

Potrero Power Station to Fuel SF's Resilience, Building Trades Work

Redevelopment Megaproject Might Be Most Consequential Post-Covid Groundbreaking Yet for City, Trades



A rendering depicts the mixed-use tower that will rise from the first phase of the Power Station project, which broke ground on Thursday, October 12.

By Robert Fulton | CONTRIBUTING WRITER

The Bay Area's next big redevelopment megaproject just got underway in the first weeks of this month, and it couldn't have come at a better time.

Ground broke on the first phase of the Potrero Power Station redevelopment project on Thursday, October 12. The 30-year-scoped waterfront project promises thousands of construction jobs, much-needed housing, and revenue for decades to come. The 29-acre site calls for more than 2,600

homes, 1.6 million square feet of commercial space, a 250-room waterfront hotel, and 100,000 square feet of retail.

The project's first phase includes what will become 1212 Maryland Street, rising 84 feet, with studio and one-bedroom apartments. The building's total 83,000 square feet will comprise 105 units of workforce housing, meaning that residents making an average of 80% of the area median income will be targeted as potential tenants. Move-ins

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THE PICKET-LINE PRESIDENT



PHOTO COURTESY UAW VIA INSTAGRAM @UAWUNION

On Tuesday, September 26, President Joe Biden became the first sitting president in U.S. history to join a picket line in solidarity with striking workers when he arrived to cheer on United Auto Workers members rallying in Wayne County, MI.

A Celebration of Labor in Action

Council's Second Annual Public Service Awards Event Was a Fun Way to Honor Serious Achievements

By Rebekah Moan
CONTRIBUTING WRITER

The second annual SF Building Trades Council's Public Service Awards, held on Friday, September 22, was emblematic of this year in organized labor. The council honored Julie A. Su, the current acting secretary of the U.S. Department of Labor, with a Public Service Award. (Su was unable to accept the award in-person because she had been sent just days before to the front lines of the United Auto Workers' strike to try and negotiate a deal with Ford, General Motors, and Stellantis.)

Su, who has served as secretary for the California Labor and Workforce Development Agency, is a nationally recognized expert on workers' rights and civil rights. She has dedicated her distin-



Musicians Union Local 6 members Mario Guarneri (foreground, on flugelhorn), George Cotsirilos (center, on guitar), and Kurt Ribak (far right, on double bass) are seen performing as a jazz combo at the SF Building Trades Council's Public Service Awards last month.

guished legal career to advancing justice on behalf of poor and disenfranchised communities and is a past recipient of a MacArthur

Foundation Genius Grant. In a video message played during the awards, she said, "As it

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ELSEWHERE...

Workers Everywhere Are Striking Like Crazy and Bargaining Like Hell to Get What They Deserve

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How to Honor a Fallen Brother? Never, Ever Compromise on Work Safety.



By Rudy Gonzalez
SF BUILDING TRADES
SECRETARY-TREASURER

The sense of grief and loss I feel is tremendous as I write this column. That's because last month, we lost brother Javier Padilla Romero, a member of Laborers Local 261, while he was on the job. Based on the facts that I have, I'm reluctant to characterize what happened to Javier as an accident. That said, I won't opine on the circumstances until the investigation has played out. What I will say is that this 25-year-old union brother, who had just achieved journeyman status in May, should have gone home with the rest of his crew after working for local San Francisco signatory D'Arcy and Harty that day.

Javier's death is unacceptable, and it's up to us to ensure that something like it doesn't

happen again. Grief turns to anger when I see more foolhardy politicians aim for headlines about building faster and by-right without so much as a word of acknowledgment to the hardworking women and men who have to actually build these structures. When corners are cut, it is our lives, our families, and our communities that pay the price. When adequate safety, staffing, and conditions to prevent the avoidable are flouted, we suffer.

Take heed and beware the politician who brings you their next big idea, be it by ordi-

ers. Safety isn't just a tagline or a hard-hat sticker. It is a commitment to making sure that we all go home at the end of the job.

When it comes to issues of work safety, bite your tongue with neither boss nor apprentice. Instead, trust your gut. It might just save your life or someone else's.

New Org Labor Feature on the Way

Next month, we'll tap into some old-school education and empowerment.

When I was a young teamster, I learned about my union's history of letting members

of teamsters would lead caravans to statehouses and advocate for improved conditions for workers. Today, it's a robust program that many unions also use. This council uses something similar that came from the AFL in 1955 called COPE (Committee on Political Education) to make its political endorsements.

With this in mind, our new feature will focus on the education behind the endorsement. Before you hear an endorsement, we want you to already have a good idea about how your elected officials are actually voting. Oftentimes the sausage is made in back rooms and quiet committee meetings where laws are blocked, gutted, amended, and advanced before the average Jane or Joe ever hears about it.

So, beginning next month, we will be reporting out on the pages of *Organized Labor* these votes of local lawmakers and state, federal, and other officials who have influence over our industry and conditions.

Expect balls and strikes to be called. Expect to see household names. Expect no punches to be pulled. It will be straight-up-and-down how they voted on the issues that matter to us as building trades workers. That way, you will be the judge come next election, and our commitment to you will be to keep you informed enough to vote with confidence based on the facts.

Your involvement in your local union will be the empowerment for all trade unionists. Cutting through the noise ain't easy these days, and there's plenty of spin out there. But we believe that working people like you can make a good choice and vote your paychecks at the end of the day.

Got an idea for a story or a column? Want to offer an opinion? Have a burning question about the movement? Contact our editor directly at orglabor@sfbctc.org. **OL**

Safety isn't just a tagline. It's a commitment to making sure that we all go home at the end of the job.

nance or ballot measure. Ask: What are the tradeoffs for safety? What are the tradeoffs for working people?

Let's not forget how many codes, laws, and standards appeared only after too much blue-collar blood had been shed. Let's not be so concerned with the almighty dollar that we risk our necks for it.

Let this be a reminder that we are our brothers' and sisters' and siblings' keep-

know how their elected officials voted long before an endorsement was recommended. Jimmy Hoffa launched a political program for the IBT called DRIVE (Democrat Republican Independent Voter Education) to help elect union-friendly lawmakers and support or oppose legislation that was important to the membership.

DRIVE has come a long way since its inception in 1959, when the wives



Learn the history of the International Brotherhood of Teamsters' DRIVE program, which was designed to evaluate political candidates' labor-friendliness and educate and mobilize members to vote accordingly.



San Francisco Building and
Construction Trades Council

UNION-STRONG SINCE 1896

Published Since February 1900
(USPC 411-860) – (ISSN 00199-6452)

Official Newspaper of the
San Francisco Building & Construction Trades Council, AFL-CIO
825 Van Ness Ave., #301, San Francisco, CA 94109
Ph: (415) 345-9333 • Fax: (415) 345-9449

Organized Labor is published monthly by the SF Building Trades.
Periodicals postage paid at San Francisco and at additional post offices.

POSTMASTER: Send address changes to
Organized Labor c/o SF Building Trades
825 Van Ness Ave., #301, San Francisco, CA 94109

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We look forward to your feedback — and to feeding one of you back.

Our digital door is always open for your story tips, letters to the editor, questions, corrections, or any other comments you may have regarding this publication. Direct all of the above to Organized Labor Editor in Chief Alex Weber via email at orglabor@sfbtc.org.



PENCILING OUT

BY DAVID JAMES SMITH



CORRECTIONS

In Rudy Gonzalez's September "Building the Trades" column ("Reflecting on Labor Day Unity, Hispanic Heritage"), it was incorrectly indicated that Latino labor leader Esteban Torres died in 2023. Torres died in 2022. Additionally, in the same column, it was incorrectly stated that Ramon Hernandez would be receiving this year's honor at the City's Latino Heritage Celebration and Awards Ceremony. In fact, United Educators of San Francisco President Cassandra Curiel will be honored. We offer our equally enthusiastic congratulations to Hermana Cassandra for her achievement.

In last month's Up-Front item "Pelosi Steps Up to Run Again," we incorrectly referred to Nancy Pelosi's annual event as the Volunteers in Labor event; the event is called Volunteers in Politics.

We regret the errors.

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Workers Across the US Are Striking Like Crazy and Bargaining Like Hell to Get What They Know They're Worth

By Robert Fulton | CONTRIBUTING WRITER



Common Crafts at SFUSD: strike-ready.

SFUSD Is About to Get Schooled

Members of Service Employees International Union Local 1021 who work in San Francisco's public schools recently voted to authorize a strike. The school district's contingent of building trades workers, Common Crafts at SFUSD, might be joining their SEIU brethren out on the picket line soon.

More than 99.5% of Local 1021's 900 members working for SFUSD voted to strike. The union, which represents custodial workers and other school staff, is asking for a 16% raise backdated to 2020, a one-time \$3,000 bonus per employee, and salary modifications.

A major sticking point for the Local 1021 members at SFUSD — and, indeed, a primary reason for this action — is that their counterparts who perform the same or similar work for the San Francisco govern-

ment make significantly more money. The outcome is chronically understaffed schools. The union is working to tackle this issue by bridging the pay gap, which is estimated to range from 16% to 25%.

"The members are upset," said Local 1021's school district chapter president, Rafael Picazo. "The vibe is they want to go on strike if the district doesn't give them a fair contract."

The parity issue is also a problem for Common Crafts, whose members could earn more working directly for the City or the county than they could for doing equivalent work at SFUSD. The pay-rate shortfall for Common Crafts was estimated at 14% to 17% in 2021.

Approximately 80 Common Crafts members work at SFUSD, and they come from across local trades unions, including U.A. Plumbers and Pipefitters Local 38, Roofers

Local 40, Sheet Metal Workers Local 104, Ironworkers Local 377, Glaziers Local 718, Laborers Local 261, and Teamsters Local 853.

One of the representatives who advocates on their behalf during bargaining is SF Building Trades Council Secretary-Treasurer Rudy Gonzalez.

"We lost some of our best people at the school district just because the economics don't make sense for them to stay there," he said.

SFUSD agreed to a stopgap measure in its latest contract with Common Crafts, but these workers still have yet to receive money owed to them since October 2021.

"Our members are sick of waiting," Gonzalez said.

The two sides are headed to arbitration. Common Crafts has directed its legal representatives to file an unfair labor practices complaint with the California

Public Employment Relations Board. It also presented a letter to the SF Labor Council with a strike sanction request for a two-day action to coincide with the complaint's filing, should it come to that.

Additionally, Common Crafts has authorized a sympathy strike if members' colleagues who are represented by Local 1021 decide to walk out.

The United Educators of San Francisco (American Federation of Teachers and California Federation of Teachers Local 61) are currently in negotiations with SFUSD, too — and we hear a teacher's strike is not out of the question.

Kaiser Workers Score Healthy Contract

After flexing their collective muscle with a big three-day strike in October across California, Colorado, Oregon, and Washing-

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ton, a large swath of U.S. healthcare workers now have something to celebrate. On Friday, October 13, unions representing upwards of 85,000 Kaiser Permanente employees announced that they'd reached an agreement with the healthcare giant after negotiations at its Oakland headquarters.

The Coalition of Kaiser Permanente Unions won 21% higher wages for members over four years, which, along with other concessions, should help to address staffing issues, according to a news release from United Healthcare Workers West. The Kaiser unions were also able to establish a new healthcare worker minimum wage of \$25 per hour in California and \$23 per hour in other states where Kaiser operates.

Acting U.S. Labor Secretary Julie Su traveled to California to lead the final round of negotiations.

"What the parties have achieved here in Oakland demonstrates once again that collective bargaining works," Su said in the UHWW news release. "When workers have a voice and a seat at the table, it can result in historic gains for workers, their employer, and our country."

"The president and I congratulate the parties on reaching a mutually beneficial deal that delivers important stability for this critical workforce, for Kaiser Permanente, and for the patients in their collective care."

Vegas Culinary Workers Are Steamed

Members of Las Vegas' Culinary Workers Union Local 226 and its affiliate, Bartenders Union Local 165, voted on Tuesday, September 26, to authorize a strike. On Thursday, October 12, thousands took the fight straight to the heart of Sin City and hit the Vegas Strip with in an information picket aimed at the big casino bosses and their bulging post-pandemic profits.

Locals 226 and 165 represent approximately 53,000 workers in Las Vegas and another 7,000 in Reno and count cooks, mixologists, servers, porters, and many more hospitality-oriented workers among their ranks. The unions' members want wage and benefit increases, workload reductions, and safer working conditions, among other demands.

They've been in negotiations with MGM Resorts, Caesars Entertainment, and Wynn Resorts for five months, but they've been unsuccessful thus far. Approximately 40,000 of their members are now working under contracts that expired in mid-September.

It's a sure bet that *Organized Labor* will keep you updated on this matter as it develops.

UAW to Ford: Truck Off

Members of United Auto Workers have expanded their ongoing strikes on the Big Three — that's Ford, General Motors, and Stellantis (owner of Dodge, Chrysler, Jeep, and a raft of other international automaker subsidiaries). Now they're targeting Ford where it hurts and hoping that their message to management starts getting through.

In a surprise move late Wednesday, October 11, all 8,700 UAW workers at Ford's Kentucky Truck Assembly in Louisville walked off the job, shutting down the 6-million-square-foot plant, which is Ford's largest globally. UAW members who work at Kentucky Truck churn out big-margin moneymakers beloved of Ford's bosses — behemoth pickups like the F-250 Super Duty and luxo-SUVs like the Lincoln Navigator.

But the plant's workers aren't rolling any rides off the line now.

"Kentucky Truck generates more revenue each minute than thousands of our mem-

bers make in a year," said UAW President Shawn Fain in a video message announcing the action. "The revenue generated by our members at Kentucky Truck is so high that if the plant was its own standalone business, it would rank in the Fortune 500."

"We're not messing around," he added. The big wins that UAW workers want haven't changed; as we reported last month, they include a 36% increase in wages over four years, cost-of-living raises, no wage tiers, a 32-hour workweek with 40 hours of pay, a defined-benefit pension for new hires, a pension bump for retirees, and UAW-unionized workforces at 10 electric vehicle battery factories.

The UAW strike began in the middle of last month, with 13,000 of the union's approximately 146,000 members who work across the Big Three walking off the job. On Friday, September 22, the strike widened when UAW members shut down 38 GM and Stellantis parts warehouses across 20 states. Now, with the Kentucky Truck shutdown, the number of UAW members on strike stands at roughly 34,000.

AMPTP Refuses to Get Its Act Together

Meanwhile in Hollywood... Though the writers ended their strike with some big wins (more on that later), negotiations between the Screen Actors Guild/American Federation of Television and Radio Artists and the Alliance of Motion Picture and Television Producers have yet to yield similarly positive results.

In mid-October, AMPTP abruptly suspended talks with the actors, walking away from the bargaining table altogether after being presented with a proposal package from SAG-AFTRA negotiators.

SAG-AFTRA President Fran Drescher called the move "not only baffling but whol-

ly disappointing and counterproductive" in an interview with the Associated Press on Friday, October 13.

"Actually, my members are more pumped up than ever," Drescher said. "They feel so insulted by this, so degraded by this, so dishonored by this."

The actors are seeking an 11% wage increase in year one of the contract. The producers are offering just 5%. SAG-AFTRA members also want protection from AI-generated performances and a share of streaming revenue, among other issues.

The union has been on strike since mid-July.

WGA Seals Deal, Sends AI Reeling

After almost five months on strike, members of the Writers Guild of America nearly unanimously approved a new contract agreement on Wednesday, September 27. Of the 8,525 votes cast, 99% were to ratify.

The new contract with AMPTP runs through May 1, 2026. The three-year agreement includes wins in compensation, length of employment, staff size, and control of AI.

Significant portions of the contract focus on the use of artificial intelligence in the business. Under the agreement, AI can't write or rewrite literary material, and AI-generated material will not be considered source material. A writer can choose to use AI when performing writing services — but only if the company consents and provided that the writer follows applicable policies governing AI use.

Additionally, the company can't require a writer to use AI software when performing writing services, and the company must disclose to a writer if any materials given to the writer have been generated by AI or incorporate AI-generated material.

Or, put more simply: WGA got sly, made AI go bye-bye. **OL**



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Public Service Awards
Continued from page 1

turns out, when your job is the acting secretary of labor for the most pro-union, pro-worker president in history, well, let's just say that the only thing that would keep me away from you all tonight is fighting for workers and a fair contract in other parts of the country."

The fight for workers is something that the awards' guest of honor, California Labor Federation Chief Officer Lorena Gonzalez-Fletcher, extolled in a fiery, no-punches-pulled speech during the event.

"Those of us who have spent our lifetime in organized labor can tell you there have been times when it sucked," Gonzalez-Fletcher said. "They were coming after us about pensions, about [project labor agreements], and even in a state like California, we were holding on for dear life."

"We were hoping that things could get better, and we were trying to convince people this is what they needed while the media and corporations and the government were trying to convince people it's not what they needed. They needed some kind of individual right to do better for themselves. But today things have changed and every poll tells us that."

Unions' popularity has soared to as high as 88% with people younger than 30, according to recent polling by public opinion and political strategy research firm GBAO for the AFL-CIO. When asked about various strikes taking place around the country right now, 90% of young people responded with approval.

"People want to be part of the collective to take on Wall Street, to take on corporations," Gonzalez-Fletcher said. "They realize that the only way to un-fuck the system that has really screwed the next generation of workers is to come together and to fight together."

The theme of the awards dinner extended beyond fighting together and included honor-

ing those who are sometimes overlooked in unions: women and people of color.

The SF Building Trades Council awarded Kathryn Mallon, an executive vice-president of MWH Constructors, its Visionary Award. She serves as executive director for the Biosolids Digester Facilities Project, which replaces and relocates the outdated existing wastewater treatment facilities in southeast San Francisco with more reliable, efficient, and modern technologies and facilities.

Mallon used her time to thank the Biosolids' neighborhood nonprofits, which she said care deeply about having people work in the trades and recruited them to work on the project.

"When we create opportunity and open doors, the sky's the limit," Mallon said. "It's just good business."

The council, recognizing this as well, used the awards dinner to highlight the recently debuted collaborative program Sistat With Tools. SWT is a standalone program fiscally sponsored by SF Clout, the nonprofit arm of the SF Labor Council, in partnership with the SF Building Trades Council. The program is designed to recruit more Black and Brown women into the trades and retain them as apprentices, journey-level workers, and beyond.

SWT Program Director Rashaida Nirobe said, "Labor is a movement that has [played] and continues to play a critical role in the elevation of our nation's workforce. Movements grow stronger when we intentionally and thoughtfully set the table for — and extend invitations to — all of our siblings with care to include [those] who are most often forgotten, overlooked, and undervalued."

An advisor supporting SWT, Sabrina Hernandez from IBEW Local 6 said, "The opportunity to work in high-skill and high-wage trades is really important, and this program promotes a pathway for Black and Latina women. If it wasn't for a friend working as an electrician, I wouldn't have considered being one myself. You have to see it to be it." **OL**

Scenes From the SF Building Trades Council's
Public Service Awards 2023

Photos By Alain McLaughlin



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Power Station

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are anticipated for the third quarter of 2025.

SF Building Trades Council Secretary-Treasurer Rudy Gonzalez gives a lot of credit to developer Associate Capital and its managing partner, Enrique Landa, for moving this all-union project forward. (Landa was unable to return requests for comment before this article's deadline.)

Gonzalez said that the development, in part financed through an enhanced infrastructure finance district designation, has brought together various political and community groups in support. He thinks it will ultimately benefit construction workers, community advocates, environmental advocates, hotel workers, and more.

"I think this is San Francisco at its finest," Gonzalez said.

John Doherty, IBEW Local 6 business manager and a council vice-president, echoed Gonzalez's praise of Landa and Associate Capital.

"They've been a good partner all the way along," Doherty said.

Of benefit to the IBEW is that the Potrero Power Station project will be the first at its size to be built under San Francisco's All-Electric New Construction Ordinance. Essentially, this means gas piping systems are not permitted in new construction and cannot be added. That includes space-conditioning, water-heating, cooking, lighting, and clothes-drying.



Local political leaders gather with the City's foremost developers, key building trades and labor figures, and others for a photo at the Potrero Power Station redevelopment groundbreaking on Thursday, October 12.

The ordinance is part of the City's efforts to decarbonize.

"It does add some work," Doherty said, admitting that it will take some hours away from pipefitters.

Gonzalez trumpeted the estimated \$40 million in annual tax revenue the project will bring to the City, all without new bonds or taxes.

"This is going to create economic activity that funds basic services at a time when the City has a structural deficit," he said.

Following the pandemic, the construction industry — among so many others — has been hit hard. That the Power Station project got underway this month is, hopefully, a sign of good things to come.

Gonzalez said that though the council was the tip of the spear on this project, it was only possible thanks to help across the board.

"We could not have done it without the support and encouragement of our other siblings in the public sector," he said. **OL**

Teamsters, Keep on Truckin'



PHOTO VIA TEAMSTER.ORG

The SF Building Trades Council salutes California's career driving teamsters' brash display of union-strong, super-human trucking power in Sacramento last month — even if it fell on deaf ears.

In an impressive show of force, teamster big-rig drivers launched a convoy near Los Angeles and headed north on Tuesday, September 19. When they arrived in Sacramento, they were greeted by more than 1,500 fellow union workers, many from the building trades. Together, they marched to the capitol steps.

They were there to tell Governor Gavin Newsom to do the right thing by signing Assembly Bill 316, which would require a trained human operator in autonomous vehicles weighing over 10,000 pounds. The bill had sailed out of the California Senate

eight days earlier with a 90% yes vote and strong bipartisan support.

Not only would AB 316 save teamster jobs, but it just seems like plain common sense. Nobody driving along I-5 wants to be crushed and burned by an unmanned experimental robotruck gone haywire due to a software glitch. Most Californians don't, anyway; according to findings from a recent public poll, 75% of this state's residents support AB 316.

In the end, though, Newsom didn't care. He refused to sign AB 316, choosing instead to side with big tech over the teamsters and to ignore the will of the people he governs.

In his veto statement, Newsom called the legislation "unnecessary." We think jeopardizing the safety of the public and bending the knee to big tech is what we'd call "unnecessary." **OL**

TRADES WOMEN BUILD NATIONS

The largest gathering of tradeswomen in the world will be happening December 1–3 in Washington, D.C., this year. Celebrate solidarity, strength, and sisterhood by attending. Scan the QR code to learn more and to register.

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Jason Roach
Vice President
Business Banking
Account Executive
213.300.0334
jroach@lbsavings.com

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Member
FDIC

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

Work Schedule

Show	Venue	Company	Move-in	Show Dates	Size
Ophthalmology	Moscone N, S, W	FDC	10/29	11/4-7	1668

November

Union Meeting: Thu., Nov. 2, 6 p.m.
55 Fillmore St., San Francisco

APEC Summit	Moscone West	FDC	11/10	11/15	Special
APEC Leaders	Moscone N, S	Employco	11/10	11/15	Special
Biomed	SCCC	FDC	11/13	11/15	TBD
Fan Expo	Moscone West	T3	11/22	11/25	Special

December

AGU	Moscone N,S,W	FDC	12/8	12/12-13	Special
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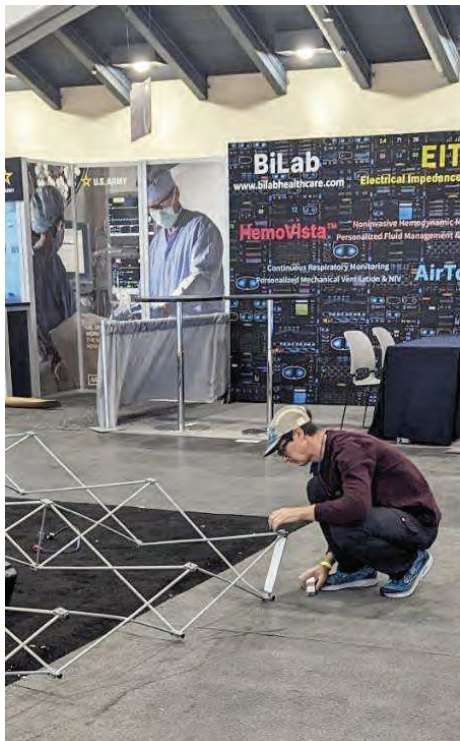
If you can't show up as scheduled, call your employer:

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

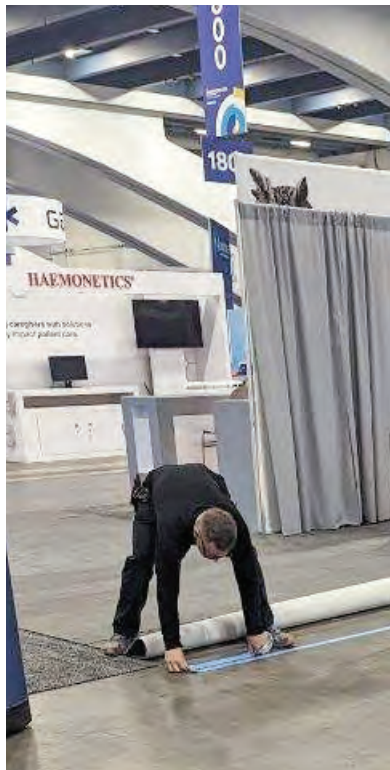
All dates are tentative and subject to change. This schedule is updated from time to time as new information becomes available. Check www.local510.org for the most recent show and training schedule information.



Local 510 journey person Mike Leslie operates a boom lift in Moscone South at the anesthesiology show.



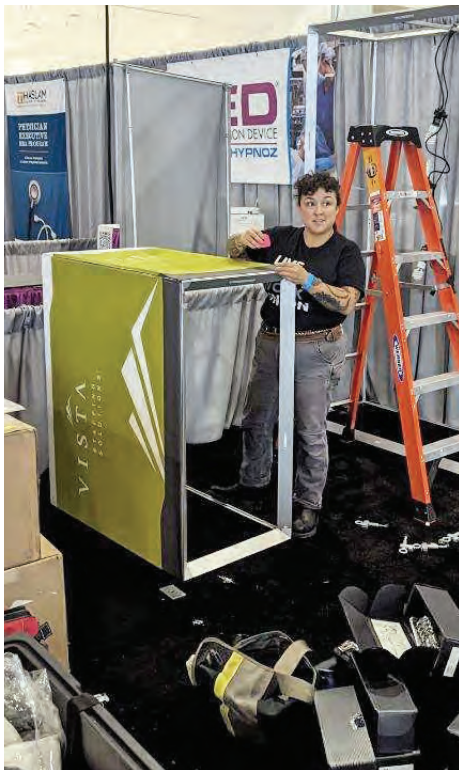
Local 510 member Matt Sana puts together a pop-up exhibit.



Local 510 member Morgan Parker lays down tape at the beginning of carpet night.



Local 510 member Huy Luong sheds some light on the subject.



Local 510 apprentice Jasmine Watson assembles a cabinet at the anesthesiology show.



Local 510 members Kim Buckell and Hollis Dale jump carpet.

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\$7.5 MILLION VERDICT FOR UNION WORKER

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SAN FRANCISCO, CA 94105

- THE ARN'S LAW FIRM -

*THESE VERDICTS AND SETTLEMENTS ARE GIVEN AS EXAMPLES
AND ARE NOT INTENDED TO GUARANTEE ANY RESULT

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

Hey There, Local 40 Members!

We've got some awesome news to share about our recent family picnic... It was an absolute blast, and it's all thanks to you.

First off, a big shout-out to our executive officers and picnic committee, including Salvador Rico, Abraham Estrella, Alejandro Martinez, Joey Corpening, Jose Luis Martinez, and Ramon Valenzuela, as well as their families. They put in a ton of hard work to make the day special.

Another special shout-out to Richard Murray, a retired member, for keeping the tunes pumping and the party going strong. And to our retirees: We were so honored to have you with us, sharing your wisdom and stories.

We also handed out some service certificates to members who've been putting in the time and effort for our union. You rock, and

we appreciate your dedication.

But here's the real deal: Our family picnic was about more than just food, prizes, and games. It was about coming together as a union family, remembering our history, maintaining the present, and looking forward to a bright future. We're lucky to be a part of this incredible community in San Francisco and San Mateo. Together, we're union-strong, happy, and grateful.

Let's keep supporting each other and working for a better future for all of us. Your presence at the picnic showed that we're in this together, and that's what being in Local 40 is all about.

Catch you all at the next union event!

*In Unity,
Peter Lang*

Local 40's Family Picnic A Day of Fun & Unity



PLASTERERS & CEMENT MASONS LOCAL 300



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

Business Manager: Emilio Aldana
Senior Business Agent: Greg Levy
Business Agents: Carl Crawford, Devin Evers, Chris Knerr,
Caleb Matheny, Walter Orellana, Avel Quiroz,
Israel R. Vargas, Marshall Vasquez

OPCMIALocal300.org

Local 300 cement mason foremen Mario Romero and Marco Curiel appear on the Webcor Biodigester job in San Francisco with business agent Walter Orellana (center).



Local 300 cement masons pour concrete with DN Tanks for the Biodigester.

Local 300 cement masons work for Ghilotti Construction in Windsor.



ELEVATOR CONSTRUCTORS LOCAL 8



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

Matt Russo
Business Manager/Financial Secretary

Greg Hardeman
Business Representative/
Recording Secretary

Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

MEETINGS

San Francisco General Meeting
Wed., Nov. 15, 5:30 p.m.
690 Potrero Ave., San Francisco

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

Stockton
Fri., Nov. 3, 11:30 a.m.
Black Bear Diner
1703 Yosemite Ave., Manteca

Monterey/Watsonville
Mon., Nov. 6, 5:30 p.m.
Round Table Pizza
1975 Main St., Watsonville

San Luis Obispo
Tue., Nov. 7, 11:30 a.m.
Firestone Grill
1001 Higuera St., San Luis Obispo

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

**Denotes a consolidated November and
December meeting as well as the last
meeting of the year for that region.*

from that of my predecessors. But what I said to the member and what I will say to all of you is that I believe there exists a certain portion of our membership that needs to hear things in a different way. There are those among us whose dads' ways of being taught and talked to don't resonate with our kids.

Does that make one generation right and the next one wrong? One generation tough and the next one milquetoast? Not in the least. We all come home dirty, cranky, and tired, with sore backs and calloused hands (OK, not mine so much anymore, as I do a whole lot more typing and talking than wrench-turning these days).

Alas, that is the job. That's what we signed up for: to work with our hands and our bodies and to push hard all day because the pay-off is worth it. We can raise a family with our hands. But there's more to us than a crusty exterior, and sometimes we neglect that part more than the cut on our finger doused with degreaser and covered with electrical tape.

There's a culture shift going on here, and we get to watch it first-hand. For practical purposes, that means that we have to be better listeners. I'll pause here for the "Huh? What?" joke. But seriously, as my dad used to tell me as a kid when I thought I had all the right answers: You have two ears and one mouth so you can listen twice as much as you talk. I always found that poignant, although I often didn't... well... listen.

So, there you have it. That's my TED Talk for getting along. Listen to each other — and when you listen, try not to pass judgement while the other person's talking to you. It's a fallacy to assume that your life experiences are going to point someone else in the right direction. Sure, there are mores and norms that tend to transcend culture and upbringing, but life is full of nuance. Without looking for that, you might as well be wearing blinders.

The critical member I spoke with

recently also told me to add a little gossip, so here it comes... If you were on fire, your company wouldn't piss on you to put out the flames. I'm sorry if that's a little graphic, but I think it's time that someone told you that everyone is replaceable. You have to be. The company has money to make, and the show must go on. And it will, with or without you.

So why, I ask, are you willing to break down conditions for your company? Why are you willing to subvert the collective bargaining agreement when your company knows damn well what they signed on to?

Sure, I admit there's a human element to all of it. You might have a decent relationship with your supervisor. Hell, maybe you worked with your supervisor out in the field. I was always told to be careful who I mistreated because they might someday become my supervisor — a situation I've certainly seen come to pass.

Beyond that, your supervisor has a job to do and someone to report to. If it came down to you or them, do you think they're going to fall on their sword for you? Unlikely.

Unfortunately, your supervisor doesn't have a union to support them or a rep to call when things go sideways with the company. Fortunately, you do. So, please call me if there's ever a problem, if something doesn't sound right, if you're sure that your company messed up your mileage, or whatever else. Just pick up the phone. At least ask the question if you're uncertain.

This goes for apprentices as well. We're happy to point you to the right place in the agreement to find the answer you need and to help you fight whatever battles you have in front of you. You don't have to go it alone. That's the beauty of solidarity. We fight this fight together, and we're all stronger for it.

*In Solidarity,
Matt Russo*

On Being 'a Little Soft' in a Hard World

I was talking to a member recently who asked if I wanted any criticism. I told them I absolutely did — which, by the way, I want all of you to know is always the case. My phone is always on, and my door is always

open. This is our union, not mine, and I encourage you to speak your mind.

Anyway, the criticism in question went something like this: "I feel like your articles are a little soft."

I get that. I totally understand and admit that my writing is, without question, different

LABORERS LOCAL 261



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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

In Memoriam

JAVIER PADILLA ROMERO

Laborer

Laborers Local 261 dedicates this month's space to our recently fallen brother, Javier Padilla Romero. Javier tragically died after becoming trapped in a collapsed trench while working near 1101 Oak Street in San Francisco on Thursday, September 28. We are heartbroken to have lost him.

We offer all of our love and our deepest condolences to Javier's family and friends. This local stands by their side in the navigation of this tragedy.

We salute our brothers, sisters, and siblings at San Francisco Firefighters Local 798 for their vigorous

rescue efforts. We thank them, and we thank all the other Bay Area unions and councils that have shared their sympathies with and voiced their support for this local as we grieve our fallen member.

Rest in peace, Javier. We were lucky to have known you, brother. You'll always be an unbreakable link in the chain that binds all laborers, all workers, and all people.

Nobody should ever die on the job. As building trades workers, we get up every morning and hit some of the most hazardous jobsites of any field. Let's all look out for each other out there.



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

Brothers and Sisters,

BAC Local 3 started autumn on Saturday, September 23, with our annual picnic. It was held this year at Six Flags Discovery Kingdom in Vallejo. Nearly 500 BAC members and their families enjoyed lunch on a day with perfect weather. A lot of BAC children were excited about our face painters and our special guest, Daffy Duck.

We're looking forward to heading back to California's Great America in Santa Clara next year.

We've also held all of our retiree luncheons for this summer except for Fresno, which is scheduled for mid-October. I want to thank all of our retirees for their years of service and for building the foundation of our union.

Family comes to mind while attending these events with our members. While we get busy with work and other issues in life, we sometimes forget what is most important. As we head into the holiday season, let's all

enjoy moments with family and friends and savor every minute. Time goes by so quickly.

*Be Well,
Troy Garland*

Service Awards, October

- 40 years: Randy Fleming, David Rhodes
- 50 years: Gregory Miranda

Congratulations on your many years of service.

In Memoriam

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

- George Straggas, BL, 10/10/2022, 08-CA 67-year member
- Ming Kang Ma, TF, 9/2/2023, 19-CA 17-year member

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

Chapter Meetings

November 2023							December 2023						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
												1	2
All chapter meetings in November are canceled.							3	4	5	6	7	8	9
General membership meeting:							10	11	12	13	14	15	16
Sat., Nov. 4, 10 a.m. at the BAC 3 Sac Office							17	18	19	20	21	22	23
							24	25	26	27	28	29	30

First Tue., 6 p.m., Monterey — *No December chapter meeting in Monterey*
First Thu., 6 p.m., Sacramento — 9840 Business Park Dr., Suite B (BAC 3 Sac Union Hall)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Second Wed., 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge)
Second Thu., 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Third Thu., 6 p.m., Manteca — 1120 N. Main St. (Mountain Mike's)
Third Tue., even months only, 6 p.m., Fresno — 324 E. Shaw Ave. (Ramada Inn)



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.



The Golden State workforce is seen out on the job.

Holidays Left in 2023

Thu., Nov. 23: Thanksgiving
Fri., Nov. 24: Day After Thanksgiving
Sat., Dec. 23: Designated Day Off
Mon., Dec. 25: Christmas

Dear Brothers and Sisters,
By the time you read this column, we'll be in the midst of the fourth quarter of 2023. I believe we're all preparing for the holiday season, and I hope you and your families are enjoying this time with one another. Please remember the members we lost this year and how fortunate we are to be a part of this sisterhood and brotherhood.

On behalf of Local 12 business representatives Steve Belong and Edgar Flores and administrative assistant Natalie Santacruz, we wish you a Happy Thanksgiving!

Sincerely,
Anthony Nuanes

Right: Congratulations to Bud Raferty Scholarship recipient Jesus Cardenas (center).
Center: The Hoem and Associates workforce is seen out on the job.
Far right: Three new members are seen being initiated into Local 12.



District Council 16 Volunteers Serving Meals to the Less Fortunate



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., Nov. 14, 6 p.m.
Executive Board
Tue., Nov. 14, 5 p.m.

DDO/Holidays

Fri., Nov. 10: Designated Day Off
(Veterans Day)
Thu., Nov. 23: Holiday (Thanksgiving)
Fri., Nov. 24: Designated Day Off

LOCAL UNION 718 EXECUTIVE BOARD

President Lenny Quintana
Vice President Trevor Long
Financial Secretary Orlando Martinez
Recording Secretary/VACC Chris Burnett
Treasurer Mike Bollier
Warden Ron Heath
Trustee Abril Caranza
Trustee Marlon Rodriguez
Trustee Mario Marquez
At Large Jamie Redmond
At Large/VACC Danny Linares
VAC Coordinator Steve Vargas

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., Nov. 7, 4:30 p.m.

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

Executive Board
Tue., Nov. 7, 4:30 p.m.

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

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

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

Executive Board
Mon., Nov. 27, 4:30 p.m.

We extend our sympathy to the family and friends of Sergiy Kondratyev, inside journeyman, who passed away on August 24, 2023.

Best Wishes to Our Recently Retired Members

Gary F. Marquez
James M. Hickey
Michael T. Sullivan
Daniel P. Caselden

BUSINESS MANAGER'S REPORT

Sound and Communications Negotiations Ongoing

Local 6, along with the other Northern California locals, have met with the contractors and associations in negotiations for several weeks and are hopeful that we'll be able to bring back a settlement to be ratified by our members working in Unit Six, sound and communications. There's nothing solid to report at this time, but we're working earnestly

to improve the wages and conditions for our members who work under that agreement. Thanks go out to Unit Six Chair Luis Lima for his help and preparation for this round of negotiations. It is appreciated by all.

Use of Personal Cellphones for Workplace Communications

A continuing concern surrounds the use of personal cellphones for workplace communications. It has been stated that a practice has developed wherein foremen and/or general foremen are communicating with their workforce in a manner that requires the utilization of non-employer-provided cellphones — in other words, personal phones. This practice might be putting our employees in violation of state law.

California Labor Code section 2802(a), requires the following: "[A]n employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer..."

This means employers must reimburse employees for all out-of-pocket expenses the employee incurs — and not just in cellphone usage — during the performance of their job.

In August 2014, the California Court of Appeals provided guidance on section 2802(a) in Cochran v. Schwan's Home Service Inc. when it said: "Does an employer always have to reimburse an employee for the reasonable expense of the mandatory use of a personal cellphone, or is the reimbursement obligation limited to the situation in which the employee incurred an extra expense that he or she would not have oth-

erwise incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer would receive a windfall because it would be passing its operating expenses onto the employee."

Once again, to boil this down, section 2802(a) requires that the employer reimburse its workforce for reasonable costs incurred during the course of employment. To my knowledge, no employer has directed their management teams to stray from compliance with section 2802(a). Moving forward, any superintendent, general foreman, or foreman who allows this practice to occur or continue is exposing their employer to the penalties and possible class action.

I'll be communicating Local 6's position on this to the employer's association.

Senior Sixes

Appearing alongside this column is a pair of photos showing our Local 6 Senior Sixes and families enjoying the traditional line-up photo opportunity during our annual picnic at Junipero Serra Park in San Bruno.

Local 6 member Joe Vasquez of Sparky-Q BBQ catered the picnic and delivered the goods! Smoked tri-tip, barbecue chicken, and salads were enjoyed by all. Watermelon and sweet treats were shared by various members.

Special thanks to volunteers Wes Hightower, Chris Gardini, Phil Farrelly, Dan Whooley, Terry McKenna, and Steve Walsh for setup and tear-out.

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

Right: Local 6's Senior Sixes and families enjoy the traditional line-up photo opportunity during our recent annual picnic at Junipero Serra Park in San Bruno.



Far right: Kevin Tumminia appears with recent sound and communications graduates Nicolas Price and Joseph Romero at the Claremont Club and Spa in Berkeley.



Right: Local 6 officers greet new California Senator Laphonza Butler at SEIU Local 1021's offices. Left to right are Vice-President Ron Lewis, Senator Butler, President Russ Au Young, and Treasurer Brendan Greene.

Far right: Local 6 member Joe Vasquez of Sparky-Q BBQ caters the Senior Sixes picnic.



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 and Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING

Sep. 7, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Santa Clara and San Benito Counties Building Trades 2023 Builders BBQ: Sep. 15.
- IUEC 8 Charity Golf Tournament: Accepting donations for Shriners Hospital. ST Gonzalez recommended a \$250 contribution, M/S/C.

REQUEST FOR FUNDS

- SF Democrats gala honoring Nancy Pelosi: ST recommended matching SFLC at \$500, M/S/C.
- \$1,500 PAC contribution to Assemblymember Matt Haney, M/S/C.

APPROVAL OF MINUTES

- 8/17/23 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Prologis at Planning Commission today, the first day for public comment on the Draft EIR.
 - Final redline document for review and execution expected very soon. The council will continue to support the Teamsters' position re CUA. Local hire & LBE participation in the PLA. ST predicted having to aggressively organize for this project.
- Potrero Power Station: Official groundbreaking on first building confirmed for October.
- PLA update: Potrero Bus Modernization Yard (Plenary with YCD/Tabernacle/MEDA) on MTA; UCSF; Brookfield.
- ST met and had opportunity to work alongside President Chris Hannan, who is now State Building Trades president following Andrew Meredith's departure. ST testified on SB740 and Matt Haney was helpful.

PICKET SANCTIONS

None

OLD BUSINESS

- Budget and Finance Committee update: Still moving. Board of Supervisors to take up vote next week.

NEW BUSINESS

- COPE: Next two meetings in October were called in order to bring candidates in. ST asked members to attend both meetings.

- Eddie Reyes (Ironworkers 377) reported that retired delegate Danny Prince was the victim of a hit and run.
- President reported that ST's wife, Sarah Sandford-Smith, was recently appointed by Governor Gavin Newsom to serve as a judge in the Superior Court of Alameda County. She's been a labor lawyer for 16-plus years and an administrative law judge for the State.

REPORTS OF UNIONS

- Dan Torres (Sprinkler Fitters 483) reported that member and former coordinator Jack Davis and his wife, Linda, were involved in fatal car accident.

ADJOURNMENT

Adjourned in memory of the Davis family at 5:25 p.m.

BOARD OF BUSINESS REPS MEETING

Sep. 12, 10 a.m.

55 Fillmore St.

ROLL CALL OF OFFICERS

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

GUESTS

- District 11 Supervisor Asha Safai: "If we build it, we need to be able to live in it."

CORRESPONDENCE

- All documents will be electronic for meetings.
- Two support letter requests. ST Gonzalez thanked SMW 104 for its quick response to the Governor.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 8/8/23 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Teamsters have active sanction picketing Premier Recycling.
- Job site access: ST asked locals if they've had any difficulties going on-site to check on members. ST to draft a letter to remind contractors what PLA allows.
- Teamsters bill is on to the governor's desk. A rally will be held on Sep. 16 in support of AB 316. State Building Trades supports the bill.
- SB 740 priority bill for industrial skilled and trained definition has been won.

- Prologis Draft EIR meeting had a good turnout and ST thanked Armie Morgan for attending in-person.
- Centric: ST Discussed 333 Battery.
- Nancy Pelosi reelection update
- ST thanked members for their ongoing support, especially with the council's upcoming event and fundraiser on Sep. 22. Acting U.S. Labor Secretary Julie Sue has confirmed she'll attend.
- Childcare grant
- Vacant storefront tax update: Money for that to be used to rehabilitate affordable housing.

PICKET SANCTIONS

- VP Doherty (IBEW 6) requested citywide strike sanction renewal against Komak Electric and Hotel Electric, M/S/C
- VP Hernandez (Laborers 261) requested citywide strike sanction against Centric, M/S/C.

OLD BUSINESS

- A \$1,500 PAC contribution to Matt Haney's campaign was approved by delegates during the last meeting, held Sep. 7.

NEW BUSINESS

- Charlie Hernandez (Ironworkers 377) reported on receiving a Carpenters Moose Feed invite and recommend that no one attend this year in order to make a stand. President Mazzola (UA 38) reported that his local with likely follow suit. ST will follow up with the carpenters on money allocation before taking a position, M/S/C.

REPORTS OF UNIONS

- Joe Sanders (Painters 913) reported that 913's sister local, Painters 376, was recently evicted from its office in Vallejo by the carpenters, and he thanked IUEC 8 for allowing 376 to temporarily move into 8's new Vallejo building.

ADJOURNMENT

Adjourned at 11:38 a.m.

DELEGATES MEETING

Sep. 21, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- ST Gonzalez requested locals provide support letters for both SB 593 and SB 273 (one for each).

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 9/7/23 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- 570 Market Street: Binding letter of intent received stipulating union-signatory contractors only.
- UA 38 is picketing at 333 Battery Street.
- Draft tentative agreement for Prologis SF Gateway has been submitted to NABTU for approval.
- Second annual public services event is tomorrow.
- Teamsters rally had a great turnout.

PICKET SANCTIONS

None

OLD BUSINESS

- ST reported that despite all funds they receive relative to their annual Moose Feed event, the carpenters stated that they in fact lose money comping elected officials for this event. The council does not receive or expend any funds. President Mazzola recommended a future discussion regarding the Moose Feed.

NEW BUSINESS

- ST recommended an in-person COPE convention be held before the Oct. 5 council delegate meeting. Early endorsements will be considered at top of meeting, M/S/C.

REPORTS OF UNIONS

- Luis Lima (IBEW 6) inquired on website pay information. ST to check and report back.
- Markus Alvarez (IBEW 6) reported on Derby custom jackets and asked locals if they'd be interested in custom orders.
- VP Mazzola (UA 38) announced the passing of ST Gonzalez's grandmother, Irene Resendez.

ADJOURNMENT

Adjourned in memory of Irene Resendez at 5:25 p.m.

DELEGATES MEETING

Oct. 5, 5 p.m.

55 Fillmore St.

ROLL CALL OF OFFICERS

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

GUESTS

- Mark Mulliner, State Building Trades Council
- Rashaida Nirobe, Sistas With Tools

COPE CONVENTION

- Called to order at 5:05 p.m.
- Candidate presentations
- M/S/C: Sole endorse Supervisor Connie Chan for Supervisor, District 1 (incumbent)
- M/S/C: Sole endorse Catherine Stefani for California Assembly, District 19
- M/S/C: Louis Zamora, BART Director, District 9
- M/S/C: Greg Hardeman, SF Democratic Party, County Central Committee
- Further endorsements to follow SF Labor Council process for these seats.
- Adjourned at 6 p.m. Delegates meeting proceeds with regular order of business.

CORRESPONDENCE

- NABTU annual assessment

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 9/21/23 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Active PLA negotiations.
- Moose Feed.
- Mayor's proposed streamlining (no labor standards).
- Schlage Lock.
- Childcare Assistance for Apprentices and Pre-Apprentices.

PICKET SANCTIONS

- Attention to 333 Battery for multiple crafts.

OLD BUSINESS

- MC3: Sistas With Tools.

NEW BUSINESS

None

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned in memory of Javier Romero, Laborers Local 261, at 6:45 p.m.

Statement of Ownership

UNITED STATES POSTAL SERVICE® Statement of Ownership, Management, and Circulation (All Periodicals Publications Except Requester Publications)			
1. Publication Title Organized Labor		2. Publication Number 0198-8452	
3. Filing Date September 2023		4. Issue Date for Circulation Data Below September 2023	
5. Number of Issues Published Annually 12		6. Annual Subscription Price \$24 members/\$30 gen. pub.	
7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®) San Francisco Building & Construction Trades Council 825 Van Ness Ave., Suite 301, San Francisco, CA 94109-7837		8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer) San Francisco Building & Construction Trades Council 825 Van Ness Ave., Suite 301, San Francisco, CA 94109-7837	
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank) Publisher (Name and complete mailing address) Rudy Gonzalez, Secretary-Treasurer San Francisco Building & Construction Trades Council 825 Van Ness Ave., Suite 301, San Francisco, CA 94109-7837 Editor (Name and complete mailing address) Alex L. Weber 4520 Clinton St., #106, Los Angeles, CA 90004-2016 Managing Editor (Name and complete mailing address) Alex L. Weber 4520 Clinton St., #106, Los Angeles, CA 90004-2016		10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of all individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. 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Everyday health tips for women

Nothing matters more than your health — and many of the biggest health risks for women are preventable. Simple things like regular screenings and making healthy lifestyle choices can help you stay healthier, longer.

Take your health to heart

You may think of heart disease as a men's health issue — but it's not. The good news is that lifestyle changes can prevent 80% of heart attacks and strokes.* Eat right, exercise, don't smoke, and talk to your doctor about your risk.

Be proactive

Stay on top of breast and cervical cancer screenings. If you're pregnant, start prenatal care early. Share your family health history with your doctor. Most importantly, listen to your body — and get care when you need it.

Care for the whole you

With all you do, it can be easy to put your needs last, which can leave you feeling drained, stressed, or depressed. Sleeping and eating well and connecting with others is important — and if you're struggling, ask for help.

Visit kp.org/womenshealth or kp.org/maternity.

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.