportunity for peace and prosperity.

sacrosanct right and free and open elections are the absolute expectation.

My hope for all of you is that there's less struggle in your life and more opportunity for peace and prosperity for you and your fellow worker and for everyone else who matters to you. Regardless of what holiday you celebrate this season, or if you don't even celebrate one at all, I hope you're surrounded by solidarity, friendship, and family. In fact, I hope that the entire coming year can be more like that for all of us.

Despite how challenging and exhausting the responsibility can be, I'm so grateful to represent you. You are the hardest-working tradespeople in the industry. I know that I

speak for all of the leaders of this council when I tell you that it is truly a privilege to advocate for our members. It's our honor to lift up your voices and fight to improve conditions for all crafts.

I wish you steady work, safety, and prosperity this season and into the New Year.

Who's Been a Friend

The position of city controller is one not generally viewed by the public as partisan or particularly concerned with any type of advocacy.

However, the man who fills this position in San Francisco, City Controller Ben Rosenfield, breaks that mold.

That's because he is indeed biased — he's



City Controller Ben Rosenfield has announced he's moving on. We will miss this friend of the trades.

ballot measure have built him into one of the most effective and beloved leaders in city government.

Rosenfield's stewardship has benefited the trades whose members work directly for the City and County and informed their unions' negotiators on any number of topics. His steady hand has also been an advantage to those of us in the private sector. Though arguably lesser-known and rarely credited, Rosenfield's work has directly aided the construction sector and provided confidence and integrity where investors might have otherwise taken a pass and literally or figuratively downgraded our reputation as a market player.

As I told reporter Joe Eskenazi at Mission Local during a recent interview, not many people at City Hall have the kind of universal credibility, easy charm, and nerdy know-how that Rosenfield possesses. I'll miss his technical expertise and his commitment to the City, no matter whether the constituent in question is a businessperson, a mayor, or a union worker.

Thank you for being a friend of the trades, Ben Rosenfield, and best of luck in your future endeavors, wherever they may take you. **OL**



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—The Publishers



JERRY NEIL PAUL

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

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

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

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

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BALLS & STRIKES

The SF Building Trades Council has been keeping an eye on the voting records of the elected officials, board members, appointees, and others who make the big decisions within the various machinations of our representative government. And we're calling 'em like we see 'em.



Welcome to Balls & Strikes, where we cry fair or foul on the individuals who do the work of politics on our behalf. We're evaluating each of them by looking at how they vote on labor-related political items that come before them for consideration. Then, we're reporting our call: ball or strike.

We expect to see our chosen leaders pitch clean pro-labor strikes across the plate that set us up to hit labor home runs. We won't let them get away with lobbing hostile balls that take union workers out of the game and bench them for the rest of the season — not without letting you know our call.

Who: SF Board of Supervisors
When: Tuesday, November 28 (regularly scheduled board meeting)
What: Vote to place on the March 2024 ballot a labor-backed measure seeking to restore minimum staffing numbers for SFPD in the City Charter via amendment.
Why: Turn to **page 30** to read a guest column coauthored by SF District 11 Supervisor Ahsha Safai and SF Building Trades Council Secretary-Treasurer Rudy Gonzalez on the purpose of this measure.
Impacted unions: Public safety and public front-line worker unions and all unions representing workers in retail, hospitality, and building maintenance, especially downtown

Votes:

- | | |
|---|-----|
| Connie Chan (District 1) | Yes |
| Matt Dorsey (D6) | No |
| Joel Engardio (D4) | No |
| Rafael Mandelman (D8) | No |
| Myrna Melgar (D7) | Yes |
| Aaron Peskin (D3, President of the Board) | Yes |
| Dean Preston (D5) | No |
| Hilary Ronen (D9) | No |
| Ahsha Safai (D11) | Yes |
| Catherine Stefani (D2) | Yes |
| Shamann Walton (D10) | Yes |

Outcome: A close game, but **Yes** wins by a slim 6–5 margin. The measure goes to the ballot.

Finally, SFUSD Deals With Common Crafts

Could It all Be Thanks to the Strike That Wasn't?

After years of stringing them along and putting them off, the San Francisco Unified School District earlier this month finally faced the Common Crafts workers they employ and agreed to negotiate with them. In so doing, SFUSD took a commendable first step in resetting a worker-employer relationship that had grown significantly chilly.

By reopening the lines of communication, the district also averted a planned strike at the eleventh hour by its Common Crafts employees, who come from a variety of local trade unions and are responsible for keeping every aspect of the City public school system's built infrastructure functioning safely and properly.

Officers from the SF Building Trades Council, which represents Common Crafts members in bargaining, had been demanding that SFUSD officials sit down at the table for nearly a year leading up to December, but to no avail. Common Crafts employees were as patient as possible as they worked under an expired contract and dealt with persistent unfair labor practices from the district, primarily a long-term lack of payment of back wages they were owed.

Despite their best efforts to meet, council negotiators had heard nothing but crickets. SFUSD, it seemed, was ghosting them.

So, late in the afternoon on Friday, December 1, the council sent out a media advisory to local press announcing that SFUSD Common Crafts workers had received sanction to protest their work conditions at the district. The advisory put it in black and white: The Common Crafts would strike. A one-day work stoppage would involve a picketing event beginning at the

SFUSD's Bayview facilities buildings, where Common Crafts workers are headquartered, and continue with a midday demonstration at the district's Franklin Street headquarters.

And, the advisory stated, this one-day strike would begin in just about 60 hours, bright and early at 6 a.m. the following Monday, December 4. ¡Vámonos!

Unions from across the City extended their support for the strike. Social posts were shared, signs were made, teamster busses were chartered to shuttle strikers between pickets, and reporters started calling.

In little time, calls also started coming through to the council from the suddenly-not-so-timid SFUSD higher-ups, who must not have felt too excited about having a PR-straining strike thrown on their plate.

They wanted, at long last, to make a deal. So, it was off to the races (well, off to an exhausting weekend of negotiations for both sides, at least).

By Sunday evening, consensus prevailed. A memorandum of understanding was worked out and signed by SFUSD and the council's Common Crafts negotiating teams. It includes a commitment by the district to rectify its longstanding payroll failures, to make its unpaid employees whole, and to meet with workers to negotiate salary, among other wins.

Late that night, the council sent out a new advisory announcing that a tentative peace had broken out among management and labor in SFUSD Land. The Common Crafts strike was postponed as negotiations continue.

Sometimes, just the threat of action is all it takes. Kudos to Common Crafts for modeling what solidarity looks like across the trades.

Support These Building Trades Members as SF Democratic Party Representatives

Ensure Democrats Are Speaking Up for Working Families in the City by Voting for and Donating to These Stellar Candidates, Two of Our Own

PENCILING OUT

BY DAVID JAMES SMITH



Greg Hardeman

IUEC Local 8's Greg Hardeman is a lifelong Democrat who has knocked on countless doors, phone-banked for weeks on end, organized jobsite visits, and recruited numerous members and activists to get out the vote for candidates who care about the interests of all working people.

Hardeman is running to represent San Francisco Assembly District 19 on the City's Democratic Congressional Campaign Committee.



GregHardeman.com

Patrick Bell

U.A. Plumbers and Pipefitters Local 38's Patrick Bell is a family man and second-generation San Franciscan who has supervised the SF Water Department for over 20 years. He's committed to building a Democratic Party that always provides a voice for working families.

Bell is running to represent San Francisco Assembly District 17 on the City's Democratic Congressional Campaign Committee.



LaborAndWorkingFamilies.com/AD17

Scan the QR codes to learn more and donate. Give \$50, \$25, or whatever you can spare to get these brothers elected. Consider it an investment in labor and in yourself! And remember to vote by **March 4, 2024**.

STILLS COURTESY THE U.S. STATE DEPT.



Officials from Washington, D.C., along with SF Building Trades Council Secretary-Treasurer Rudy Gonzalez, gathered at an event during the APEC conference in San Francisco on Thursday, November 16, to announce President Joe Biden's Global Labor Directive.

Above, from left to right, are: U.S. Department of State Special Representative for International Labor Affairs Kelly Fay Rodríguez, U.S. Trade Representative Ambassador Katherine Tai, U.S. Secretary of State Antony Blinken, acting U.S. Secretary of Labor Julie A. Su, and Gonzalez.

BIDEN'S BOLD MOVE

The Global Labor Directive Is an Unprecedented Commitment to Workers' Rights on a Global Scale

By Robert Fulton | CONTRIBUTING WRITER

The Global Labor Directive is, as President Joe Biden might say, a big effing deal.

Formally known as the Presidential Memorandum on Advancing Worker Empowerment, Rights, and High Labor Standards Globally, the much-less-of-a-mouthful Global Labor Directive (or, better yet, just "directive") was signed and issued by Biden on Thursday, November 16, and officially announced that same day in San Francisco by U.S. Secretary of State Antony Blinken, acting Labor Secretary Julie Su, U.S. Trade Representative Ambassador Katherine Tai, and others.

In a nutshell, the directive instructs federal departments and agencies to prioritize the advancement of labor rights and worker empowerment in all of their dealings abroad.

And just to be clear, this isn't some hollow memo gently encouraging our nation's globetrotting politicians-at-large to do the right thing. Presidential directives are specific forms of executive order that state the administration's official national security policy and carry with them the force of law.

In an interview, SF Building and Construction Trades Council Secretary-Treasurer Rudy Gonzalez, who also spoke at the November 16 announcement, praised the Global Labor Directive. What makes it so consequential, he said, is that it explicitly prioritizes labor issues in matters of foreign relations for the first time in U.S. history. That's remarkable because when it comes to international relations, concern for worker well-being has generally taken a

back seat to pro-capital objectives among U.S. political leaders, never mind the "free market's" terrible track record on working conditions both global and domestic.

So, this change matters, Gonzalez said. He believes our official political decisions and policy positions can, for better or for worse, make a significant impact on the lives of workers everywhere — from Brooklyn to Beijing, from Bangkok to Berlin, from Beirut to Buenos Aires.

Gonzalez said: "This directive is a recognition that the decisions and policy positions that the U.S. government take and support and enact really do affect workers. They affect workers at home, and they affect workers abroad."

"The Biden-Harris administration is unequivocally on the side of all workers. American workers and union workers in America should see this as a doubling-down of this administration's commitment to them in a way that we haven't seen in any other presidential administration in my lifetime, nor in many others."

Here's what that doubling-down entails, more specifically: Biden's directive calls for all labor agents and foreign servants — diplomats, ambassadors, trade negotiators, and the like — to advocate for other concerns in addition to those of U.S. business interests. From now on, they'll have to include consideration for the condition of workers in their everyday dealings internationally.

Gonzalez credits the directive to the persistent efforts of domestic labor organizers such as the AFL-CIO and sees it as a response to the challenges posed by the ever-growing global economy. The directive

aims to ensure that workers worldwide receive fair wages and benefits, countering the yearslong abuses seen in countries with inadequate labor rights. It therefore offers the possibility of lifting up all workers.

"One of the downsides to a global economy is that you have exploitation and a race to the lowest common denominator to find out how much can you extract from a human worker," Gonzalez said. "Having the full wave in support of the federal government means that organized labor, which is also a global movement, can coordinate and can count on the United States to be

on the right side — on the side of workers."

Acting U.S. Labor Secretary Su described the directive as a cornerstone of labor rights, emphasizing the universal principles of fair pay, safety, and the right to join a union for workers worldwide.

"Every worker deserves a just day's pay for a hard day's work," Su said during the November 16 announcement. "Every worker should come home healthy and safe at the end of the day. Every worker should have the right to join a union. These are not just American values. They apply to workers around the world. We want to lead by example." **OL**

Biden's Global Labor Directive: The Basics

5 Key Priorities for U.S. Government Representatives Working Abroad

From the White House

- Use diplomacy, economic engagement, and foreign assistance to promote internationally recognized labor rights, worker empowerment, and organizing.
- Prevent and respond swiftly and meaningfully to threats, intimidation, and violence against trade union leaders, labor rights defenders, and labor organizations.
- Strengthen capacity across federal departments and agencies to lead a global labor agenda.
- Engage multilateral organizations and build coalitions to advocate for internationally recognized labor rights, worker organizing, and improved global labor standards.
- Enhance trade enforcement and other related tools to promote internationally recognized labor rights.

4 Ways U.S. Government Representatives Can Aid in the Global Struggle for Labor Rights

From the U.S. Department of Labor

- Enhance labor diplomacy and consistently include worker voices in engagements abroad.
- Defend workers under threat or facing violence for exercising their labor rights.
- Expand the U.S. government's capacity to advance workers' rights worldwide.
- Pursue effective and meaningful responses to labor rights violations and address gaps in labor rights protections and compliance.

"Every worker deserves a just day's pay for a hard day's work. Every worker should come home healthy and safe at the end of the day. Every worker should have the right to join a union. These are not just American values. They apply to workers around the world. We want to lead by example."

—Julie A. Su | ACTING U.S. SECRETARY OF LABOR



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Prologis PLA

continued from page 1

guaranteeing a 100%-union project that will involve a wide spectrum of the council's affiliated building trades unions.

The PLA, Gonzalez said, has reset the bar to a new height for future labor agreements. He also said that this PLA is the first one to be signed since the carpenters' difficult disaffiliation from the council in February, suggesting a positive outlook for union trades workers in the city.

"This marks an all-crafts agreement that meets San Francisco's high standards," Gonzalez said, describing the project as a model for labor collaboration and inclusivity. He hopes that the positive partnership dynamics with Prologis signal a promising future for similar collaborations.

Courtney Bell, director of development for Prologis, said that a collaborative attitude and a focus on the community are essential elements of the SF Gateway build from her organization's standpoint as well.

"Our goal with this project is to provide good jobs, with a focus on the community and innovative PDR," she said. She said the project aligns well with the unique industrial zoning and needs of San Francisco in gen-



Representatives from Prologis and the SF Building Trades Council gathered at the IBEW Local 6 hall on Tuesday, November 28, to sign a PLA kicking off the SF Gateway project.

eral and the Bayview in particular.

Bell described SF Gateway as a pioneering endeavor and the first of its kind at such a scale in the City — and a project that could even serve as an educational blueprint for modern PDR facilities to come. Prologis'

approach to SF Gateway is adaptive and responsive to the current market conditions in an attempt to ensure that the development not only meets commercial objectives but also significantly benefits both the Bayview community and San Francisco more broadly, she said.

Overall, Bell said, SF Gateway not only represents an economic catalyst but also a chance to provide some much-needed logistics business space in vital proximity to the Bay Area's urban core. The reality of San Francisco is similar to that of most major U.S. cities, which are, by nature, hubs of transport and industry. Bell indicated that Prologis' approach to this kind of development — which can be challenging when it comes to pleasing all stakeholders — will be thoughtful and adaptable.

"Given the current market conditions, we want to move forward at the right pace for what's going on in San Francisco," she said.

IBEW Local 6 Business Manager John Doherty put it more directly: "It's important

that we keep some of these types of facilities, like a distribution or production center, in San Francisco." He said the project would be of great significance to the local workforce and economy, stressing the role of such facilities in sustaining the City's economic vitality and workforce.

Doherty also applauded Prologis for recognizing the value of an all-union commitment, something he considers a testament to the quality of work and training provided by the building trades. His anticipation for SF Gateway's groundbreaking reflects a broader sense of hope and opportunity for the local workforce.

Gonzalez shares Doherty's anticipation. "Every promise of future work from this project means we can bring more apprentices to get the hours they need to master their craft, significantly benefiting the workforce pipeline," Gonzalez said.

Organized Labor will continue to report on SF Gateway as groundbreaking is planned and project timelines become available. **OL**

"This [PLA] marks an all-crafts agreement that meets San Francisco's high standards."

—Rudy Gonzalez | SECRETARY-TREASURER
SF BUILDING TRADES COUNCIL

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Happy Holidays!

We wish the hard-working men and women of the trades a very happy and prosperous Holiday Season!

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**WASHINGTON
CAPITAL**

State Assembly Speaker Robert Rivas Visits the SFPUC Biodigester Jobsite on Thursday, December 14

By George Verlaine | CONTRIBUTING PHOTOGRAPHER



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\$10.5 MILLION VERDICT FOR DEATH OF TEAMSTER

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Happy Holidays

May you enjoy the best time of the year with those who matter most. As we bid 2023 farewell, we hope you take time to recharge and indulge this holiday season. We owe you, the labor community, a huge thank you for your partnership and contributions throughout this and every year. Cheers to more milestones met and challenges conquered in 2024!

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

blueshieldca.com/laborandtrust

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December 2023

Organized Labor

11

TOP PROJECTS OF 2023

AND THE MOST ANTICIPATED PROJECTS OF 2024

By Robert Fulton | CONTRIBUTING WRITER

The long year 2023 is finally wrapping up and heading into the history books.

In keeping with this newspaper's December tradition, **Organized Labor** spoke with several key figures from Bay Area building trades locals affiliated with the SF Building and Construction Trades Council. We wanted to get an extemporaneous take from these business managers and field reps on what they thought were the most valuable and relevant jobs their members worked on during the past year.

In general, consensus was that 2023 was a slow year for work. Fortunately, our interviewees also rallied around a sense of hope that with falling interest rates and slowing inflation, 2024 would prove to be a far stronger year for construction. We followed that line of thought and asked what projects

local leaders are most looking forward to next year. We have included those answers here as well.

The overall takeaways? Like last year, the ongoing Mission Rock megaproject provided plentiful work-hours across the trades in '23 and will continue to do so in '24. The Biosolids Digester Facilities Project from the San Francisco Public Utilities Commission (SFPUC) was also a fan favorite, while Treasure Island's redevelopment is gaining considerable traction. Enthusiasm abounds for future work on the big SF Gateway commercial project under the recently-signed project labor agreement with developer Prologis, as well as the new hospital at UCSF Parnassus.

Without further adieu, let's take a look at what made 2023 and what just might make 2024 for the City's building trades.



PHOTO CREDIT: CASEY HORNER VIA UNSPLASH

TOP PROJECTS OF 2023



PHOTO CREDIT: GEORGE VERLAINE

SFPUC's Biosolids Digester Facilities Project in August



IBEW LOCAL 6

Local 6 Business Manager John Doherty was one of many to call out the SFPUC's **Biosolids Digester Facilities Project** at the City's Southeast Treatment Plant as a major highlight of 2023. The massive wastewater pollution treatment system's overhaul brought multiple electrical contractors on-site for some unique work throughout the year.

"They pulled a lot of people," Doherty said. "It's not our typical workload. It's very industrial."

Local 6 members also worked on the new **Ikea on Market Street**, which opened in August.

Looking ahead to 2024, Doherty is optimistic about San Francisco's first new school in decades, **Mission Bay Elementary**, as well as the **Potrero Power Station Redevelopment**, **Mission Rock**, the new **UCSF Parnassus Hospital**, and the **Stonestown Development Project**.

"I do think it'll be improved," Doherty said of next year's work picture. "I think we see green shoots popping up — but obviously, nothing ever comes fast enough."



A Local 8 member on BART escalator repair duty (file photo composite, 2021)



Elevator Constructors LOCAL 8

As they say in the elevator construction business, the trade certainly has its ups and downs.

"It's been kind of a slow year," admitted Local 8 Business Manager Matt Russo.

Russo appreciated the modernization work at the **Russ Building** and **50 California**, as both projects provided some much-needed hours for members,

as did ongoing work on the **BART escalators** this year. Because of its complexity, he said, modernization work actually provides more hours than new construction in the elevator trade.

Russo is looking forward to a modernization project at the **Transamerica Pyramid** that will provide some work for members in 2024.



IMAGE COURTESY JACKSON LILES ARCHITECTURE

SF Gateway project rendering



Roofers & Waterproofers LOCAL 40

Local 40 Business Manager Peter Lang lamented a tough 2023, with several projects falling through for his local over the course of the year. Looking ahead to 2024 and beyond, though, he is enthusiastic about the **SF Gateway** project in the Bayview, home to dozens of production, distribution, and repair businesses.

The two giant new buildings called for under the project plans

will mean a lot of roofing and waterproofing work coming up.

Lang said he was pleased with the November 28 project labor agreement that the SF Building Trades Council negotiated and signed with SF Gateway's developer, Prologis, ensuring construction is 100% union.

"You'll get the right guys putting your building together," Lang said of the overall benefit of the PLA.



PHOTO COURTESY DAN TORRES

Foreman Horacio Cruz and apprentice Andy Duran of Local 483 at an affordable housing jobsite on Treasure Island in April



Sprinkler Fitters LOCAL 483

Local 483 Business Agent Dan Torres is one of many Bay Area labor leaders who pointed to the **Biosolids Digester Facilities Project** as a significant source of work for his members in 2023. He also cited **Mission Rock** and a project at **7th and Townsend** from Suffolk Construction as future sources for hours.

Still, things aren't as rosy as they could be for Torres' members.

"We haven't bounced back since Covid," he said.

Torres expressed his hope that lower interest rates in 2024 will spur more jobs and put people back to work.

TOP PROJECTS OF 2023

PHOTO CREDIT: JANA AŠENBRENEROVÁ



Local 718 members at Isle House on Treasure Island in November



Glaziers LOCAL 718

Local 718 Business Representative Nick King was a little more upbeat than some at the other locals when considering the work picture in 2023 and what's to come in 2024. King was one of the few building trades leaders who mentioned the jobsites of **Treasure Island** as a significant source of hours for his members.

"We have all kinds of glass companies out there," he said.

King added **Mission Rock** to his list of hits, too. Together with Treasure Island, these two redevelopment megaprojects have kept the glaziers gainfully employed in the City this year.

Looking ahead, King cited the **UCSF Parnassus Hospital, SF Gateway**, and **555 Bryant** in SoMa as additional sources of work moving forward.



A Local 510 member installing signage at the Moscone Center (undated file photo)



Sign & Display LOCAL 510

Unlike most council affiliates, Sign and Display Local 510 doesn't dispatch its members to new construction jobsites. Instead, they set up big conventions at Moscone Center. The work involves a unique set of opportunities and challenges.

"The largest and perhaps most satisfying project this year was **Dreamforce**, Salesforce's annual multi-venue fête that closes off Howard Street for a week," said Local 510 Business Representative Morgan Worth. "It's always a huge shot in the arm for our members and the local,

as well as the community at large." Worth also cited the **APEC conference** as a significant provider of jobs in 2023.

"When our members do something like APEC, it's always a good reminder that what we do is not insignificant," Worth said. "Our skilled members take pride in their work, and it's always nice when the work that they do is on display beyond our local horizons."

Next year, 510ers will once again look forward to Dreamforce, as well as the **SF Auto Show**.



Local 300 member Osmar Gambino Rivera at the Potrero Power Plant jobsite in May



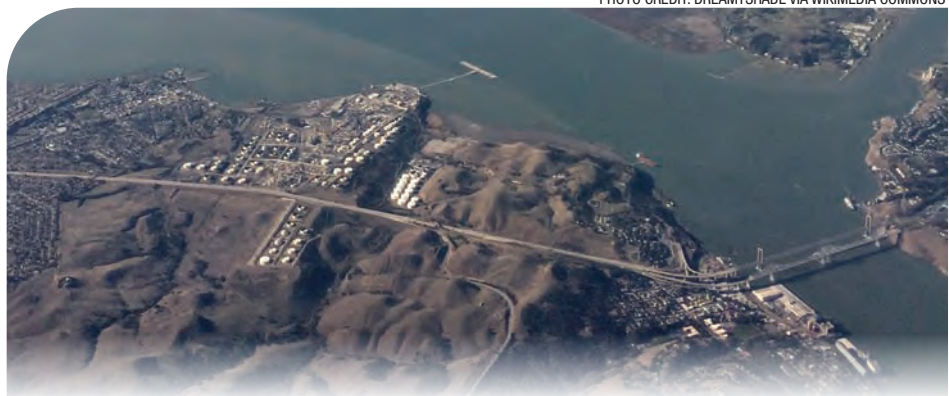
Plasterers & Cement Masons LOCAL 300

As is the case with the other trades, the **SF Gateway** project in the Bayview is set to provide a steady enough source of work for the cement masons in the future. The **Biosolids Digester Facilities Project** offered solid work-hours for Local 300 members in 2023, and so did

the **Potrero Power Station Redevelopment**.

Further north, Local 300 — whose jurisdiction stretches all the way up to the Oregon border — has seen its members busy with heavy **highway work**, said Business Agent Chris Knerr.

PHOTO CREDIT: DREAMYSHADE VIA WIKIMEDIA COMMONS



The Rodeo San Francisco Refinery in 2014



Heat & Frost LOCAL 16

Rather than struggling to name a project in the City, where work has been slow, Local 16 Business Agent Anthony Viscuso spoke of a significant project in the pipeline that'll impact the entire region and state as well as his membership.

The Marathon refinery in Martinez (now known as the **Marathon Martinez Renewable Fuels Facility**) and Phillips 66's refinery in Rodeo (officially called the

Rodeo San Francisco Refinery) are making improvements to better prepare for renewable fuel sources in their facilities. Those improvements have and will continue to put insulators on the job.

"[The refineries] put a ton of our members to work," Viscuso said, applauding their efforts. "They're participating in the just transition using high-road labor."

TOP PROJECTS OF 2023



PHOTO CREDIT: SEAN DAVIS VIA FLICKR

The Ferry Building, pre-revitalization, in 2010



Bricklayers & Tile Setters LOCAL 3

Local 3 Field Representative Colin Johnson had a nostalgic take on his local's top project pick for 2023: the **Ferry Building and clock tower restoration** along the Embarcadero in the City.

Johnson is proud of the careful work Local 3's members performed on the storied landmark, which

he described as a symbol of San Francisco and an icon that's never going away.

Looking ahead at the year to come, Johnson cited the pending modernization of the **Transamerica Pyramid** as a project that ought to provide some solid work-hours for Local 3's members in 2024.



PHOTO CREDIT: TUE NAM TON

Local 261 members fit rebar at the Mission Rock jobsite in 2022



Laborers LOCAL 261

Business Manager Ramon Hernandez of Laborers 261 was happy to report that his members fanned out to multiple big jobsites in 2023, including **Treasure Island** and the **Biosolids Digester Facilities Project**, for steady work.

But he was clear that this year, one project stood above the rest, from the Local 261 perspective:

Mission Rock. It just hit all the sweet spots.

"Mission Rock has to be one of the best projects of 2023," Hernandez said. "[It] includes commercial spaces, outdoor spaces, and housing. All of our trades and contractors are on display delivering value to our partners and our city."



PHOTO CREDIT: GEORGE VERLAINE

SFPUC's Biosolids Digester Facilities Project in August



U.A. Plumbers & Pipefitters LOCAL 38

Naturally, the **Biosolids Digester Facilities Project** gets a big nod from the plumbers, being that they are the experts in all things related to the efficient and orderly flow of liquids and the attendant infrastructure that keeps it all moving.

When asked about the finer points of the project, Local 38

Business Agent John Corso enthused about the public-works character of the job.

"It's great to have journeyman and apprentice hands out there working on important public infrastructure in San Francisco," he said.

Plumbers and pipefitters, the City salutes you.



Heading for your afternoon break and have nothing to read?

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Treasurer: Brendan Greene

Executive Board Members:
Jennifer Kramer, Christie Peterson,
Michael O'Mahoney, Anthony Sandoval,
Douglas Wydler

DUES INCREASE EFFECTIVE JULY 2024

Membership quarterly dues are currently \$159. Effective July 2024, quarterly dues will increase to \$162. 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 in-person at the Local 6 business office, or paid online at IBEW6.org.

Members may choose to make one payment of \$642 for the entire year.

MEETINGS
55 FILLMORE STREET

- Unit One Committee**
Tue., Jan. 2, 4:30 p.m.
- Unit Five, Muni Railway Shop**
Wed., Jan. 3, 4:30 p.m.
- Executive Board**
Tue., Jan. 9, 4:30 p.m.
- General Membership**
Wed., Jan. 10, 4:30 p.m.
- Unit Six, Sound & Communications**
Thu., Jan. 11, 4:30 p.m.
- Retired Members (Senior Sixes)**
Thu., Jan. 18, 10:45 a.m.
- Executive Board**
Wed., Jan. 24, 4:30 p.m.

We extend our sympathy to the family and friends of Cesar Hernandez, inside journeyman, who passed away on November 17, 2023.

Best Wishes to Our Recently Retired Members

Richard M. Squaglia
Thomas H. Jessee
Hans S. Fink
Christopher A. Ravanal

BUSINESS MANAGER'S REPORT

APEC Conference Wrap-up

San Francisco recently hosted the 2023 Asian-Pacific Economic Cooperation Conference at the Moscone Center. According to APEC's website, the event "is a regional economic forum established in 1989 to leverage the growing interdependence of the Asia-Pacific." It continues: "APEC's 21 member countries aim to create greater prosperity for the people of the region by promoting balanced, inclusive, sustainable, innovative, and secure growth and by accelerating regional economic integration."

Many of our members have had an opportunity to work on trade shows over the years, but not since the Democratic Convention of 1984 have we seen this level of heightened security.

The power demands for the show included eight 225-kVA transformers of production

power for four 400-amp, 208v, three-phase lighting boards; six 200-amp, 208v, three-phase LED projection boards; six 100-amp, 208v, three-phase audio boards; and numerous 60-amp, 120/208v, three-phase panels for 120v power needs. In addition, single-phase power was provided to international satellite trucks outside the venue.

All of this was backed up by 1600 amps of 480v redundant power supplied via an ATS/UPS power truck located on the Folsom Street side of the facility, as the conference required 24-hour power be supplied anywhere President Joe Biden and other world leaders were to meet.

Appearing below is a series of photos of the equipment and the safety meetings that kicked off each day of the install.

Great job by our crew working for Freeman Electric.

The Passing of Members

Every month at our general membership meeting, we read out the names of our fellow Local 6 members who have passed away. While it is a somber occasion, this tradition allows us to close out our monthly meeting with a moment of quiet thought and respect for those we have lost.

Many of these dearly departed have touched the broader membership with their dedication to our great union.

For instance, in March, we lost Tom Bong, who was a dedicated member for over 60 years. Tom served Local 6 as an instructor for over 30 years at the SFJATC. He was a gentleman in the truest sense of the word. Many have commented on the impact he made on their careers and lives.

Unfortunately, the death of a member reminds us of the dangers of our chosen profession. The loss of Mike Currie this past summer was just such a blow. Mike was a well-respected inside wireman and a brother

who touched a generation of electrical workers through his professionalism and mentorship. His impact lives on through those who worked with him and learned from him.

Our hearts grow heavy at the loss of any member, each of whom leaves behind loved ones who grieve and an empty space in our Local 6 family. Every loss is a loss too soon, but we cherish the fond memories and the good times. We hope that they all rest in peace.

Year-end Thoughts

As 2023 draws to a close, I'd like to take this opportunity to wish you all a happy holiday season and to offer my hope that 2024 is both healthy and prosperous.

If you go out celebrating, please make sure to designate a driver.

Local 6 has seen a continued slack market for private-sector work, and hours over the past three years in our tenant improvement sector have been dismal. With many infrastructure projects underway, such as the rebuilding of the sewer plants on the south and west sides of town, and other projects at places like SF City College, we remain hopeful that 2024 will see hours returning and put our members back on the payroll.

Annual Call to Duty

For those outside of the ranks of organized labor, 2023 was yet another year that provided challenges never before seen. Low wages, little to no safety standards, and a lack of voice in the workplace are just a handful of the many injustices non-union workers face in a normal year. In 2023, workers still had to choose between their health and their housing, their children's safety and their education, and caring for aging parents and the ability to stay employed.

These are choices no family should have to face, let alone face all on their own.

Labor unions are organizations of people

who believe hard work deserves fair compensation, jobsite safety, and adequate health-care. We believe that workers, by standing together, have the ability to raise their living standards. Though we are far from perfect, we believe that despite our shortcomings, we are on the right side of history.

In closing, let me remind you all that this is a great time to recommit to the cause for which this union stands. According to the first line in the IBEW constitution, "Our cause is the cause of human justice, human rights, human security."

Of course, this cause extends beyond the electrical industry. We are the ones who must work to ensure that all can be represented, no matter how they toil for a living. So, what can we do?

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 unionize their workplaces. Help them get organized and live a better life.

Stay Safe, Save for a Rainy Day, and Come to a Union Meeting!
John J. Doherty



Local 6 members appear outside Local 1547 in Anchorage, AK, in summer 1975. Standing in the back row, left to right, are Phil Farrelly, Bob Ellis, and Frank Woods. Sitting in the front row, left to right, are Royce Davidson, John Heintzen, and Paul Chee.

Light Post Installment



Local 6 member Gregg Montarano sets a light post on the Mission Rock project.



Local 6 member Mike Gentile sets a similar light post.



Local 6 member Jessie Nungaray (bottom right) hoists a light post on a recent project.

Local 6 at APEC 2023



IBEW Local 6



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

John J. Doherty

Business Manager-Financial Secretary

Members and Staff

Russell Au Yeung, President

Ronald J. Lewis, Vice President

John Langley, Recording Secretary

Brendan Greene, Treasurer

Christie Peterson, Officer

Jennifer A. Kramer, Officer

Douglas Wydler, Officer

Anthony C. Sandoval, Officer

Michael O'Mahoney, Officer

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President: Jesus Villalobos
Vice President: Javier Flores
Executive Board: Theresa Foglio

As the calendar runs out for 2023, we congratulate the brothers, sisters, and siblings of Local 261 for putting in another year of hard work and political advocacy. Your unwavering commitment to the City of San Francisco and your union is where the power lies. Without it, we wouldn't be here. Your labor is your strength, and our solidarity comes from each and every one of you.

Happy Holidays and Happy New Year!

—Local 261



ROOFERS & WATERPROOFERS LOCAL 40



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Business Manager: PETER LANG
Financial Secretary: SALVADOR RICO
President: ABRAHAM ESTRELLA

Dear Local 40 Members,

The past month has been a whirlwind of activity, marking significant milestones for Local 40 and reinforcing our commitment to advocacy and union excellence.

Transbay Terminal Phase 2: Building the Future

Our recent visit to the Salesforce Transit Center went beyond showcasing a transportation hub. It symbolized progress propelling California into a brighter future. Through our involvement in the second phase of the project, which will feature high-speed rail, we contribute to economic growth, enhanced infrastructure, and more waterproofing opportunities for our contractors and members.

APEC: A Landmark Moment for Labor

Local 40 made history at last month's APEC conference in San Francisco. Our voices resonated as U.S. leaders launched the Biden-Harris Global Labor Directive, a groundbreaking executive order empowering workers worldwide. This significant shift toward prioritizing labor reflects President Joe Biden's steadfast commitment to supporting workers. Shout-out to SF Building Trades Council Secretary-Treasurer Rudy Gonzalez for representing our community on the global stage.

All-Union PLA: A Monumental Achievement

Alongside fellow building trades business managers, I had the honor of signing a groundbreaking all-union project labor agreement with Prologis for the SF

Gateway project. This achievement for our community and members was diligently coordinated by the leadership of the SF Building Trades Council.

Advocacy and Leadership: The Insights Gained

As your newly appointed business manager, I have found this experience to be truly enlightening. Advocacy extends beyond mere signatures — on top of internal representation for you, the members, one must also commit to staying engaged politically to secure job opportunities for our people.

I lean heavily on the valuable guidance of others with experience, like those at the council, as well as past and present leaders within our own organization. Overall, it's a collective effort.

It's through our combined endeavors that we persist and succeed.

Continued Commitment to Members: A Season of Gratitude

Amid the hustle of political engagements and representation, we took a moment to celebrate Thanksgiving during our November meeting and inducted two new members into our Local 40 family. It was a time to express gratitude for each other and the skills we've honed that have built our local and laid the foundation for pride in ourselves and future generations.

As we wrap up this eventful month, let's stand united, empowered, and optimistic about the future we are building together.

In Solidarity,
Peter Lang



Phase 2 of the Transbay Terminal buildout, a.k.a. "The Portal"



Acting U.S. Secretary of Labor Julie Su (center) with Abraham Estrella (left) and Salvador Rico (right)



Peter Lang, Abraham Estrella, and Salvador Rico at APEC



Representative Nancy Pelosi with SF building trades members at APEC



Local 40 President Abraham Estrella swearing in new members



Left to right: Salvador Rico, Miguel Munoz, Hector Hugo Gil, Abraham Estrella



Prologis PLA-signing with the SF Building Trades Council



Local 40 Thanksgiving Dinner

Happy New Year

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

GLAZIERS LOCAL 718



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Business Representative: Nick King
President: Lenny Quintana

MEETINGS

General Membership
Tue., Jan. 9, 6 p.m.

Executive Board
Tue., Jan. 9, 5 p.m.

DDO/Holidays

Mon., Jan. 1: Holiday (New Year's Day)
Mon., Jan. 15: Holiday (Martin Luther King Jr. Day)

Dear Brothers and Sisters,

We recently celebrated the end of 2023 at our annual Local 718 Holiday Party. I'd like to thank the following members, who made this year's event possible through their collective efforts in planning and preparing for the party: Marlon Rodriguez, Jamie Redmond, Chris Burnett, Steve Vargas, Danny Linares, Lenny Quintana, and Carlos Ramirez.

Check out the party pictures that appear alongside this column. Please also note the ad on the facing page announcing Jimah's engagement — the proposal took place on the yacht during the party. Congratulations, Audrey and Jimah!

Be on the lookout for an email from Diana Lujan inviting members to Local 718 Basketball Night. On January 4, we'll be at the Chase Center for the Golden State Warriors vs. Denver Nuggets game. This family-friendly event will include a bobble-head giveaway.

If I'm not mistaken, the first week in January is usually winter break for most schools. So, if you haven't taken your kid to a Warriors home game yet, now's the time to do it. If you have, why not take them to another game?

We purchased 60 tickets. RSVP begins on

January 2 on a first-come-first-served basis.

Every time I write about manpower and dispatching for projects, the hiring seems to stop. So, rather than jinx it, I'll take a different approach and report here that while we haven't had a lot of calls requesting manpower, we have had our members finding jobs and getting dispatched. If you're out of work, I suggest you call off the list or network with other glaziers. Jobs are shifting around and companies that were slow are starting to get busy (fingers crossed).

I would like to remind everyone to email copies of your certifications to Diana at diana@dc16.us. Be sure to follow up with a phone call to her at 415-625-0225 x100 to verify that we have your certs on file.

Waiting until the day of dispatch to ensure you're recorded as being certified is not the way to go. It takes time for us to verify your certs. We've also had instances of members thinking that all of their certs are in order only to discover that something is missing or expired.

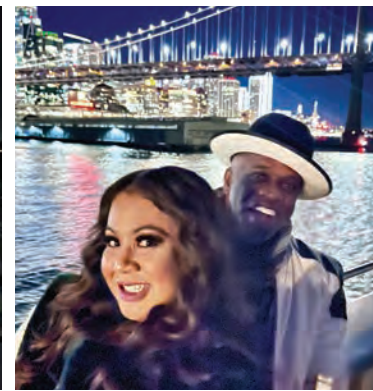
The training center is not offering classes to us during the week anymore, but STAR classes are still available on Saturdays. If you need help getting your certs, please call me.

San Francisco local-hire glaziers should take the Rigging and Signaling A class on January 6 and Rigging and Signaling B on January 20. Completing this course isn't necessary for dispatch, but it will be a required cert for an upcoming project scheduled to start next month. You can register for the classes at dc16star.org.

Finally, I'd like to wish everyone a happy holiday and a happy New Year. We have some decent-sized projects coming up. Be on the lookout for a \$560 million private project labor agreement with Prologis and a new building on Parnassus for UCSF.

Respectfully,
Nick King

Scenes From the Local 718 Holiday Party



PLASTERERS & CEMENT MASONS LOCAL 300



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Business Agents: Carl Crawford, Devin Evers, Chris Knerr,
Caleb Matheny, Walter Orellana, Avel Quiroz,
Israel R. Vargas, Marshall Vasquez

OPCMIALocal300.org

Right: Local 300 cement mason Gabriel Marquez works with Granite Construction in Santa Rosa.

Left: Local 300 cement masons work with RK Engineering along Ralston Avenue in Belmont.

Below: Local 300 cement masons work with Devincenzi Concrete in Windsor.



*Glaziers Local 718
Holiday Party 2023
He put a ring on it!*



12.09.23

Audrey and Jimah are engaged



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

Dear Brothers and Sisters,

As winter approaches, the weather will increasingly impact our outdoor projects. It's important during this time of year to keep safe on the job and ensure that others working beside you do so as well. Inclement weather, along with freezing temperatures, makes work out in the elements more difficult. Take the time to become aware of all jobsite hazards and adjust accordingly. Always put safety first.

When it rains, it pours, they say. We've experienced an uptick in our masonry trades. Bricklayers are busy building courthouses, jails, and casinos. Soon, our finishing trades will follow. I've been out visiting non-union jobsites to try and spread the word and capture new members. It is important to us to supply labor to our signatories.

By now, the holiday season is in full swing, and I hope everyone's enjoying it. We all must take time to relax and enjoy family and friends and to spread a little holiday cheer. We've earned it.

As we ring in the New Year, I wish everyone a healthy and prosperous 2024.

Please plan to attend our chapter meetings next year! Our BAC Pact program will resume in 2024. We'll see you then.

In Solidarity,
Dave Tafoya

Service Awards, December

- 25 years: Rosario Barone
- 40 years: Mario Castro
- 50 years: John Scott

Congratulations on your many years of service.

In Memoriam

We are sorry to announce the passing of the following brothers:

- Lawrence "Pete" Wismann, BL, 9/5/2023, 10-CA, 84-year member
- Peter Kruckewitt, MM, BL, 11/9/2023, 07-CA, 45-year member

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

Chapter Meetings

January 2024							February 2024						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29		

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 Sacramento Office)
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

LIVE BETTER
WORK UNION



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
Carmen Olivo - Garcia, Cecilia Aguilera & Monica Villa
Office Staff



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

Happy Holidays From the
Teamsters of San Francisco



Tony Delorio
Secretary-Treasurer & Principal Officer
Teamsters Local 665



Happy Holidays
from Teamsters Local 856

**Teamsters Local 856 wishes
you a season filled with joy
and solidarity! Happy
Holidays to the members of
the San Francisco Building &
Construction Trades Council.**

Peter Finn, Secretary-Treasurer
(800) 758-TEAM | www.teamsters856.org | @teamsters856



**Happy Holidays and a
Joyous and Prosperous
New Year to All.**

**In Solidarity,
Teamsters Local 853**

Steve Beck
Secretary-Treasurer

Steven Lua
President

Ray Torres
Vice-President

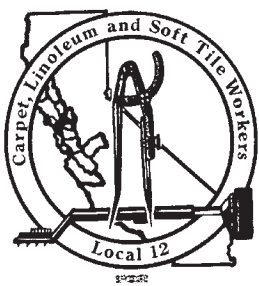
Mike Henneberry
Recording Secretary

Joel Bellison
Trustee

Gloria Segura
Trustee

Andrew Nunes
Trustee

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.

Dear Brothers and Sisters,

Earlier this month, Steve Belong, Edgar Flores, and I had the privilege of attending the Tradeswomen Build Nations conference with Debbie Vasquez and Alexandria Perez, our two flooring installer sisters.

With over 4,000 tradeswomen from across this country in attendance, the conference was an inspiration. We witnessed first-hand the support, camaraderie, and inclusiveness fostered among women in the trades. It was a hard pill to swallow hearing the stories of what they endure on a daily basis at work just to have an opportunity to support their families — an opportunity that we, as men, are simply given.

It's high time we recognize the fact that women have more than proven their capabilities and skills in various trades. They challenge traditional gender norms and stereotypes for the better. All they ask is to be treated fairly.

To the men out there: I ask that when you are working with a sister in your trade or you see a sister working from another trade, offer her a little support, encouragement, and, most of all, respect.

Here's what Steve had to say: "We are grateful to have our two strong sisters, Debbie Vasquez and Alexandria Perez, in Local 12. They have been supportive and engaged with our union."

"We know that our local has a responsibility to change so that we can include more women in our ranks, and we have committed to do so. We feel that with their guidance, we can increase our ranks with more women floor installers. The future women of Local 12 are in good hands with mentors like Alexandria and Debbie."

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

Respectfully,
Anthony Nuanes

Upcoming Holidays, 2024
Mon., Jan. 1; Mon., Jan. 15; Mon., Feb. 19

DDO
Fri., March 29

Scenes From the Tradeswomen Build Nations Conference Dec. 1-3, Washington, D.C.



DC 16 volunteers distributed turkeys for Thanksgiving.

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 • EDGAR FLORES • 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



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

As One Door Closes,
Another Opens

One component of our Local 510 workforce that's seldom recognized is the contingent of members in the Freeman warehouse. Both regular employees and installers comprise this workforce, which provides support both between and during shows for the employer's operations. Some Freeman employees move to the show site, but many remain in the warehouse and work behind the scenes to ensure the operation runs smoothly.

One of the stalwarts of this warehouse crew is Ellie Doyle, a 25-year member of Local 510 who's married to former Local 510 Steward Rich Doyle. Ellie has been a presence with the Freeman workforce for many years, bringing cheer to long-time members and newer members alike. Now, she is retiring.

Karoline Collins, a Freeman Regular, offered these thoughts about Ellie:

I had the absolute honor of working in the Freeman warehouse with Ellie Doyle for many years. We weren't in the same department, but we crossed paths regularly, and she always made my day brighter with her great smile and kind words. Ellie shared her steadfast work ethic and positive attitude with many

510ers in the warehouse, on the show floor, and as a JATC instructor.

Our union benefited greatly from her willingness to share her knowledge and time with so many of us. I know she's already embracing her well-deserved retirement wholeheartedly.

Michael Weems, a recent graduate of the Local 510 apprenticeship program who has been working in the Freeman warehouse, had this to say about Ellie:

As tough as Ellie was, she was also the kindest and the sweetest. She taught me everything I know and accepted me in the Drape World with open arms. You will always be missed, Ellie!

Long-time member Dave Bowes offered the following to Ellie:

Thanks, Ellie.

Thanks for being kind and tough and for suffering us fools. Thanks for being unflappable and sensible and for getting the jokes. Thanks for being sharp and willing to play the cards dealt.

Thanks for being solid and steady and ready to help (or take over).

We'll miss you. All the best to the best from the best.

And finally, here's a message from the Freeman warehouse's deco crew that succinctly describes the role Ellie played both in the warehouse and within the local:

Union Meeting: Thu., Jan. 5, 6 p.m. 55 Fillmore St., San Francisco					
Upcoming Work Schedule					
Show	Venue	Company	Move In	Show Dates	Size
January					
Math	Moscone N, S	Curtin	12/29	1/3-6	Special
Microsoft AI	Moscone W	FDC	1/8	1/11	Special
Photonics	Moscone N, S	FDC	1/24	1/30-31	Full
DesignCon	SCCC	GES	1/29	1/31	Full
February					
AAOS	Moscone N, S, W	FDC	2/6	2/12-16	Full
Trailhead	Moscone W	FDC	3/1	3/6-7	Special
Games	Moscone N, S, W	FDC	3/18	3/22-24	Full
Nvidia	SJCC	T3	3/14	3/19-21	Special
If you can't show up as scheduled, call your employer:					
Freeman (650) 878-6008		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 schedules.

We from Freeman Deco would like to congratulate Ellie on her retirement.

Ellie worked in Freeman's warehouse for 15 years in the drape department. She would preach work ethic and safety to all of us at the morning meetings, inspiring us to be better.

For over 25 years, Ellie was an actively involved member of Local 510. She dedicated herself to the development of our apprenticeship program, teaching classes in safety and deco. She organized union activities and participated in several contract negotiations.

Ellie's role in our union will be missed. She was a key figure who helped inspire and mentor young women in a union whose membership is predominantly male. We hope that other young women in our union are inspired by Ellie's enthusiasm and will carry her torch for years to come.

Ellie, if you're reading this, everyone from the deco department will miss you. Happy Retirement from Ollie, Joe, Fonz, Jimmy, Breeze, and Li'l Mikey.

Indeed, all of us in the Local 510 office are fans of Ellie, her warmth, and her unflagging devotion to the local. We wish her happiness in her retirement and look forward to seeing her when we can.

We tried to contact Ellie for a few words of her own to include in this column but were unsuccessful in reaching her by press time. We hope that means she's already enjoying her retirement adventures.

Training, Training, Training

The Local 510 training program has been moving full-steam-ahead over the past month. Among the coursework are classes on power tools, communication, sexual harassment, union history, customer service, and CPR. This required coursework is part of the apprentices' three-year program and has produced a plethora of well-trained journeypeople. Many former apprentices are filling the leadership ranks vacated by seasoned 510 members such as Ellie Doyle.

Training for journeypeople who wish to improve their skill set is also available through the JATC. Interested members should call Local 510 JATC Training Coordinator Richard Northam at 650-763-5405.

Condolences

Local 510 offers its condolences to Brother Ian Alvey and his family. Ian's father, James Alvey, who was a 25-year member of Local 510, passed away in early October.

This local also offers condolences to the widow and family of member Bill Jarboe, who recently passed away. Although he worked primarily for SFUSD as a glazier represented by Local 718, Bill was a member of Local 510 who would turn up on occasion to help out on the trade show floor.

*In Solidarity,
Local 510*

Happy Retirement, Ellie Doyle!



Karoline Collins, Ellie Doyle, and Dave Bowes share hugs on the occasion of Ellie's retirement.
PHOTO CREDIT: JASMINE WATSON



Ellie (center, in purple hoodie and black sleeveless vest) stands for a photo with the Freeman crew.
PHOTO CREDIT: KAROLINE COLLINS



Ellie and Jimmy Holt share a moment.
PHOTO CREDIT: KAROLINE COLLINS



Ellie appears in a selfie with some of the women she's inspired. Left to right are Jasmine Watson, Karoline Collins, Ellie, and Candace Butler.
PHOTO CREDIT: JASMINE WATSON

Wishing You
Happy Holidays
& A Healthy 2024

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

ELEVATOR CONSTRUCTORS LOCAL 8



Main Office
690 Potrero Avenue
San Francisco, CA 94110
Phone: (415) 285-2900
Fax (415) 285-2020
IUEC8.org

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, Jan. 17, 5:30 p.m.
690 Potrero Ave., San Francisco

Sacramento
Wed, Jan. 3, 5:30 p.m.
Sheet Metal Workers Apprentice &
Journeyman Training Building
3665 Bleckely St., Mather

North Bay
Mon., Jan. 22, 5:30 p.m.
Mi Pueblo Restaurant
7384 Commerce Blvd., Cotati

Tahoe
Thu., Jan. 25, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd., Stateline, NV

Reno
Thu., Jan. 25, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

If the Holidays Are Feeling Hellish,
Know That You Aren't Alone and
That You Deserve to Be Happy

Sorry to bring up four-letter words during the holiday season, but there's no better time than now to talk about the *other* F word: family.

Sometimes it can feel like all that's holding us together is a jury-rigged exoskeleton of bandages and bubblegum, or duct tape and super glue (depending on whether you're in the kitchen or the garage). One reason many of us feel spread so thin is because of the responsibilities and stresses of family. It's hard enough to deal with 10 months out of the year, but when you add the holidays and the parties and the split households and the custody and the alimony and so on... well, let's just that family can be *a lot*.

There's nothing easy about the F word, and if you're struggling with it, you aren't the only one. I encourage all of you who need someone to talk to, especially during this time of year, to check out our benefit plan website at *neibenefits.org*. (I recommend not signing in because that actually makes navigating the website more difficult — crazy, right?) Once you're there, follow

the link to Lyra.

Alternatively, you can simply type *neibenefits.lyrahealth.com* into your browser for direct access.

The Lyra website is interactive and provides a solid, easy-to-navigate way to begin getting mental health and wellness help. Simple, clickable buttons are labeled with a range of statements such as "I'm feeling stressed" to "I'm sad" to "I'm angry."

Dealing with our problems can be a difficult journey. Getting care shouldn't be. If any of you are struggling with out-of-network providers, please reach out to me. I can provide some instructions that should help you recoup some of your out-of-pocket costs.

As for getting the care itself, please don't delay it. Speak up. Reach out. There are people waiting to help you.

If you're in crisis, please call someone. Anyone. Even 911. Just get help quickly. Remember, no matter how dark it might seem right now, there is no darkness without light. With help, you can and you will emerge from this tunnel.

I know I've said it many times before, but these simple facts bear repeating: Your feelings matter, and so do you. You matter to me and to others, and, even if it doesn't feel like it, you matter to yourself. You're all you've got. So, take care of that self. Get the help that you deserve because you do deserve it. You deserve to feel good, to be healthy, to be happy, and to thrive.

I know — talk is cheap. It's easy to reflect on this stuff and dispense advice, but

actually going through it isn't easy at all. But I've been through it. I know how it feels when all you want to do is crawl into a hole and spend the holidays alone. When you want to avoid being surrounded by people because in this state of mind, you feel even more alone when you're around others.

When you add in the stressful demands of work, the sleepless nights, and the bills coming due, it's easy to get overwhelmed. To freak out. To shut down and stop caring altogether.

I urge you to take whatever steps will help you find peace. But please stay away from drugs and alcohol, which don't bring you actual peace but instead provide a false, induced bliss that ultimately leaves your endorphins and dopamine all out of whack and you feeling even more awful than before.

There are things in life that truly raise our spirits and don't contain spirits, but they differ for each of us. You must be willing to do the hard work of going and finding them — and accepting what you find when you do find it. You must be willing to find peace of mind, or no amount of well wishes and silly jokes and whatever else is going to have the slightest effect on you.

I hope this column helps even just one of you out there right now who needs help. Please know that I am here for you, as are all of the officers of this local. We are here for all of you. We are pulling for you, and we want to see you succeed.

Take care, and I'll see you on the jobsite.

Sincerely,
Matt Russo

Happy Holidays!

GREETINGS & SOLIDARITY
FROM
THE OFFICERS, STAFF, & MEMBERS
OF
IUEC LOCAL 8

Matt Russo
Business Manager

Ryan Lange
Business Representative

James E. Leonard, III
President

Mike Millard
Vice President

Matt Doran
Secretary-Treasurer

Nick Moore
Organizer

Executive Board

Markus Alvarez
Harro Clifton
Robert Frye
Nick Hess
Amy Kayes
Jake Leonard
Jared Leonard
Tim Rodriguez

Greg Hardeman
Business Representative

Bill Chisholm
Business Representative

Angela Johnson
Warden

Trustees
Audie Andrews
Joel Roberts
Pete Tanzillo



Saluting All the Working Families in Our Community.

From The Officers & Members
of Local Union No. 377



Eddie Reyes
President/Business Agent

Chris Donnelly
Business Agent

David A. Ortiz
Organizer

Charlie Hernandez
Executive Officer

Armando Baros
Vice President

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

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
Organizer: Danny Mangan

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

It's your right to be Union.

The Labor Movement Is Gaining Serious Ground

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

Now Is the Time!



Advertise in Organized Labor

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

Visit us online at SFBuildingTradesCouncil.org.



2525 Barrington Court, Hayward CA 94545
www.sprinklerfitters483.org
510-785-8483

Happy Holidays
From

**SPRINKLER FITTERS AND
APPRENTICES U.A. LOCAL 483**

Jeffrey Dixon
Business Manager

Dan Torres
San Francisco County

Dylan Boldt
Alameda County

John Medina
Marin County
Sonoma County
San Mateo County

Rik Drury
Contra Costa County
Napa County
Solano County

Danny Mangan
Santa Clara County

WISHING ALL HAPPY HOLIDAYS AND A THRIVING NEW YEAR!!

FROM THE OFFICERS, MEMBERS AND STAFF OF
**INTERNATIONAL ASSOCIATION OF
HEAT AND FROST INSULATORS AND ALLIED WORKERS LOCAL 16
SAN FRANCISCO, CALIFORNIA**

Chris Greaney
Business Manager

Joshua Pereira
President

Mark Plubell
Business Agent

Fortino Curiel
Business Agent

Anthony Viscuso
Business Agent

Aureliano Ochoa
Business Development

An Honest Plan to Hire More Police Officers



This guest column was coauthored by SF District 11 Supervisor **Ahsha Safai** and SF Building Trades Secretary-Treasurer **Rudy Gonzalez**.



Our city’s public safety system is severely understaffed. A strong public safety system requires robustly staffed departments that include police, 911 call operators, nurses, paramedics, firefighters, and sheriffs. San Francisco lacks all of the above.

In September, there were 1,578 full-duty sworn San Francisco police officers on the job — approximately 400 short of the City’s highest historical staffing level. What does this mean? It means that despite being fully funded, San Francisco’s police department is dangerously short-staffed.

That leaves SFPD officers exhausted and

working overtime to cover the personnel shortfall. As a result, police response times have skyrocketed 30% to 88% on average since the pandemic’s onset. Meanwhile, overtime costs are straining the SFPD budget and the longevity of experienced officers who are eligible for retirement.

This is a crisis.

San Franciscans deserve to be safe in all neighborhoods. Right now, police understaffing is negatively impacting how well and how quickly our public safety system is able to respond to emergency calls and coordinate a broad range of services to residents and businesses. That problem will persist so long as



PHOTO CREDIT: MARK BOSS VIA UNSPLASH

The first step is simply to be honest with the residents of this city — to prove to them that we are indeed capable of achieving a minimum police staffing goal while being fiscally responsible about making it happen.

no requirement exists compelling the City to maintain a minimum level of SFPD officers.

So, working with a broad coalition of public safety advocates, labor organizations, and community leaders, we created a plan to staff up our police department without sacrificing other critical public safety jobs. Our initiative, Proposition B, will achieve a fully staffed SFPD while being transparent and honest with San Franciscans regarding where the money’s coming from.

Here’s how it’ll work: Prop B would require that San Francisco set and achieve a minimum staffing level of 2,074 officers over the next five years and direct City Hall to be open and transparent with voters about how we’ll pay for it.

We refuse to play politics and pit police recruitment funding against funding for the City’s 911 staff, healthcare professionals, emergency medical technicians, firefighters, sheriff’s deputies, and workers from all of the other agencies that make up our comprehensive public safety strategy.

Everyone in our city deserves to travel the streets without fear. We can make a real, long-term investment in the SFPD to ensure that this is the case. The first step is simply to be honest with the residents of this city — to prove to them that we are indeed capable of achieving a minimum police staffing goal while being fiscally responsible about making it happen.

That’s not too much to ask. **OL**



SISTAS with TOOLS

In collaboration with the San Francisco Building and Construction Trades Council and their affiliate unions, Sistas with Tools is a pre-apprenticeship program focused on preparing, supporting, and retaining Black and Latina women in high-skill and high-wage unionized construction trades apprenticeships and unionized construction trades careers. All this while providing supportive services to ensure that these women don’t merely survive but thrive.

A new class is being organized RIGHT NOW

APPLY ONLINE >>>

If you are interested in joining our eight-week certified MC3 Apprenticeship Training Program, submit your application by going to forms.gle/yPYJxP8pfUfr428g9 or scanning the QR code to access our online application.



For more information, please go to sistaswithtools.org

Official Minutes of the
San Francisco Building &
Construction Trades Council
Over a Century of Excellence in Craftsmanship



DELEGATES MEETING

Nov. 2, 5 p.m.
Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Citywide PLA Hearing at Budget Committee – 11/15.
- Trustee Resignation and Appointment of Anthony Nuanes (Carpet Layers 12).
- Caltrain letter.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 10.19.23 Minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- ST thank delegates, officers, and Joel Koppel for participating in Planning Commission hearing today. All union commitment has been locked down at St. Ignatius project.
- Caltrain Authority, PLA Policy.
- TJPA Tour with Labor Secretary Julie Su yesterday. ST thanked rank and file members for attending.
- Board of Business Reps meeting on 11/14, Prologis to attend afterwards.
- Public Employees and Public Safety.
- APEC Conference in the city - 11/13. Streets will be blocked off.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- Joe Sanders (Painters 913) reported D.O.T. request for letter of support. Joe forwarded request to ST. ST will notify State Building Trades on CA Department of Transportation's request and circle back.

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 5:40 p.m.

BUSINESS AGENTS MEETING

Nov. 14, 10 a.m.

55 Fillmore St.

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Moose Feed – building trades table has seats available.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 10.24.23 Minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- APEC - Set up and take down of fencing of zones ARCUS. IATSE and Teamsters doing the work.
- ST thanked members for participating in the quick call to action in support for Saint Ignatius project.
- Stonestown/Brookfield negotiations.
- Potrero Yard, all union commitment proposed.
- UCSF research and administrative building.
- City & County Negotiations preparations, reps to hold caucus.
- Training for Reps and Delegates in modules for 2024.
- Legislative Priorities for 2024.

PICKET SANCTIONS

- John Doherty (IBEW6) requests citywide strike sanction against Canning Electric, M/S/C
- IBEW6 also reported they will file a complaint on Mercy Housing project.

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

- John Doherty (IBEW6) reported the conclusion of negotiations, 4-year contract which was overwhelmingly ratified. Doherty thanked Matt Russo and Greg Hardeman of IUEC 8 for support in securing IBEW work on a jobsite.
- Mark Mulliner (SBCTC) reported that President Hannan is working on legislation and modernizing PLAs. Hannan recognizes they stand to support the local building trades councils and is committed to stay engaged with affiliates. Mulliner asked for updates via email or text re endorsements, etc.
- Greg Hardeman (IUEC8) recommends pledge by the council. ST to bring out and email to reps.
- ST reminded reps of In-Person Prologis PLA signing at IBEW6 on Monday at 11:30am. Business Managers who are unable to attend will be sent a docusign.

ADJOURNMENT

Adjourned at 10:59 a.m.

BUSINESS AGENTS MEETING

Nov. 28, 10 a.m.

55 Fillmore St.

ROLL CALL OF OFFICERS

President Larry Mazzola Jr., Secretary-Treasurer Rudy Gonzalez, Vice-Presidents John Doherty and Ramon Hernandez, and Trustees Greg Hardeman, Charley Lavery, Anthony Nuanes, Eddie Reyes, and Dan Torres present. Sergeant-at-Arms Josh Vallis excused.

GUEST

- SBCTC President Chris Hannan

CORRESPONDENCE

- 9/15 President Mazzola notice of City-Wide PLA JAC changes. Appointment of Nick King.

REQUEST FOR FUNDS

- ST recommends \$500 contribution to Firefighters Toy Drive, M/S/C.

APPROVAL OF MINUTES

- 09.26.23 Minutes, M/S/C.
- 11.14.23 Minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Final vote at Board of Supes for March ballot items today. Supervisor Dorsey's general fund set aside. No collaborative effort. Supervisor Safai introduced amendments.
- City Controller has announced resignation in February 2024.
- School District has missed November 14th timeline to place a bond on the March Primary ballot. Will continue to stay engaged to help them for November General ballot.
- Prologis signing event held. DocuSign of PLA for those who missed meeting will go out this week.
- BAHFA Housing Bond-Bay Area CLCs and BCTCs are in sync and working together.
- ST, President, & VP Doherty met with District Attorney Brooke Jenkins yesterday.
- CA Dem Party Convention was held last week.
- Cal Labor Fed Convention – December 5th.
- Saint Ignatius update. Other private school developments discussed. ST will email the list of schools to reps.

PICKET SANCTIONS

None

OLD BUSINESS

- Pledge for endorsements. ST asked reps to review for any changes for future endorsements.

NEW BUSINESS

- Business Reps meeting, ST recommends cancel all meetings in December to resume January 9, 2024, M/S/C.
- COPE Meeting Schedule, Jose Alamanza (IBEW6) recommends we invite candidates to second meeting in January for District 5 and 7 to informational meeting without endorsement, M/S/C. and invite District Attorney for endorsement, M/S/C.
- Greg Hardeman (IUEC8) inquired on Childcare Stipend fund. ST reports we are in holding pattern to receive actual funds, but we are ready to meet with locals.

REPORTS OF UNIONS

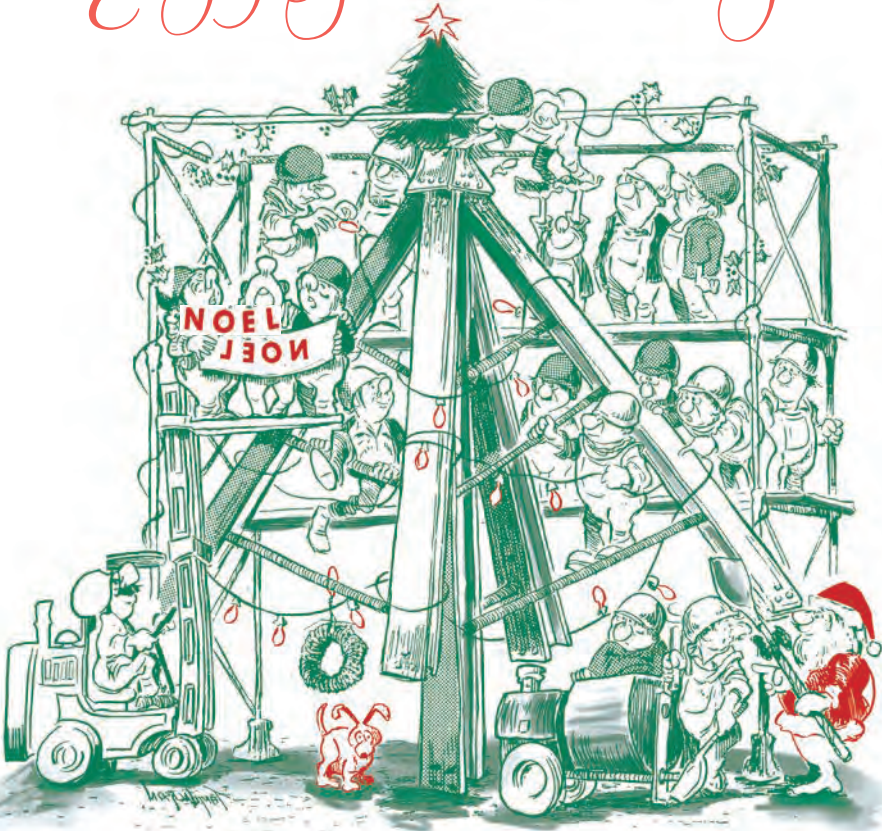
None

ADJOURNMENT

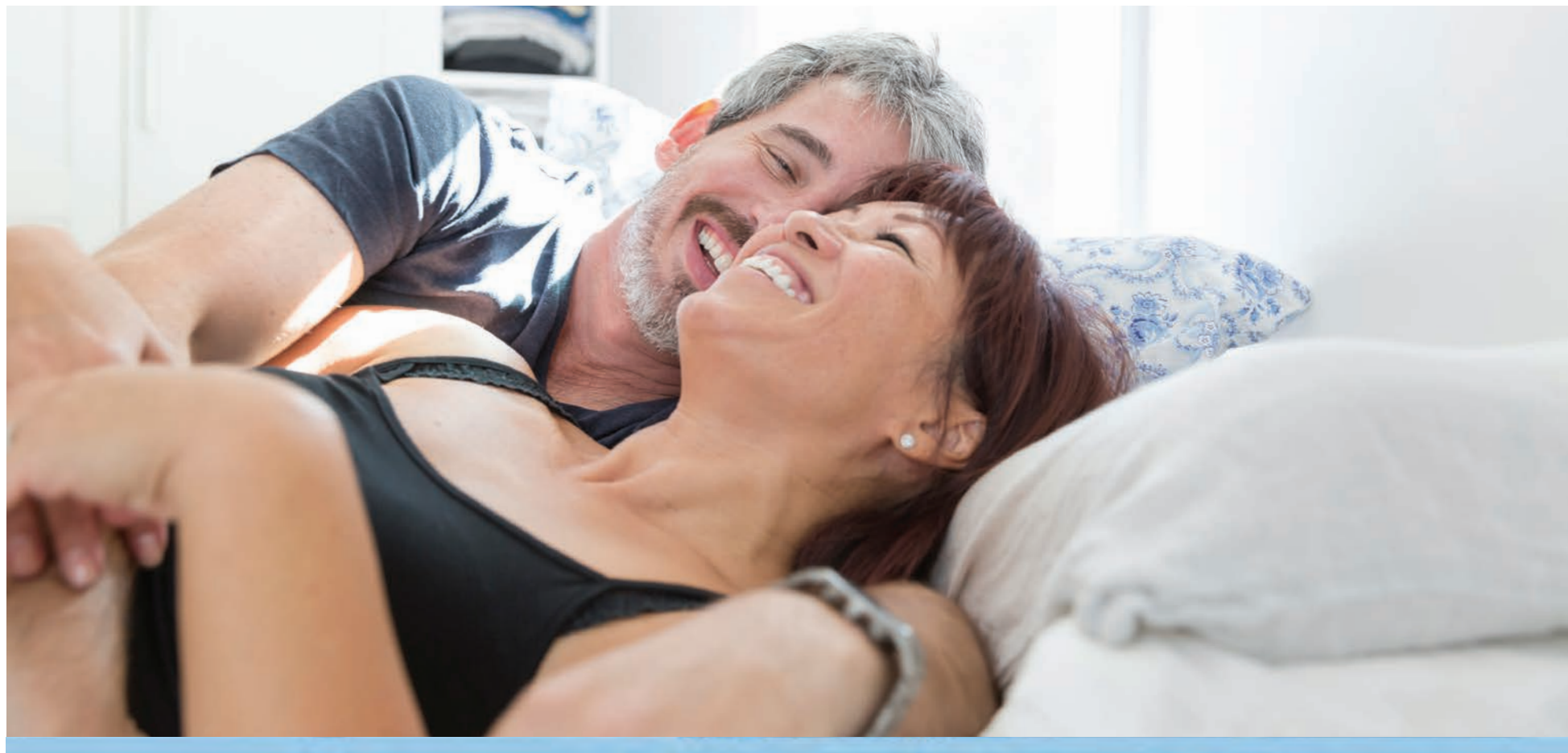
Adjourned at 11a.m.

**SOLIDARITY IS NOT A MATTER
OF SENTIMENT BUT A FACT, COLD
AND IMPASSIVE AS THE GRANITE
FOUNDATIONS OF A SKYSCRAPER.
—EUGENE V. DEBS**

Happy Holidays



Affiliates: Your content deadline for next month's paper is Jan. 5.



Simple ways to be kind to yourself

Practicing self-care is good for the mind, body, and spirit. Here are some simple things you can do to boost your mood, beat stress, and enjoy life more. Each one takes just a little time and effort — and you're worth it.

Take up meditation

Focus on your breath and being present in the moment. You might not experience instant inner peace, but a few minutes of quiet meditation can help clear your thoughts, calm your senses, and recharge your energy.

Sleep well — and sleep enough

Lack of sleep can affect the way you feel mentally and physically. Limit bedtime distractions if you have trouble sleeping — you can't leave the day's stresses at the door if you're checking email, texting, or browsing online.

Socialize face-to-face

Connecting with others can do wonders for your physical and emotional wellness. Calls, texts, and social networks are great for staying in touch, but quality time together is what really helps people — and relationships — thrive.

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.