

MASS IMPACT

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

This is the third article in an ongoing series exploring the evolution of mass transit throughout the Bay from a building trades perspective. This month, we focus on Phase 2 of the Transbay Terminal project.

Entering the Portal

Transbay Phase 2 Promises Good Jobs for Building Trades Workers, Economic Revitalization for the City

By Robert Fulton
CONTRIBUTING WRITER

On Wednesday, November 1, spirits were high among labor leaders in the City. After a tour of the Salesforce Transit Center with acting Labor Secretary Julie Su — and representatives from the State Building Trades of California, the California Labor Federation, and the Transbay Joint Powers Authority — SF Building Trades Council Secretary-Treasurer Rudy Gonzalez treated the council's executive team to celebratory refreshments four stories up on the transit center's rooftop park.

While reflecting on a successful outing demonstrating to Su both the impact of federal transportation dollars and the craftsmanship

of the trades, Gonzalez took in the scene: a vibrant SoMa neighborhood made possible thanks to the transit center. But today's impact of what has been deemed "the Grand Central Station of the West" is just the tip of the iceberg. Now, it's on to Phase 2.



IMAGE COURTESY JULIE SU VIA X @ACTSECJULIESU

Making Connections

The Salesforce Transit Center opened in August 2018. Its construction created 24,000 jobs in 47 states and 13,500 jobs locally and provided nine transportation connections to eight counties while anchoring a revitalized San

Francisco neighborhood. This ongoing transformative infrastructure project now enters Phase 2. The Key Regional Rail Connector, which the Transbay Joint Powers Authority (TJPA) has branded the Portal, will close a *continued on page 6*

St. Ignatius Expansion Approved, Will Use 100% Union Labor

Longstanding Westside High School Gets Go-Ahead for \$200M Project

By Jacob Bourne | CONTRIBUTING WRITER

A plan to expand the St. Ignatius College Preparatory School, located at 2001 37th Avenue in the Sunset District, is moving forward. The project was approved by the San Francisco Planning Commission during a meeting on Thursday, November 2. In a remarkable display of community and institutional synergy, representatives from various unions, students ranging from high school age all the way down to the sixth grade, and numerous neighbors and friends came together at that

meeting to voice their enthusiastic support for the expansion. The diverse group underscored the broad backing that exists for a plan that's set to redefine the educational experience at one of the City's most storied institutions. Founded more than 160 years ago, St. Ignatius today stands at a pivotal moment in its history. The current campus was constructed over five decades ago and has reached the end of its useful life; its infrastructure must evolve to meet the dynamic needs of the

school's 1,400-plus students. But the expansion is more than just a response to ballooning student numbers at the nonprofit Jesuit high school. It's a forward-thinking move to revolutionize the school's entire learning environment and facilitate a transition from the traditional classroom model to a more vibrant, collaborative, and technologically integrated experience. It's also a 100% union project. The expansion, which has been in the planning phase for the past *continued on page 6*

ON THE Job Site

Glaziers Local 718 Members Frame Up Million-Dollar Views on Treasure Island

By Jana Ašenbrennerová | CONTRIBUTING PHOTOGRAPHER

It's a scenic job, and somebody's got to do it. So, leave it to the glaziers of Local 718. Who else? The Bay Area building trades' resident window-installing masters have recently been busy applying their expertise to the finishing-up of Isle House. That's the first market-rate residential tower to rise on Treasure Island as redevelopment chugs along atop the former naval station. The Local 718 crew at Isle House is working with CEOWD, the project's glazing contractor. *continued on page 8*



IMAGE COURTESY CAVAGNERO ASSOCIATES



The completed St. Ignatius Preparatory School expansion is seen in a rendering.

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Israel, Palestine, and the Potential for Peace Through Solidarity



By Rudy Gonzalez
SF BUILDING TRADES
SECRETARY-TREASURER

My heart is heavy as I witness terrorism, war, and human suffering once again decimating Israel and Palestine.

I'd like to say a few things right up front and get them out of the way.

First, while there is space for dissent, debate, and democracy in this council, there will never be a place for antisemitism, Islamophobia, racism, or hate. We must seek peace and prosperity for our workers and our children first, foremost, and always.

Further, I've noticed in the wake of these events that some unions have begun venturing into foreign policy in what appears to be an attempt to win a revolution by resolution, if you will. This phenomenon doesn't surprise me, but it does concern me, especially when said resolutions don't even acknowledge the terror of Hamas and conspicuously leave out any reference to Israel's right to exist. I believe that while they are well-intentioned, these types of resolutions risk undermining the very statements of solidarity of the unions that issue them when they lack the aforementioned caveats.

OK, back to the matter at hand. This slice of land called Israel and Palestine has yet again become the perennial flashpoint for crisis and conflict in our modern global society. The world is looking on, as it always does when the region's long-smoldering hostilities boil over into shocking volleys of violence — and, as usual, everyone's suddenly an expert on the matter.

On social media, keyboard warriors stay fixated on their news feeds and provide the algorithm with a steady stream of hot takes ranging from righteously indignant to outright inflammatory in tone. In syndicated think pieces and on cable news, pundits, politicians, and pedants trot out their carefully constructed non-stances to fill the necessary column inches and airtime. On the streets of cities around the world, activists gather to scream, shout, and fight with the other side's activists in emotionally cathartic spectacles of dissent.

The everyday individuals who are on the ground in Israel and throughout Gaza and the West Bank, meanwhile, have neither the luxury nor the interest to engage in any of the above. Their focus is on surviving the chaotic moment that has engulfed their lives and doing what they can to carry on and try to prosper despite it.

To me, it all adds up to a notion I just can't shake. I fear that an opportunity is being missed to have a conversation about class solidarity.

First, a little background: The Israeli-Palestinian conflict is a fraught, complex issue marred by 75 years of failed efforts to achieve a peaceful and equitable society in which Jews, Arabs, and members of other ethnic and religious backgrounds that are native to the region can live side-by-side without feeling politically disenfranchised or physically threatened by one another's presence. The trudge from one false start

to the next, only to have peace negotiations stall each time, has resulted in a collective sense of exhaustion and hopelessness among the populations of this Holy Land. Harmonious coexistence seems less and less likely with each passing day.

The current state of relations between Israelis and Palestinians reflects this resigned mentality. Meaningful, resolution-focused communication between the two sides seems to have crumbled. Once people who are at odds stop talking to each other about how they can resolve their conflicts, it takes precious little time for aggression to establish itself as the default language used to navigate the rift. The next thing you know, the people who were once at odds are now at war.

It don't think it has to be this way. There's one thing I believe because I've seen it: Organized labor could, in some small way, be a vehicle for bringing Israelis and Palestinians together rather than pulling them further apart. Despite the perpetual siege mentality under which each group lives in relation to the other right now, deep roots of solidarity persist among many union construction members in Israel and Palestine — no matter whether they're Jew, Arab, Druze, or Bedouin.

Much of this solidarity can be traced back to Histadrut, Israel's national trade union. In fact, Histadrut is a bit more than just a trade union. Founded in Haifa in 1920, it would go on to become one of the country's most powerful institutions for a crucial period in Israel's history, as well as its second-largest employer for a significant chunk of time.

Histadrut was instrumental in laying the foundation of the young country's economy, which was initially socialist and built around farm cooperatives called kibbutzim.

First open only to Jews, the Histadrut has evolved, just like unions did in the

United States. Since 1969, Histadrut has accepted Arabs as full members. It's also had a solidarity agreement in place since 1995 with the Palestinian General Federation of Trade Unions, based in the West Bank city of Nablus.

While these efforts haven't resulted in some utopian rainbow coalition of workers set to draw up a peace plan and lead the region into a brighter future — at least, not yet — they have provided meaningful opportunities for Palestinians, so many of whom are living in poverty.

Two years ago, I was fortunate enough to participate in conversations with some labor leaders like Avital Shapira, director of international relations for Histadrut. The talks focused on the organizing and vocational training offered to Palestinian workers. These efforts were well underway and growing as of this past August. You can read more about them by scanning the QR code on this page.

Giving people common cause as unionized workers is empowering. It can also be the first step to cutting through the straitjackets of nationalism and extremism, of religion and ethnicity, and of poverty and resentment. When people form a union, the differences between them are deemphasized and tend to melt away into a more practical collective identity: that of workers who share skills, who get the job done, and who negotiate for better conditions together.

Former enemies become brothers, sisters, and siblings on the jobsite and in the union hall — and are more likely to act like brothers, sisters, and siblings off the jobsite and outside of the union hall. Their successes as people become intertwined. Fences are mended. Peace becomes possible.

This is the future I believe in as I hope and pray that peace comes to Israel and Palestine as soon as possible. **OL**

Scan to read about Israelis and Palestinians who are working together in the building trades



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Ramon Hernandez

Editor in Chief: Alex Weber

Contributing Writers & Photographers: Jana Ašenbrennerová, Jacob Bourne,
Robert Fulton, George Verlaïne

Art: Sage Endeavors
art@sageendeavors.com

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—The Publishers

BALLS & STRIKES

Here at the SF Building Trades Council, one of our favorite pastimes is obsessively monitoring all labor-related political items that come up for consideration by government bodies in the Bay Area, Sacramento, and Washington, D.C. After all, it's only our jobs on the line.



We're also fond of another pastime: the national one, baseball. So, we've decided to combine the two and play umpire. (We know "umpire" means we're supposed to be objective, but we'll admit that we're just a little biased toward labor.)

What follows is a score card of crucial decision-makers' recent votes on matters affecting labor in the Bay. It's designed to inform you of whether your elected representatives, board members, appointees, and commissioners are using their votes to lob hostile balls that would put union workers on the bench, or whether they're throwing clean pitches that set us up to hit labor home runs.

Who: SF Board of Supervisors Rules Committee
When: Monday, October 30
What: Labor-backed amendments to preserve the general fund while financing public safety
Impacted unions: All

Votes:		
Supervisor Ahsha Safai (D11)	.....	Yes
Supervisor Shamann Walton (D10)	.....	Yes
Supervisor Matt Dorsey (D6)	.....	No

Who: SF Planning Commission
When: Thursday, November 2
What: St. Ignatius College Preparatory School expansion, a 100%-union, SF Building Trades-covered construction project
Impacted unions: Bay Area building and construction trades locals

Votes:		
Commission President Rachel Tanner	.....	Yes
Commissioner Derek W. Braun	.....	Yes
Commissioner Sue Diamond	.....	Yes
Commissioner Theresa Imperial	.....	Yes
Commissioner Joel Koppel	.....	Yes
Vice-President Kathrin Moore	.....	Yes
Commissioner Gabriella Ruiz	.....	Yes

Who: Caltrain Board of Directors
When: Thursday, November 2
What: Caltrain's PLA policy, with labor-backed amendments
Impacted unions: Bay Area building and construction trades locals

Votes:		
City Selection Committee Appointee and Board Chair Jeff Gee	....	Yes
Santa Clara Valley Transportation Authority Appointee Pat Burt	....	Yes
Santa Clara County Board of Supervisors Appointee Cindy Chavez	....	Yes
San Mateo County Transit District Appointee Rico E. Medina	....	Yes
San Mateo County Board of Supervisors Appointee Ray Muller	....	Yes
SF County Board of Supervisors Appointee Shaman Walton	....	Yes
City of San Jose Appointee and Board Vice-Chair Devora "Dev" Davis	....	No
SF Mayoral Appointee Monique Zmuda	.....	No
SFMTA Appointee Steve Heminger	.....	Absent

CONGRATULATIONS to Business Representative Anthony Nuanes of Carpet, Linoleum, and Soft Tile Workers Local 12 on his appointment as a trustee of the SF Building Trades Council by President Larry Mazzola on Wednesday, October 25. Anthony fills the seat vacated by former trustee Bart Pantoja of Glaziers Local 718. Best of luck to Bart and welcome, Anthony!



PENCILING OUTBY DAVID JAMES SMITH



'Too Little, Too Late'



Early on Wednesday, October 24, San Francisco's teamsters gathered for a rally in front of General Motors-owned robocar research-and-development firm Cruise's SF headquarters to demand better regulation for driverless vehicles.

A few hours later, the California Department of Motor Vehicles announced that it was suspending Cruise's license to operate in the City of San Francisco.

"The DMV's decision to suspend Cruise's operating license is a step in the right direction, but it's too little, too late," said Peter Finn, Teamsters' Western Region International vice-president and secretary-treasurer of Teamsters Local 856, in a statement. "The Teamsters will not be appeased by baby steps or half-measures."

"Companies like Waymo and Cruise are out to decimate public services," said SF Building Trades Council Secretary-Treasurer and Teamsters Local 856 member Rudy Gonzalez in a statement. "They're already jeopardizing public safety, and it's clear they're out to replace public transit. You can't code for human instinct, and you can code for morality. We have to take a stand for humans and take a stand for good jobs."

Will Waymo be next to go? We'll keep you updated as the story evolves.



JERRY NEIL PAUL

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

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

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

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

JERRY NEIL PAUL, ATTORNEY JNP@THEPAULLAWFIRM.COM

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The Formidable Power of the Strike Is Back, and This Trifecta of Recent Labor Victories Proves It

By Robert Fulton | CONTRIBUTING WRITER

Vegas Hotel Workers Hit the Jackpot

There’s nothing like a tough deadline to help motivate one to get the job done. The Culinary Workers Union Local 226 and Bartenders Local 165 of Las Vegas recently gave themselves a tight strike deadline, and they certainly got the job done.

Just in the nick of time, the two unions representing nearly 35,000 Vegas hospitality workers reached a series of tentative agreements with partner casinos to avoid a total work stoppage that the unions had set for Friday, November 10. The final deal was reached just hours before midnight on the 10th.

The three casino operators — Caesars Entertainment, MGM Resorts International, and Wynn Resorts — run 18 hotels along the Vegas Strip. Wynn was the last operator to come to terms, following a grueling seven months of negotiations.

Details on terms hadn’t been released by press time, but the agreements are expected to include new technology safeguards, workload reductions for room attendants, mandated daily room cleaning, and hourly wage increases.

Actors Deliver a Blockbuster Performance

In big-Hollywood-ending style, the striking actors represented by SAG-AFTRA have won their contract dispute, and they’ve won it in a big way.

After nearly four months on the picket line in a strike that — along with the WGA

work stoppage — managed to bring film and TV production to a screeching halt, SAG-AFTRA reached a deal with the Alliance of Motion Picture and Television Producers on Wednesday, November 8, and the actors’ strike officially ended at midnight on Thursday.

According to the union, the three-year contract is valued at \$1 billion. Highlights of the victory include three years of wage increases for performers, beginning with 7% effective at the time the deal was reached, followed by another 4% increase next July and another 3.5% bump by July 2025.

Wages for background actors went up by 11% four days after the strike ended. They’ll continue to grow by an additional 4% effective next July and another 3.5% effective July 2025.

Other noteworthy wins in the deal include success bonuses for popular streaming shows and meaningful protections around the use of AI, including a requirement that producers obtain consent to create and use digital replicas of actors, and, if they do so, to compensate the actors at their usual rate for what they would have been paid for work being done by their digital replicas.

“[Thank you,] SAG-AFTRA members, for hanging in and holding out for this historic deal... [and] our sister unions for their unrelenting support!” the union’s president, Fran Drescher, posted on social media following the announcement of the deal.

Auto Workers Approach the Finish Line

After six weeks of contentious talks and



Members of Culinary Workers Union Local 226 rally in Las Vegas before their big win on Friday, November 10.

rolling strikes, members of United Auto Workers and the Big Three American automakers have reached a deal.

Maybe.

Despite record-setting tentative agreements with Ford, General Motors, and Stellantis, not all UAW members have been happy, and ratification is not being treated as a given. Workers at three assembly plants who total 21% of GM’s 46,000 UAW-represented employees have voted against their deal. Ford’s Kentucky Truck plant saw 54.5% of members vote against theirs.

The tentative deals feature 25% wage increases, including 11% upon ratification, as well as reinstatement of cost-of-living adjustments and a three-year progression to top wages instead of the old eight-year track.

Regardless of the final outcome, the

tentative agreements have already put more money into the pockets of all auto workers in the United States, including those working in nonunion facilities.

According to Reuters reporting from Tuesday, November 14, Hyundai has announced that it will raise its U.S. factory workers’ pay 25% by 2028, which would match the general wage increase won by the UAW during that period. Toyota has said it will raise its U.S. factory pay 9% to 10% beginning early next year, and Honda has stated its intention to increase wages for its U.S. workers 11% during the same period.

Speaking to senators about these non-union pay hikes on November 14, UAW President Shawn Fain said, “We call that the UAW bump — that stands for ‘U Are Welcome.’”

Stay tuned for more. **OL**

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significant rail gap and incorporate Caltrain, high-speed rail, and more. The final product will allow transfers of up to 90,000 daily riders across 11 transit systems and provide a single ride to downtown SF from Silicon Valley via future high-speed rail.

The project went through a name change recently, with the powers that be deciding that “the Portal” had more of a ring to it than “Downtown Rail Extension.” The new moniker better reflects the project’s overall impact, said TJPA Communications and Legislative Affairs Director Lily Madjus Wu.

“We wanted to encompass something that spoke to the transformational nature — the connection — it being a linchpin for regional transportation investment and integration,” Wu said of the project. “We kept coming back to this whole idea of connection.”

TJPA is currently working on securing funding to kick off Phase 2 in earnest. That money will include a Federal Transit Administration Capital Investment Grant. The total cost for the project is expected to be \$8.2 billion — that’s more than \$700 million for an already-complete train box underneath the Salesforce Transit Terminal and \$7.5 billion needed to complete platforms at the 4th and Townsend Caltrain station and the Salesforce Transit Center, as well as boring a tunnel to connect the two stations.

Construction is anticipated to begin in 2025 and be completed by 2032.

Creating Jobs

Of course, such a project is expected to create thousands of union jobs regionally and nationally at a time when work is desperately needed as the Bay Area continues its struggle to rebound from the significant disruptions caused by the Covid pandemic.

“[The project] is going to provide tremendous opportunities for the IBEW and all of the other crafts as well,” said IBEW Local 6

Business Manager and SF Building Trades Council Vice-President John Doherty.

The massive scope of the Portal means that some apprentices might end up working on the project for the duration of their training, and even beyond.

For Sprinkler Fitters Local 483 Business Agent Dan Torres, the Portal will benefit his members with much-needed hours.

“Getting this project off the ground will help out a lot of members, especially in the local that I represent,” Torres said. Forty-two of his members are currently on the out-of-work list.

“Having a long-term project like this is beneficial to all building trades members in the Bay Area,” Torres said.

For Doherty, Phase 1 of this project demonstrated what the building trades are capable of. He’s confident that they’re more than ready for Phase 2.

“It still matters that you have someone with concrete physical knowledge of how to do something who can go and make a living off of those skills that they’ve learned,” he said.

Su on Our Side

In September, the SF Building Trades Council honored Julie Su with its Public Service Award. Su, knee-deep in UAW negotiations, couldn’t make the awards banquet but instead paid a visit this month.

Rather than meeting in a board room or over dinner, Gonzalez suggested a tour of the Salesforce Transit Terminal as “a way to not only showcase the amazing work we’ve done thus far but to also let her get a behind-the-scenes tour and see for herself the amazing ability for us to, as we say, make dirt fly,” he said.

“It’s just exciting to see and meet with [...] the people who are building this transit center and the future of our country,” Su said in a post on social media following her tour.

Gonzalez further touted a new legacy for infrastructure projects, moving away from community-dividing, pollution-causing

freeways to transportation corridors that actually bring people together.

“It’s exciting that we’ll have a hand in building this revolutionary new infrastructure for our region,” he said. “With this project, building trades workers will play a direct role in the reinvention and reimagination of how we move people from jobs to healthcare to

St. Ignatius

continued from page 1

few years, will involve the demolition of five existing buildings on the campus’s north side to make way for a modern three-story structure. The new building has been designed as a contemporary learning environment and will feature advanced classrooms, a chapel, a dining area, and a roof deck. With an aim to accommodate over 1,400 students, the expansion will create spaces that encourage group activity, active learning, and interaction with cutting-edge tech.

According to the school’s estimates, the project will cost a total of \$200 million that will arrive through bonds and private donations. That way, design, permitting, and construction costs won’t lead to burdensome tuition hikes or necessitate an increase in student enrollment.

The project is rooted in the school’s rich history and strong ties to union members, many of whom are St. Ignatius alumni or parents of current students. It comes at a crucial time for the building trades. In San Francisco, the construction sector has yet to fully rebound from the pandemic, which has left scores of highly skilled union members still stuck on the out-of-work list.

St. Ignatius leadership didn’t hesitate to commit to a 100% union project, said SF Building Trades Council President Larry Mazzola Jr. Thanks to the school’s long-standing ties to the labor movement, a project labor agreement was deemed unnecessary.

“We plan to work with the building trades

housing, and they’ll lay the groundwork that will create more good middle-class union jobs throughout the Bay Area.

“In building Phase 2, our members will be doing more than just injecting the economic vitality that San Francisco so desperately needs,” Gonzalez said. “They’ll be putting their stamp on history.” **OL**

to contract with 100% union workers to ensure quality craftsmanship, to support local hires, and to provide pathways to apprenticeship programs for our local residents,” said St. Ignatius Principal Michelle Levine during the Planning Commission meeting.

Sprinkler Fitters Local 483 Business Agent Dan Torres said that the project’s timing, with work potentially starting during the typically slower holiday season, is encouraging.

Reflecting on the broader impact of the expansion, SF Building Trades Council Secretary-Treasurer Rudy Gonzalez said, “The project will bring economic opportunity not only for skilled trades in the unions, but it’ll also provide an opening for other members of the community — other local hires who will have access to the middle class. This is a great opportunity to get that pathway flowing, from a workforce-development standpoint.”

IBEW Local 6 Business Representative Sabrina Hernandez recalled her own journey, saying, “The other group that needs a great environment for learning is apprentices. That was offered to me when I was an apprentice electrician in IBEW 6 when I started back in the ’80s.

“This project offers an opportunity to men and women of the skilled trades — skilled-and-trained under state-approved apprenticeship training programs. It’s invaluable.”

“Having an organization commit to an all-union project and actively seek partnership with organized labor is a commendable step,” Torres added. “It’s a development that brings a lot of positivity to our field.” **OL**

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'The Camaraderie in This Local Is Through the Roof'

A Q&A With Kyle Salva, Local 483 Apprentice and Reigning National Sprinkler-Fitting Champion

By George Verlaine | CONTRIBUTING REPORTER & PHOTOGRAPHER

Martinez native Kyle Salva is a father of three and a sprinkler fitter who won the United Association of Plumbers and Pipefitters' 2023 National Apprentice Competition, which pits apprentices from around the world against their counterparts in a battery of tests to evaluate skill in a variety of plumbing- and pipefitting-related disciplines.

The competition was fierce, but Salva reigned victorious, taking first place among his sprinkler fitter competitors at the national event in August — and he's just getting started. In September, we interviewed the enthusiastic tradesman and union member and learned a lot about who he is, how he came up, and what he's looking forward to accomplishing in the near future.

This interview has been edited and condensed for clarity.

Where did you grow up and what were your interests and hobbies as a kid?

I was born and raised in Martinez. There were always lots of activities when I was growing up. My parents had us going camping all the time, and we did a lot of water-sports, like wakeboarding. I rode and raced dirt bikes and snowboarded. I love being outdoors. These days, I still snowboard, and I love to fish. I've got a little 14-foot aluminum boat, so I'll take that out in the water a lot.

Where do you live now?

My wife and I bought a house out in Oakley

about three years ago. I'd lived in Martinez my whole life until I left for the military in 2014. That was after I graduated high school in 2012 and spent some time at Los Medanos College out in Pittsburg, where I took firefighting and EMT courses.

I always knew I wanted to go into the military — that's why I took those classes. I thought I'd become a military firefighter. But it wasn't what I was expecting, so I switched to studying aviation and structural mechanics instead. I learned all of the hydraulic systems and paneling on the F/A-18 [aircraft] platform. I did my four years of service and got out of the military in 2018. I ended up going back to community college to finish my general education and take some business management classes. It was around that time that I went into the trade.

How did you get into the trades?

At first, I went through [the military-to-career program] Helmets to Hardhats to try to get into Elevator Constructors Local 8. I successfully tested and interviewed with them. I was told I was a top candidate, but they were selecting only a couple of candidates at the time, and I wasn't one of them.

Right then, I had a buddy who had just turned out in Local 483. He said, "Why don't you try my trade? They've got one more testing period." So, I figured, alright, cool. I knew I wanted to work with my hands. I took the test, passed, and had a panel interview with the business agents. They said that I scored really well and that they wanted to get me in, so I went with it.

In October 2018, I was three months into my apprenticeship when I found out that my wife was pregnant with our first child. My medical coverage was going to be rolling in after my probationary period, and I knew my kid would need it. I also really enjoyed sprinkler fitting right off the bat. It's like a big puzzle to me, and I like puzzles and figuring stuff out. So, those are the reasons I stuck with it.

How did you get involved with the U.A.'s apprentice competition?

Once you get about three years into this trade, people start talking about the competition. I played a lot of sports growing up, so I'm very competitive. As soon as I heard about the competition, I knew I wanted in.

I put in a lot of extra work studying and working to ace all my tests. Then, Covid took off. By the time it all blew over last year, I was an eighth-period apprentice, four years into the trade. I made it into the local competition, where I did really well. At one point, I messed up a project and had to de-solder the whole thing and then re-solder it back together with just a few minutes left, and I ended up winning. I lost the 2022 state contest, though.

Coming into this year, I was determined to try again. At the local contest in Vacaville, we were competing outside in 100-degree weather, but again, I did well. My projects all held water, and my measurements were good. I advanced to Las Vegas for the regional competition against the 11 west coast states that make up District 5. We had



a really hard 10-hour project there for the first two days. On top of that, every step of the way, we had to do an exam. So, I put in my work and double-checked everything — and I ended up winning, which meant I was going to the national finals.

Around that time, I injured my back and got some time off work. Well, I utilized that time to come down to the Local 483 training center, which is an incredible resource. We have all these different valves, pumps, pipes, everything you can

continued on page 15



Honoring Our Veterans



On Veterans Day, and every day, we honor our labor brothers and sisters who serve or have served in the military – you uphold the highest ideals of our country. Thank you for defending our democracy and help building the communities we proudly call home.

We pledge our continued loyalty and commitment to veterans and their families, as we work to provide the high-quality health care they've earned and so richly deserve. To learn more about Blue Shield, contact Tera Clizbe, vice president of Labor & Trust at tera.clizbe@blueshieldca.com.

blueshieldca.com/laborandtrust

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ON THE Job Site

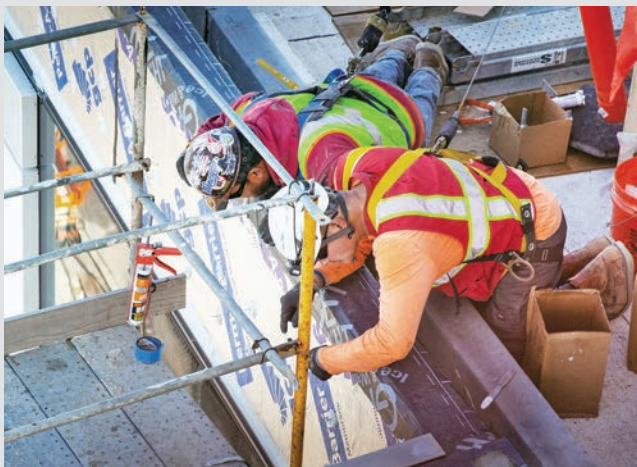
continued from page 1

According to literature from David Baker Architects, which designed the 220-foot-tall, 22-story Isle House, the tower's folded facade helps to maximize views of the San Francisco skyline and both the Bay and Golden Gate bridges. Our visit with the glaziers at the Isle House jobsite on Thursday, November 9, made it abundantly clear that the architect wasn't exaggerating — the views are indeed maximal.

We found the Local 718 crew taking care of business throughout the tower's various floors and rooftops, where they cut an impressive figure against the backdrop of the City and Yerba Buena Island while caulking, putting down metal, waterproofing, installing panels, and, of course, putting in windows.

We were impressed with not just the stunning vistas but also the crew's hard work, and we think you ought to see the photos. Enjoy the view! **OL**





BAC 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

The Power of Union Participation:
Strengthening Our Collective Voice

Brothers and Sisters,

Union participation is more than just a choice. It is a transformative force that empowers us, ensures our rights, and strengthens our collective voice. By actively engaging in our union, we not only protect our interests but also make a positive impact on our workplaces, our communities, and our society as a whole.

Solidarity in numbers: When we join together as a unified front, we become a force to be reckoned with. Our collective bargaining power ensures fair wages, better working conditions, and job security. Through union participation, we create a safety net that extends to all members, ensuring that no one is left behind.

Championing workers' rights: Unions have a long history of advocating for the rights of workers. By actively participating in our unions, we strengthen the legal and social protections that generations of workers have fought to secure. Your involvement is a crucial step in continuing this legacy.

Equal opportunity for all: Unions

promote equality by standing up against discrimination, advocating for diversity, and fighting for fair treatment. By actively participating, you contribute to the ongoing struggle for equal opportunity and social justice for all.

A voice in decision-making: Union participation ensures that your concerns and ideas are heard. You have a say in decisions that affect your work environment, from workplace safety to fair compensation. Active involvement in your union means you're not just a spectator but a key player in shaping your work life.

Community impact: Unions are not isolated entities. They are an integral part of the larger community. By participating in your union, you contribute to a more just and equitable society. Your efforts reach beyond the workplace, making a positive impact on the lives of all workers, families, and communities.

Education and empowerment: Union participation provides opportunities for personal and professional growth. Through workshops, training, and networking, you can develop new skills, expand your knowl-

Chapter Meetings													
December 2023							January 2024						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
					1	2		1	2	3	4	5	6
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30	31			
31													

First Tue., 6 p.m., Monterey — *No chapter meeting in December*
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 — 324 E. Shaw Ave. (Ramada Inn)

edge, and grow as an individual — all while contributing to the strength of your union.

Protecting the next generation: By actively participating in your union, you pave the way for a brighter future for the next generation of workers. Your efforts will ensure that they inherit workplaces that are safer, fairer, and more equitable.

Building a stronger future: A union is only as strong as its members' involvement. When you actively participate, you contribute to the resilience and longevity of the union. Your dedication ensures that the benefits and protections the union provides will endure.

Let's remember that the power of our union lies within each and every one of us. By actively participating, we have the power to make a difference. Join us in strengthening our collective voice and shaping a better future for all.

Together, we can achieve more than we ever could alone. Get involved, be the

change, and stand united for a brighter and fairer tomorrow.

In Solidarity,
Wayne A. Jordan

Service Awards, November
• 25 years: Jimmy Veyna, Dennis Ward
• 40 years: Ernest Carrasco
• 50 years: Stephen Marriott
Congratulations on your many years of service.

In Memoriam
We are sorry to announce the passing of our brother Duane Blakeman, BL, 11/10/2023, 01-CA, 66-year member.

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

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



The Progress Glass service crew poses for a quick snapshot while out replacing glass in the City.



Local 718 President Lenny Quintana recently toured the future underground train station at the Salesforce Transit Center. Once finished, the project will link our regional transit hub to the nearby Caltrain/High-Speed Rail station.



Local 718 executive board members Chris Burnett and Marlon Rodriguez spoke recently at City Hall on issues affecting our public-sector members at SF's Department of Public Works and Municipal Transportation Agency.



Local 718 members Mark Shelly, John Claitor, and Jimmy Claitor represent Local 718 at the annual Shoot for a Cure fundraiser for March of Dimes and other charitable causes.



Participants pose for a shot at the recent Pacifica Beach Cleanup and BBQ VAC event.

MEETINGS

General Membership: Canceled
Executive Board: Canceled

DDO/Holidays

Fri., Dec. 22: Designated Day Off
Mon., Dec. 25: Holiday (Christmas)

Dear Brothers and Sisters,

CEOWD Glazing is showcased in this edition's On the Jobsite feature. The feature begins below the fold on page 1. Check it out for photos of our members on a Treasure Island 22-story project.

The Tradeswomen Build Nations Conference will occur Friday, December 1, through Sunday, December 3, at the Washington Hilton Hotel in Washington, D.C. Call the hall if you're interested in participating with your local.

Please note that due to an unexpected date change, Local 718's holiday party is now scheduled for Saturday, December 9. Please call the hall and RSVP before Monday,

December 4. We hope to see you there.

The San Francisco Unified School District has offered the Glazier Supervisor I position to Local 718 member Ivan Wachter. Interviews for three additional glazier positions took place last month, and we should have job offers soon. This will potentially staff the SFUSD glass shop with a supervisor and five glaziers, who will be responsible for servicing over 150 school and administrative buildings in the City.

Local 718 lifetime members will be receiving certificates of recognition with years-of-service pins in the mail. If you're a retired member who hasn't received your certificate and pin, please call the hall and let us know.

We had over 20 members participate in our recent Pacifica Beach Cleanup VAC event. As a reminder, if you participate in three VAC events in a calendar year, you'll be invited to the annual VAC banquet at the Ruby Hill Winery in Pleasanton. If you participate in five VAC events in one year, you'll receive a union jacket.

In Solidarity,
Nick King

LABORERS LOCAL 261



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

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



Laborers 261 members gathered for a City Committee meeting at the Randall Museum on Wednesday, November 15. What did they want to discuss? Collective bargaining and the right to strike!



On Friday, November 3, SF Public Works made 58 conditional job offers to fill laborer vacancies at its Bureau of Street Environmental Services. This is very good news indeed.

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

still a driving force. However, that force was about to be severely hamstrung by corporate America, which would treat the decade's "greed is good" attitude as its sole guiding principle and use its significant power to grind down everyday Americans. As the '80s wore on, these corporations pushed back more and more on the idea that we all deserved a well-paying job. Instead, corporations shifted focus from creating good products, providing good services, and treating their workforce well to maximizing their profits above all else — especially the human beings who worked for them.

The government was no help. Coupled with the coast-to-coast shuttering of U.S. manufacturing facilities, from paper to steel mills, came a strike by the nation's air traffic controllers on August 3, 1981. There was relatively little scuttlebutt when then-President Ronald Reagan broke their strike by firing them all just two days later. In so doing, he fundamentally changed organized labor, kneecapping its strength. The long-term effects of Reagan's callous decision persist to this day.

My wife also comes from a union background. Her dad was a teamster driver for UPS who followed a path much like my father's and my own. However, my wife wound up going a different way. She's a white-collar worker at a non-union hauling company.

Now, I want to be clear — none of this is a knock on her. She's worked very hard to get where she is. Instead, this is a cold critique on the modern-day work environment in American society. My wife took her job by choice, obviously, but what were her options? She had just one: Accept a job with any company that's hiring, and hold your nose and make the best of it.

Sitting at home and hoping that one income would cover the costs of raising a family in the Bay Area? She didn't have the luxury to consider that.

More than one of the companies my wife has worked for has been decidedly non-union. Not that she, in her managerial capacity, would even have the opportunity to organize. The blue-collar workers who operate the trucks would be much more likely to do so.

Don't get me wrong — I'd love nothing more than to see a resurgence in unionism among white-collar workers. But as the old adage goes, "Wish in one hand..." You

know what's in the other.

So, should I die on my moral sword, or continue the status quo? Leave my wife and kids because I believe in a higher calling? (I certainly wouldn't be the first to use that excuse.)

Unfortunately, we've come to an impasse. I disagree with the trajectory of the company for which my wife works, but I need the wages that it provides to my family. I admit this dichotomy is one that I grapple with, but I get the feeling that I'm not alone.

Fortunately, across the United States, many sectors of labor have been making quite the resurgence. With the hard work, dignity, and fortitude shown by the UAW, UPS teamsters, SAG-AFTRA, and the Writers Guild of America — to name just a handful of unions that have undertaken recent strikes and won good contracts — the sentiment toward labor has been shifting back toward the worker, the collective, and the union, and away from the company, the conglomerate, and the hedge fund.

We as Americans have begun to realize that we should never be OK with a company paying its CEO 300% more than its average worker, all while claiming bankruptcy. Despite what Mitt Romney says, corporations are not people and shouldn't be afforded the right to donate like them, a la Citizens United.

As union members, we must continue to push these narratives, to support union businesses, to avoid the Walmarts of the world, and to spend our money protecting our families and our way of life. While this might cost us more in the short-term, we as union members and working Americans — and our children — will reap the long-term benefits of these seeds we sow today.

The way I see it, it's not merely my job to be a union member, but to be a good union member. It's my job to preach unionism. We need to live, eat, and breathe unionism. Scream it from the rooftops.

Talk about it with your spouse, their coworkers, and whoever you come across. Explain the benefits you receive. Talk about the power of collective bargaining and the strength of togetherness.

We are the last bastion of the middle class, and I don't want it to die on my watch. Stay strong, proud, and fiercely union, brothers and sisters, and I'll see you on the jobsite.

*In Solidarity,
Matt Russo*

MEETINGS

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

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

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

Tahoe
Thu., Dec. 7, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd., Stateline, NV

Reno
Thu., Dec. 7, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

Bakersfield
Wed., Dec. 13, 7 a.m.
Tina Marie's Downtown Cafe
1534 19th St., Bakersfield

Fresno
Wed., Dec. 13, 5:30 p.m.
Riley's Brew Pub
2674 Owens Mountain Pkwy., Clovis

Special Called Meeting Items for December

- IUEC Local 71 Miami 100th anniversary silver-level cocktail reception sponsorship: \$5,000
- SF Business Times apprenticeship programs and workforce development achievements sponsored series, in conjunction with the SF Building Trades: \$5,000
- Event planning for Local 8's 125th anniversary: \$40,000

Nurturing Unionism

I was raised union. My dad is a retired teamster who drove for a cement company throughout my childhood and young adulthood. When I was very young, my mom was a stay-at-home parent before taking a job as a (very successful) swim coach who would eventually travel with club teams at a high level. She later worked as recreation supervisor for the City of Pacifica, where she joined that city's union.

My personal journey didn't put me on an obvious path to where I am now. I attended a college prep high school in San Francisco and went to UC Santa Barbara, where I earned a degree in environmental studies — go figure, right?

But once I became a probationary apprentice with the IUEC, I threw my life into unions and unionism, doing my best to take an active part in this local. I spent 10 years as an executive board member and another two years as vice-president before being elected to my current position. I love this union and the opportunity that it has provided for my family.

Back in the early 1980s, unions were

ROOFERS & WATERPROOFERS LOCAL 40



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

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

Greetings, Local 40!

Over the past month, we've had lots of good things happening. We have attended some important meetings and graduated our recent apprentices, in a celebration of the dedication and success of the individuals who are shaping the future of our industry. This reflects our commitment not only to recruit but also to retain and nurture talent.

We held a groundbreaking state-of-the-industry meeting, with labor representatives from Local 40, Local 81, and Local 95 all engaged in face-to-face discussions with our contractors. It fostered collaboration and unity as we addressed shared industry challenges and envisioned a brighter future together.

We also celebrated our 30th International Roofers and Waterproofers Convention. The convention's theme was "Leadership Empowering the Future," highlighting our mission to advocate for our members' well-being and safety. The convention served as a strong platform for us to reinforce our dedication to excellence and focus on empowering leaders for the future.

At the convention, we joined an informational picket with hotel workers, culinary staff, and bartenders in Las Vegas at the New York-New York Hotel and Casino on Vegas Strip. It was a proud moment for us,

as we were able to lend our voices in support of the strikers' fair wage and recognition efforts. Around 250 of our members from across the country marched together in solidarity, all in the name of fair treatment.

The invitation of the president of the culinary workers to speak at our convention was a pivotal moment. It was during this address that our International president, James Hadel, took the initiative to lead our participation in this important cause.

"In all these events, we're not just advocating for your safety and well-being," Hadel said. "On these platforms, we're making sure we have the support and assurances we need to make things better for you at the local level. By working with our partners, attending conventions, our political networking, and supporting fellow workers, we're building the foundation for positive changes in our local areas. This means we're not only looking out for your interests, but we're also making sure those interests are protected and improved right where you work."

"Let's keep working together to make our industry safer and better for everyone."

In Solidarity,
Peter Lang

Local 40 in Las Vegas



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

Winding Down

As of this writing, our members are diligently installing elements of the APEC summit in a number of locations throughout the City. After the summit, members should anticipate a period of downtime, which will include the holidays.

Unfortunately, the SF Auto Show won't be with us this year, but the AGU — another fixture of the year's end — will be. We'll also see several small shows, including the Math Show, in Moscone's West Hall, which is being done at the end of the year by the Curtin Company.

The Local 510 holiday party will take place on Sunday, December 17, at Oakland's Humanist Hall (390 27th Street). Festivities will take place between 2:30 p.m. and 7:30 p.m. The party is for members and their families.

Members interested in volunteering to help with the event should call Hugh Winslow at 510-205-4389.

We look forward to sharing the season's cheer with members.

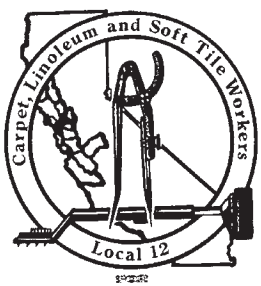
In Solidarity,
Local 510

Upcoming Work Schedule

Show	Venue	Company	Move In	Show Dates	Size
Union Meeting: Thu., Dec. 8, 6 p.m. 55 Fillmore St., San Francisco					
December					
AGU	Moscone N, S, W	FDC	12/7	12/11-13	Special
January					
Photonics	Moscone N, S	FDC	1/24	1/30-31	Full
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 schedule information.

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,

As I write this article, it's the day before Veterans Day. I'm pleased to mention 22-year member Frankie Lugo. Frankie's son, Francisco Joseph Lugo, recently completed the U.S. Army's boot camp at Fort Leonard Wood in Missouri. Francisco will continue to be stationed at Fort Leonard Wood for training in heavy mechanical machinery.

We salute you, Francisco, and all of the men and women who serve in the armed forces now and have done so in the past.

With this year drawing to a close, please be aware of the wage increase we'll receive beginning January 1, 2024. Our first raise of this four-year agreement arrives in the amount of \$3. The breakdown is as follows: \$1.30 to wages, \$1 to vacation pay, 30 cents to market recovery, 35 cents to health and welfare, 3 cents to FTI, and 2 cents to work preservation.

This will bring our journey-level taxable net wage to \$59 an hour, with a contribution of \$9.56 per hour to vacation holiday pay.

With 2024 right around the corner, I ask that you make a New Year's resolution of attending at least four monthly meetings

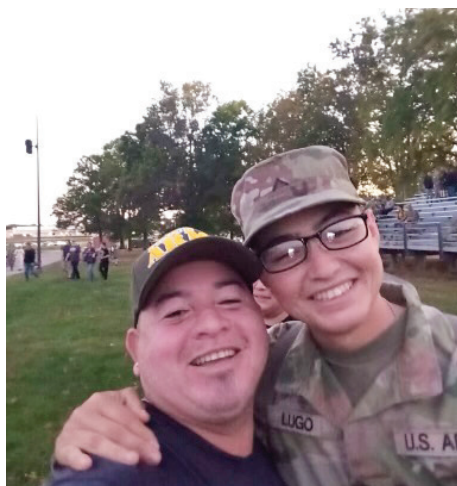
next year. That's just one meeting per quarter. I know it's not easy to get off work and sometimes drive another hour through traffic to attend, but there are benefits to your attendance that you don't want to miss out on.

For instance, you'll be more aware of events that are held for members, such as hockey, baseball, soccer, and basketball games. You can get tickets for the whole family and bring them along. Local 12 also gets involved in commercial fishing trips, crab feeds, and more.

If you're involved in a community program of your own — your child's sports team, for instance — Local 12 can sponsor it. Just ask. Local 12 events and sponsorships are available to all members. Simply come to a meeting to learn more.

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

Respectfully,
Anthony Nuanes



Proud father Frankie Lugo is seen with his son, Private Francisco Joseph Lugo.



Local 12 members and family attend a San Jose Sharks game.



DC 16 members participate in the Dia De Los Muertos 5K charity run.

PLASTERERS & CEMENT MASONS LOCAL 300



Main Office

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

Business Manager: Emilio Aldana
Senior Business Agent: Greg Levy

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

OPCMIALocal300.org

Below left: Local 300 Business Manager Emilio Aldana presents cement mason Nick Mendoza with his diploma for graduating from the apprenticeship program.

Below: Local 300 plasterers working with Ruane Plastering show off their new sweatshirts.



Local 300 cement masons work with J.J. Albanese Construction in San Bruno.

IBEW Local 6



Main Office
55 Fillmore Street, San Francisco, CA 94117
Phone: (415) 861-5752
IBEWLocal6.org

Business Manager/Financial Secretary:
John J. Doherty

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

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

MEETINGS 55 FILLMORE STREET

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

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

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

Unit Six, Sound & Communications
No Meeting Scheduled

Retired Members (Senior Sixes)
Thu., Dec. 21, 10:45 a.m.

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

We extend our sympathy to the family and friends of Cornelius "Con" Murphy, inside journeyman, who passed away on October 30, 2023.

Best Wishes to Our Recently Retired Members

Claude Gagnon
William E. Bizjak
Xiao Ping Hu
Connie A. Barber
Robert R. Anderson

BUSINESS MANAGER'S REPORT

Sound and Communications

Negotiations for a renewal of the sound and communications agreement have concluded and the members have ratified same. It calls for a four-year term, and, in addition to wage increases, the agreement updates the travel reimbursement section, establishes Wednesday as the official payday, provides for specific penalties for the failure to pay wages in a timely manner, and establishes an optional 401(k) for members who choose to self-direct additional dollars toward their retirement.

Wage update sheets, along with a summary of notable changes, will be mailed out to the members of the sound and communications unit. The members are

reminded that the current sound and communications agreement is posted online in the members section of the Local 6 website. When the agreement receives its final approval from the International president, it will be printed and mailed to those working under the agreement. We will also update the copy online.

Details regarding the optional 401(k) plan will be finalized, and all members working under the contract will be notified of a meeting at which the new plan will be explained and questions can be answered.

A special note of thanks goes to Unit Six Chair Luis Lima for all of his efforts in this round of bargaining. His input was exceedingly valuable to the negotiating committee.

City and County and SFMTA Negotiations

A special called meeting will be held for members employed by the City and County of San Francisco and the SF Municipal Transportation Agency at 4:30 p.m. on Wednesday, December 6, 2023, at 55 Fillmore Street.

We'll meet for the purpose of receiving requests from members for our upcoming negotiations with the City and county and SFMTA.

Please make every effort to attend this important meeting. If you're unable to attend, you can submit written requests via email to our office at ibew6@ibew6.org. The more lead time we have to review and research our proposals, the more likely it'll be that the union's position will be upheld, so please don't wait long to submit requests.

December Membership Meeting

December general membership meetings historically see the largest attendance of any meetings for the entire year. Since the return to in-person meetings, the last two December meetings were not as well-attended as in the past.

Please take the time to come to a meeting and see your fellow members. Barrels will be out at the December meeting for the annual San Francisco Fire Department Toy Drive, so come to the meeting, bring an unwrapped toy to drop off, and catch up with your union sisters and brothers, who would be thrilled to see you again. If you're already planning on attending, make the effort to bring another member along for the festivities.



The Local 6 Veterans' Day Parade contingent

Annual Inside Wire Retirement Savings Plan Enrollment Period

It's that time of the year when our inside wiremen choose their 401(k) contribution level for the coming year. Plan participants choose to self-direct anywhere from 3% to 24% of their hourly wages into their accounts.

We strongly recommend that all participants take advantage of the 401(k) plan. The money is deducted pre-tax, thus lowering your taxable income. In many cases, the money deferred off your check will not result in a significant drop in your take-home pay. You can use online calculators to estimate the impact on your weekly paycheck or take the time to ask your co-workers who have chosen to increase their self-directed contributions.

The Local 6 website features a spreadsheet that provides you an estimate of what the hourly, weekly, and annual 401(k) contribution rates will be for January 1 through June 30, 2024. The limit on tax-deferred contributions is \$23,000 for members who will be under the age of 50 on December 31, 2024, and \$30,500 for members who are 50 and over on December 31, 2024.

EISB and Fidelity

Inside wire plan participants are encouraged to register for online access to both EISB and Fidelity websites. Doing so provides participants with access to information that'll help them plan for retirement. By registering with EISB, participants can track the contributions made on their behalf and keep up-to-date on any plan announcements.

They can also use the retirement planning calculator. This is a useful tool for participants of all ages. It demonstrates the positive impacts of contributing to the

401(k) plan and how it can supplement your defined benefit plan.

Similarly, the Fidelity website provides plan participants with the most up-to-date status of their 401(k) accounts. It also gives them the power to rebalance or transfer funds from one investment option to the next. Additionally, Fidelity's website provides educational tools that help participants make informed decisions. If you prefer, you can also speak with a Fidelity representative on the phone.

Don't wait — plan for your retirement today.

American Income Life

Members will soon receive a mailer from American Income Life regarding Local 6's accidental death benefit. In that mailer will be a blue information reply card. Members *do not* need to return that card for coverage. Please fill out the card and return it only if you're interested in receiving information about other benefits available from American Income Life.

The Holiday Season

The holidays are now upon us, and, with them, all the hustle and bustle of the season. As you're out there this year, please take care to be safe.

Take a cab or an Uber. Designate a driver. Take someone's car keys if they shouldn't be driving. Too many families have had their lives forever changed due to bad judgement. Do what you can to make a positive impact on the lives around you.

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

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.

SPRINKLER FITTERS LOCAL 483



Main Office:
2525 Barrington Court, Hayward, CA 94545
(510) 785-8483
Fax: (510) 785-8508
SprinklerFitters483.org

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

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

HEAT & FROST LOCAL 16



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

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

Official Minutes of the San Francisco Building & Construction Trades Council

Over a Century of Excellence in Craftsmanship



BUSINESS AGENTS MEETING

Oct. 24, 10 a.m.
55 Fillmore St.

ROLL CALL OF OFFICERS

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

GUEST

- TJPA, Phase 2 – The Portal aka Downtown Rail Extension

CORRESPONDENCE

- Special Meeting with the Honorable Pilar Schiavo, AD-40 – 10/25
- CityBuild Graduation – 11/2, may be moved to virtual.
- 2023 California Labor Federation Pre-Primary Convention – 12/5
- Notices of Assessments – Supplemental and Escape via NABTU

REQUEST FOR FUNDS

- \$1500 in support of Pilar Schiavo from PAC. M/S/C

APPROVAL OF MINUTES

- 09.26.23 Minutes, to be provided next meeting.

SECRETARY-TREASURER'S REPORT

- Cruise, license to operate has been revoked by State.
- ST met with NorCal Carpenters

- Full Stack Modular
- Brookfield at Stonestown
- Local Democratic party has late resolution going forward Wednesday Re Israel & Palestine. Impact on safety, foreign policy, and jurisdiction of national AFL-CIO.
- Public Employee Committee
- Mayor Breed and Supervisor Peskin proposal on commercial to residential and housing bond.

PICKET SANCTIONS

None

OLD BUSINESS

- Moose Feed, John Doherty (IBEW6) suggests the purchase of one table for the building trades. M/S/C
- Citywide Prejobs, several issues with flow and software.

NEW BUSINESS

- City PLA Hearing

REPORTS OF UNIONS

- Charley Lavery (OE3) announced his position on citizen advisory committee of MTC. Request was made to invite housing bond campaign consultant to meeting to get behind bond early. ST urged caution so as to stay coordinated with all affiliates and regional BTC's who have already sought feedback and approval to advance unified proposal to the Agency for labor standards. An invitation to SF without including other Councils would be premature. John Doherty (IBEW6) agrees with ST to table this for now.

ADJOURNMENT

Adjourned at 11:53

DELEGATES METING

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 5:40pm

Salva Q&A

continued from page 7



Left to right: Sprinkler Fitters Local 483 Business Agent Dan Torres, Salva, and Local 483 Assistant Training Director Steven Miles share the camaraderie at Local 483's Hayward Training Center.

imagine. All of it is accessible to any apprentice or journeyman who wants to practice. I spent a lot of time there tripping all the valves, tearing apart accelerators, and basically just messing with everything I possibly could and sitting in there studying every single night because I wanted to win so badly.

So, I got sent to Ann Arbor, MI, to compete against the five U.S. districts, plus Canada and Australia. I was nervous going up against these men and women who were all the best in their districts. And the whole time you're competing, you don't know your score, so your wheels are just spinning. It's nerve-racking!

We did a bunch of different projects: rigging, a copper project, a plastic project, a four-hour [National Fire Protection Association] test, and a big piping project. Once we started piping, I felt good. I felt calm. I was cruising. I was focused on the work and not worrying about anybody else. The contest finished, and we went to the graduation to hear the results. Standing up

on stage, I was nervous again, twiddling my fingers. Suddenly, I heard them call my name. I won. It was awesome — such a great feeling.

What do you like about working union?

I love being a part of 483. The camaraderie in this local is through the roof. Working in this union trade has improved my life. The diversity of work has been awesome. I've done service jobs and tenant improvement, and now I'm on new construction. Also, the good medical coverage is big for me. My son needs medicine that would be \$4,000 a month if it wasn't for our plan.

What are your some of your goals for the future?

I want to get into the Local 483 training department and become an instructor. This is my career, and I want to give back to my union and train all of the young apprentices who are just coming up to be the best they can be. **OL**

**Affiliates: Your content
deadline for next month's
paper is Dec. 6.**

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AND SETTLEMENTS

REPRESENTING
INJURED WORKERS
& CONSUMER
CLASS ACTIONS

RECENT VERDICTS AND SETTLEMENTS*

\$21 MILLION VERDICT FOR IRONWORKER
\$19 MILLION SETTLEMENT FOR BRAIN INJURY
\$16 MILLION VERDICT FOR IRONWORKER
\$11 MILLION SETTLEMENT FOR CPR FAILURE
\$10.5 MILLION VERDICT FOR DEATH OF TEAMSTER
\$10.5 MILLION SETTLEMENT FOR BANKING CLASS ACTION
\$10 MILLION VERDICT FOR IRONWORKER
\$8 MILLION SETTLEMENT FOR WAGE & HOUR CLASS ACTION
\$7.5 MILLION VERDICT FOR UNION WORKER

Se habla español

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515 FOLSOM ST, 3RD FLOOR,
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*THESE VERDICTS AND SETTLEMENTS ARE GIVEN AS EXAMPLES
AND ARE NOT INTENDED TO GUARANTEE ANY RESULT



3 ways to help prevent diabetes

More than 1 in 3 Americans have prediabetes — and 90% of them don't even know it.¹ The good news is that most cases of type 2 diabetes are preventable — healthy lifestyle changes can help you avoid, control, or even reverse the disease.²

Keep your weight in check

Excess weight is the primary cause of type 2 diabetes. If you're overweight, losing just 7%–10% of your current weight can cut your risk in half.² Maintaining a healthy weight can help prevent other health problems, too — including heart disease and certain types of cancer.

Be carb-smart

Limit sugar and refined carbohydrates like white bread, pasta, and rice. Focus on high-fiber, whole-grain complex carbohydrates — they're digested more slowly, which helps keep your blood sugar steady.

Stay active to stay healthy

Inactivity promotes type 2 diabetes, so regular exercise is essential. You don't have to spend hours sweating in the gym to get the benefits — just walking briskly for a half hour every day can reduce your risk by up to 30%.²

Visit kp.org/diabetes.

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.

¹"Prediabetes: Your Chance to Prevent Type 2 Diabetes," Centers for Disease Control, cdc.gov/diabetes/basics/prediabetes.html, accessed December 10, 2019.

²"Simple Steps to Preventing Diabetes," Harvard T.H. Chan School of Public Health, hsph.harvard.edu/nutritionsource/disease-prevention/diabetes-prevention/preventing-diabetes-full-story/, accessed December 10, 2019.