

Public-Sector Trades Members ‘Function Almost Like First Responders’ During Major Storms

Maintenance Workers, Plumbers, Others Kept City Afloat and Alive During Recent Record Rains

By Jacob Bourne
Contributing Writer

The nearly-month-long parade of cyclones that struck vast swaths of California in December and January claimed 22 lives and cost the state an estimated \$1 billion (at least) in damage resulting from flooding, high winds, downed trees, and landslides. The disaster set records in several regions of the state, including San Francisco, which saw its second-wettest day on record, with 5.46 inches falling downtown on New Year’s Eve.

While most Bay Area residents hunkered down and tended to their properties amid rising water levels and power outages, roughly 3,000 SF Building Trades members who do public-sector maintenance work were out on the job in full force. They fanned out across the City and throughout the Bay Area, toiling through the storms in often-dangerous conditions to help keep disaster at bay.

A Profound But Too-Often-Unnoticed Contribution
In many cases, members of the private-sector workforce are sent home during inclem-

ent weather the same way they were, for instance, during the pandemic. Conversely, during such emergencies, public sector workers are called directly to the front lines to deal head-on with the adversities. “Public-sector trades members function almost like first responders during these events,” said Field Representative Vince Courtney of Laborers Local 261. “There are hazards everywhere, and people die. Elected officials and union representatives need to understand the contributions of our men and women who are out there trying to make things safer and eliminate as many hazards as possible.”

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San Francisco Department of Power and Water workers hand out sandbags at the corner of Marin and Kansas streets during recent storms.



In Our Element

The San Francisco Housing Element is the City’s plan to build 82,000 units of new housing — 46,000 of them affordable — by 2031, in order to comply with state housing mandates.

This is the first article in a four-part series exploring multiple perspectives on the plan and its potential impacts on both the building trades and the City. This month, we hear from SF’s community advocates.

To Meet Its Goals, SF Must Get Real About Labor Standards, Affordable Housing

Community Advocates Say Partnerships With Unions Will Be Critical

By Jessica Zimmer
Contributing Writer

Their ideas about ways forward differ in some cases, but housing rights nonprofits and tenants’ associations throughout the City agree on one thing: Building and construction trades unions will be essential to a successful execution of the Housing Element. Leaders from these groups spoke at length about the plan and how they felt

the City would best be able to meet its goals.

Strengthening Labor Standards, Creating Opportunities

The Housing Element’s stated goal of 82,000 new residential units built by 2031 is promoted by conversations that help tenants learn the value of union work and the housing needs of union members.

“One of the changes we talked about is creating a path-

way for strengthening labor standards,” said Charlie Sciammas, policy director for the Council of Community Housing Organizations (CCHO). “That should involve more pre-apprenticeship and apprenticeship opportunities that give San Franciscans a leg up in securing union-quality jobs like those at CityBuild Academy.

“In addition, we discussed the need to create the opportunity for workers — including

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INTERVIEW

A Conversation With Law Professor, Author, and Preeminent Labor Historian William B. Gould IV

By Robert Fulton



As Goes San Francisco, so Goes California, and as Goes California, So Goes the Nation. Let's Not Take Our Responsibility Lightly.



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

It's an old saying that still rings true: As goes California, so goes the nation. A popular addendum to that rule — at least among those of us living in the Bay Area (and for those living in the rest of California, should they care to admit it) — is that as goes San Francisco, so goes California.

It's no secret that San Francisco tends to position itself on the leading edge of advancing often-progressive policy in the Golden State, and, therefore, the nation at large. It's long been a source of civic pride and bragging rights among San Franciscans that our City is frequently the first to take the long view on public health, environmental, labor and many other issues well ahead of those issues hitting the policy agenda at large, and to enact laws accordingly.

This legislative boldness has made our city a beacon of hope. Here's one example: As early as 2003, the people of SF were astute enough to see the writing on the wall and to act accordingly regarding our state's skyrocketing cost of living and rapidly increasing wealth and income inequality. That year, SF voters passed a local minimum wage ordinance, making the City the first local jurisdiction to pass a minimum wage rate higher than the federal or state minimum wage. Eleven years later, SF voters passed a new initiative

to increase the local minimum wage to \$15 per hour by July 1, 2018, and to adjust the wage rate each July 1 thereafter based on the annual increase in the Consumer Price Index.

Dial the clock all the way back to 1867, and we see the SF Board of Supervisors passing an eight-hour-day provision for city and county employment. This achievement was born directly out of worker struggle and demand in the City. One year later, the California legislature made the eight-hour day law statewide, making ours the second state in the West to pass such a law. (Illinois passed an eight-hour-day law in 1867.)

These are some truly forward-thinking, important, and influential pieces of grassroots legislation that would go on to lift the tide of working people's boats throughout the U.S., and all San Franciscans ought to be proud of them.

Unfortunately, however, our city hasn't always been the shining beacon of well-intentioned policy that it fancies itself today. It also has a slate of shameful firsts in legislation.

For instance, SF holds the distinct dishonor of being the first municipality in the United States to enact a so-called ugly law — which Wikipedia helpfully and succinctly describes as an “unsightly beggar ordinance” — to target and criminalize the poor and

the disabled simply for being poor and disabled. That law, enacted in our city in 1867, declared it illegal for “any person who is diseased, maimed, mutilated or deformed in any way, so as to be an unsightly or disgusting object, to expose himself or herself to public view.”

Wow.

SF's ugly law ended up further marginalizing Civil War veterans, immigrant Chinese, and Native Americans. You won't be surprised to learn that the three aforementioned groups were almost exclusively made up of working-class people just trying to get by in the face of unthinkable hardship. In the following years, New Orleans, Chicago, Denver, and numerous other American cities would enact ugly laws based on the shameful legislative precedent set by our fair city.

Just a few years after the ugly law went into effect, SF found another way to innovate in despicable, discriminatory legislation with its Pigtail Ordinance of 1873. This law targeted Chinese prisoners, forcing them to have their hair cut within an inch of the scalp.

I don't mean to dwell in the negative — we all know that American history is filled with as many despicable deeds as it is democratic ones. My point is only that in our city, firsts have been catalysts for social change — some morally right, such as marriage equality, and others morally bankrupt, such as the anti-Chinese ordinances that paved the way for the federal Chinese Exclusion Act of 1882.

My further point is this: The times in which we were at our worst can be

connected to the economic and political climates of the day. This is not an excuse, merely the truth of the matter. Our worst manifestations can also be connected to the opportunistic politicians who stoked the flames of fear and division.

It's a cautionary tale. Our beacon of hope can more resemble a well-lit target if we let our guard down. A wave of rollbacks starting here could shift the tide far away from something we'd be proud to say started here. The same tide that lifted all boats can recede, and do so quickly.

In the past week alone, we've been hit with announcements by the Board of Supervisors that they plan to end the ban on the City doing business with states that discriminate against LGBTQ+ people and restrict access to reproductive freedom. We've seen our district attorney announce efforts to exempt our sanctuary city law. Our own state senator has proposed a dangerous rollback of workers' rights and safety regulations on housing production.

These would be cowardly moves that would only give in to reactionary feelings of complacency, indifference, fear, racism, and sectarianism, all of which are simply poisonous. They threaten our progress and prosperity at every level.

Be wary the politician who tells you what you need and offers to do it on your behalf. Demand a seat at the table and speak for yourself. Better yet, be heard with a collective voice and get involved in your local union committee on political education.

Stay alert, stay active, and stay safe. **OL**



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Golden Gate Bridge Gets \$400M Facelift, SF Building Trades Gets Face Time With D.C. Power Brokers, Building Trades Members Get Jobs



On Monday, January 23, U.S. Secretary of Transportation Pete Buttigieg, Speaker Emerita Nancy Pelosi, and White House Infrastructure Coordinator Mitch Landrieu gathered with Mayor London Breed and members of the SF Building Trades and others in front of the Golden Gate

Bridge to announce a \$400 million federal grant to seismically retrofit the City's landmark span. Presented here are some snapshots from the event. Special thanks to the photographer, Field Representative Calvin Ho of Nancy Pelosi's office, for making and providing these photos.



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ELSEWHERE IN THE WIDE WORLD OF LABOR

YOUTUBE MUSIC STRIKE

YouTube Music workers began a historic ULP strike after management announced that workers are expected to return to office on February 6, 2023.

A majority of workers were hired remotely and the upcoming return to office date threatens the livelihoods of workers who do not live in the Austin area.

JOIN US IN SUPPORTING THEM!

Scan or visit go.awu.fyi/YTMSupport to donate to the strike fund!

Announced on Friday, February 3, this is the first-ever strike for the Alphabet Workers' union — Alphabet is Google's corporate name — and the first known strike of any Google workers. We support our brothers, sisters, and siblings in the tech industry and hope their demands are met swiftly.

White House Warriors

PHOTO COURTESY THE GOLDEN STATE WARRIORS

During a recent visit by our beloved Golden State Warriors to Washington, D.C., they pulled the bus over on Pennsylvania Avenue and dropped in at the White House for a summit between basketball and bureaucracy. On Tuesday, January 17, President Joe Biden and Vice-President Kamala Harris welcomed the diplomats of Dub Nation with open arms for this priceless photo op.

PENCILING OUT

BY DAVID JAMES SMITH



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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5 Black Leaders Who Shaped the Labor Movement

Their Strong Visions for Labor's Future Led to Coalitions for Racial Justice, Workers' Rights, and More

This is a condensed version of an article that was originally published on the National Education Association's website on Thursday, January 26.

Racial justice and economic justice are intrinsically intertwined. However, far too often in our nation's history, those who benefit from the existing order have used race and class to divide us. These five Black leaders strengthened both the labor and civil rights movements by fighting discrimination in unions and building strong coalitions for the welfare of all.

Mary McLeod Bethune

Bethune was born in 1875 during Reconstruction to parents who had been enslaved. A teacher at the Presbyterian mission school she attended recommended her for a college scholarship, thus setting the stage for a life in academia.

In 1904, with \$1.50 and five young students, Bethune founded a school for Black girls in Florida that became today's Bethune-Cookman University. Two decades later, she was elected the first woman president of the National Association of Teachers in Colored Schools, later renamed the American Teachers Association, which would eventually merge with the National



Education Association to become the union we know today.



Learn more about Bethune

A. Philip Randolph

Randolph was born in 1889 in Crescent City, FL. He and his older brother attended Cookman Institute, the all-Black institution of higher education founded by Bethune. After graduation, Randolph became involved in the movement for Black economic and social freedom in Harlem, NY.

Beginning in the summer of 1925, Randolph organized Chicago-based Pullman Palace Car Company workers into the Brotherhood of Sleeping Car Porters. When the union was finally recognized in 1937, it became the first predominately Black labor union in the nation.



Learn more about Randolph

Bayard Rustin

Rustin was born into a family of Quakers and activists in Pennsylvania in 1912. Growing up, his grandmother, Julia Rustin,



was involved with the National Association for the Advancement of Colored People, and his home was visited by Black leaders such as Bethune and W.E.B. DuBois.

Rustin saw the interconnection between global struggles for racial, economic, and social justice early on. He played pivotal roles in cofounding the Congress of Racial Equality, working to end global colonialism, advocating for LGBTQ+ rights, organizing for worker empowerment, and demanding greater HIV/AIDS education, but as a gay Black man, he was often pushed behind the scenes.



Learn more about Rustin

Hattie Canty

Canty was born near Mobile, AL, in 1933. When she moved with her family to Las Vegas in 1972, she felt that the labor movement continued the struggle for racial justice she had seen in Alabama, noting that the two were intrinsically linked.

In Nevada, Canty began working several jobs: maid, school janitor, and, eventually, room attendant on the Las Vegas Strip. She became active in her union, was elected to the executive board of the Culinary Workers Union (CWU)



in 1984, and became its president in 1990. She was the first Black woman and the first room attendant elected to this position in CWU.



Learn more about Canty

Chris Smalls

Born in New Jersey in 1988, Chris Smalls is a leader shaping the direction of the labor movement today. When Smalls started working at Amazon, he was optimistic about his path for development, but he soon found grueling work expectations and institutionalized racism that stopped him and others from career growth.

In March 2020, Smalls and his colleague, Derrick Palmer, began leading actions for Amazon worker rights. In April 2021, they began to call themselves the Amazon Labor Union (ALU). Naysayers thought no part of Amazon could ever be unionized, but on April 1, 2022, the ALU proved them wrong when the workforce at the Amazon Staten Island warehouse JFK8 voted to establish a union.



Learn more about Smalls



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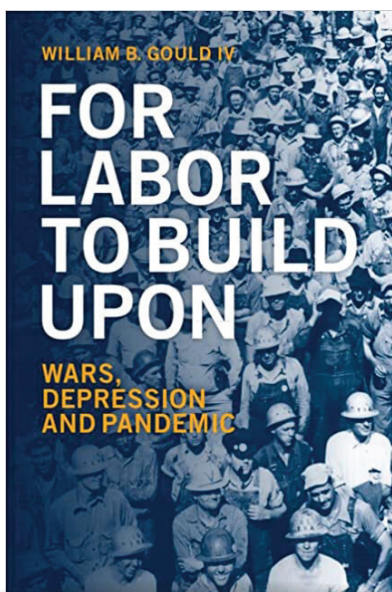
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Good as Gould

A Conversation With Law Professor, Author, and Preeminent Labor Historian William B. Gould IV



Interview by Robert Fulton

William B. Gould IV has enjoyed a rich history in the labor movement. The professor emeritus at Stanford Law School was first drawn to the role that labor can play in civil rights because unions are, as he says, “the most important instrument to breaking down racial inequality.”

Gould, 86, has served as chairman of the National Labor Relations Board (NLRB) under President Bill Clinton, mediated hundreds of labor disputes, and penned numerous books. His most recent work, “For Labor to Build Upon: Wars, Depression, and the Pandemic,” recounts labor’s gains during and after major crises throughout U.S. history and considers how the Covid pandemic might impact the movement today.

Gould spoke recently with Organized Labor about organizing, labor law, and righting recent failures. The following Q&A has been condensed and edited for clarity.

What inspired you to write “For Labor to Build Upon”?

I’ve been concerned for some time about the decline of organized labor in the United States. I’ve written in the past about the ways in which the law is inadequate and have assumed that the law can play a role in reversing this decline.

I was prompted to write the book thanks to the advent of the pandemic. As I reflected on Covid and the history of trade union growth in our country, I began to realize that perilous circumstances

have always coincided with trade union growth. I started to examine the question of whether there were certain elements of this pandemic that might be comparable to wars and economic depressions, which have both coincided with great trade union growth in the past.

What do you think are some of the causes of this growth in trade unionism following crises like wars or pandemics?

I think there are two themes. One is that, particularly in war, we find that society suddenly needs labor. It needs people to fight and to produce goods for the fighters, and there’s a scarcity of labor at home. This is why women have advanced and Black Americans were able to get into the defense industry in jobs that were previously reserved for whites. A lot changed quickly.

During the Great Depression, there were a number of people who in previous circumstances might have gone on to university. But because affording school was suddenly out of the question, they instead poured their energies and efforts into a new labor movement.

Do you think the national sense of uncertainty and peril during the Covid pandemic was on the same level as that of, say, World War II, or the Great Depression?

They’re comparable. We’re already seeing a stirring that creates the potential for gains similar to the ones made during the



Great Depression and the World Wars. There’s been a tremendous amount of organizing and energy going into Amazon, Starbucks, and so many of the tech companies recently — industries in which labor hasn’t tread at all in recent years. Of course, we’re also seeing the dependence upon so-called essential workers, the health and safety issues associated with the pandemic, and the scarcity of labor.

These are the features, I think, that have produced the beginnings of this stirring. The question is: Will it materialize into something that really moves the needle appreciably and revives labor as an important representative in the American workforce?



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Is this recent stirring in labor entirely due to the pains of the pandemic, or might there be other forces at play?

Most of what's been induced by the pandemic has its root cause in the pandemic: the uncertainty, the peril, the scarcity of labor. I think that most of the other factors I'd associate with what's going on today have predated this period. Also, don't forget about the presence of the Biden administration. Notwithstanding its appreciable failures on the recent rail dispute, this has been the most pro-labor presidential administration of any since the New Deal. I think all of those factors are important.

Considering everything you've laid out, why do you think we haven't seen more progress with trade unionism?

I think we haven't seen it for a number of basic reasons. One is that we haven't seen the expenditure of union monies that occurred in previous periods, particularly in the 1930s. I think there are resources that the labor movement possesses in the form of property, assets, and strike funds, for instance, that can be tapped into for the purpose of organizing the unorganized. Some unions claim something comparable as their objective, but we have yet to see a fundamental and widespread change in putting serious resources into organizing.

The other factor, which labor often cites, is the increased inadequacy of our law. Our law is broken. The NLRB general council is trying to do something about it, but I think that's going to be a long, hard road.

One other factor that does precede the current crisis is the undocumented status of workers. We have more workers of undocumented status today. There's no doubt about the fact that this weakens labor because these workers are afraid to protest and speak out. They know the retaliatory consequences can be much more severe than simply losing their job.

To what do you attribute the decline in labor?

Throughout the '80s, the '90s, and the aughts, the Democratic party failed organized labor by not providing financial protection for workers who were displaced through globalization. What's now called the Rust Belt — we dropped the ball there. We've dropped the ball here, too. In many of California's most impoverished areas, we've failed to provide financial resources for workers who've been displaced and to affirmatively intervene in the labor market to not only assist those workers but to steer them toward new work opportunities.

Trade unions are an important part of the revival of democracy. As part of reinforced democratic institutions, we must have a strong trade union movement. 



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Housing Element

Continued from page 1

building and trades workers — to be able to live in the communities they serve,” Sciammas said.

CCHO is a nonprofit coalition of 22 community- and faith-based housing developers and tenant advocates in SF. In recent months, its leaders have held extensive discussions about the Housing Element with the SF Building and Construction Trades Council and the SF Labor Council, the latter of which represents over 150 unions across the City.

The organizations came to know each other better by cultivating support for Proposition E, a November 2022 ballot measure meant to expedite affordable housing projects that met some specific guidelines.

“We wanted to make certain that developers would have to adhere to higher standards in exchange for the opportunity to streamline residential projects,” said Li Lovett, CCHO’s communications director.

That’s the baseline reason the SF Building Trades and Labor councils supported Prop E as well. And while nearly 54% of the City’s voters ultimately rejected the measure in last November’s midterm election, the joining of forces between SF’s labor councils and CCHO to support Prop E has resulted in a valuable relationship forged among the groups based on their common interests.

Pivoting Away From Luxury, Building Truly Affordable Housing

Regional and local advocates are now working to pin down how the City will ensure housing actually gets built — specifically the 46,000 affordable units stipulated by the Housing Element for residents with very low, low, and moderate incomes.

“Having strong wages and labor protections are necessities to ensure union workers can build and live in that housing,” said Shanti Singh, communications and legislative director of Tenants Together, an SF-based nonprofit dedicated to advancing the rights of tenants statewide to affordable housing. “In addition, affordable housing needs to be built citywide, not just in certain neighborhoods.”

Singh said the City needs to start

land-banking — targeting and acquiring land specifically for affordable housing.

“The softening of the real estate market during the pandemic has made it possible for the City to buy more sites,” she said. “The City can also consider new uses for public land it already owns. Both efforts will make certain that affordable housing is distributed equitably across the City.”

The concern is that if the building of affordable housing is left entirely to the marketplace of private developers, truly affordable housing will never materialize. Sarah “Fred” Sherburn-Zimmer is director of the Housing Rights Committee of San Francisco (HRCFSF), a tenants’ advocacy nonprofit. She believes the “needed things” the City put forward in past iterations of the Housing Element

barred from accessing federal, state, and regional affordable housing funding programs. SF could also suffer state fines of up to \$100,000 per month.

In August 2020, nearly 40 tenants’ and housing rights groups decided to combat inertia by forming REP-SF, a coalition to promote affordable housing that includes CCHO; HRCFSF; Tenants Together; People Power Media, an independent media outlet that seeks to empower marginalized communities and community-based organizations; and San Francisco Tenants Union, an SF-based volunteer-run organization that helps renters learn their legal rights. For close to two years, these member organizations worked to compile community-written plans into one single document: the Citywide People’s Plan for Equity in Land Use.

What Is the Housing Element?

The Housing Element 2022 Update is San Francisco’s housing plan for the next eight years (2022-2030) and the first one to center on racial and social equity. It will include policies and programs that express our collective vision and values for the future of housing in San Francisco. This update will determine what our housing needs are and how we will work to address them, defining priorities for decision making and resource allocation for housing programs, development, and services.

—The San Francisco Planning Department, excerpted from *SFHousingElement.org*

has resulted primarily in the construction of luxury units.

“We’ve been to many public hearings about affordable housing that never gets constructed [while] luxury housing continues to go up,” Sherburn-Zimmer said. “For years, the City has been catering to high-paid tech workers. Many of them are not living here anymore. We need to pivot.”

Providing Alternatives, Forming Alliances Between Labor and Housing Advocates

If the City fails to comply with the Housing Element, it could face some costly repercussions, including being

In November 2022, REP-SF’s member organizations demonstrated in support of the plan at City Hall. Joseph Smooke, cofounder of People Power Media, said rallies like these form alliances. The bonds guard against developers and politicians driving wedges between labor unions and the affordable housing movement.

“Creating and supporting the Citywide People’s Plan has showcased the amazing thinking going on in communities, including methods for labor unions to assist with protecting tenants from displacement and demolition,” Smooke said. “We need all hands on deck to ensure the City acts equitably.”

Jeantelle Laberinto, a Filipina com-

munity organizer and staff writer for People Power Media, said community advocates no longer want to fight “development by development.”

“This is our document, which presents an alternative to the San Francisco Housing Element,” Laberinto said. “Our communities have been dealing with issues of inequitable planning for decades. [We’ve] created community-led solutions for just as long, starting back with the Chinatown Community Plan in 1985. The Citywide People’s Plan shows a real pathway to realize the City’s stated goal of centering racial and social equity in the Housing Element.”

Leading the Way for All of the Bay

The City’s effort to build more housing will lead the way for other Bay Area cities. The obstacles for all Bay Area housing elements do not vanish beyond city and county limits, said Abram Diaz, policy director for the Non-Profit Housing Association of Northern California (NPH). A membership organization based in SF, NPH represents thousands of individuals and organizations, including affordable housing developers, advocates, community leaders, and businesses.

“As we collectively move forward toward construction of the 82,000 homes — and especially the 46,000 affordable homes specifically for our low-income and vulnerable community members — we need to extend conversations past San Francisco,” said Diaz.

Anastasia Yovanopoulos, a volunteer with SF Tenants Union, said future collaboration can also return to the idea of passing new city and state legislation.

“Adequate funding is a big concern,” she said. “Right now, the City is in a deficit. It doesn’t have enough money for housing, including affordable housing. All of us who advocate for affordable housing need to push the City and the state to solve the funding problem.”

Yovanopoulos said that maintaining, restoring, and adding rent-controlled units throughout the City could be part of the solution.

“It will help to improve the housing we already have. That way, current tenants, including union workers, will not have to leave,” she said. **OL**



Charlie Sciammas is policy director for the Council of Community Housing Organizations.



Li Lovett is communications director for the Council of Community Housing Organizations.



Shanti Singh is communications and legislative director for Tenants Together.



Sarah “Fred” Sherburn-Zimmer is director of the Housing Rights Committee of San Francisco.



Joseph Smooke is cofounder of People Power Media.



Jeantelle Laberinto is a community organizer and staff writer for People Power Media.



Abram Diaz is policy director for the Non-Profit Housing Association of Northern California.



Anastasia Yovanopoulos is a volunteer with San Francisco Tenants Union.

Storm Response
Continued from page 1

City maintenance workers, including members of Local 261, U.A. Local 38, and IFPTE Local 21, performed essential work during the storms. When it comes to the SF Building Trades' overall contributions to the City and the region, a lot of attention goes to big-ticket infrastructure projects involving bridges, tunnels, and mass transit, or major housing, office, and entertainment developments. Meanwhile, the equally valuable daily contributions of maintenance workers often go unnoticed, said Courtney.

But without their efforts, communities affected by the storms' destruction would be unable to recover.

Consider the following example. Because San Francisco is the only coastal city in California with a combined sewer system that collects and treats both wastewater and storm water in the same network of pipes, the torrential rains tested the limits of the sewer system's capacity. Thanks to a team of Local 38 members who work for the San Francisco Public Utilities Commission (PUC), catch basins were kept clear and the system up and running, with no disruption in water service.

Working Long Hours Without Complaint to Mend the City

Toby Price, Local 261 member and section supervisor at Golden Gate Park, said the relentless storms meant that his crew couldn't take a break from unblocking storm drains and

clearing downed trees and debris from roadways and walking paths. He said that concern for worker safety during the heaviest downpours and the highest winds made it challenging to address significant public safety concerns in the small windows of relative calm that would emerge amid the onslaught.

The scene at Golden Gate Park, like in many parts of the City, was of an urban landscape utterly transformed by the destructive power of water and wind. The park's many meadows were transformed into lakes, with the ground so saturated that towering trees could no longer cling to the earth. As a San Francisco native and someone whose job it is to care for the landscape, Price said that seeing the City's timeless beloved trees go down was heartbreaking.

But Price said he felt incredibly lucky to be working alongside crews of dedicated laborers, plumbers, and heavy equipment operators, who, on one occasion, worked until 7 p.m. only to return at 6:30 a.m. the next day to finish the job — without complaints.

"It was really inspiring to see how our team put in the effort to get the job done," Price said. "These people barely had time to sleep and just went out there every day with a great attitude, considering what we had to face."

Another Benefit of Working Union: The Safety Factor

Price said that union membership is critical when working in hazardous conditions like the storms because workers know they'll be given the proper equip-



The plumbers of U.A. Local 38 are instrumental in keeping the City's sewers up and running during powerful storms. Vacuum trucks such as the one pictured here are crucial tools for the job.

ment to do their jobs and that safety will be treated as top-priority.

Local 261 laborer Dan Feerick said that it's part of the union's collective bargaining agreement that members will be provided meaningful work to do in other areas even during inclement weather. For Feerick, who usually works in graffiti removal, it meant the opportunity to earn overtime by filling sandbags and loading them into SF residents' vehicles near the Department of Public Works maintenance yard off Cesar Chavez Street.

For almost a week, Feerick worked

long days from morning to evening distributing bags to the long lines of residents waiting anxiously for a stopgap to protect their properties.

Worsening storms due to climate change could mean more overtime for workers like Feerick in the future. Courtney said that SF Building Trades leadership is exploring a reform that could enable the dispatching of workers right out of the hiring halls to fill essential duties promptly and safely. **OL**

Turn to page 12 for more photos of the storm recovery from Local 261.



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CARPENTERS LOCAL 22



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Executive Board

President: Andrew McCarron
Vice-President: Patricio Cubas
Recording Secretary: Andrew Devine
Conductor: Sean McGarry
Treasurer: Lucio Sanchez

Financial Secretary: Patrick Mulligan
Warden: Gerrit Veneman
Trustees: April Atkins
Otto Gaytan
Juan Roman

GENERAL MEMBERSHIP MEETING NOTICE

Tues., March 7, 2023, at 7 p.m.

**450 Harrison Street
San Francisco**

(located between 1st and Fremont streets)

Parking is available on the street and behind the building. Please bring your current dues card for entrance into the meeting.

We will be enforcing social distancing. Members should bring face coverings and any personal protective equipment necessary.

We Regret the Loss of the Following Members

Birger Knutsen, 93, passed away on December 6, 2022, with 74½ years of membership. He is survived by his son, Bruce, and resided in Bradenton, FL.

Pasquale Cassano, 92, passed away on January 18, 2023, with 67+ years of membership. He was originally from New Jersey but decided to make San Francisco his home after he was stationed here while in the Coast Guard. His workmanship can be seen all over San Francisco, from the skyline and BART stations to the cable car turnarounds. He is predeceased by his wife, Mary, and son, Patrick, who was also a member of Local 22. He is survived by his daughter, Diane. He resided in South San Francisco.

Donald J. Banford, 75, passed away on January 25, 2023, with 25+ years of membership. He is survived by his wife, Rondalyn, and children Tony (Ana), Damien, Aerial, and Donald Jr., as well as 15 grandchildren. He is predeceased by his son, Eric. He resided in Antioch.

50-Year Honorary Member

David Walsh

Retired Members

Jose F. Aguiniga
Darryl Bishop
Lawrence Brown
Zhi Yong Chen
Ricardo Custodio
Kenneth Gong

Jerry Groesch
Jon Hinsch
Guillermo Labarga
Elias Lopez
Harry Moreno
Minor R. Spencer III

Coronavirus Pandemic: Relief for Members

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

Journey-Level Upgrade Courses

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

Email Addresses

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



Wayne Chen stopping by the Local 22 hiring hall.

ST. PATRICK'S DAY PARADE

SATURDAY, MARCH 11, 2023

CARPENTERS LOCAL 22 FLOAT

Assembles On 2nd Street
near Folsom at 10:45 a.m

PARADE: 11:30 a.m.

The late Michael Alvers is recognized as the parade's Honorary Grand Marshal.



*Come join in the fun and march with the float.
Bring your family and friends.*



Rest in peace, Pasquale Cassano.



Pat Fisher proudly displays his 30-year pin.



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IBEWLocal6.org

Business Manager/Financial Secretary:
John J. Doherty

President: Russell Au Yeung
Vice-President: Ron Lewis
Recording Secretary: John Langley
Treasurer: Steve Cloherty

Executive Board Members: Anthony Sandoval, Carlos Salazar, Michael O'Mahoney, Jennifer Kramer, Brendan Greene

MEETING NOTICES 55 FILLMORE STREET

Unit One Committee
Tue., March 7, 4:30 p.m.

Unit Five, Muni Railway Shop
Wed., March 1, 4:30 p.m.

Executive Board
Tue., March 7, 4 p.m.

General Membership
Wed., March 8, 4:30 p.m.

Unit Six, Sound & Communications
Thu., March 9, 4:30 p.m.

Retired Members (Senior Sixes)
Thu., March 16, 10:45 a.m.

Executive Board
Wed., March 22, 4 p.m.

We extend our sympathy to the family and friends of Lindsay Brown, inside journeyman, who passed away on January 10, 2023; and to the family and friends of Keith A. Whooley, inside journeyman, who passed away on January 29, 2023; and to the family and friends of Victor R. Cupples, inside journeyman, who passed away on January 1, 2023.

Best Wishes to Our Recently Retired Members

Jaylene Mullins
Michael G. O'Rourke
Daniel R. Mundstock
Brad P. Topoian
Bart E. Murray
Joseph T. Knapp
Jerome E. Pagan
Glenn C. Beyer
James A. Marchant
Karl Kai Deng
Chito B. Miguel
James J. Hassett

BUSINESS MANAGER'S REPORT

The Passing of Members

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

After meetings have adjourned, members can be heard relating stories of

the recently departed: the quality of their work, the quality of their character, the list of projects they worked on, their most unforgettable hijinks — these are memories that will live on with those who had the pleasure of knowing the deceased.

Our hearts grow heavy at the loss of any member, with no loss being greater or lesser than the next. All leave behind loved ones who grieve, as well as an empty space in our Local 6 family.

Unfortunately, our members who have died aren't exclusively those with 50 or 60 years with the IBEW under their belts and a long, full life behind them, either. Recently, we saw the loss of a member who was far too young. Life can be cruel to us all, but it's especially heartbreaking to see young families lose a father or mother or a parent lose a child.

We extend our deepest sympathies to the families and friends of all members whom we've lost recently.

What Is an EAP?

EAP stands for employee assistance program, and it's part of the health benefits package we enjoy as Local 6 members. The EAP is a confidential program allowing members and their eligible dependents to access help with addressing a wide range of important issues, from alcohol/substance abuse to mental and emotional health troubles.

These issues can have a marked impact on our lives and the lives of our loved ones. For instance, as we approach three years of living with the Covid pandemic, many among us are experiencing the cumulative effects of this public health crisis. It's true that our children are now back to regular school and play and we're back to work, and this is good.

But many of us are still struggling with bad habits or negative behaviors we likely picked up during the peak of the pandemic, such as substance abuse, alcohol abuse, or increased discord at home. For others, life in general might simply feel more uneasy and uncertain now in a way it never did before everything changed in March 2020.

No matter what you're dealing with or how you're feeling, know that your EAP is there for you, and take make use of it. It can connect you with tools to help you cope and find a path through the pain when none seems apparent. If your spouse, partner, eligible dependent(s), or fellow workers appear to be overwhelmed by life, take the time to remind them of the EAP.

For 125 years, we've stuck together on the job. Now let's stick together and make sure those in distress get the help they need.



Last year's Local 6 Toy Run brought out a large group of members for a good cause.



PHOTO CREDIT: JENNIFER HALE

The 2022 Local 6 Toy Run wouldn't have been the success it was without its esteemed coordinators, pictured here.



A proud Local 6 delegation attended the NABTU Women Building the Nation conference in Las Vegas, which took place during the last weekend in October 2022 (right before Halloween).

Continuing Education

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

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

SF St. Patrick's Day Parade

The executive board has recommended and the membership has approved a committee for the San Francisco St. Patrick's Day Parade. We've participated in this parade for nearly two decades now, minus the two years when it was cancelled due to the pandemic, so we're excited to march this year.

The parade is a great opportunity to meet with your fellow union members and enjoy a fun afternoon in the City — plus you get to participate in the parade rather than simply be a spectator.

This year's parade is scheduled for Saturday, March 11, and our Local 6 contingent will be meeting that day

somewhere along Second Street. More details will come soon, so please check the website or call the hall when the day gets closer to keep up-to-date.

All members are invited, and we look forward to seeing you there!

Other Upcoming Parades

Local 6 will once again participate in the Cesar Chavez Holiday Parade, as well as this year's SF Pride Parade, where we'll celebrate with our LGBTQ members and their families. Details will follow as these parades approach.

Catching Up

We had some rather important topics and announcements to cover during the past two months, so this column has been lighter than usual on accompanying photos lately. This month, please enjoy the accompanying snapshots from the recent NABTU Women Building the Nation Conference and the 2022 Local 6 Toy Run.

Work Safely, Wear a Mask, and Save for a Rainy Day!

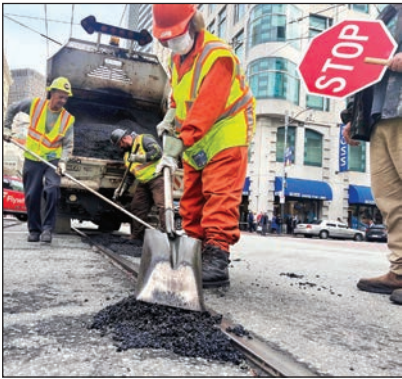
*John J. Doherty
Business Manager & Financial Secretary*

LABORERS LOCAL 261



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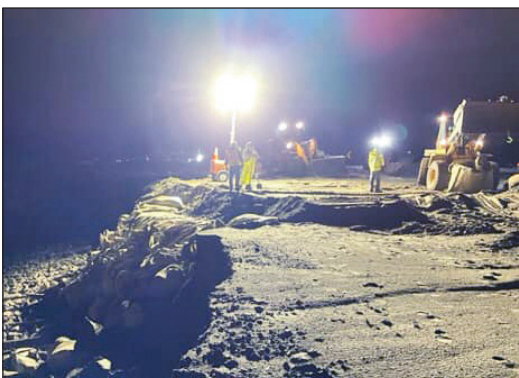
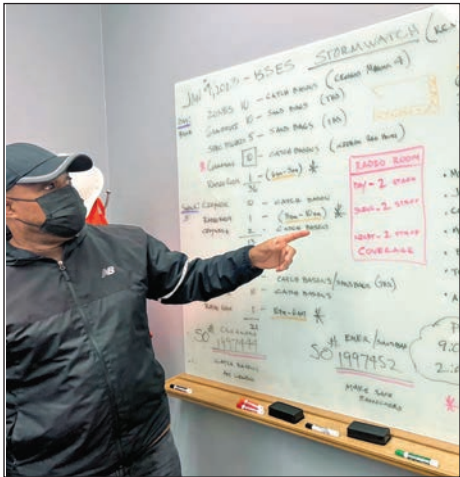
Business Manager: Ramon Hernandez
Secretary-Treasurer: David De La Torre
President: Jesus Villalobos
Vice President: Javier Flores
Executive Board: Theresa Foglio



Stormwatch!

It's just like this month's lead article reported: Local 261 members were out in full force during the recent destructive storm systems that hit Northern California giving it their all to help the City survive. Our union's public works employees did a little bit of everything, from cleaning up trees downed by the

high winds to removing precarious boulders that had migrated during landslides. They patched damaged roads, cleared catch basins, stabilized erosion at the beach, and distributed sandbags to citizens — and that just scratches the surface. We think we speak for the whole City when we say we deeply appreciate their work.



ROOFERS LOCAL 40



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RoofersLocal40.org

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

General Meetings

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

Dear Sisters and Brothers of Local 40,
We had our January meeting on the 19th, with our new officers being sworn in by Eighth International Vice President Brent Beasley. Our local appreciates the efforts of the international in coming out to be a part of the swearing-in ceremony for our new officers.
As we accept our new elected positions — or, better yet, when we accept a nomination in the first place — it's vital to do so with the knowledge that being a union officeholder comes with respon-

sibilities. To be sworn in t Local 40 is to take an official oath before the other officers and the membership promising that you will take some specific actions: “I do solemnly swear, to the best of my ability, to protect, preserve, and defend our local union as a whole.”
I'm proud of the officers who have stepped up to the plate and pledged their services to our local. Those officers are as follows:
• **President:** Abraham Estrella
• **Vice-President:** Alejandro Martinez
• **Business Manager:** Peter Lang
• **Financial Secretary-Treasurer:** Salvador Rico
• **Sergeant-at-Arms:** Joey Corpening
• **Trustee, Executive Board:** Jose Martinez
• **Trustee, Executive Board:** Ramon Valenzuela
I'd like to again say a big thank you to Mr. Beasley for traveling to our January 19 meeting to swear in our new officers and for sharing his experiences and expertise with us by answering questions from the floor during the meeting. His willingness to stick around for the



Local 40 roofers and waterproofers with Excelsior Roofing were out on the job recently. Left to right: Steven Ramirez, Enrique Flores, Marcos Hernandez, Juan Vasquez, Roberto Gallegos, Carlos Torres, Pablo Vasquez, and Alejandro Martinez.

meeting's duration and engage with our membership will not soon be forgotten.
I'm 33 days into my new job as Local 40's business manager. The amount of correspondence that comes through this office is unbelievable, so I'd like to say another big thank you to Jose Oscar Padilla, our outgoing business manager, for hanging back from his plans and helping me connect the dots through this transition period.
Signs of work are stirring, especially after the rains. Mostly, our maintenance

crews and our residential contractors are trying their best to keep up with the flood of emergency calls they've been getting. We do have work in the books, but it's still the beginning of the year, so things remain rather calm right now.
But we roofers here in the City have a saying: “Stay ready so you don't have to get ready.” Work is on its way.
Fraternally,
Peter Lang
Business Manager

BRICKLAYERS LOCAL 3



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

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

Dear Members,

As of January 1, Covid Supplemental Paid Sick Leave has officially ended. So, going forward, if you contract the virus you must still follow local county health guidelines and the procedures laid out by the Centers for Disease Control and Prevention, but you are no longer entitled to receive pay from your employer to stay home.

One option to consider is filing for disability or unemployment insurance.

Governor Gavin Newsom announced last October that California's Covid state of emergency declaration will end on Tuesday, February 28. Earlier this year, President Joe Biden said that benefits will disappear for Covid national and public health emergencies on May 11. This means Americans will have to start paying for Covid testing and treatment.

Brothers and sisters, just because our governor and president have placed an expiration date on the pandemic does *not* mean that Covid has suddenly vanished and is no longer a threat. We can definitely still contract this virus. So, all members are advised to Covid-test before air travel, to wash their hands frequently, and stay home from work if they're feeling sick.

Local 3 will continue to keep all members informed through these uncertain times. Members with Covid-related questions should call the office and ask to speak with me, Secretary-Treasurer Ryan Ruf.

We understand that there are other hardships beyond this virus. The disaster relief program is still available for members impacted by acts of God such as floods, fires, and earthquakes. Please call the office or a Local 3 representative if you'd like more information on the program.

Of course, we hope that no one ever finds themselves in need of a disaster relief check, but we're glad we're able to offer it as a member benefit. Other benefits include Local 3's scholarship fund, which is offered to our members, the spouses of members, and members' children and grandchildren. The mortuary fund is designed for beneficiaries of members who have passed away.

While we're on the topic, please make sure your beneficiary information and

personal data is up to date with the local so that you receive current information.

According to Pew Research Center, 97% of Americans own a cellphone, and of that 97%, 85% own a smartphone. This means communicating through text message is generally the most effective way to get the word out to our membership. It's much quicker and far less expensive to send you a text or a picture message then to mail you a letter or postcard, but this only works if your information is up-to-date.

Please call the hall if you aren't receiving texts from Local 3 so that we can update your phone number or get you set up to receive our texts in the first place.

You can also download the BAC Portal app for your smartphone or access the same features on the web at *member.bacweb.org*. (You'll be able to create your account there.) This portal provides you with easy access to your membership data with the local, from your contact information to your work history to your reciprocity designations and beyond. You can also use the portal to check in when you're traveling and pay dues.

The officers and staff of Local 3 would like to thank everyone who attended the 24th annual Local 3 Crab Feed on January 28. The proceeds for this dinner benefit the Sullivan Kraw Scholarship Fund.

Congratulations to the many raffle winners!

In Solidarity,
Ryan Ruf
Secretary-Treasurer

Service Awards, February
50 years: Biagio Vultaggio
Congratulations on your many years of service.

In Memoriam
We are sorry to announce the passing of our brothers:
• Jack Sheppard, BL, 1/02/23, 07-CA, 58-year member
• Jerry Webb, BL, 01/01/23, 01-CA, 75-year member

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

Chapter Meetings

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

Thu., March 2, at 6 p.m., Sacramento — 7465 Rush River Dr. (Mountain Mike's)
Tue., March 7, at 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
Wed., March 8, at 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge)
Thu., March 9, at 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Tue., March 14, at 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Thu., March 16, at 6 p.m., Manteca — 1120 N. Main St. (Mountain Mike's)
Meetings are now being held in-person. We will contact you if anything changes.

The 24th Annual BAC Local 3 Crab Feed Benefiting the Sullivan Kraw Scholarship Fund



**LIVE BETTER
WORK UNION**

PILE DRIVERS LOCAL 34



piledriverslocal34.org

Main Office

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

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

Union Updates

I'd like to give everyone a quick overview from the Millwright and Piledriver Conference I attended this past month.

Held at the International Training Center in Las Vegas, it was a great conference overall. We had over 350 contractors and 250 staff attend. Local 34 was pleased to have Condon-Johnson, Dead Calm Seas Marine Services, Manson Construction, Shimmick Construction, and Golden State Bridge as our guests and partners in the industry.

The theme for the conference was "Now and Next." We had great breakout sessions with our contractors and representatives in which we worked together to understand how much more successful everyone can be by engaging in partnerships, whether that be with new training or the new and ever-changing technology in our industry.

We found it productive to collaborate with our contractors and hear them out regarding what they'd like to see done differently — and to talk to them about some of the changes we'd like to see them implement. By the end of the conference, perhaps the most important message I'd received from our five contractors was that we do an excellent job in communicating with them and acting as good industry partners on all aspects of the work we do.

Moving forward, we'll work closely with our signatories on training needs as they relate to new construction methods and certifications. If there's a new meth-

od of construction or a new tool that's being picked up and utilized throughout the industry, we want to make sure our membership are the ones leading the way on those fronts. How can we be effective leaders in these new industry developments? Only by working collaboratively between the union and our signatories.

At our January union meeting, I was pleased to see nine apprentices taking the oath. The reps and our organizing department are working diligently in growing our local's membership and retaining new and current members.

Retention is key to the success of our regional council and our local. Local 34 staff are working hard on reaching out to members and working as mentors to those who are struggling with getting on their first project or understanding what it's going to take to become successful in our industry. Over the past year, we've found success in this approach, and we're seeing less drop-off in membership as a result.

We also utilize Helmets to Hardhats as a recruiting effort. Just this past month, three apprentices who took the oath with us came in through this program. Since his election to the position of executive officer of the NorCal Carpenters Union (NCCRC), Jay Bradshaw has created numerous committees within our organization. One of those committees has led to the establishment of Veterans and Leadership Outreach (Valor), a program designed to honor and support veterans in our union.

As our veterans receive education



We welcome our newest members of Local 34, left to right: Lahaina Morales, Roxanne Pipitone, and Dylan Echeverria. They are military veterans who will have access to a new program called Valor, which was designed to help our veteran members succeed.

through one of four training facilities throughout Northern California, they can utilize the G.I. Bill to better their life. Valor helps connect our veterans within our council and gives them a voice. It also provides a space where they can interact with one another and gain advice and support. Valor unites our military veterans with the rest of the NCCRC family.

If you're a UBC member and interested in joining one a NCCRC committee, please visit the website at norcalcarpenters.org.

Old Timers Luncheon and Pin Ceremony

Your recording secretary, Chris Puglisi, is finalizing the invitation notice. Please be on the lookout for any correspondence from the local. Make sure to RSVP and let us know if you plan to bring a guest.

We look forward to seeing everyone

for the event on Saturday, March 25, at the Chez Shari Banquet Hall in Manteca.

In Memoriam

We are sorry to announce the passing of Brian L. Pence, one-year member.

Union Meeting

Our next scheduled union meeting will be held on February 23 at 7 p.m. As always, we ask you to bring someone with you from the crew and help keep our membership participation growing.

Happy New Year to everyone. We look forward to seeing you.

In Solidarity,
Martin Espinoza Jr.
Senior Field Representative

Check out the new website at piledriverslocal34.org.

PLASTERERS AND CEMENT MASONS LOCAL 300



OPCMIALocal300.org

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Senior Business Agent: Greg Levy

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



Kilah Engelke works in the OPCMIA Steel Edge Women's demonstration at this year's World of Concrete event in Las Vegas.



Local 300 Senior Business Agent Greg Levy (far left) presents members with their gold cards and certificates (left to right): Donald Wisham (50 years), George Brown Sr. (50 years), and George Brown Jr. (25 years).

The OPCMIA Steel Edge Women stand for a photo at the World of Concrete event, which took place last month in Las Vegas.



GLAZIERS LOCAL 718



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

Business Representative: Nick King
President: Lenny Quintana

MEETINGS

General Membership
Tue., March 14, 6 p.m.

Executive Board
Tue., March 14, 5 p.m.

DDO/HOLIDAYS

None upcoming

Brothers and Sisters,

I've included photos and info from some of our recent events and from some upcoming events as well. Take a look and be in the know.

I'll be on the East Coast from Sunday, March 5, through Friday, March 10, for leadership training. I'll do my best to respond to calls and emails, but you should expect limited service that week.

Respectfully,
Nick King
Business Representative



Recent Event: Crab Feed

Local 718 members attended BAC Local 3's 24th annual Crab Feed fundraiser in January. All members are welcome to attend these types of events. Information is available at our monthly meetings. If you can't make the meeting, call the hall to see what we have going on.



Upcoming Event: St. Patrick's Day Parade

Local 718 will be participating in the St. Patrick's Day Parade in San Francisco this year. This is a family-friendly VAC event. We are making special Local 718 St. Patrick's Day shirts for our members and their families. Text Local 718 VAC coordinators Danny Linares at 415-465-0404 or Chris Burnett at 510-919-3888 for event information.



Local 718 Mechanical Pencils

We have mechanical pencils available for our members. If you'd like one, let me know — I'm willing to drop one off to you at the jobsite or your shop. You can also pick one up at the hall or at our monthly meeting.



Glaziers Annuity

There was a John Hancock retirement informational meeting in January at the training center and on Zoom. A representative from the insurance company explained compound interest, how to log in to your account, and some of the other basics that we should all know. If you missed this meeting, I recommend you attend the next one.



High Performance, High Value

Certifications for Dispatch

I'm still scheduling our members for classes Monday through Friday. Call me and we can make a plan to get you all your certs. The following certs are required for dispatch:

- First Aid/CPR

- Fork Lift Operator/Class-7 Telehandler
- OSHA 10 or OSHA 30
- Scaffolding
- Swing Stage
- Fall Protection (USACE EM385)



Local 718 Member Ed Nix: Rest in Peace

Brother Ed Nix recently passed away. I met Ed at the union meetings when I was an apprentice and will always remember him for helping others. If anyone defines the term "union brother," it's Ed. We'll be passing the hat to raise money for Ed's daughter, and I'm asking all members to pitch in. Call the hall for details on how you can help.

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FIGHT

for your right

TO BE UNION

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

The Rising Tide of Opportunity and the Shark-Infested Undercurrent of Opportunism

Historically, unions have been a source of opportunity for working people. Collective bargaining through the decades has provided workers with the opportunity for jobs with better wages, as well as health and retirement benefits for those who were unlikely to have received them in an unorganized workplace or industry.

In the present day, large corporations like Amazon and Starbucks — both of whose business models exploit workers by providing insufficient wages and benefits and forcing them to endure poor working conditions — are finding themselves squirming at the point of labor’s lance. To be sure, the need for unions and the opportunities that they provide is as urgent now as it ever was. Labor continues to be the rising tide that lifts all boats.

It goes beyond just better wages and benefits, though. The labor movement has provided workers with the opportunity for training and self-improvement that might not have otherwise been available to them. Certifications and accreditations delivered through union training programs allow workers to improve their skill sets and enjoy the possibility of lifelong lucrative employment, all without the rigors (and debt) of a four-year university program.

The opportunity for self-improvement provided by labor also extends to those in need of a second chance. “Dirty hands, clean money” is an old phrase that’s come back into vogue lately. Indeed, workers with a troubled past can put that past behind them while building a better life through honest employment that doesn’t require them to endure the stigma of having to check a box.

None of this is new to those who read this publication. We’re all familiar with the opportunities that labor has provided us as individuals. But what you might be less familiar with is a little trick used by craven opportunists who deliberately exploit the labor movement while simultaneously using it as cover for their own cynical and selfish purposes.

These opportunists come from outside our organization as well as from within.

Shady contractors disingenuously seek to sign collective bargaining agreements in order to bypass jobs or facilities that require union labor while continuing to rely on their same old greedy and exploitative business models. Still other employers seek to pit union against union, fanning jurisdictional flames and creating division within the labor movement, all in search of lower project overhead costs. In the process, these employers exacerbate a race to the bottom — a race that we in labor must act to avoid at all costs.

And then there are the opportunists within our own ranks. There are employer-members who offer cash or withhold benefits while at the same time buying luxury items or spending money on their own personal lavish vacations. Further damaging our cause are the members who take these foul folks up on their offers of cash, eschewing the hard-fought benefits that so many others struggle to attain over the course of a month (in the case of medical benefits) or a year (in the case of pensions credits). Additionally, potential pension and medical contributions that could be paid on behalf of these unscrupulous workers never make it into our benefit funds to be reinvested and used to benefit future generations in the workforce.

In the office, we hear about these opportunist members more frequently than

March Schedule 2023

Show	Venue	Company	Move In	Show Dates	Size
Adv. Litho	SJCC	FDC	2/24	2/27-28	Special
March					
Trailblazers	Moscone W	FDC	3/2	3/7-8	Special

Union Meeting--Thursday-- February 2nd --6pm
55 Fillmore St. San Francisco

NEA	Moscone S	TBD	3/7	3/10-11	Special
Game Dev	Moscone N, S, W	GES	3/16	3/22-24	TBD

April

MRS	Moscone W	FDC	4/7	4/11-13	Special
RSA	Moscone N,S,W	FDC	4/18	4/26-28	Full

May

Gainsight	Moscone W	T3	5/14	5/17-18	Special
APA	Moscone N,S	GES	4/16	4/20-23	TBD

If you can't show up for as scheduled, call your employer:

Freeman (650) 878-6125 GES (650) 741-7500

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

we care to. These selfish members are hard to track. Their deals are made in the dark, with a wink and a nod. Under our union’s constitution, these members may be subject to penalties up to and including expulsion. One thing is certain: Opportunist members are riding the pole position in the race to the bottom.

Finally, there are those charlatans among us who use the union as a smokescreen to obscure their own selfish motives. Every union has these types. They sweet-talk and cajole members, engendering trust out of one side of their mouth while sowing division out of the other.

As I mentioned toward the beginning of this column, labor is a rising tide of opportunity that lifts all boats. However, it’s what we can’t see — the dangerous creatures that lurk just below the surface of the tide — that pose the greatest threat to labor. These malevolent predators — these sharks — when not actively circling, are sitting quietly, awaiting their own moment of opportunity that comes with the rising tide.

In Memoriam

Member Pat Cohen, originally a signpainter and later a trade show installer, has passed away. Reports of

his death a year or so ago were initially greatly exaggerated; we have confirmed, however, that Pat died on January 11, 2023. The union offers its deepest condolences to his friends and family. May he rest in peace.

Also departed is Michael Raymond. Michael was the brother of member Robert Raymond, and passed away in 2022. The union offers its condolences Robert and all those who knew and worked with Michael.

Call Us If You Need Us

The office is open to members by appointment. If you need to conduct union business, please feel free to make an appointment to come in. Local 510’s office number is 650-763-5405. Business Representative Annette Dosier is available at extension 1118, Business Representative Morgan Worth at extension 1115, and Field Representative Peter Forni at extension 1111.

All email submitted through the website (Local510.org) goes directly to agents, who will reply to you directly.

In Solidarity,
Morgan Worth
Annette Dosier
Peter Forni

Sprinkler Fitters U.A. Local 483



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

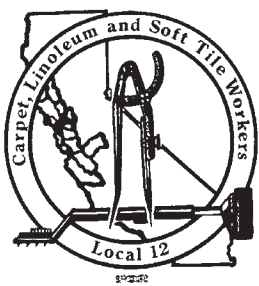
SprinklerFitters483.org

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

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

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

CARPET LINOLEUM & SOFT TILE LOCAL 12



Administrative Office

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

DC16IUPAT.org/unions/FloorCovers

Regional Offices

2020 Williams Street, Suite A1, San Leandro, CA 94577

Phone: (510) 454-8150

1939 Market Street, Suite B, San Francisco, CA 94103

Phone: (415) 625-0225

President: Dave Bradfield • Financial Secretary: Omar Larrea
Business Representatives: Anthony Nuanes, Steve Belong, 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,

It's hard to believe that by the time you read this column, we'll already be closing in on the third month of 2023. This will leave us with only 120 days left on the current collective bargaining agreement under which we're now working.

With that in mind, please attend your monthly meetings. It's the best way to stay informed, voice your opinion on what you think is important, and respond to any "Unite" text messages that you receive about the contract. Your input is a crucial part of the negotiation process.

I'm honored to have been assigned to the IUPAT Floor Craft Committee, and our agenda is to make the industry aware of the IUPAT flooring installers, to organize potential partners, to grow our membership, to expand our

market, and to gain more hours.

For the second year in a row, the committee exhibited at the International Surface Event in Las Vegas. The event began on January 31 and wrapped on February 2.

This year, to increase awareness within the industry of who we are and what we do, we asked our apprentices from different regions to showcase their skills on the event's proving grounds. Apprentices from Hawaii's DC 50, from Washington/Oregon-based DC 5, from DC 36 of southern California, and from our own hometown's DC 16 all participated in a competition displaying the level of training they've received.

I'm proud to say that 65% apprentice Angel Mueda placed second against folks who are near the end of their apprenticeships. Angel represented Local 12 with honor and dignity, and we should all be proud of him. When you look up the definition of "high performance, high value," you'll



Local 12 member Hasan Basic placed second in the hardwood category during this year's International Surface Event's Installer of the Year competition in Las Vegas.

see his headshot.

Angel is not the only member of Local 12 who competed and placed during the event.

For the event's Installer of the Year competition, the best-of-the-best installers — both union and non-union alike — come from across the country and compete against one another for the title. I'm proud to announce that Hasan Basic placed second in the hardwood category, barely edged out by just a few points. Who edged Hasan out but DC 36's very own Hugo Hernandez? He ended up taking first place and, with it, the title of Hardwood Installer of the Year.

That's right. Two IUPAT floor installers beat their non-union counterparts.

Additionally, Local 12's Justin Lopez placed second in the carpet category.

These men should serve as a reminder to us all that the training we receive makes us demonstrably superior tradespeople when we come up against the best competition out there.

Please congratulate Angel, Hasan, Hugo, and Justin next time you see them, and thank them for representing us at such a high level.

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



Local 12 65% apprentice Angel Mueda placed second in apprentice competition during this year's International Surface Event's Installer of the Year competition in Las Vegas.



Local 12 member Justin Lopez placed second in the carpet category during this year's International Surface Event's Installer of the Year competition in Las Vegas.

ELEVATOR CONSTRUCTORS LOCAL 8



Main Office
690 Potrero Avenue
San Francisco, CA 94110
Phone: (415) 285-2900
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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., March 15, 5:30 p.m.
690 Potrero Ave., San Francisco

Chico/Redding
Wed., March 1, 11:30 a.m.
Nash's Restaurant
1717 Esplanade, Chico

Sacramento
Wed., March 1, 5:30 p.m.
Sheet Metal Workers Apprentice &
Journeyman Training Building
3665 Bleckely St., Mather

San Jose
Mon., March 7, 5:30 p.m.
Sheet Metal Workers Local 104 Hall
2350 Lundy Pl., San Jose

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

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

Working Sick Doesn't Prove You're Tough. It Just Gets All Your Coworkers and Their Families Sick, Too.

Before anyone gets up in arms, let me make one thing clear: I won't be talking about Covid in this month's column.

... OK, with that out of the way, let's focus on what might be the *only* rule regarding illness that we can all conclusively agree on: If you're sick, stay home.

I remember a different (unwritten) rule from back in the day when I was an apprentice. It was the work-sick rule. That rule held that you showed up no matter what — whether you were puk-

Special Called Meeting Item for March:

Final approval for purchase
of a training center contingent
on inspection

ing, running a fever, hacking and wheezing yourself raw in the throat, whatever.

But that's no longer the world we live in, and that's probably for the best.

That being said, if you show up with the *Irish* Flu, that's on you... life choices and whatnot. Not to say that I've never had a horrendously hungover day where I might've reflected on my previous night's ambitions with heaps of regret, but that seems like a distinct topic that could — and should — be addressed in an entirely different column.

So, back to reality: One of my kids is currently sick and lamenting the fact that one of her classmates routinely shows up to school sick, making this the third time this school year that she's come home with something. Once, it was Covid (OK, this is the one and only time I'll mention Covid in this column). The other two were routine colds.

Doesn't really matter. She's sick. And this got me to thinking about that ol' longstanding tradition in our industry where you shut up, suck it up, and show up to work sick. Or — even better — you're healthy, but you get the privilege of working right next to a sick coworker all day only to contract whatever they have within 24 to 48 hours and bring it home to share with the entire family.

I feel like we don't need to indulge in this charade any longer.

If you're sick, just call in and stay home. If that means you end up working with an odd crew when you get back to the job and it's bumming you out, just call the hall. We're not in the business of sending people home, and we're not in the business of shutting down work.

I'll directly quote Article XII, Part

1(k) of the CBA to provide the proper contextual clarity regarding our position: "Where vacations and PTO interfere by temporarily breaking up a team, the company shall have the right to place the extra employee to the company's advantage. Serious interference shall be taken up with the business representative."

What this provision asks of you is simply that you call in sick should you find yourself unavailable for work on a given day rather than showing up and waiting to be sent home.

If you're apprehensive about working down a mechanic or apprentice or you're reluctant to send someone home, please just give us a call. We'll walk you through the best (read: safest) way to proceed.

You should never feel compelled by this hall nor by your company to work through an illness. We should all come to expect the same from our coworkers. By showing up sick, we unintentionally (though knowingly) create a situation where more time might end up being lost from the job. Losing one worker hurts a job, but losing an entire crew hurts a job a whole lot more.

I realize this is something you read a lot from me, but it bears repeating: In our particular line of work, we always need to be extra-cognizant about safety. When you're under the weather, you're less mentally sharp, and less focus makes a dangerous job even more dangerous. Don't be a risk to yourself, your coworkers, and potentially even the public by showing up sick to a jobsite.

I understand this all might be a bit of a culture shift for many of you. I remember the guilt I felt as an appren-

tice for just taking a day off, considering the old (unwritten) work-sick rule I described earlier in this column. But as a mechanic, I remember the annoyance of an apprentice coming in only because they felt pressured to do so — even if only to show that they were *actually* sick and not just hungover.

I've scolded more than one apprentice over the years for showing up sick. (I can imagine more than a few of you reading this column are shouting "yep!" after reading that last sentence.) I usually encourage these sickly apprentices to "think about the children" — my children — and tell them in no uncertain terms that I don't want to bring anything home to my family, nor do any of their fellow coworkers, and nor do any of us enjoy being sick ourselves.

My hope moving forward is that we can all agree on this one basic tenet: If you have a fever, if you have the chills, if you know you're sick... Stay home. Simply call or text your coworkers to let them know you're not feeling great and ask them what they need from you to get through the day without you.

The odds are very good that they, as I, would much rather you take a day or two off until the worst of the illness has passed, thereby seriously reducing the likelihood that anyone else on the team will have to be sick, too, just so that you can prove your mettle.

Stay safe. I'll see you on the jobsites.

In Solidarity,
Matt Russo
Business Manager
Financial Secretary

THE ONLY EFFECTIVE ANSWER TO ORGANIZED GREED IS ORGANIZED LABOR

HEAT & FROST LOCAL 16



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

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



Official Minutes of the San Francisco Building and Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING MINUTES

Jan. 5, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Sheet Metal Workers 104 appointment letter: EJ Cire.
- Roofers and Waterproofers 40 appointment letter: Peter Lang.
- Sprinkler Fitters 483 appointment letter: Andre Hines.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 12/15/22 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- City College STEAM pre-job kickoff: One of 10 projects represented in bond.
- 350 2nd Street project PLA finalized and out for signature.
- State has invited council to kick off \$1.5 million grant. Sistas with Tools initiative: Laser focus to provide mentorship and childcare. Members asked to reach out to ST Gonzalez for more info on how to help apprentices and women in the crafts. Erlca Grant is separate.
- Special trustees meeting was held with our banker to discuss investment options.
- Legislature update.
- ST thanked Joe Sanders (Painters 913), who came out to help out at Third Baptist Church.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

- ST thanked all for registering for ADEM. ST recommended motion to support slates and any other of our delegates running elsewhere, M/S/C.
- Candidate slates for assembly district Dems:
 - » ST recommends endorsement of both slates, which appear below.
 - » ST recommends affiliates with members contribute \$250 to SF Building Trades Council or Power PAC for campaign expenses.

ADEM CANDIDATE SLATES

• Assembly District 17

Female-identifying candidates:

- » Anita Lau (SEIU 2015)
- » Adrienne Sims (Firefighters 798)
- » Amber Baur (UFCW)
- » Jupiter Peraza
- » Carrie Barnes
- » Dyanna Volek
- » Kristin Hardy (SEIU 1021)

Non-female-identifying candidates:

- » Tony Delorio (Teamsters 665)
- » Armie Morgan (Operating Engineers 3)
- » Bart Pantoja (Glaziers 718)
- » Seth Brenzel
- » Hanley Chan
- » Tom Temprano
- » Robert Sandoval (Teamsters 350)

Appointments:

- » Matt Haney has agreed to appoint Corey Hallman (Teamsters 856).
- » Matt Haney has agreed to appoint Sara Souza (IFPTE L21) should she not be elected.

Also note:

- » Representative Nancy Pelosi has agreed to appoint Adam Mehis (SF Labor Council).

• Assembly District 19

Female-identifying candidates:

- » Nicole Christian (SM resident) (SEIU)
- » Sabrina Hernandez (IBEW6)
- » Juslyn Manalo (SM resident) (API)
- » Lailani Manuta (NUHW)
- » Cyn Wang (API)
- » Anu Menon (API)
- » Lanier Coles

Non-female-identifying candidates:

- » Ryan McGilley (API) (UFCW)
- » Cliff Yee (API)
- » Greg Hardeman (Elevator Constructors 8)
- » Eddie Ahn (API)
- » Martin Rawlings-Fine
- » Nick Josefowitz
- » Eric Kingsbury

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 5:39 p.m.

BUSINESS AGENTS MEETING MINUTES

Jan. 10, 10 a.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

None

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

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

SECRETARY-TREASURER'S REPORT

- City Hall update.
- 350 2nd Street project PLA: Docusign is out to business managers for signatures. Members asked to reach out with any questions on boilerplate.
- City College STEAM pre-job, Lennar project, upcoming pre-jobs, and Treasure Island.

- Public-sector update: Waiting for city to return back with MOU.
- ST Gonzalez thanked DC 16 and apprentices for helping out with Third Street Baptist Church. John Doherty reported installation of cameras by IBEW 6. They'll do a walkthrough soon.
- Trustees meeting will be held on Jan. 20.
- City College members ratified contract. Back to the table today with possibly settlement soon.
- SFUSD contracts have been bumped up on the list. ST hoping to rectify and complete by February.

PICKET SANCTIONS

None

OLD BUSINESS

- ADEM Election, ST reminded members to go out and vote and look out for mail ballots.
- Sheet Metal Workers 104 appointment letter.
- Roofers and Waterproofers 40 appointment letter.
- Sprinkler Fitters 483 appointment letter.

NEW BUSINESS

- Alex Weber, Organized Labor editor, requested new address from Operating Engineers 3.
- Armie Morgan confirmed move of headquarters.

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 10:16 a.m.

DELEGATES MEETING MINUTES

Jan. 19, 5 p.m.

Zoom call

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Sheet Metal Workers 104: membership update.
- PEC Committee 15th annual holiday reception.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 1/5/23 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Whole Foods: Full environmental report is finally coming to Planning Commission this evening.
- City College resuming negotiations next week.
- SFUSD: Still waiting on labor relations.
- City and County held Public Employee Committee meeting today. Proposed rule changes for public sector.
- Upcoming budget season for Board of Supervisors and mayor. March joint report to come out.
- Starting deep dive into the housing element in SF; this is a major opportunity to weigh in. Locals asked to start educating members on this. Potrero Power Plant has met with AFL-CIO HIT.
- Trustees met today, reviewed and approved finances with caveat to focus on raising revenue to support Organized Labor newspaper. Forecasted budget for 2023 adopted.
- ADEM voting: Mail-in ballots are out, but you can also vote in-person on Fri., Jan. 20, from 10 a.m. to 4 p.m. and on Sun., Jan. 22, from noon to 6 p.m. at 541 Castro Street in SF. Register and cast your vote on the same day.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

- Benjamin Martin (Ironworkers 377) has passed on info on ADEMs. Working on new organizing strategy.
- Greg Hardeman (Elevator 8) reported on state legislation.
- Ramon Hernandez (Laborers 261) invited members to come meet and greet elected officials this Thursday.
- Luis Lima (IBEW 6) thanked stationary engineers for ongoing support.
- John Doherty (IBEW 6) asked for members to join for public comment for Whole Foods call.

ADJOURNMENT

Adjourned at 5:42 p.m.





Show your heart some love

You can help avoid future heart problems by making healthy changes today. And the same habits that help keep your heart strong also reduce your risk for other conditions — another good reason to take these health tips to heart.

Know your numbers

Get regular screenings with your doctor to keep tabs on your blood pressure and body mass index (BMI). Blood pressure over 120/80 and BMI of 25 or higher are both linked to increased risk for heart disease and stroke.*

Stand up for your health

The more you sit, the higher your risk for heart problems. Try standing when you'd normally sit, like when you're watching TV — or setting a reminder on your phone to get up and move once an hour.

Get the facts on fats

Some fats are healthier than others. Unsaturated fats like olive oil and avocado are considered superfoods you should eat often — whereas you should limit saturated fats like butter, and avoid trans fats altogether.

Visit kp.org/heart.

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.

*American Heart Association.