

Is There a Viable Case for Conversion?

As Excitement Builds for Turning Office Buildings Into Homes, Questions of Feasibility Arise

By Robert Fulton | CONTRIBUTING WRITER

With a glut of empty office space in the heart of San Francisco — a city suffering from a desperate housing shortage — a conversation is emerging about a solution that seems logical: Let’s convert some of that unused commercial square footage into much-needed homes for human beings.

“It could change the whole environment,” said Oz Erickson, principal, chairman, and founder of SF-based residential developer Emerald Fund. “Long-term, it greatly benefits the City.”

Erikson said that the City today plays host to approximately 30 million square feet of empty office space. Following a huge boom in office construction in the late 2010s came the paradigm-shifting global Covid pandemic in March 2020, and that commercial building boom went bust nearly overnight.

Then, state and local stay-at-home orders combined with the work-from-home phenomenon to empty out downtown office towers, many of which now remain vacant. The City’s tax base has taken a significant hit. Meanwhile, its struggle to meet housing demand persists.

Office-to-housing conversions have emerged as a potential solution, and they seem to be gaining traction as a concept among politicians, developers, and building

trades workers. But these conversions can be time-consuming, expensive, and complex — in other words, easier said than done.

Under the right circumstances and with some regulatory tweaking, however, conversions might just be a viable way to construct much-needed residential units, beginning in the dense heart of downtown San Francisco.

What 100 Van Ness Did Right

How about a test case? Let’s look at 100 Van Ness Avenue.

Erickson’s Emerald Fund partnered in converting the 28-story, *continued on page 8*



An example of a successful commercial-to-residential conversion in San Francisco, the tower at 100 Van Ness Avenue opened as an office building in 1974 and was converted to residential use in 2015, as seen here.

PHOTO COURTESY OF OZ ERICKSON/EMERALD FUND

State Building Trades Makes Bold New Political Push

In Q&A Session, Political Director Kokayi Kwa Jitahidi Illuminates Fresh Strategy for SBCTC in Sacramento and Beyond

By Jacob Bourne | CONTRIBUTING WRITER

In August, the State Building and Construction Trades Council of California (SBCTC) took a strategic leap forward in creating its very first political department.

Kokayi Kwa Jitahidi, SBCTC’s inaugural political director, brings with him a wealth of experience from his tenure as the political head for the Los An-

geles/Orange Counties Building and Construction Trades Council. His transition to this pivotal role aligns with Chris Hannan’s tenure as SBCTC president; Hannan was the building trades’ executive secretary under whom Jitahidi served in L.A./O.C.

As the state’s political fabric has grown ever more complex and demanding, the SBCTC has

recognized the need to fortify its strategy in Sacramento. This spurred the establishment of the SBCTC’s dedicated political department, designed to spearhead focused political maneuvers across the Golden State.

While the legislative department will persist in its essential lobbying endeavors *continued on page 8*



Kokayi Kwa Jitahidi is the State Building and Construction Trades Council of California’s new political director.

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Reflecting on Labor Day Unity, Hispanic Heritage



By Rudy Gonzalez
SF BUILDING TRADES
SECRETARY-TREASURER

A Refreshing Breakfast

Labor Day weekend was a time to celebrate, and this council kicked it off with a flourish.

On Friday, September 1, we gathered with unionists representing nearly every trade and craft from across economic segments at the Intercontinental Hotel in SOMA for the time-honored tradition we call the San Francisco Labor Council Pre-Labor Day Breakfast. Credit is due to SFLC Executive Director Kim Tavaglione, who has really put her stamp on this event.

Sure, the place was crawling with elected officials of all stripes — from school commissioners to the attorney general of California — and yes, elbows were certainly rubbing and being rubbed. For better or worse, a good deal of schmoozing is a big part of this time-honored tradition.

But the 2023 breakfast marked a distinct shift. This year, the political mucky-mucks sat in their seats and, with the exception of the

traditional mayoral-greeting-that-gradually-morphs-into-campaign-speech, it was *they* who were the intended audience this time — not us.

Teamster leaders spoke about their fight to win Assembly Bill 316 and urged the governor to stand with human safety operators in massive autonomous commercial vehicles. Screen actors and post-doc graduate union leaders briefed the crowd on their strikes and struggles against the greed and disrespect of their bosses. Even the teachers got the microphone and, after quieting the room like the experts they are, put SFUSD on notice that it risks flunking out if it doesn't clean up its act and deal with the \$1 million in back pay owed to our 73 members working in facilities across the district.

So, this was a different kind of labor breakfast. It was squarely focused on workers and our union-led campaigns. It was as refreshing as the union-served coffee at the event.

Kudos, again, to Tavaglione for giving us our marching orders, for using the photo ops to tactically wrangle electeds into appearing in snapshots with our signs, and for convincing those same electeds to endorse Senate Bill 799, which gives striking workers access to their own hard-earned unemployment insurance.

SB 799 passed on Thursday, September 14. Every member and every leader an organizer indeed!

Hispanic Heritage? Huh?

Friday, September 15, marks the beginning of National Hispanic Heritage Month... or Week... or something like that. President Lyndon B. Johnson signed a law. In fact, Nixon and Carter — and, hell, even Reagan — all issued proclamations in honor of "National Hispanic Heritage." None of those guys were Hispanic, as far as any of us know.

So, why? And why does this commemorative month start in the middle, on

the 15th? Well, it just so happens that I'm Hispanic, so let me take a crack at answering these mysterious questions.

I learned that this month was meant to commemorate the Cry of Dolores, the hallowed occasion in 1810 on which a Catholic priest named Miguel Hidalgo y Costilla rang his church bell in Dolores, Mexico, to signal the call to arms that kicked off the Mexican War of Independence. (This occurred on September 16, but I guess it's just easier to dial it back one day and start smack-dab in the middle of the month.)

The war was a direct result of Spanish colonial presence in Mexico and other colonies in Central America that are now the nations of Guatemala, Costa Rica, El Salvador, Honduras, and Nicaragua.

The real person who secured this month of cultural awareness and celebration was a United Auto Workers organizer from East Los Angeles named Esteban Torres. He was a champion for Latino issues who was brought to the U.S. as a child by his Mexican-born parents. Even after his new country deported his father when he was a little boy, Torres would decide to serve in the U.S. Army during the Korean War.

He went on to live a long and storied life, serving as a U.S. ambassador, congressman, and community leader. He died on January 27 of this year. Scan the QR code on this page to read an NBC news piece on him.

I believe National Hispanic Heritage Month is the perfect opportunity to celebrate the strength that our diversity brings to our unions. The stories of immigrants seeking the American dream and fighting their way into the middle class are the very stories of our own labor movement.

This month is special to me because I get to reflect on my own family stories, like that of my Grandpa Gonzalez. After serving in World War II, he became a migrant farmworker in the Midwest before coming to California to work the crops here. He



Grandpa Gonzalez's union shop sign, top, and union pins, at right

headed up north and hustled his way into both a union barbershop job and a janitorial position at UC Berkeley.

My grandfather was the proudest American I ever knew, yet he retained so much of our Mexican tradition. He centered his life on his family. To hear it from him, the life that he built was the American Dream in action. With only a sixth-grade education, he was able to own a home and a business, to raise three kids, and to provide for Abuela and himself until his last day.

So, this September 15, I'll toast to Grandpa Gonzalez and be as proud to be a Mexican labor leader as I am to be an American and a union member.

Finally, I offer congratulations to our very own Ramon Hernandez, business manager of Laborers Local 261 and a vice-president of this council. He is rightfully being honored at the City of San Francisco's annual Latino Heritage Celebration and Awards Ceremony this year for his civic leadership and steadfast representation of his membership.

¡Felicidades, Don Ramon! OL



Scan to read about labor organizer and political leader Esteban Torres, who created National Hispanic Heritage Month



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—The Publishers

SFUSD Gets an F in Economics



On Monday, August 28, the City’s building trades workers came together with members of the United Educators of San Francisco (American Federation of Teachers/California Federation of Teachers Local 61). The cause: to call for more fiscal accountability at SFUSD in light of significant monetary mismanagement revealed in an audit by the United Educators, which was released the same day. Considering the district still owes \$1 million in back pay to members of its Crafts Coalition who handle essential infrastructural upkeep at schools throughout the City, it goes without saying that more financial oversight is urgently needed at SFUSD.

Pelosi Steps Up to Run Again



On Friday, September 8, former House Speaker Nancy Pelosi made national headlines when she announced that she would indeed be seeking reelection to Congress in 2024. She broke the news before a gathering of San Franciscans at her quarterly Volunteers in Labor event, which was held at U.A. Local 38 Plumbers and Pipefitters’ Joseph P. Mazzola Training Center. In a Politico article published just a day before Pelosi’s announcement, SF Building Trades Secretary-Treasurer Rudy Gonzalez was quoted as saying Pelosi would enjoy the support of the building trades as long as she was willing to serve.

UPDATE: Here at *Organized Labor*, we can’t help but wonder whether our pointed questions last month to State Senator Scott Wiener’s office about the proposed Bay Area bridge toll hikes in his Senate Bill 532 resulted in his sudden decision to withdrawal the legislation. After all, Wiener made the announcement that he was dropping SB 532 on Monday, August 21 — the very same morning we went to press with the August edition, thus rendering our story on the bill (“A Bridge Toll Too Far?”) a moot point before we even got a chance to publish it. Either way, all we can really say is: Touché, Wiener. We shall ask no longer for whom the bridge tolls.



Katherine Mallon
Vice-President, MWH Constructors
Project Manager, SF PUC Biodigester Project
Visionary Awardee, 2023



Julie A. Su
Acting Secretary, U.S. Department of Labor
California Labor Legend
Public Service Awardee, 2023

Congratulations to Julie A. Su and Katherine Mallon, who were honored on Friday, September 22, during this year’s Public Service Awards, the second annual gala event hosted by the San Francisco Building and Construction Trades Council.

This council commends both Su and Mallon and expresses its gratitude to the event’s keynote speaker, California Labor Federation Executive Secretary-Treasurer Lorena Gonzalez, for their combined commitment to high-road construction and staunch advocacy for the working people of California.

Here’s to you, sisters!

‘Hot Labor Summer’ Draws to a Close, But Heat Cranks Up Heading Into Fall

Violence Against Unionists Persists in the Philippines, Auto Workers Strike in the U.S., and Much More

By Robert Fulton | CONTRIBUTING WRITER

Trouble in the Islands

Members of the United Nation’s International Labor Organization (ILO) are calling upon the Philippine government to investigate the killings of unionists and other acts of violence committed recently against various union leaders in the country.

A recent report from the ILO committee alleges that approximately 70 Filipino union leaders and organizers were killed, arrested, harassed, and “red-tagged” — i.e., labeled as communist insurgents and, therefore, enemies of the state — during the term of former president Rodrigo Duterte, who served from 2016 to 2022.

The Duterte administration left a legacy of attacks on the strongman president’s perceived political enemies, including not just trade unionists and organizers but also journalists and activists, not to mention thousands of extrajudicial killings under the guise of a so-called war on drugs “that could amount to crimes against humanity,” according to the advocacy organization Human Rights Watch.

Things don’t look to be getting much better under the Philippines’ current president, Ferdinand Marcos Jr., himself the son of the corrupt right-wing authoritarian dictator of the same name who was deposed and exiled thanks to the People Power Revolution in 1986.

Evidently satisfied with continuing the brutal policies of his predecessor, Marcos Jr. — perhaps unsurprisingly — has done next to nothing as president to improve human rights protections in the Philippines after more than a year in power, according to Human Rights Watch. In fact, just recently, another unionist was killed in Marcos Jr.’s Philippines: Alex Dolorosa, an organizer with the BPO Industry Employee Network, which represents employees of the business process outsourcing industry.

In April, the Communications Workers of America (CWA) released a statement calling for justice for Dolorosa’s “cruel and violent” killing.

“Unfortunately, [Dolorosa’s] tragic murder only reinforces the reason that the Philippines repeatedly is ranked annually as one of the world’s deadliest countries for worker organizers,” according to the CWA statement. “It has become common in the Philippines for the military and the government to target unions, union leaders, and workers attempting to organize with red-tagging.”

The CWA called upon the Biden administration to publicly condemn the government of the Philippines for its dismal record on labor and human rights.

The UN’s ILO committee has asked the Philippine government to “put an immediate end to any acts of violence and intimidation against union members for the legitimate exercise of their rights.”

Here in the Bay, union members are calling for reform, too. San Francisco Labor Council President Mike Casey of Unite Here Local 2 and Asian Pacific American Labor Alliance San Francisco President Katherine General, also an IFPTE Local 21 member, recently participated in a panel with Elmer “Ka Bong” Labog, a trade unionist and



Auto workers are seen on strike in Detroit.

labor activist from the Philippines.

“We are working in a global economy,” General said. “If we’re going to make a difference, we need to organize globally.”

Auto Workers Shift Into Turbo

The United Auto Workers (UAW) made good on their bold promise and flexed their collective muscle on Thursday, September 14, when a whopping 13,000 members went on strike across the Big Three domestic automakers.

This marks the first time the UAW has targeted all three companies — General Motors, Ford, and Stellantis (formerly Fiat Chrysler) — with a simultaneous strike. The union represents a total of 146,000 auto workers but limited the number of members authorized to strike, at least to start, in order to stretch its strike fund.

In a new tactic, UAW strikers are utilizing what they call the “stand-up strike,” according to the UAW’s website. Instead of withholding labor at every single one of the Big Three’s plants all at once, select locals have been called on to stand up and walk out on strike. More locals might then be expected to strike as needed.

The thinking is that stand-up striking will provide “maximum leverage and maximum flexibility” in the UAW’s fight for a fair contract with each of the three automakers, according to the UAW site.

The union is looking for some big wins with this action. It’s demanding a 36% wage increase over four years, as well as cost-of-living pay raises, an end to wage tiers, a 32-hour workweek with 40 hours of pay, a defined-benefit pension for new hires, and a pension increase for retirees. The UAW also seeks to represent workers at 10 electric vehicle battery factories that are being built across the U.S.

“I know that our demands are ambitious, but I’ve told the companies repeatedly that I’m not the reason members’ expectations are so high,” UAW President Shawn Fain said in a recent update to members. “What’s driving members’ expectations are the Big

Three’s profits. You cannot make \$21 billion in profits in half a year and expect members to take a mediocre contract. You can’t make a quarter-trillion dollars in North American profits over the last decade and expect us to keep aiming low and settling lower.

“Our campaign slogan is simple: Record profits mean record contracts.”

Dating App Grinds Down Employees, Who Fight Back

In an impressive show of solidarity, a big chunk of the pioneering gay dating app Grindr’s workforce voted to unionize with CWA in July. That’s when a supermajority of the approximately 100 eligible members across the app’s various departments — including cloud engineering, customer experience, design, engineering, IT, marketing, privacy, product, and quality assurance — signed union cards submitting their intent to organize as Grindr United, according to a CWA news release dated Thursday, July 20.

The New York Times recently reported that just two weeks after Grindr United was born, the company suddenly imposed a new return-to-office policy, telling many employees that they must move very soon at the risk of being fired.

According to the August 12 Times article, numerous U.S. Grindr employees, some of whom were hired remotely, will be expected to report two days a week to offices in cities in which their teams are clustered: engineers in Chicago, the marketing team in Los Angeles, and the product management and design teams in both L.A. and the Bay Area. Whether the affected workers live anywhere near those offices and the extent to which their lives will be upended by having to break their leases or sell their homes and relocate as quickly as possible appear not to be of concern to Grindr management. The message is simple — and brutal: Move by October or lose your job.

If that sounds like blatant retaliation to you, you’re not alone. The CWA filed a complaint filed with the National Labor Relations Board the day after Grindr sent

the memo announcing its new in-person policy, arguing that the company’s new office rules were designed to exact revenge against workers for their union organizing efforts.

We’ll keep you updated on this matter.

SEIU Serves Up New Deal to Fast-food Workers

California fast-food and other restaurant employees scored a new labor deal over the weekend of September 9–10 thanks to the Service Employees International Union. The agreement will raise the state’s minimum wage to \$20 an hour by next April and form a new council of fast-food worker representatives to negotiate future raises.

The new agreement still needs to pass the state legislature and be signed by Governor Gavin Newsom. Newsom’s top advisors helped broker the deal, which avoids a potential — and costly — referendum showdown at the ballot box.

APEC Is Epic, But at What Cost?

The Asia Pacific Economic Cooperation (APEC) summit is headed to downtown San Francisco in November. With it will come President Joe Biden, other world leaders from more than 20 nations, tens of thousands of diplomats, guests, media members — and protestors.

The U.S. Secret Service plans to set up “zones of exclusion” to separate attendees from the rest of the City. Some public transportation may be closed.

The APEC event, which occurs November 12–18, is where economic deals get made. SF Building Trades Council Secretary-Treasurer Rudy Gonzalez said that he appreciates the economic benefits of holding such an event in the City but cautions that this kind of event risks disrupting San Francisco’s fragile post-pandemic economic recovery. He also anticipates labor protests focused on human and workers’ rights violations.

Organized Labor will be watching APEC closely and will provide more coverage on the matter as needed. **OL**

IMAGE COURTESY UAW

Brushing Off Challenges

NorCal Painters' Strike Ends With New Contract

By Robert Fulton | CONTRIBUTING WRITER

Following an at-times-contentious two-week strike in July, Northern California's painters successfully won a new contract for their union members with the Northern California Painting and Finishing Contractors on Friday, July 14.

The union members utilized pickets and relied on member solidarity en route to their victory.

The 14-day strike included just eight working days altogether. The International Union of Painters and Allied Trades District Council 16 represents approximately 3,000 painters in the Bay Area.

"I am proud as a painter that the members [stood] firm on their values and what was best for their families," wrote DC 16 Business Manager and Secretary-Treasurer Robert Williams III in a statement to *Organized Labor*.

The painters ratified their new contract with a 54% yes vote. It includes a raise of \$10 per hour over three years (\$3.50, \$3.25, and \$3.25) for commercial painters, while industrial painters receive the same increase as the commercial painters, in addition to a \$2.25, \$2.50, and \$2.75 premium each year over the three-year contract. Bridge painters, meanwhile, receive the same increase as the commercial painters, in addition to a \$4.25, \$4.50, and \$4.75 premium each year during the duration of the contract.

The wage increase for commercial painters takes effect on January 1, 2024.

The painters also received an increase in parking reimbursement from \$25 to \$35 per day, an increase in shift pay from 15% to 20%, two additional holidays (Juneteenth and Veterans Day), and a change in start time from 6 a.m. to 5 a.m.

Having rejected a pair of proposals from management, union painters initially went on strike following the expiration of their 2020–2023 collective bargaining agreement.

"It was clear that the members wanted to make a stand to get what they deserved," according to a statement on DC 16's website. "Although the strike puts a burden on everyone, most spirits were high on the line, and there was a real sense of solidarity."

Members picketed contractor's shops in two shifts daily from 6 a.m. to 4 p.m. during the strike. Some contractors brought in strikebreakers, a decision that was met with quick mobilization and jobsite pickets.

"Strikebreakers are a real threat, and replacement workers were brought in," said Madison Hull, DC 16's director of service. "Education is one of the most successful tools to prevent strikebreakers. Having an educated and united membership across all of our crafts gave us the eyes and ears to take action when strikebreakers were brought in. Some of those workers are now union members." **OL**



Northern California Painters pause for a show of group solidarity during a picket action in July.

"It was clear that the members wanted to make a stand to get what they deserved."

—District Council 16 Statement on the Painters' Strike

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Saying Thanks to the San Cristina Crew

By George Verlane | CONTRIBUTING PHOTOGRAPHER

On Wednesday, September 6, the AFL-CIO Housing Investment Trust (HIT) and community housing nonprofit Homerise hosted a Worker Appreciation Lunch at San Cristina, an affordable housing development rehabilitation project along Market Street. The HIT is financing San Cristina's fix-up to the tune of \$17.5 million; Homerise is also a sponsor and partner on the project.

San Cristina's all-union construction crew spent its Wednesday lunch hour-and-a-half enjoying a catered boxed meal, receiving praise from local labor leaders and developers, accepting awards, and showing off their handiwork to the guests of their jobsite. Hands were shook, soft drinks were downed, and hard work was recognized. Here are a handful of scrumptious snapshots from the lunch. Enjoy! **OL**



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Healthy Aging Month



September is Healthy Aging Month, which highlights lifestyle improvements that keep us physically and mentally fit, throughout life. But what exactly does healthy aging look like? Here are some examples to help you and your family age gracefully:

- Exercise regularly
- Maintain a healthy diet
- Get enough sleep
- Schedule routine medical check-ups and screenings
- Exercise your brain with puzzles, books, or learning a new skill
- Reduce stress with mindfulness, meditation, or relaxation techniques
- Stay socially engaged with family, friends, and community

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Conversions

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500,000-square-foot building into 418 residential apartments in 2015. Numerous characteristics gave 100 Van Ness a distinct advantage over similar office structures, including its Civic Center location, a small footprint of 16,000 square feet, centrally located elevators, and panoramic views available to two-thirds of the final units.

Erickson said that the conversion was a complete success.

“We were able to work out the arrangements to make it into an extremely attractive building,” he said.

Erickson estimated that of the 30 million square feet of empty office space in San Francisco, 7 million square feet could be converted into housing for some 15,000 people. It would bring more round-the-clock life downtown, create housing, and benefit the commercial real estate business by slashing empty inventory by nearly 25%, he said. He cited the conversion efforts made in New York City that started in the late 1990s as a positive example.

“I don’t know of a single person who’s not supporting this idea,” Erickson said.

What the Commercial Landlords Say

Of course, conversions can happen only if the owners of these disused office buildings support them, and it seems that some owners do.

The Los Angeles Times reported last September on a handful of successful conversions of disused office towers that had recently been completed along that city’s centrally located Wilshire Boulevard corridor in Koreatown, with more on the way.

When it comes to San Francisco, however, we just don’t know yet how much excitement there is for conversions among the City’s office-space-holding real estate investment trusts. *Organized Labor* reached out to some prominent SF commercial developers, including Columbia Property Trust, Paramount Group, and Shorenstein, for their input on conversions. None replied, save for Shorenstein, which declined to comment.

On Thursday, June 22, the SF Office of Economic and Workforce Development and the SF Planning Department put out a joint request for interest (RFI) among stakeholders specific to office-to-housing conversions. That presumably means the City is looking to gauge how much enthusiasm exists for conversions among the City’s commercial landlords. Once the results of that RFI become available, *Organized Labor* will report on them.

What the Trades Say

When it comes down to the practical realities of construction, office-to-residential conversion can be a challenge.

bring much-needed jobs to their members. So, consensus regarding conversions appears to be that it’s best to approach with caution and keep the optimism grounded.

Larry Mazzola Jr., business manager and financial secretary of Plumbers and Pipefitters UA Local 38 and president of the SF Building Trades Council, is cautious when considering conversions. With rerouting of drain, waste, and vent pipes necessary for any modification, conversions could provide plenty of work to his local. But one basic concern he raised was that the neighborhoods with office areas being converted won’t offer the amenities that residential communities need, such as grocery stores.

Traditional spaces designed for office workers will need to be transformed into living spaces — kitchens, bathrooms, and bedrooms. That calls for significant upgrades to electrical, plumbing, and much more.

Traditional office spaces designed for working employees need to be transformed into living spaces — think kitchens, bathrooms, and bedrooms. That calls for significant upgrades to electrical, plumbing, and more. Lots of new walls will need to be built, and the reality of office building architecture versus residential architecture means that not all of these conversions will offer the vistas enjoyed by those living at 100 Van Ness. In fact, some residents might not have windows at all.

The City’s building trades leaders are thinking about these hard realities while remaining hopeful that conversion work would

“Of course, I’m in support of anything that gets work for our members, but what I’ve been told from people in City Hall is that they’re not sure how feasible it’s going to be,” Mazzola said. “It’s just not going to work in every single building.”

John Doherty, business manager of IBEW Local 6 and an SF Building Trades Council vice-president, also advised caution regarding conversions. He doesn’t see them as a magic bullet that’ll cure downtown San Francisco’s ills but thinks they might pencil out on a case-by-case basis. He noted that conversions shouldn’t be done at the expense of the viability

of downtown, citing, for example, the fact that local transportation systems are designed to funnel people in and out of the area.

Doherty said that his local hasn’t taken a blanket position on the issue.

“Whether you tell us to build a popsicle stick factory or a state-of-the-art medical facility, that’s what we do,” he said. “Targeted, thoughtful repurposing of buildings is not something we’re opposed to.”

What City Hall and Sacramento Are Doing

Other challenges for conversion come at the local and state government levels. The City would likely need to eliminate all exactions — conditional mitigations on developments — and various fees. It might also have to abate taxes to make conversions doable.

If this sounds like a giveaway, it’s not — not according to Erickson, at least.

“It’s not like [the City is] giving up anything,” he said. “They don’t have anything. All they have is a beat-up old building that’s sitting vacant.”

The City appears ready to move forward with these types of abatements to spur conversions: The SF Board of Supervisors approved the Commercial to Residential Adaptive Reuse and Downtown Economic Revitalization ordinance on Tuesday, June 27. On Wednesday, July 5, Mayor London Breed approved the ordinance, which took effect on Friday, August 4.

In Sacramento, former SF Supervisor and current California Assemblymember Matt Haney has proposed Assembly Bill 1532, the Office-to-Housing Conversion Act. AB 1532 would allow conversions “by right,” exempting them from various fees and easing approval. The bill was first introduced in February. A spokesman with Haney’s office said it would be taken up again in the next session, beginning in January.

“It would be a win-win for everybody,” Erickson said of AB 1532. “Labor would get paid. The City would end up with valuable assets. People would be downtown. Office buildings would not be just sitting there vacant.

“It’s not the be-all-end-all solution for downtown, but it’s a partial solution.” **OL**

Jitahidi Q&A

continued from page 1

at the State House, this fresh division is poised to champion local affiliates’ political ambitions throughout California.

The following interview has been edited and condensed for clarity.

Organized Labor: What are the political department’s primary goals, and how do they build on the SBCTC’s past efforts?

Kokayi Kwa Jitahidi: Many of our battles are being fought not just at the worksite, not just locally, and not just regionally, but at the state and federal levels. Our opponents would like to see a world where all construction is non-union, and they’re spending big money to make it happen. Politics is no longer optional for us. Our opponents are coordinated on regional, state, and national levels. We have to at least equal their efforts, if not exceed them. A lot of our current leverage comes from the fact that we currently have the most pro-building-trades president, arguably, in the history of the United States in the White House. California just happens to neighbor two of the swing states that will end up defining who becomes the next president. That’s something that the SBCTC will have to address with our local affiliates. We can’t sit it out. So, while we’re doing great work passing local bonds, school bonds, and

infrastructure bonds and getting pro-labor mayors elected, we also need to get President Joe Biden reelected. In addition, we have a governor’s race coming up in 2026. We need to ensure that we have the right person in office in Sacramento to move major legislation for our members.

OL: How will the new political department ensure that the diverse interests and needs of the affiliates are accurately represented and addressed at the state level?

KKJ: I’m an organizer by training. I started off as a union field organizer, knocking on doors, talking to folks in the community. That’s the essence of how I approach my work. My goal is to meet with all 20 of our regional building trades councils by mid-October. My work plan has to be based on the local needs of our affiliates. This department is designed to serve them. I’m here to build a department that gives all of our affiliates maximum leverage at local, regional, and state levels so that we can make sure that our jobs are protected and expanded. The political department will serve as a hub for information, providing affiliates with essential political and election data. While some of our affiliates already manage their campaigns, we recognize that other affiliates need more support. Rather than dictate campaign strategies, though, our role is to offer training and ensure that all affiliates, regardless of their current capabilities, have

access to the resources required to succeed in local races.

OL: What are the most pressing challenges facing California’s building trades unions today?

KKJ: Despite our relatively union-friendly state, we’re still under attack. For instance, many current efforts to address climate change ignore the building trades. There are folks who want to create regulations that’ll take away our jobs, and they don’t want us at the table. They don’t want to hear our voices. We’re not being seen as partners — we’re being seen as the problem. That can’t continue. We are 100% on board with building more housing. What we’re not on board with is expanding housing on the backs of workers who are being exploited, who don’t have a union contract, who don’t have a voice at the worksite, who don’t have quality healthcare, and who don’t have the right to collectively bargain their working conditions.

OL: What’s the political department’s plan for fostering relationships with organizations outside of the labor movement?

KKJ: Union political departments are oftentimes the mechanism allowing us to be in contact with non-union people. So, when we get out the vote, we’re not just talking to union members. We’re talking to people in



the community. We’re knocking on doors and talking to people who don’t know our world at all. It’s those small moments on the front porch or on the phone or in exchanging text messages during a political campaign when we get a real chance to educate people about who we are. I always run campaigns with that in mind. The other thing I’d say is that we have a history of building great coalitions when it comes to elections. Elections are often our greatest opportunity to build coalitions with other organizations in a practical way. **OL**

LABORERS LOCAL 261



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

PHOTO CREDIT: SF PUBLIC WORKS



Mayor London Breed stopped by the SF Public Works operations yard on Thursday, September 7, to thank members of Local 261 and others for their hard work and dedication in caring for the City.



PHOTO CREDIT: THERESA FOGGIO-RAMIREZ

SFMTA track maintenance worker John Souza completes a 3 a.m. repair in late August.

SIGN & DISPLAY LOCAL 510



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Field Representative: Peter Forni

Office Hours:
8:30 a.m. to 4 p.m. Monday through Friday

Over the Hump

As I write this column, two of the biggest shows of the year have come and gone. Google and Dreamforce provided ample work opportunity for any of our members who wanted to do so. Many experienced long hours, as well as full workweeks, plus weekend work.

While work was plentiful, there was a certain downbeat undertone present throughout the month, with local and national media focusing extensively on the supposed doom loop affecting San Francisco since the end of the pandemic. The return of remote workers to downtown offices has been slow, and, as a result, local businesses have suffered or shuttered. The visible hallmarks of this cycle seem to be increased homelessness and property crime, both of which create an aura of peril that's especially pronounced in the area surrounding our members' primary workplace, Moscone Center.

Google's announcement that its show was not returning to the City next year was disappointing to our members, especially considering the number of shows that have recently made their departure from SF. Google's exit, however, wasn't news; its disappearance and reemergence is nothing new.

Following Google, the collective concern of both labor and management, as well as anyone else with a stake in the tourism/convention industry, was whether the City's doom loop and its associated elements would affect Dreamforce.

Early reports indicate that it hasn't. Salesforce chief Mark Benioff gave high marks to the City for safety and cleanliness during the show. Conference attendees — at least those interviewed for broadcast media — also spoke glowingly of their experience at Dreamforce. Both signs point to good news about future events and provide welcome feedback for our members.

Congratulations to our members who put in the long hours and hard work to make the shows the big success they were.

A Note on Dues

The Local 510 office no longer sends out a "bill" for dues. Members should have received an announcement in January outlining a quarterly dues-payment schedule. That announcement provided notice that the local no longer mails dues reminders and included an address for members who wish to send a check, as well as a phone number for members who find paying by bank card to be more convenient.

The remittance address is: District Coun-

October Schedule 2023

Show	Venue	Company	Move In	Show Dates	Size
Workday	Moscone N, S, W	FDC	9/20	9/27-29	167
Zoomtopia	SJCC	FDC	9/29	10/3-4	Special
Oktane	Moscone W	T3	9/30	10/2-4	Special

October

Union Meeting -- Thursday -- Oct. 5th -- 6pm

55 Fillmore St. San Francisco

Anesthesiology	Moscone N,S, W	FDC	10/10	10/14-16	300
TCT	Moscone N,S,	FDC	10/19	10/24-26	640
Green Biz	SJCC	FDC	10/22	10/24/25	96
Ophthalmology	Moscone N,S, W	FDC	10/29	11/4-7	1487

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

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

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

cil 36 c/o Central Dues Department, 1155 Corporate Center Drive, Monterey Park, CA 91754. The department's phone number is 626-296-8054.

While it doesn't provide a bill, per se, Local 510 will send notification to members if they're at risk of being dropped or suspended.

Sad News

In the past month, we've received word that three of our members have passed away.

Augie Oropeza, a 26-year member of Local 510, died peacefully while surrounded by family at the same time that Dreamforce was being installed. Augie was one of the

local's delegates to the San Francisco Labor Council, a stalwart on picket lines (for many other local unions other than just our own), and a friend to many in the City's unions.

David Krasnor, a 28-year member of Local 510, passed away in early September.

Ed Jung, a 29-year member of Local 510, passed away at the end of June.

The union offers its condolences to the friends and family of our departed members.

Respectfully and in Solidarity,
Annette Dosier, Business Agent
Morgan Worth, Business Agent
Peter Forni, Field Representative

IBEW Local 6



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IBEWLocal6.org

Business Manager/Financial Secretary:
John J. Doherty

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

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

MEETINGS
55 FILLMORE STREET

Unit One Committee Meeting
Tue., Oct. 3, 4:30 p.m.

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

Executive Board
Tue., Oct. 10, 4:30 p.m.

General Membership
Wed., Oct. 11, 4:30 p.m.

Unit Six, Sound & Communications
No Meeting Scheduled

Retired Members (Senior Sixes)
Thu., Oct. 19, 10:45 a.m.

Executive Board
Wed., Oct. 24, 4:30 p.m.

We extend our sympathy to the family and friends of James Loughran, inside wireman, who passed away on August 27, 2023; and to the family and friends of William Cileo, inside journeyman, who passed away on June 24, 2023; and to the family and friends of William S. Kerns, material handler, who passed away on August 29, 2023.

Best Wishes to Our Recently Retired Members

John H. Oliva Jr.
Daniel J. Twomey
John J. O'Rourke
Daniel M. Naughton
James M. Brown
Neil R. DeNatale

BUSINESS MANAGER'S REPORT

Your Industry

Over these many years, I've repeatedly mentioned that we must always look to the future of our local industry and that whether times are busy or slow, we must always present ourselves as professionals. We're currently experiencing a scarcity of work opportunities in the tenant improvement and market-rate sectors. Looking forward, we must honor our contract to ensure that customers who sign on with our employers today continue to do so tomorrow. We must also honor our commitment to our fellow workers by putting in a day's work for a day's pay. We're all in this together, and our ability to climb out of this downturn will depend on us being responsible union members who are ready to head to the jobsite. If employers provide us with the tools, material, and information we need to successfully complete our tasks, then it is incumbent upon us to put in the work. Historically, during both

booms and busts, we have proven that we are the go-to for the electrical industry. Our employers are paying us the highest hourly rates in our economic segment today, and they bid their work accordingly in a competitive market. Remember that the end user has the choice of whether or not to employ union labor. Let's continue to be the power professionals and the right choice — and let's continue to be able to negotiate a fair wage for our labor!

Break Times

Break times other than meal periods are not covered in our private-sector collective bargaining agreements. These breaks are not optional and are, in fact, required by state law. The California Industrial Welfare Commission's Wage Order 16 addresses the "regulating wages, hours, and working conditions in the certain on-site occupations in the construction, drilling, logging, and mining industries." Contained therein at No. 11 is the following:

Rest Periods

A.) Every employer shall authorize and permit all employees to take rest periods, which, insofar as practicable, shall be in the middle of each work period. Nothing in this provision shall prevent an employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the workday. The authorized rest period time shall be based on the total hours worked daily at the rate of 10 minutes net rest time for every four hours worked, or major fraction thereof. Rest periods shall take place at employer-designated areas, which may include or be limited to the employees' immediate work area. B.) Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the employer shall make up the missed rest period

within the same workday or compensate the employee for the missed 10 minutes of rest time at his/her regular rate of pay within the same pay period. C.) A rest period need not be authorized for employees whose total daily work time is less than three and one-half hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages. D.) If an employer fails to provide an employee a rest period in accordance with the applicable provisions of this order, the employer shall pay the employee one hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided. In cases where a valid collective bargaining agreement provides final and binding mechanism for resolving disputes regarding enforcement of the rest period provisions, the collective bargaining agreement will prevail. E.) This section shall not apply to any employee covered by a valid collective bargaining agreement if the collective bargaining agreement provides equivalent protection.

Boiled down, this wage order requires the employer to provide the 10-minute break. Working through the shift without breaks is a violation of the wage order, except "in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work." To my knowledge, no employer has authorized or directed their management teams to stray from compliance with Wage Order 16. Moving forward, any superintendent, general foreman, or foreman who allows this practice to occur or continue is exposing their employer to the penalties contained in the wage order. I have previously communicated Local 6's position on this to the Employer's Association, and I will do so again. Stay Safe, Save for a Rainy Day, and Come to a Union Meeting! John J. Doherty Business Manager/Financial Secretary

ROOFERS & WATERPROOFERS LOCAL 40



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Financial Secretary: SALVADOR RICO
President: ABRAHAM ESTRELLA

Dear Local 40 Union Members, I hope you all enjoyed a well-deserved break on Labor Day, a holiday that honors the hard work and dedication of people like you. While Labor Day 2023 has come and gone, I feel it's imperative that I write about it this month in order to remind us all of its significance. In the true spirit of Labor Day, I'd like to take a moment to reflect on the struggles and the significant improvements that have been brought about by the sacrifices of those who came before us. It is essential to remember that you are part of a rich history of individuals — men, women, and even children — who have played pivotal roles in shaping our society and securing the rights and benefits we enjoy today. Following are some holidays and benefits brought about by these movements. Labor Day: Celebrated in the United States and Canada on the first Monday in September, Labor Day honors the labor movement and the contributions of workers

to the development of and achievements in their respective countries. It's a reminder of labor's role in advocating for workers' rights, fair wages, and safe working conditions. The eight-hour workday: The demand for an eight-hour workday was a central focus of the labor movement during the late 19th and early 20th centuries. Before these efforts, it was common for workers to endure grueling workdays that often extended to 10, 12, or even 16 hours a day, six or seven days a week. Weekends: The concept of a two-day weekend is now standard in many countries. It was a hard-fought achievement of the labor movement, which advocated for reduced working hours and better work-life balance. Paid vacation: In many developed countries, paid vacation time is a standard benefit for employees. This benefit was influenced by labor unions and their efforts to secure paid time off for workers. Overtime pay: Regulations that require employers to pay higher wages for overtime

work were often advocated for by labor unions. These laws protect workers from excessive work hours and compensate them for their additional time on the job. Minimum wage: Labor unions have been instrumental in pushing for minimum wage laws, ensuring that even the lowest-paid workers receive a basic level of compensation. Worker safety: The labor movement has played a significant role in improving workplace safety standards. Organizations such as the Occupational Safety and Health Administration were established in the U.S. in response to labor activism, with an aim to reduce workplace injuries and fatalities. Healthcare benefits: Labor unions have historically negotiated for comprehensive healthcare benefits for their members. This has also influenced broader discussions about healthcare access and coverage in many countries. Family and medical leave: Many countries have policies that allow employees to take unpaid leave for family or medical reasons without fear of losing their jobs. These policies often have roots in labor movements' efforts to protect workers' job security during personal crises. Retirement benefits: Labor unions have advocated for retirement plans such as pensions and 401(k) plans in order to help workers save for their future. These benefits have become commonplace in many industries. Equal pay for equal work: Labor has pushed for equal pay for workers regardless

of their gender, race, or other factors. This has led to greater awareness and progress in achieving pay equity. Anti-discrimination laws: The advocacy of the labor movement has contributed to the development of laws and regulations aimed at preventing workplace discrimination based on factors such as race, gender, age, and disability. Child labor laws: Labor movements have played a key role in the establishment of child labor laws, which protect children from exploitation in the workplace and ensure they receive an education. While these are some of the most notable achievements of our labor forebears, it's important to remember that the movement continues to fight for workers' rights and benefits in various forms around the world. The contributions of organized labor have had a profound and lasting impact on the way we work and the protections we enjoy in the modern workplace. So, while another Labor Day has passed, let us never forget the history we carry with us, and let us honor the sacrifices of the past by always fighting for a better future. In the words of the great labor activist Mary Harris "Mother" Jones, "Pray for the dead, and fight like hell for the living." In Solidarity, Pete Lang Business Manager

CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL 12



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DC16IUPAT.org/unions/FloorCovers

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

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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,

I hope this article finds you and your families well as we head into the fall season.

We're seeing an uptick in Covid cases reported from members who believe they might have contracted the virus at work or that their children picked it up at school. This strain seems to be causing less severe illness but does seem to spread easily. Please take into account all current CDC precautions, and if you do feel sick, please stay home so that you don't spread your illness to others.

I regret to inform you that Local 12 has lost brother Hilario "Larry" Alcantar Jr., who passed away on Sunday, July 30.

Larry was a native to San Jose who was born on January 20, 1953. He joined

San Jose's Local 1288 and was initiated on January 17, 1972. He was a longtime worker at South Bay-based contractors Welker Bros. Floor Covering and R.E. Cuddies.

Larry will be missed by his family and friends. I'd like to extend our condolences to the Alcantar family. Rest in peace, Larry.

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

Respectfully,

Anthony Nuanes

Business Representative



Golden State Floors workers are seen out on the job.



Members of the apprenticeship class work together on their certifications.



OM3 workers are seen on the jobsite.



Jimmy Iugo and family represent Local 12 at the STAR event.



DC 16 organizers participate in an action against a bad contractor.

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Matt Russo
Business Manager/Financial Secretary

Greg Hardeman
Business Representative/
Recording Secretary

Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

MEETINGS

San Francisco General Meeting
Wed., Oct. 18, 5:30 p.m.
690 Potrero Ave., SF

Sacramento
Wed., Oct. 4, 5:30 p.m.
Sheet Metal Workers Apprentice &
Journeyman Training Building
3665 Bleckely St., Mather

Bakersfield
Wed., Oct. 11, 7 a.m.
Tina Marie's Downtown Café
1534 19th St., Bakersfield

Fresno
Wed., Oct. 11, 5:30 p.m.
Riley's Brew Pub
2674 Owens Mountain Pkwy., Clovis

North Bay
Mon., Oct. 23, at 5:30 p.m.
Mi Pueblo Restaurant
7384 Commerce Blvd., Cotati

Tahoe
Thu., Oct. 26, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd., Stateline, NV

Reno
Thu., Oct. 26, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

Special Called Meeting Items for September

- \$2,500 donation to the AFL-CIO Hawaii Employees Lifeline Program
- Donate funds for IUEC Local 126 wildfire victims
- Donate to Foundation Twentyone

What Do You Do When Things Get Too Hectic?

We've hit on this theme before, but during times when problems seem to be coming from all directions, where do you turn? Is it to a friend, a spouse, a bottle? What's your outlet?

Do you meditate? Take your dog for a walk? Go axe-throwing? Maybe that last one isn't the wisest way to blow off steam when you're angry, but you get my point.

I was recently talking with my doctor about stress — and while I'm on the subject, please go get yourselves a checkup. It's probably been far too long since most of us have seen a doctor.

In any case, make no bones about it: This job is by far the most stressful one I've ever had.

Machines are machines. They don't care if you do or don't fix them by the time you leave work in the afternoon. People's concerns, however, are more immediate. Sometimes that's also the case at work, but for the most part, I could always turn it off when I left the jobsite, knowing that fixing problems was my job and that those problems would

be waiting for me there patiently when I returned the next day or week.

Stress creeps into all of our lives, whether it's due to finances, relationships, living situations, kids... the list goes on. When I spoke with my doctor about stress, she mentioned that maybe it was time for me to talk to a qualified professional about it. She was very careful to say "counselor" as opposed to "therapist." Speaking from my own experience, when it comes to the masculine psyche, therapy is generally a four-letter word for those of us who would rather swallow our feelings, pretend that things are fine, and die young — and miserable — from stress.

But it made me think: Who is it really good for when you deal with stress in that way? It's certainly not good for me. I'm not setting a positive example for my kids, that's for sure. And my poor wife, who has to deal with me on the bad days? Yeah, it really doesn't help her either. Hell, even the dog can sense when I'm having a bad day, and it bothers her.

If any of this sounds familiar, that's just fine. It means you're a normal human being trying to navigate our society. You feel stress because there are things that you care about, things that you want to achieve, and things that you passionately want to make right in your life. The trick, at least for me, is figuring out how to use that nervous energy in a positive manner instead of letting it become all-consuming and oppressive.

Achieving mastery over anxiety is far easier said than done, but we've got to start somewhere. This is my "somewhere": putting my thoughts on paper for anyone who cares to read them. Admitting that I'm fallible and that I have issues that I try to deal with, sometimes unsuccessfully.

What matters is my outlet, which, lately, has been elusive. I'm struggling with dispelling my anxiety given the time I spend working and the time I spend with family. Where is the space for me and my feelings? How

much "me time" is enough? Perhaps I simply need to schedule this time, but will work or family then suffer? Maybe both?

I'll present myself with this counterargument and see what I have to say about it:

I am more successful and efficient when I am focused, energized, and enthusiastic about what I'm doing. I am less successful when I'm stressed out, scatterbrained, and fretting about every single facet of my life. I am a better father, husband, and employee of this local when I don't feel like I'm at my breaking point. My family deserves more. My union deserves more. By giving more and more, I'm actually giving less. By giving less, I actually have more to give.

Maybe I need to find a way to put work aside when I'm not at work and focus instead on the other aspects of my life. Maybe I need to work to make time for myself and make a point of doing the things that I enjoy doing simply because I enjoy doing them rather than always reverting to doing things that help everyone else.

It all recalls something I heard in a philosophy class I took back in college some 20 years ago: "I am always looking for black or white in a sea of grey."

Now that I've had my latest revelation, it's time to give it a shot. But will this be the silver bullet that solves the world's problems? No way. Chances are that it's not even going to solve my problems! But maybe I can get one step closer to Zen by admitting that not only do I not have all the answers but that maybe I'm still searching for the questions.

Until next time, don't forget that there are people who care about you, your well-being, and your happiness — even if that person is you. Take some time for yourself.

Stay safe, brothers and sisters, and I'll see you on the jobsite.

In Solidarity,
Matt Russo
Secretary-Treasurer

PLASTERERS & CEMENT MASONS LOCAL 300



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

OPCMIALocal300.org

LEFT: Local 300 cement masons with Shaw and Sons pour a curb and gutter in Brisbane.

BELOW: Local 300 cement masons Leon Smith and Aitu Puni work with R&S Construction in San Francisco.

RIGHT: Local 300 cement masons with Vanguard Construction pour a sidewalk in Burlingame.



GLAZIERS LOCAL 718



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President: Lenny Quintana

43rd Annual COPE Banquet With the San Mateo County Central Labor Council



Local 718 members met for an evening of solidarity on Friday, August 25, and enjoyed dinner and drinks at the SFO Hyatt Regency Hotel. This year's Committee on Political Education in San Mateo County honored Local 718 member Bart Pantoja, who's also business manager for the San Mateo Building and Construction Trades Council, for his ability to bring together labor and community partners with differing interests and a history of going in different directions.

MEETINGS

General Membership
Tue., Oct. 10, 6 p.m.

Executive Board
Tue., Oct. 10, 5 p.m.

On the Job With Golden Gate Glass



Local 718 members John Lockhart and Brian Deering pause for a snapshot while working on glass replacements at 1661 Pine Street for Golden Gate Glass.

Day of Action With the United Educators of San Francisco



Trades members employed with SFUSD appeared with city teachers on Monday, August 28, at a press conference on Van Ness Avenue to speak on district staffing and payroll issues that are affecting our members. SFUSD glazier Gerson Portillo appears with Local 718 executive board members Orlando Martinez and Jamie Redmond in the photo at left.



Upcoming Events

Tradeswomen Build Nations



This year's 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 for more information.

VAC Pacifica Beach Cleanup & Barbecue



Join us for this annual VAC event on **Saturday, October 21**. For information, text Local 718 VAC coordinator Danny Linares at 415-465-0404, Chris Burnett at 510-919-3888, or Steve Vargas at 510-600-8043.

The Big Game



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

STAR Awards & Recognition



Local 718 members appear alongside family and friends at the recent annual DC 16 STAR Awards and raffle event. This year's top raffle prize was a fully loaded 2023 Chevy Silverado. You can register for STAR classes and read the raffle rules of eligibility details at dc16star.org.

SFUSD Job Opportunities

PEX 7326 - Glazier
Date
Aug 4, 2023
Location
San Francisco, CA, US, 94124
Department Description
Building & Grounds
Category
Classified

SFUSD needs glaziers who can perform service work on 150-plus school and administrative buildings in the City. Apply at sfusd.edu.

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

Happy Labor Day

With origins dating back to 1865, Bricklayers and Allied Crafts is the longest continuously operating construction union in the U.S. After working families enjoyed a three-day weekend during the first week of September, it's worth taking a moment to understand, recognize, and reflect on the struggles that past union members faced and the privileges that this holiday represents.

Enjoying a day off work on the first Monday in September was significant for American workers in 1894, when Labor Day was officially declared a national holiday under President Grover Cleveland. Back then, working conditions in our country's factories, mills, and mines were dismal — to put it mildly. Employees, including young children, were often required to work 12 hours a day, six days a week, and to do so in overcrowded and poorly ventilated spaces.

Calls went out for shorter workdays and better conditions thanks to worker strikes and rallies in the decades that followed the Civil War. On September 5, 1882, union leaders in New York organized what is thought to be the first Labor Day parade. Tens of thou-

sands of labor union members — from bricklayers, painters, and printers to blacksmiths, railroad workers, and cigar makers — got together and took unpaid leave to march with their locals through the streets of New York City in a historic show of labor solidarity.

Fast-forward to 2023. Today, unions are strong and only growing stronger. Employees are actively seeking better pay and working conditions through organizing. Just a few recent examples include employees at Amazon, Starbucks, and Apple facilities who have successfully carried on the tradition of unionizing.

I'd like to thank the members of BAC Local 3 for all of their hard work and dedication in making our union what it is today. Remember: You are the union! Please attend your monthly chapter meetings and the general meetings to voice any concerns or comments.

One final note: Please be mindful of working in the late-summer and early-fall elements. Drink ample amounts of water, wear light-colored clothing, and use sunscreen. Keep an eye on your brothers, sisters, and siblings on these triple-digit days,



More than 10,000 workers gathered to march in the first Labor Day parade in New York City.

Chapter Meetings

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

All chapter meetings in November are canceled.
General membership meeting: Saturday, Nov. 4.

First Tue., 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
First Thu., 6 p.m., Sacramento — 9840 Business Park Dr., Suite B (BAC 3 Sac Union Hall)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Second Wed., 5:30 p.m., San Jose — 1535 Meridian Ave, San Jose (Rookies Sports Lodge)
Second Thu., 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Third Thu., 6:00 pm., Manteca — 1120 N. Main St., Manteca (Mountain Mike's)
Third Tue., even months only, 6 p.m., Fresno — via Zoom

as heat exhaustion and heat stroke are no joke and can sneak up on you quickly. Most jobs have heat illness prevention measures in place during an orientation or toolbox talk, so please access those when available.

I hope everyone enjoyed our hard-earned end-of-summer three-day weekend and took time to celebrate union participation and the achievements of America's workforce.

In Solidarity,
Lenny Paredes
Field Representative

Service Awards, September

- 25 years: Christopher Robinson
- 40 years: Larry Stokes
- 50 years: Carlo C. Moglia, Richard J. Tipton

Congratulations on your many years of service.

In Memoriam

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

- Romeo Buttici, BL, 7/20/2023, 08-CA, 48-year member
- Ben Spear, TL, 7/23/2023, 19-CA, 55-year member
- James "Jimmy" Weiss, BL, 7/31/2023, 01-CA, 66-year member

Find us on Facebook:
Search "BAC Local 3 CA"

On Twitter:
twitter.com/baclocal3ca

On Instagram:
[@baclocal3](https://www.instagram.com/baclocal3)



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 CUREIL
MARK PLUBELL, ANTHONY VISCUSO
PRESIDENT: BILL HODGES
VICE-PRESIDENT: JONATHAN BLAINE
ORGANIZER: AURELIANO OCHOA

Official Minutes of the San Francisco Building & Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING

Aug. 3, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- SF Building Trades' 2023 Public Service Awards and 127th Anniversary Celebration announcement: <https://www.eventbrite.com/e/the-san-francisco-building-trades-2023-public-service-awards-tickets-641116866807>

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 7/20/2023 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- SF Supervisor Joel Engardio (District 4) meeting: Proposal on Sloat Gardens parcel. Unknown if developer will sue. Great opportunity to craft and implement HSD.
- ST Gonzalez is working on a couple of PLAs, one in Market Street area and another in the Southeast.
- Inclusionary zoning from 2016 has been amended. A few pending projects will now move forward. ST asked rank-and-file members to thank their business reps.
- State-level update: ST said he anticipates that SB 4 and SB4 23 will pass, asked members to think about how to move forward with legislation and endorsement process.
- Doom loop advertised by all is not helpful. ST is hopeful for revitalization of the City.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 5:28 p.m.

BOARD OF BUSINESS REPS MEETING

Aug. 8, 10 a.m.

55 Fillmore St.

ROLL CALL OF OFFICERS

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

GUESTS

- SF Supervisor Dean Preston (District 4): Review of overall projects and major sites, including Freedom West.
- Developer Enrique Landa (Potrero Power Station): Groundbreaking in mid-October to November for first building.

CORRESPONDENCE

- News release: SF Building Trades stand with IBT. Overview of autonomous vehicles issue and threat of delivery vehicles. Teamsters Local 856 should've been better at communicating to IBEW 6. Mark Leach thanked all for the effort to clear the miscommunication up. Letter in support to Governor Gavin Newsom, M/S/C.

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 7/25/2023 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Prologis project update: Redline is out, pending review by lawyers. Zoom meeting to be held.
- SFUSD bond possible on the ballot next March.

PICKET SANCTIONS

- VP Doherty (IBEW 6) reported for the record that Local 6 will resume citywide picket sanction against Helix Electric.
- Mike Henneberry (Teamsters 853) provided update on strike sanction against Premier Recycling and thanked council for support.

OLD BUSINESS

- VP Hernandez (Laborers 261) shared his concern about issues regarding right to access members on jobsites. It's a federal right for local reps to go see members on jobsites.

NEW BUSINESS

None

REPORTS OF UNIONS

- Walter Orellana (OPCMIA 300) reported on job where GC Swinerton is non-signatory. Job possibly falls under citywide PLA. GC has not been paying on time for benefits to trust fund for members.
- LV Constructors inquired on referral for bonding fiduciaries: Miller Kaplan and Withum.
- VP Doherty announced the death of Local 6 member Mike Curry, who was fatally injured on the job Aug. 7.

ADJOURNMENT

Adjourned at 11:30 a.m.

DELEGATES MEETING

Aug. 17, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

GUEST

- U.S. House Speaker Emerita Nancy Pelosi

CORRESPONDENCE

- SFLC Pre-Labor Day Breakfast: Special guest speaker this year will be CA A.G. Rob Bonta. Breakfast held Sept. 1.
- OPEIU 29 CBA.

REQUEST FOR FUNDS

- Reimburse ST Gonzalez for travel to U.S. DOL ETA Panel Presentation airfare (\$533.95) on August 16, M/S/C.

APPROVAL OF MINUTES

- 8/3/2023 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- OL goes to print early this month. Print is set for Aug. 18.
- DOL training: ST thanked all for approving his travel to regional meeting. Shout-out to NABTU and San Diego Building Trades Council.
- SF Building Trades Council has received \$1.2 million for childcare services to members. Grants were awarded on July 1. Online application for members.
- Congressional leadership and tax credits: ST thanked for support and hard work in organizing and introduced Speaker Emerita Pelosi.
- PLA updates:
- 570 Market is being finalized. Execution to business managers soon. Developer wanted the most flexibility. In discussions with prefabrication kiting outfit.
- SF Gateway is in a tentative agreement.
- In active negotiations with Potrero Yard developer, who is committed to 100% union build.

- UC developments for commitment for compliance. New State Building Trades president has hit the ground running in support.

PICKET SANCTIONS

None

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

- A.J. Thomas (IFPTE 21) provided update on possible strike. Things are optimistic and looking good as of now.
- VP Doherty (IBEW 6) reported on fallen brother Mike Curry, who passed away Aug. 7 due to jobsite accident.

ADJOURNMENT

Adjourned in memory of brother Mike Curry at 5:40 p.m.

LIVE BETTER WORK UNION

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.

Content deadline for the next edition: Oct. 10



3 ways to fight the flu

It's never fun to be sick, but the flu is more serious than the common cold. It can be dangerous — especially for older people, children under 4, and pregnant women. Protect yourself and the people you care about with these simple tips.

Get your flu shot

It's your best defense. The vaccination can't give you the flu — but it can help protect you against this year's most common strains and prevent spreading the flu to others. Don't get the flu — get the flu shot!

Visit kp.org/flu.

Boost immunity with healthy habits

Simple things that support overall health can also help you fight the flu. Wash your hands often, and keep hand sanitizer handy. Make sure to get enough sleep, eat lots of fruits and veggies, and drink plenty of water.

Keep your germs to yourself

If you do get the flu, do yourself and your co-workers a favor and stay home. You need rest, fluids, and time to recover — and going to work sick can make symptoms worse and spread the illness around your workplace.

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.