

Organized Labor

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TOP PROJECTS OF 2024

AND THE MOST ANTICIPATED PROJECTS OF 2025

By Robert Fulton | CONTRIBUTING WRITER

PHOTO CREDIT: KYLE FRITZ VIA UNSPLASH

Thanks to rising interest rates, election uncertainty, and a slow-to-recover post-Covid economy, 2024 was a challenging year for workers across the board. Regardless, a handful of high-value projects across the City and

throughout the Bay Area kept a big chunk of tradesmembers busy this past year.

Now it's time to turn the page to 2025. The good news is that there's plenty of promising work on the horizon heading into the new year, with big projects

kicking off soon. Great things are indeed to come.

Hewing to this newspaper's annual tradition, *Organized Labor* spoke with business managers, business agents and representatives, and other

key figures from Bay Area building trades locals affiliated with the San Francisco Building and Construction Trades Council about their year in work — as well as the exciting jobs to come. We talked about how the past year went, the best projects of 2024,

and what 2025 might have in store.

Here's 2024 in review and a forecast of what just might make 2025 a banner year for the City's building trades.

Turn to **page 11** to read more.

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ON THE Job Site

Trades Top of Their Class at Mission Bay School

By Jana Ašenbrennerová
CONTRIBUTING PHOTOGRAPHER

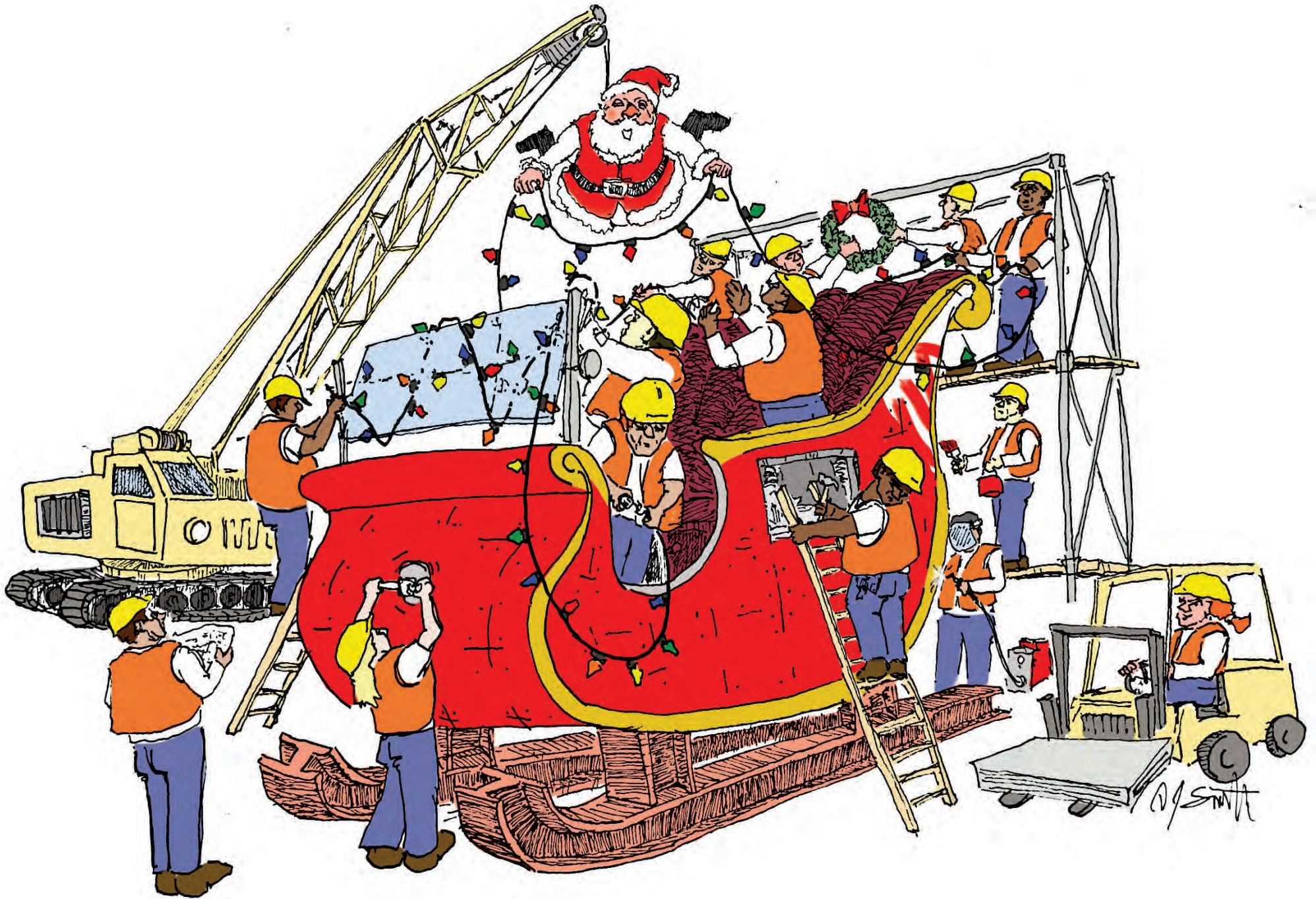
On Friday, November 8, we visited the Mission Bay School jobsite, which is located near the Chase Center on the east side of the City, to check out the progress on what will become the latest addition to the SFUSD system.

What we found was an impressive range of tradespeople representing their crafts, all of them hard at work and seemingly loving every minute of it. Everyone from sheet metal workers, painters, and

continued on page 18



Happy Holidays



*... and a Happy New Year From
Everyone at the San Francisco
Building & Construction Trades
Council and Organized Labor.*



San Francisco Building and
Construction Trades Council

UNION-STRONG SINCE 1896



Remembrance, Solidarity, and Gratitude Heading Into 2025



By Rudy Gonzalez
SF BUILDING TRADES COUNCIL
SECRETARY-TREASURER

Rest in Power, Dennis Kelly

I was a relatively new representative and elected trustee of my teamsters local when I first met Dennis Kelly. At the time, Dennis was president of the SFUSD teachers' union, United Educators of San Francisco Local 61. What I knew about him was mostly through his wife, Hene Kelly, one of my favorite SF Labor Council delegates.

I can't recall the exact legislative issue at hand the day I met Dennis, but whatever it was, it pitted local teamsters and teachers against each other. Despite that inconve-



In memoriam: retired UESC Local 61 president
Dennis Kelly

nient political fact, Dennis's handling of the negotiations left a lasting impression on me. He had a commanding presence and a physical stature that could be imposing, but his calm tone and precise language made him something of a gentle giant. What I expected to be a contentious argument turned into a master class in negotiation and solidarity.

Throughout my career as a labor leader, Dennis remained a figure of moral clarity on issues affecting children and educators. He was someone I could continually turn to for advice and guidance. When I joined the SFLC staff, Dennis was always ready to help, teaching me how to use parliamentary procedure and Robert's Rules to foster civil discourse rather than stifle dissent.

Dennis was a great teacher, a gentle yet passionate leader, a devoted husband and father, and, above all, a true union man. We lost a great one on November 7, 2024. May his memory be a blessing to us all, especially to Hene and their family.

Stand With Local 2 and Defend the Future of Union Solidarity

The hotel workers of Unite Here Local 2 have been holding the line for over 80 days, striking against some of the City's largest hotel corporations. This strike isn't just about the present — it's about protecting the hard-won rights of generations

past and ensuring a future of dignity for workers to come.

At the heart of this struggle is a coordinated campaign to reclaim lost hours for members and to block the hotel bosses' outrageous attempt to gut union healthcare benefits. Now these employers are stooping even lower and pushing a two-tier system that would sell out future workers. Under their plan, current members would retain benefits while new hires would receive reduced wages and inferior healthcare.

Such a system would divide the union, weaken solidarity, and undo decades of progress. Think about it: working side-by-side with a colleague, doing the same job, paying the same union dues — but only one of you gets full union benefits. It's an insult to the very principles of equality and fairness that unions stand for.

Local 2 members are morally right to hold the line, and not just for themselves, but for the next generation of workers. Just as we fight today for work we might never see, they are fighting for a future they might never fully enjoy.

The strike continues, one day at a time, on every picket line. Honk your horn. Stop by and stand with them. Donate to their hardship fund. Whatever you do, honor the strike. Their fight is our fight, and their victory will be a victory for us all.

End-of-Year Message

As we close out another year, I want to take a moment to reflect on our collective accomplishments and express my gratitude for your unwavering dedication. We've celebrated key wins in 2024 that will help to entitle the next decade of work. Together, we've faced challenges head-on, stood strong for our rights, and continued to build the backbone of this city.

This year, your hard work and solidarity have ensured that wages are fair, jobsites are safer, and union voices remain at the forefront of San Francisco's progress. Whether it was showing up to work at the crack of dawn, training the next generation of apprentices, or standing shoulder-to-shoulder on picket lines, you've proven that when we stick together, there's nothing we can't achieve.

We've made strides in protecting workers' rights, securing project labor agreements, and advocating for policies that put working families first. But we know our work is never done. As we look to 2025, let's commit to growing our movement through organizing the non-union, supporting each other across craft lines, and continuing the fight for dignity, respect, and opportunity for all workers.

Thank you for your dedication, strength, and solidarity. I'm proud to stand with all of you, and I look forward to the victories we'll achieve together in the new year. **OL**



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JERRY NEIL PAUL

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

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

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

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

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Winning Work

A Roundup of Recent Noteworthy News for the SF Building Trades

... ON THURSDAY, NOVEMBER 7, the SF Planning Commission approved a special use district allowing developer Lendlease's long-stalled 47-story mixed-use tower project at 30 Van Ness Avenue to finally move ahead.

The yeas won after a 5 to 1 vote. Commissioner Amy Campbell recused herself from the decision, and Commissioner Theresa Imperial cast the lone "no" vote. The project moved forward during an SF Board of Supervisors meeting on Monday, December 9.

These decisions put this all-union build one step closer to restarting, bringing plenty of potential work to the trades.

... ON TUESDAY, NOVEMBER 12, SF Building Trades Council President Larry Mazzola quietly negotiated a \$550 million letter of commitment from Fisherman's Wharf Revitalized, the ownership concern that's trying to get a redevelopment project for Fisherman's Wharf off the ground. That project would entail separate developments at Pier 45 and Seawall Lot 300-301, which is bounded by the Embarcadero, Taylor Street, and Jefferson Street, according to a press release from the mayor's office dated Wednesday, December 11.

In the same release, Port of San Francisco Executive Director Elaine Forbes is quoted as saying, "The project aligns with the port's goals of re-

energizing the waterfront, supporting the fishing industry, increasing public access to the bay, advancing seismic and flood protection efforts, and making the area attractive to diverse groups of people."

Having found Fisherman's Wharf Revitalized fiscally feasible during a hearing on Wednesday, December 4, the Budget and Finance Committee moved the project forward. The approval came thanks no doubt to a long line of project advocates during public comment. That included people like Sprinkler Fitters Local 483 Business Representative Dan Torres, Heat and Frost Local 16 Business Agent Anthony Viscuso, and advocates from the IBEW, laborers, plumbers, teamsters, and other union locals who showed up to support the project during public comment.

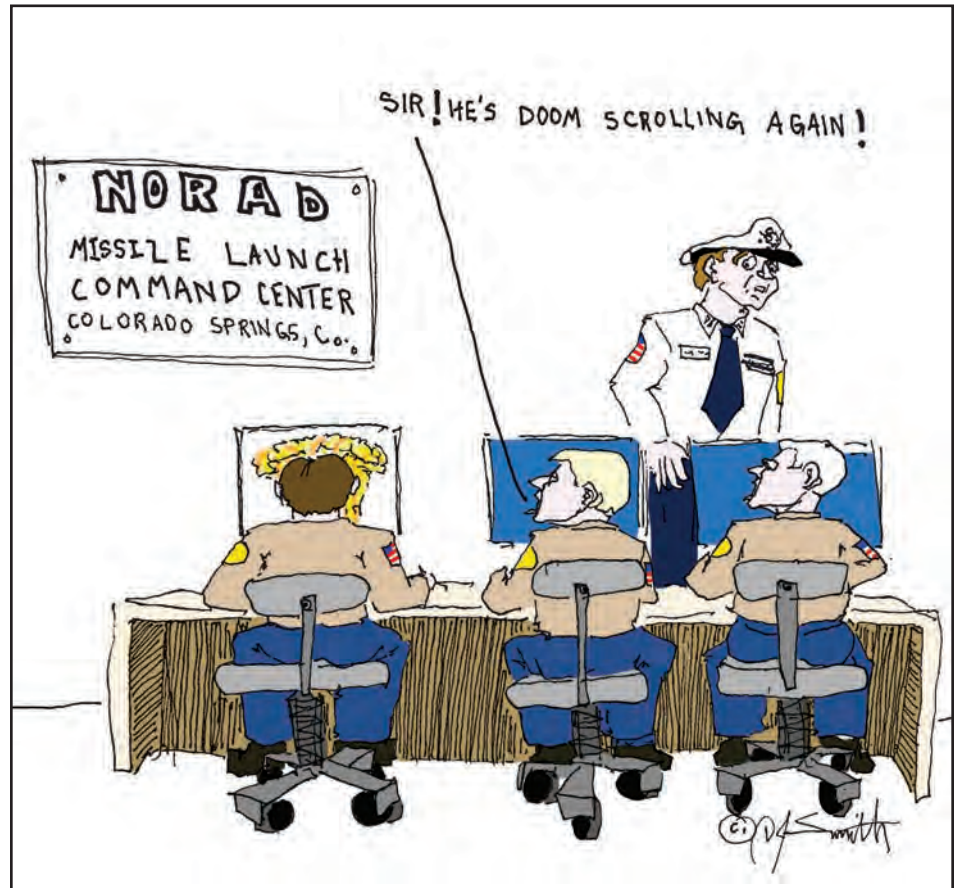
Despite the large amount of advocacy for the project, many commercial fishermen showed up to voice their concerns about being displaced by the redevelopment of the piers off of which they fish. We'll keep you informed of how it plays out from here.

... ON TUESDAY, NOVEMBER 19, the SF Board of Supervisors finally approved the 3333 California Street project. Supervisor Catherine Stefani thanked all who helped to push the project forward. This was her last meeting as a member of the Board of Supervisors. Next stop, Sacramento.

The 3333 California site is an old UCSF campus property that's being proposed as a new residential community. **OL**

PENCILING OUT

BY DAVID JAMES SMITH



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Globally, the Labor Movement Is Taking It to the Streets

By Robert Fulton | CONTRIBUTING WRITER

SF's Hotel Worker Strike Soldiers On

The San Francisco hospitality worker strike of 2024 looks as though it's likely to stretch into the new year. The strike's footprint expanded recently, with 500 workers represented by Unite Here Local 2 walking off the job at the San Francisco Marriott Marquis on Sunday, November 24.

Workers are now on strike at all of San Francisco's swankiest and most prominent hotels. The Marriott Marquis workers join 2,000 other strikers at the Grand Hyatt San Francisco, Hilton San Francisco Union Square, Marriott Union Square, Palace Hotel, and Westin St. Francis. The strikers, who number 2,500, include housekeepers, bellhops, dishwashers, servers, bartenders, and more.

"Hotel workers have made it clear that we won't give up when our healthcare, our families, and the city we love are on the line," she wrote. "San Francisco hotels have a choice to make. They can bet on SF by settling contracts that actually allow hotel workers to support our families and help rebuild our local tourism industry, or own the fact that they are driving business away."

Hotel workers have been on strike since September and are seeking fair wages, better working conditions, and more adequate staffing.

The last Local 2 strike occurred in 2018 and lasted two months. The contract in question expired in 2022 but was extended for two years. The contract expired on August 24, and this year's strike started on September 22.

November 15. The Canadian Union of Postal Workers (CUPW) and Canada Post has been negotiating a new contract for a year before talks broke down. A mediation proved unsuccessful.

According to The Toronto Star, the Canada Post attempted to lay off more than 300 workers as the strike got underway. The CUPW filed an unfair labor practice complaint with the Canada Industrial Relations Board on Friday, November 29. A settlement was reached and the employees were not laid off.

The CUPW represented 55,000 striking workers. According to the newsweekly Business in Vancouver, the union's demands include wage increases of 24% over four years, better benefits, paid meals and rest periods, and protections against technologi-

USPS letter carriers nationwide have demonstrated their dislike of the agreement with "vote no" rallies from coast to coast. They've protested mistreatment by management, mandatory overtime, extreme heat, and other indignities.

Thousands have pledged a no vote. Postal workers are not allowed to strike, according to U.S. law. We'll be keeping a close eye on this situation and reporting back with future developments.

Doctor Strike Shakes Up South Korean Healthcare System

Doctors in South Korea have been striking for months, with no remedy in sight.

The cause? The South Korean government has proposed significantly increasing medical school admissions to address a projected



Members of the Canadian Union of Postal Workers strike in front of the Canada Post head office in Ottawa, Ontario, on Wednesday, December 11.



Members of the National Association of Letter Carriers, the union representing postal workers here in the United States, rallies in Washington, D.C., in March.

The annual Moose Feed luncheon — jointly hosted by the SF Building Trades Council and the NorCal Carpenters Union and attended by labor leaders, politicians, and other union allies — was canceled this year in solidarity with the striking hotel workers. Local 2 is now attempting to discourage attendees of a major healthcare conference at the Westin St. Francis in January from going.

Unite Here is demanding that hotels "bet on SF." Local 2 President Lizzy Tapia explained what that means in a recent press release.

According to Local 2, more than 10,000 hotel workers have gone on strike in 11 cities across the U.S. since Labor Day. San Francisco is the only city in which workers remain on strike.

Canadian Postal Workers Push the Envelope

As this month's edition of *Organized Labor* went to press, a strike by Canadian postal workers was well into its second month.

Postal workers for our neighbors to the north officially went on strike on Friday,

cal changes, among other issues.

USPS Fails to Deliver

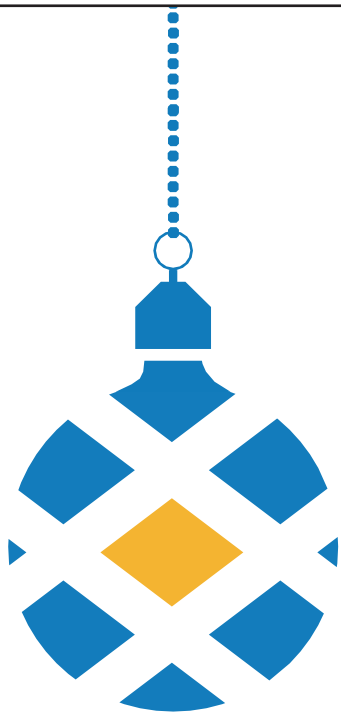
In more letter carrier news — this time stateside — the National Association of Letter Carriers and the United States Postal Service have come to a tentative agreement. Not everyone is happy, though.

The proposed 2023–2026 agreement, whose ballots went out on Monday, December 9, will cover about 200,000 carriers nationwide. Details include three 1.3% hourly wage increases to letter carriers. They'll be retroactive.

shortage of doctors.

Current doctors, primarily resident physicians and interns, aren't having it. They've been on strike since February.

The government's proposal to raise the med school admissions quota from just over 3,000 students to 5,000 has sparked outrage. Current doctors demand that more focus be placed on established medical professionals. According to the Singaporean news organization The Straits Times, intern and resident doctors work 36-hour shifts, compared to shifts lasting less than 24 hours in the United States. **OL**



Happy Holidays!

We wish you and your families a joyful and prosperous Holiday Season!

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Strong Labor Protections Are Non-Negotiable

Affordable Housing Must Include Them, Full Stop.
Gambling Them Away Is a Grave Mistake.

BY THE EDITORIAL COMMITTEE & PUBLISHERS OF ORGANIZED LABOR

In California, we've been struggling to deal with the housing crisis for well over a decade. Cities across the United States are now racing to address their own housing crises, which have become a nationwide issue in our post-Covid economy.

As a result, the construction of affordable housing has bubbled up as a key policy focus, just as it has been in the Golden State for many years now. But supposedly well-intentioned governments and developers that have pledged to build housing for those most in need all too often fail to consider the workers who bring these projects to life.

That type of thinking has led to a troubling trend: Affordable housing construction projects exclude strong labor protections, creating a second-tier system in which workers on such projects earn less, face more dangerous working conditions, and lack access to essential benefits compared to their counterparts building market-rate housing.

This is unacceptable. Despite the best of intentions — building affordable housing faster — this disparity is unjust and counterproductive. It should go without saying that workers who construct affordable housing deserve the same dignity and protections as those building in the luxury residential space.

After all, research supports the fact that strong labor standards not only uphold fairness but also contribute to the quality and cost-effectiveness of housing projects. As recent research from UC Berkeley demonstrates, incorporating labor agreements does not significantly inflate the cost of affordable housing projects and delivers crucial benefits for workers and communities.

Labor Protections or Affordable Housing: A False Dichotomy

One common argument against including strong labor protections in the form of



A rendering shows the now-completed Ventana Residences at 99 Ocean Avenue. Ventana, an affordable housing project, was financed with capital from union pension funds and utilized a 100%-union-construction workforce to provide below-market-rate housing, including 48 units reserved exclusively for union workers.

prevailing wages or project labor agreements, for instance, is the perception that these measures will increase overhead costs and reduce the number of affordable units built. However, a 2024 study by the UC Berkeley Labor Center found no substantial evidence to support this claim. The report analyzed affordable housing projects in California and found that those subject to PLAs guaranteeing fair wages, decent benefits, and reasonable working conditions were completed at costs comparable to projects without such agreements.

Perhaps even more interesting is that the study noted that labor protections help attract a skilled and stable workforce whose reliability reduced worker turnover and accelerated project timelines. That level of stability ultimately offsets any marginal cost increases and ensures that projects are delivered efficiently. By contrast, lower wages and weaker protections were found to result in worker shortages, timeline delays, and quality issues. These types of jobsite issues defeat the very purpose of affordable housing initiatives.

Two Tiers: Morally and Economically Unsound

A bifurcated labor system wherein affordable-housing construction workers are treated as second-class citizens is a deeply inequitable practice. It sends the message that the labor of some workers is less valuable than that of others, even when those workers are performing the same work.

Beyond the simplest notions of fairness, such a system has economic repercussions. When construction workers are underpaid and go without benefits, they're more likely to struggle with housing insecurity themselves. This perpetuates a cycle in which those building affordable housing cannot afford to live in it, undermining the broader goals of housing justice.

Worse still, weakening labor protections in affordable housing construction disproportionately harms vulnerable workers, including the immigrants and people of color who make up a significant portion of the construction workforce. Upholding strong labor standards in these projects is essential to addressing systemic inequalities and mak-

ing certain that public investments actually provide a benefit to all members of society.

A Path Forward

The solution to this injustice isn't too difficult: Governments and developers must integrate robust labor protections into affordable housing projects as a baseline standard. Policies requiring prevailing wages, apprenticeship programs, and PLAs should be implemented universally. That way, distinctions between affordable and market-rate housing construction won't be used against construction workers.

Cities like Los Angeles have shown us that labor protections and affordable housing goals can harmoniously coexist. L.A., which has prioritized fair wages and local hiring, is creating pipelines for good jobs while taking meaningful strides to address its housing crisis. This model should be scaled statewide to ensure that the pursuit of affordability doesn't come at the expense of worker dignity.

The affordable housing crisis is one of the foremost issues of our time; it's obvious that it demands immediate action. But its resolution must not come at the cost of fairness and equity for construction workers. We must continue to take a strong stand against it whenever it's floated as a policy concept.

If we truly believe in housing as a human right, then we must also believe in the rights of those who build that housing. Affordable housing should uplift communities, not reinforce inequity. That begins with treating all workers with the respect and protections that they deserve. **OL**



To read the UC Berkeley Labor Center report referenced in this editorial, scan the QR code or visit t.ly/hmfTj

“

If we truly believe in housing as a human right, then we must also believe in the rights of those who build that housing.

THE MOST COMPLICATED CASES

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Season's Greetings



With the holiday season upon us, may you kick up your heels and find time to unwind and celebrate all that's been accomplished in 2024. We thank you for your confidence and trust during the past year and wish you and your loved ones a healthy and prosperous 2025!

To learn more about Blue Shield, contact Tera Clizbe, vice president, Labor and Trust at tera.clizbe@blueshieldca.com.

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TOP PROJECTS OF 2024

AND THE MOST ANTICIPATED PROJECTS OF 2025

By Robert Fulton | CONTRIBUTING WRITER



PHOTO CREDIT: CHRIS LEIPELT VIA UNSPLASH



The Transamerica Pyramid



Bricklayers & Tile Setters LOCAL 3

Local 3's Colin Johnson described 2024 as "kind of a roller coaster," with work having picked up more significantly partway through the year.

Terrazzo workers were out in force at the iconic **Transamerica Pyramid**, and restorations at **St. Dominic Church** and **Alcatraz** provided hours. And the team spent plenty of time at **Treasure Island**.

Johnson said that he expects things to pick up in 2025, with **Transbay Block 4** and **Transbay Parcel F** forecasted to

provide some meaningful hours.

"It looks to be a little better," he said.

Outside of San Francisco, Local 3 will be on jobsites at the **new Mormon Temple** and the **new Sixth Appellate District Courthouse**, both in San Jose.

Johnson lamented the lack of office work in the downtown SF corridor as those buildings continue to sit vacant.

But "it's going to be a better year as people come back to the office," he said.

PHOTO CREDIT: GEORGE VERLAINE



Roughing in at the Biodigester



IBEW LOCAL 6

Local 6 Business Manager John Doherty characterized 2024 as a year that he'd hoped would've been a bit better. Despite the less-than-stellar amount of work, however, he said that the San Francisco Public Utilities Commission's Biosolids Digesters Facility — a.k.a. **the Biodigester** — and the new hospital build at **UCSF Parnassus** did provide a lot of opportunities for his members over the past year.

Doherty said that he's hopeful things will improve in 2025,

citing the potentiality that tenant improvement work — which has been subdued thanks to the City's slow-to-rebound office occupancy rate — will come back. The **Portrero Power Station** redevelopment megaproject will also provide jobs next year.

Doherty anticipates strong second and third quarters in 2025.

"They're coming," he said, referring to next year's jobs. "It's going to be good work."

PHOTO CREDIT: KEN LUND VIA FLICKR



560 Mission Street



Elevator Constructors LOCAL 8

In the elevator trade, it's all about the ups and downs, right? According to Local 8 Business Representative Greg Hardeman, his union's out-of-work list had between 20 and 30 mechanics throughout the year.

"Construction was steady throughout our jurisdiction," he said, "but the lack of large construction projects in San Francisco was felt by our out-of-work mechanics."

The projects that did keep the elevator constructors busy in 2024 included modernization projects at **560 Mission** and **50 California**, the latter otherwise known as the

Bank of America Building. Local 8 members also enjoyed some sizable work in California's capital city.

"For Sacramento, it's great to see large projects that put new apprentices and mechanics to work," Hardeman said. "In San Francisco, both [the 560 Mission and 50 California] projects should provide steady work for multiple years — and the B of A building is an iconic building in our world-famous skyline."

Hardeman predicted a slow start to 2025 but said he's confident that work should pick up later in the year.

TOP PROJECTS OF 2024

PHOTO CREDIT: GEORGE VERLAINE



The 555 Bryant Street jobsite

PHOTO CREDIT: JANA AŠENBRENNEROVÁ



Isle House on Treasure Island



District Council 16

REPRESENTING CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL 12, GLAZIERS LOCAL 718, PAINTERS & DRYWALL FINISHERS LOCAL 913, AND OTHERS

The DC 16 unions — a.k.a. the professional finishers — are more or less in the same boat as the rest of the SF Building Trades Council affiliates when it comes to the past year of local projects. With Local 12 Business Representative Anthony Nuanes out of the country and Local 718 just recently hiring a new business rep, *Organized Labor*

spoke with Local 913 Business Representative Joe Sanders for the lowdown on 2024 and 2025.

He described the previous year as one with “peaks and valleys,” starting slow but picking up before slowing down again. He said that **555 Bryant** and some projects in Sunnyvale have been

keeping his members busy.

Sanders also said that quite a bit of work has come from **Treasure Island** and **Hunters Point**, both of which he forecasted to continue into the new year.

“It’s looking optimistic going into 2025,” Sanders said.

Added Nuanes via email: “For Local 12, a finishing craft, we came out of the pandemic slowly this year, but the last quarter of 2024 has picked up, and we’re down to just a handful of members on the out-of-work list. I am predicting a busy year for 2025 with the projects and PLAs that are already on the books.”

PHOTO COURTESY LOCAL 510



The Dreamforce jobsite



Sign & Display LOCAL 510

Local 510 Business Representative Morgan Worth said that 2024 was similar to 2023 work-wise. Shows and events have continued to gradually bounce back post-pandemic, but it has been slower than usual. He’s hoping for a busier 2025.

“We’re encouraged by the steady pace at which the Moscone Center calendar seems to be filling up,” Worth said.

Dreamforce was one of his local’s most significant projects of 2024.

“It’s always an event that shines a positive spotlight on San Francisco, especially with the national and international exposure that it brings to the City. Dreamforce also provides our members a much-needed paycheck as the year begins to wind down.

“We’re looking forward to the return of Dreamforce in the fall of 2025, as well as **the NBA All-Star Game** and its associated fan events in February of the new year,” Worth said.

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TOP PROJECTS OF 2024



PHOTO CREDIT: GEORGE VERLAINE

Subterranean piping at the Biodigester jobsite



PHOTO CREDIT: GEORGE VERLAINE

The Biodigester jobsite



U.A. Plumbers & Pipefitters LOCAL 38

Local 38 Business Manager Larry Mazzola Jr. characterized 2024 as “not good,” with the slow post-pandemic recovery lingering on, and remote and/or hybrid work leaving the downtown SF commercial vacancy rate at persistently high levels. High interest rates have also not helped with new construction, he said.

“We have many plumbers and pipefitters who have been out of work for long periods,” Mazzola said.

Despite the headwinds, Local 38 members did find a good number of hours on **Treasure Island**. That massive redevelopment project essentially involves the building of an entire new city, complete with 8,000 new homes, hotels, retail, schools, and a sewer treatment/water facility plant, in addition to new infrastructure, parks, ferry service, retail, office space, arts facilities, and more.

Mazzola added that **the Biodigester** also brought a good amount of work to Local 38’s membership.

Looking ahead, the new hospital at **UCSF Parnassus** is a \$4.3 billion project that will put plenty of plumbers and pipefitters to work. The 29-acre **Potrero Power Station** development is a mixed-use, 2,601-unit project with commercial and retail. Megaprojects at **India Basin** and **Mission Rock**, in addition to the aforementioned Treasure Island buildout, will also continue to bring jobs, Mazzola said.

“We remain cautiously optimistic, with the new mayor in office and the interest rates dropping a little,” he said. “We’re hopeful that [downtown SF] will be showing signs of economic recovery, along with a renewed tenant improvement sector.”



Sprinkler Fitters LOCAL 483

Local 483 Business Agent Dan Torres said that while most of his members are working, some remain on the out-of-work list. He said the work picture in 2024 was steady but “nothing gangbusters.”

The Biodigester, with its \$3 billion upgrade to the aging Southeast Treatment Plant in the Bayview, has provided plenty of work. Torres called it impactful and trumpeted its local-hire provisions.

UCSF Parnassus is also providing

work for his members.

Torres was one of several business agents who lamented the depleted number of office tenants in downtown SF. With employees working from home, fewer requests are coming in for tenant improvements and maintenance at large office buildings. Overall, however, he maintains a positive outlook for the coming year.

“We’re looking forward to 2025 being better,” Torres said.



PHOTO CREDIT: JANA AŠENBRENNEROVÁ

The Potrero Power Station jobsite



Plasterers & Cement Masons LOCAL 300

Some of the top projects from 2024 for Local 300 will likely be familiar to regular readers of this publication. Local 300 Business Agent Walter Orellana said that the cement masons kept busy with **the Potrero Power Station**, **the Biodigester**,

and **the VA Medical Center**.

As for the plasterers, big jobs at **Treasure Island**, **SFO**, and **Hunters Point** provided plenty of hours, according to Local 300 Business Agent Israel Vargas.

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Happy Holidays!

From the Officers and Staff
of the
State Building and Construction Trades Council of California

IBEW Local 6



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

John J. Doherty

Business Manager-Financial Secretary

Members and Staff

Russell Au Yeung, President

Ronald J. Lewis, Vice President

John Langley, Recording Secretary

Brendan Greene, Treasurer

Christie Peterson, Officer

Jennifer A. Kramer, Officer

Douglas Wydler, Officer

Rick Medrano, Officer

Michael O'Mahoney, Officer



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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, Rick Medrano,
Douglas Wydler

DUES INCREASES EFFECTIVE JANUARY & JULY 2025

Effective January 2025, Local 6 quarterly membership dues will be \$168.
Effective July 2025, Local 6 quarterly membership dues will be \$171.

Dues are due (and payable in advance) not later than the first Local 6 general membership meeting in January, April, July, and October of each year.
Dues can be mailed to Local 6, paid online via ibew6.workingsystems.com, or paid in-person at the Local 6 business office.

Members may choose to make one payment of \$678 for the entire year.

MEETINGS
55 FILLMORE STREET

- Unit 1 Committee**
Tue., Jan. 7, 4:30 p.m.
- Unit 5 (Muni Railway Shop)**
No meeting scheduled
- Executive Board**
Tue., Jan. 7, 4:30 p.m.
- General Membership**
Wed., Jan. 8, 4:30 p.m.
- Unit 6 (Sound & Communications)**
Thu., Jan. 9, 4:30 p.m.
- Retired Members (Senior Sixes)**
Thu., Jan. 16, 10:45 a.m.
- Executive Board**
Wed., Jan. 22, 4:30 p.m.

In Memoriam

We extend our sympathy to the family and friends of David Sheals, inside journeyman, who passed away on November 28, 2024. May he rest in peace.

Best Wishes to Our Recently Retired Members

John Robinson
Raimundo J. Perez-Bode
Jeffrey S. Nathan

BUSINESS MANAGER’S REPORT

Spirit of the Season

Donation barrels for the San Francisco Firefighters Toy Drive were available at the hall through Friday, December 20. It’s been great to see members stopping by and dropping off donations for local families in need. If you weren’t able to drop off an unwrapped toy for a child who would otherwise go without this Christmas, stop by any firehouse in the City to do so.

EWMC Day of Service

Our organization stands out because of the significant effort made by our rank-and-file members to give back to those in our community. This year, the Electrical Workers Minority Caucus (EWMC) continued its annual tradition of providing a day of service decorating the VA Hospital for the holiday season. This is their way of thanking those who have served our great country and defended the freedoms we enjoy today.
Thanks to the EWMC and to all active and retired members who participated.

Motorcycle Toy Run

Local 6 also held its annual motorcycle run supporting the SFFD Toy Drive. It was a well-attended event — even Santa himself came to visit with the children and grandchildren of members — and resulted in piles of toys to be donated to underprivileged kids. Once again, Local 6 members showed up in force and demonstrated their commitment to those around them.
Special thanks go out to those on the

committee and to all who participated. Please enjoy the photos of the event that appear on the page opposite this column.

Members Passing Away

Each month at our general membership meeting, we read the names of our fellow Local 6 members who have passed away. Though sad, this tradition allows us to close out our monthly meetings with a moment of quiet contemplation and respect for those we have lost.
We sometimes lose members who have touched the broader membership with their dedication to our great union. In June, we lost Franz Glen, who was a dedicated member for 73 years and served his union as business manager for 31 years. He was a true trade unionist whose work stretched far beyond the jurisdiction of Local 6 and made an impact across the region, state, and nation.
We also bid farewell to long-time SFJATC instructor Bob Bourdet, who trained three generations of IBEW members.
In October, we were saddened to hear of the passing of Local 6 member and much-admired employer Nick Dutto. His tenure as the head of Metropolitan Electric saw Dutto take the lead on numerous matters of importance in the local industry. He served many years on the pension trust and was successful in both the electrical and sound and communications side of the house, but he never forgot where he came from and never shied away from extolling the quality of his IBEW workforce.
Our hearts grow heavy at the death of any member, with no loss being greater than any other. All departed members leave

behind loved ones who grieve and an empty space in our Local 6 family. Every loss comes too soon, but we cherish the fond memories and good times.
We hope that they all rest in peace.

Year-End Thoughts

Local 6 has seen a continued slack market for private-sector work and dismal hours in the tenant-improvement sector. Fortunately, infrastructure projects like the rebuilding of the sewer plants on the south and west sides of town, as well as other projects at places like City College, etc., provided work opportunities.
Considering an uptick in leasing activity and a reduction in lending rates, we are hopeful that 2025 will see hours returning and our members back on the payroll.
We’ll see some large projects beginning to take on workers next year, including the new hospital and research facility at UCSF Parnassus and a state-of-the-art proton therapy facility at the Potrero Power Station. All of the aforementioned projects are covered by building trades PLAs that secure work opportunities for our members regardless of the contractor awarded the work. Local 6 and the SF Building Trades Council continue to lock up work across multiple sectors as I write this, all without altering our conditions or making concessions.
Finally, I wish you all a happy holiday season and express my hope that 2025 is both healthy and prosperous for you. If you go out celebrating, make sure to designate a driver.

Annual Call to Duty

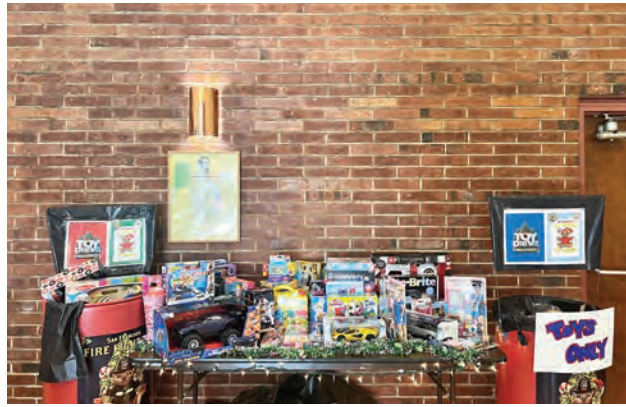
For those outside of the ranks of organized labor, 2024 was yet another year that presented challenges like never before. Low wages, little to no safety standards, and a lack of voice in the workplace are just a few of the injustices non-union workers face in a normal year. This past year saw workers still having to choose between their health and their housing, their children’s safety and their education, and their aging parents’ care and the ability to stay employed.
These are choices no family should have to face, and they definitely should not have to face them alone.
Labor unions are organizations of people who believe hard work deserves fair compensation, jobsite safety, and adequate health-care. We believe that by standing together, workers gain the ability to raise their standard of living. We believe that despite our shortcomings, labor will always come down on the right side of history.
In closing, I remind you that this is a great time to recommit to the cause for which the IBEW stands. The first line in the IBEW Constitution states: “Our cause is the cause of human justice, human rights, human security.” That cause extends beyond the electrical industry, and it should be we who work to ensure that all can be represented no matter how they toil for a living.
Point those who have yet to join our ranks in labor in the right direction. Let them know that there are people willing to help them organize their workplace.

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



Members from the Electrical Workers Minority Caucus decorated Christmas trees at the VA Hospital during their annual Day of Service.

Scenes From the Local 6 Toy Run Benefiting the SFFD Toy Drive



ON THE Job Site

continued from page 1

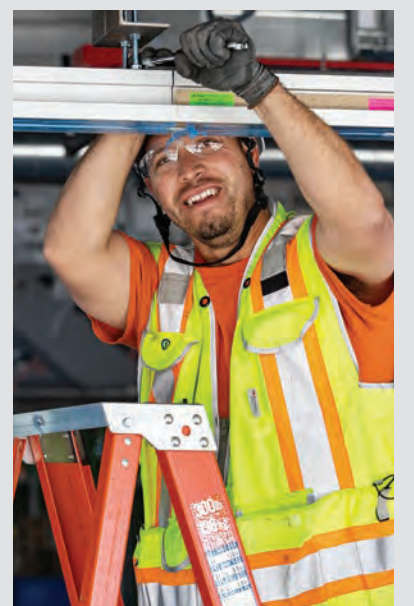
operating engineers to laborers, electricians, and carpenters were out in full force.

The Mission Bay School project comes courtesy of an SF Building Trades Council-negotiated project labor agreement with SFUSD, which designated Mission Bay Parcel 14 as a new school site for the up-and-coming SF neighborhood from which the new school takes its name. It's all thanks to the 2016 Proposition A bond program that this council helped to pass eight years ago.

Design-build contractors McCarthy and DLR Group are delivering the project with Swinerton as the construction manager for SFUSD.

The school is expected to open next August. **OL**







UA LOCAL 38

PLUMBERS, PIPEFITTERS & HVAC/R

SAN FRANCISCO, MARIN, SONOMA, MENDOCINO & LAKE COUNTIES



Happy Holidays

From the Officers
and Members of
UA Local 38

Larry Mazzola Jr.

Business Manager/Financial Secretary Treasurer

State Building Trades Council Honors San Francisco's Efforts During The Past Election

On Wednesday, December 18, San Francisco Building and Construction Trades Council President Larry Mazzola Jr. and Secretary-Treasurer Rudy Gonzalez decamped to Sacramento to join a cadre of building trades leaders from Siskiyou to San Diego for an executive board meeting of the State Building and Construction Trades Council of California.

During the meeting, a special ceremony was held to recognize the diligent political advocacy of various building trades councils



across the Golden State during the lead-up to the November election. The SF Building Trades Council was awarded for being among the top performers during the 2024 election cycle.

This council gives a big shout-out to San Diego County Building and Construction Trades Council Business Manager Carol Kim and her members for being the top-performing council in California. Kim

definitely knows how to get it done for her membership. We applaud her tenacity.

Congratulations as well to all of the awardees. Our solidarity is something to celebrate. **OL**



CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL 12



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2020 Williams Street, Suite A1, San Leandro, CA 94577
Phone: (510) 454-8150
President: Dave Bradfield • Financial Secretary: Dave Mathie
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.

Scenes From the Local 12 Christmas Party



CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL UNION NO. 12

DISTRICT COUNCIL 16

*Best Wishes to Our Brothers & Sisters
for a Happy and Safe Holiday Season*

President

DAVE BRADFIELD

Financial Secretary

DAVE MATHIE

Service Reps

STEVE BELONG • EDGAR FLORES • ANTHONY NUANES

Organizers

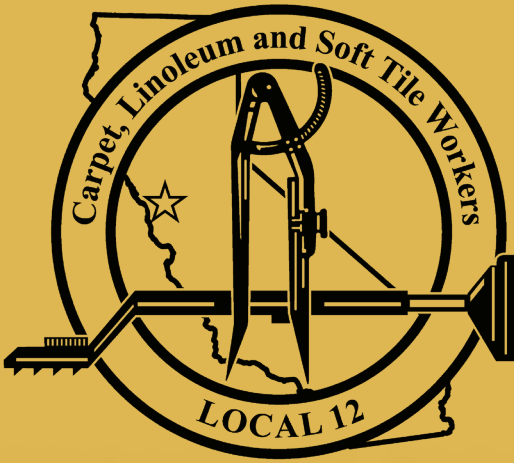
MARTIN GARCIA • RUFFIN ROMES

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ELEVATOR CONSTRUCTORS LOCAL 8



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Matt Russo
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Recording Secretary

Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

skill set, I strive for their determination. When I come up short, that doesn't mean that I'm going to stop trying — and that, for what little it may be worth, is my contribution to this trade, and to my family.

I hope that in the years to come, the “Can you peel my orange?” generation can live up to the work ethic of the boomers, whom they dismiss for no other reason than that the ideals of that generation fail to resonate with them.

I, for one, am hopeful. I have to admit that the Gen Zers have got something right: They've begun to question why they're working so many hours. I think that's a very good thing. But in the age of “Can you get the manager? I asked the chef to cut my steak into bite-size pieces,” I think there's still some soul searching to do. I think there's room for growth.

I think there's a work-life balance that the younger generations have clued into that the baby boomers missed. I think there's something to mental health that the boomers missed, too. But I also think that Gen Z is too used to complaining until they get their way.

Now, I know this is a bit of a dichotomy, as I will be the first to tell you to be your own best advocate and speak up for yourself. But — and here's the rub — you must be willing to put in the work. Nothing will be handed to you on a silver platter (other than your cubed steak and orange slices).

It's curious watching the differences play out between two generations that I feel somehow connected to and completely apart from. As a Gen Xer, I learned lessons from my parents that are certainly not the lessons that I'm imparting upon my kids. Maybe, somehow, I'm to blame.

Perhaps I haven't pushed my kids hard enough, steeled them enough. Perhaps I feel that some of the ways my parents taught us

lessons was too aggressive. Perhaps I feel like I shouldn't have had to drink out of a garden hose because I wasn't allowed inside during the day — and now everyone wants to talk about BPAs and forever plastics. Go figure.

But I also learned some valuable lessons from being outside all the time. I learned how to have a conversation, look someone in the eye, and be punched in the mouth. I learned that my words had consequences, and not the tell-the-principal kinds of consequences.

It seems to me like some of that is missing these days. I remember getting in trouble in school and being told by my dad that he'd go to bat for me — but that he'd better be getting the whole truth from me right then. He made it clear that he had better not hear something from the principal that he hadn't already heard from me.

Maybe it's that personal accountability that's lacking among members of the upcoming generation. It's looking in the mirror and seeing that we're not perfect and that we have room to grow.

If we've taken anything from the boomers — and I hope we have — I hope it's the lesson that we all have work to do on ourselves, our jobs, and our lives. In the end, those are what we are most accountable to.

We owe it to ourselves to learn lessons from our past to create better versions of ourselves for the future. Since we're facing a new year, maybe we start with that: the resolve to learn all that we can and to be the best stewards of this world in the time we have left. Learn from those who came before us to create a more perfect union, in the words of our forefathers. And above all, listen to one another instead of discounting a whole generation by dismissively labeling them “boomers.”

*In Solidarity,
Matt Russo*

MEETINGS

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

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

North Bay
Mon., Jan. 20, 5:30 p.m.
Mi Pueblo Restaurant
7384 Commerce Blvd., Cotati

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

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

Baby Boomers Don't Deserve the Bad Rap

As of January 1, 2025, the 1960s will be retired.

For some of you born in the current century, that might not seem like anything important — rather, a distant memory of some of the olds. But you've already dismissed them as boomers anyway, so what does it matter?

Forgive me for waxing nostalgic, but I want to make sure that we give the baby boomers the sendoff they deserve. Their generation — raised by the Greatest Generation; taught what they know by Kennedy and King; crystallized by tragedy, experimentation, and moon landings — certainly left a legacy. I see it as something to aspire to.

I mean, sure, maybe there are some aspects that we could do without, such as asbestos, cigarettes, and GMOs. But I'd rather reflect on the hard work that the baby-boom generation put in. They never saw something that couldn't get fixed with enough elbow grease and determination.

The baby boomers are quite literally the bootstrap generation. They are the generation that could, and they taught me to do the same. While I might not yet possess their

Happy Holidays!

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

Matt Russo
Business Manager

Ryan Lange
Business Representative

James E. Leonard, III
President

Mike Millard
Vice President

Matt Doran
Secretary-Treasurer

Nick Moore
Organizer

Executive Board
Markus Alvarez
Harro Clifton
Frankie Ford
Robert Frye
Nick Hess
Jake Leonard
Jared Leonard
Darryl Rice

Greg Hardeman
Business Representative

Bill Chisholm
Business Representative

Angela Johnson
Warden

Trustees
Joel Roberts
Joseph Shade
Pete Tanzillo

BAC Local 3



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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,
Business remained steady throughout the Bay Area and North Bay over the summer and into early fall, with our signatory contractors landing a significant amount of work on new projects. Winter and early spring looks promising for work as well.
In San Francisco, Transbay Block 4 — a 45-story, 450-foot-tall residential tower with mid-rise and townhouse residential buildings — is underway. A restoration project will begin at Alcatraz, as well as a large housing project on Treasure Island. Meanwhile, in the North Bay, the next phase of the Graton Casino expansion has begun, with PTS Masonry starting work in the coming weeks.
Thanks to the help of our membership, Local 3 continued our organizing efforts through banners against Blue Bay Waterproofing in San Francisco and Precision Tile and Granite in Burlingame. These actions didn't just shed light on how non-union contractors take advantage of their workers; they also helped our signatories secure more work and brought more members into Local 3.
In October, Local 3 President Troy Garland and I had the privilege of attend-



Front row, left to right: BAC International Executive Vice-President Keith Hovevar, acting U.S. Department of Labor Secretary Julie Su, BAC International President Tim Driscoll, BAC International Secretary-Treasurer Jeremiah Sullivan, and BAC Local 3 President Troy Garland
Back row, left to right: BAC Local 3 Field Representative Colin Johnson, BAC West Region Director Darin Compton, BAC Local 4 Secretary-Treasurer Andy Gerber, and BAC Local 4 President Lupe Aldaco

Chapter Meetings													
January 2025							February 2025						
SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4							1
5	6	7	8	9	10	11	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23	24	25	26	27	28	

First Tue., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
First Thu., 5:30 p.m., Sacramento — 9840 Business Park Dr., Suite B (BAC 3 Sac Office)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Second Wed., 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge)
Second Thu., 5 p.m., Oakland — 8201 Capwell Dr. (BAC 3 Oak Office)
Third Thu., 6 p.m., Manteca — 253 Spreckels Ave., Manteca (Round Table Pizza)
Third Tue., even months only, 6 p.m., Fresno — via Zoom

ing the International Union of Bricklayers and Allied Craftworkers' executive council meeting in Washington, D.C. This biannual meeting brings together the presidents and delegates from every BAC local across the United States and Canada.
The conference began with reports from International President Tim Driscoll, Secretary-Treasurer Jeremiah Sullivan, and other executives, and featured a legal report from Lead Council Joyce Goldstein, who went over the details of the Protecting the Right to Organize (PRO) Act. The Republican victors of the recent national election will take power early next year, at which point they are expected to begin threatening our rights to organize. Regardless of right-wing attempts to intimidate unions, Local 3 will always advocate for and stand up for our members' rights.
The conference continued with reports from regional directors and presidents of the various BAC locals on the status of membership and work outlook in their districts. Attending these conferences allows us to network with other unions and professionals, assists us in our organizing efforts and other actions to grow our union, and solidifies our importance in the construction industry. I'm proud to report that Local 3's membership continues to grow, and that's due to the hard work of both our organizers and our members in the field.
It brings me much sorrow to announce the passing of Steve Kantoniemi. Steve was a 40-year member of Local 3 who served as

the San Francisco field rep for 14 years. He was also an officer of the SF Building Trades Council for many years. Steve was a true champion of labor and will be greatly missed.
I hope everyone enjoys a safe holiday season. Merry Christmas, Happy Hanukkah, and Happy New Year from all of us at Local 3.

Respectfully,
Colin Johnson

Service Awards, December
• 25 years: Victor Zarza
• 40 years: Kenneth McFetridge, Enrique Ramirez
• 50 years: Gary Lozano
Congratulations on your many years of service.

In Memoriam
We are sorry to announce the passing of the following brothers:
• Steve Atteberry, BL, 10/25/2024, 07-CA, 27-year member
• Michael Jacob Arias; FN, TI; 10/30/2024; 19-CA; two-year member
• Steven Kantoniemi, MM, 11/25/2024, 07-CA; 40-year member

Find us on Facebook by searching "BAC Local 3 CA," on X at [X.com/baclocal3ca](#), and on Instagram [@baclocal3](#).

Sign & Display Local 510



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Local510.org

Business Agents: Annette Dosier, Morgan Worth
Field Representative: Peter Forni

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

The Holidays Are Here
We in the Local 510 office want to wish all members a happy holiday season. Work looks as though it's going to pick up slightly in the new year. Following are some house-keeping notes.
Remember to pay your dues. If you're paid through the end of the fourth quarter of 2024, dues for the next quarter are due by the 20th day of the first month of the quarter — that would be Monday, January 20, 2025. If members have the means, it doesn't hurt to pay through the end of 2025. Members can pay by bank card by calling the District Council 36 Central Dues Department at 626-296-8054.
We've reminded members before, and

we'll remind them again: The IUPAT has a death benefit available to the listed beneficiaries of members who pass away while they're in good standing with the union (in other words: those whose dues are paid up-to-date). The benefit also applies to life members who are up-to-date on their dues.
In the new year, the benefit will increase from \$3,000 to \$5,000. Benefits are payable to a chosen beneficiary or next of kin.
Plenty of members still have departed family members or erstwhile spouses or partners listed on their beneficiary cards. All it takes is a call to the union office to check up on who your listed beneficiary is, and just a few short steps after that to change that beneficiary.

Upcoming Work Schedule					
Show	Venue	Company	Move-in	Show Dates	Size
Jan.					
Union meeting: Thu., Jan. 2, 6 p.m. 55 Fillmore St., San Francisco					
Photonics	Moscone N, S, W	FDC	1/22	1/28-30	Full
DesignCon	SCCC	GES	1/26	1-28-30	Full
Feb.					
NBA All-Star	Moscone N, S	TBD	2/6	2/14-16	Special
Silicon Valley Auto	SCCC	FDC	2/18	2/21-23	Full
Trailblazer	Moscone W	FDC	2/28	3/5-6	Special
If you can't show up as scheduled, call your employer:					
Freeman: 650-878-6008			GES: 650-741-7500		

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

In Memoriam
Brother Ron Wahlstrom passed away on Friday, November 29. Ron, a long-time foreperson, had been a member of Local 510 for 45 years and influenced several generations of workers who followed him in the trade. The union offers its condolences to Ron's family and his friends in Local 510.
Finally...
Local 510 wishes its members, associates, and employers a happy holiday season and all the best in the new year.
Respectfully,
Local 510

SPRINKLER FITTERS LOCAL 483



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

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

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

HEAT & FROST LOCAL 16



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

BUSINESS MANAGER: CHRIS GREANEY
BUSINESS AGENTS: FORTINO CURIEL
MARK PLUBELL, ANTHONY VISCUSO
PRESIDENT: JOSHUA PEREIRA
VICE-PRESIDENT: SHANNON MCKINNEY
ORGANIZER: AURELIANO OCHOA

*Happy
New Year*

Wishing You
Happy Holidays
& A Healthy 2025



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



B.A.C Local No. 3, CA

8201 CAPWELL DR
OAKLAND, CA 94621
1-800-281-8781

*HAPPY
HOLIDAYS*

On behalf of our members, staff & officers
We wish you all a wonderful holiday
season and a healthy and prosperous New Year

Troy Garland, President
Ryan Ruf, Secretary Treasurer
Colin Johnson, Lenny Paredes,
Jordan Mondragon & David Calderon
Field Representatives
Dave Tafoya, Manny Enriquez & Wayne Jordan
Organizers
Carmen Olivo-Garcia, Cecilia Aguilera and Monica Villa
Office Staff



HAPPY HOLIDAYS

FROM

UA SPRINKLER FITTERS
AND APPRENTICES
LOCAL 483

JEFFREY M. DIXON
BUSINESS MANAGER

RIK DRURY
MARKET RECOVERY

DANNY MANGAN
ORGANIZER

DAN TORRES
BUSINESS AGENT

JOHN MEDINA
BUSINESS AGENT

DYLAN BOLDT
BUSINESS AGENT

FIRE SPRINKLERS SAVE LIVES!

2525 Barrington Court, Hayward, CA 94545

Phone # 510-785-8483 Website : www.sprinklerfitters483.org

**BEST WISHES FOR THE
HOLIDAYS AND A
NEW YEAR OF HEALTH,
HAPPINESS AND PROSPERITY!**

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

Chris Greaney
Business Manager

Joshua Pereira
President

Business Agents: Fortino Curiel Anthony Viscuso Aureliano Ochoa

PLASTERERS & CEMENT MASONS LOCAL 300



Main Office
4495 Stoneridge Drive, Pleasanton, CA 94588
Phone: (510) 430-9492
Fax: (510) 430-9183

Business Manager: Emilio Aldana
Senior Business Agent: Greg Levy

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

OPCMIALocal300.org



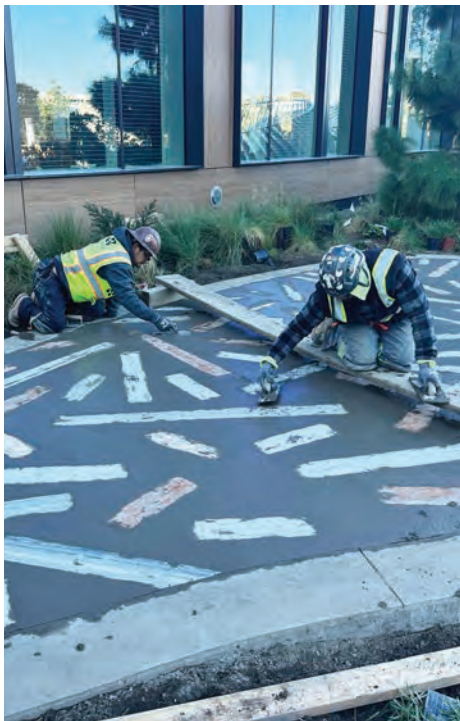
Local 300 cement mason Jose Lozada (center) receives his 25-year gold card and pin.



Local 300 plasterers work in a North Bay wine cave for Frey Plastering.



Local 300 plasterers with Anning Johnson Co. work on Yerba Buena Island.



Local 300 cement masons finish decorative concrete at Oyster Point for Shaw and Sons Concrete.

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

Dear Sisters and Brothers,

As we wrap up 2024, it's a good time to look back on what we've accomplished together over the past year.

We successfully negotiated contracts in both the public and private sectors. We secured a three-year deal with updates that hadn't been addressed before and with higher wage increases than those in past agreements. While we didn't get everything

we wanted, we focused on working together with our partners to increase our work opportunities and strengthen our relationships.

This year was also politically busy, especially in November. Over the past two years, we've worked on bringing our members together before focusing on big outside organizing efforts. We held events and general meetings during which members shared their ideas and got informed.

Using our new website and personal connections, we've kept the promise of being open and transparent. Members now have a better understanding of why decisions are made and feel more confident in speaking up — whether they agree or not. We've also challenged ourselves to try new approaches, to be innovative, and to adapt, getting away from the old mindset of, "Why? This is how it's always been done."

As we head into 2025 and the third year under this leadership team, exciting things are ahead. We've secured many projects through PLAs, helped smaller contractors transition into new markets, and established a membership fund — to name just a few accomplishments. Moving into our new office in January reflects our commitment to growth and sets the tone for a promising future. While no one can predict what's to

come, we have learned how to prepare and recognize trends to keep us on track.

We must also take time to remember the members we've lost this year and to honor their contributions to our local. Their hard work laid the foundation for where we are today. We commemorate them by improving opportunities for current members, securing skilled-and-trained workforce language, celebrating apprenticeship graduations, and strengthening outreach efforts to attract the next generation of workers.

We achieved a lot together this year, and we look forward to continuing this work in 2025. We wish all of our members and contractors and their families a Merry Christmas and a happy and successful New Year.

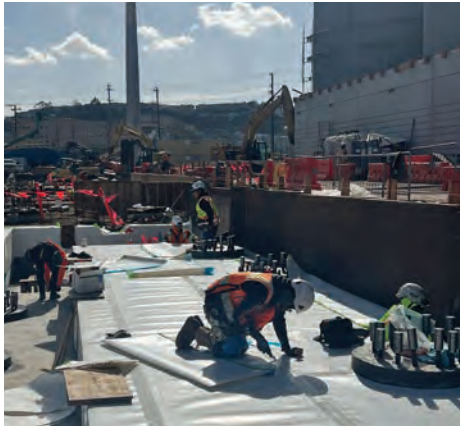
*In Solidarity,
Your Local 40 Officers*



Local 40 members with Anderson Roofing work on a jobsite on Treasure Island.



Local 40 members work on a below-grade waterproofing project at the SFPUC Biodigester jobsite in the Bayview.



Members of SFUSD's Common Crafts fight for wages owed by the district.



Local 40 members support striking workers for Thanksgiving.



NORTHERN CALIFORNIA

Plasterers and Cement Masons Local 300

Greg Levy, President

Emilio Aldana, Business Manager / Financial Secretary

Miguel Duarte, Vice President

Chris Knerr, Recording Secretary

Business Agents

Avel Quiroz
Caleb Matheny
Chris Knerr
Devin Evers
Greg Levy
Ismael Vega
Israel R. Vargas
Mark Johnson
Marshall Vasquez
Miguel Duarte
Walter Orellana

Board of Trustees

Jose Raya
Mathew LeDoux
Steven Tumlinson

Executive Board

Alejandro Garcia
Andrew Molina
Avel Quiroz
Cuahtemoc Calderon
Euredell Warren
Joe Bastardo
Ruben Espinoza
Walter Orellana



ROOFERS AND WATERPROOFERS
LOCAL NO. 40

*Have a Safe and
Happy Holiday!*



Abraham Estrella
President

Peter Lang
Business Manager

Salvador Rico
Financial Secretary

150 Executive Park Blvd., Suite 3625, San Francisco, CA 94134
(415) 508-0261 • rooferslocal40.net



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

Happy Holidays!

From The Officers & Members
of Local Union No. 377

Charlie Hernandez
Executive Officer

Eddie Reyes
President/Business Agent

Chris Donnelly
Business Agent

David A. Ortiz
Organizer

Armando Baros
Vice President

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WASHINGTON, DC 20006
(866) 741-6210

GLAZIERS LOCAL 718



Main Office
1620-1622 Folsom Street
San Francisco, CA 94103
Phone: (415) 625-0225
Fax: (415) 553-5955
DC16IUPAT.org/unions/local-union-718

Business Representative: Trevor Long
President: Lenny Quintana

Dear Brothers and Sisters,
I would like to introduce Trevor Long. He is the new business representative for Local 718.

Trevor made application on June 14, 2000, and has over 24 years of service under his belt. He has served as vice-president on the executive board and as an instructor training our future glaziers. He is an active volunteer for DC 16 and a great choice to lead his local.

Welcome, Trevor! You can contact him at trevor@dc16.us.

Sincerely,
Troy Notrangelo
West Bay Regional Director



Meet Trevor Long, Local 718's new business representative.

LIVE BETTER WORK UNION

District Council 16 represents the members of the finishing trades. We provide state of the art training through our apprenticeship programs which ensure top wages and benefits for our members, while also advocating for workers rights and safety standards throughout our industries.



www.dc16iupat.org

Painters - Drywall Finishers - Auto Marine & Specialty Painters
Carpet, Linoleum, Resilient Floor Covering & Soft Tile Layers
Glaziers, Architectural Metal & Glass Workers - Wall Covering Installers
Paint, Varnish & Lacquer Makers - Sign, Pictorial & Display Painters



It is so much fun to partner with the SF Building & Construction Trades Council in bringing to life your Public Service Awards event and to lift your work on behalf of San Francisco workers!

There is a lot to do before us - so, enjoy the Holiday Season, rest, and let's get ready for a strong 2025!

With gratitude and in solidarity,
LAURIE J. EARP & TEAM



Working with and on behalf of those who seek to create a Just & Compassionate Society.

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TEAMSTERS LOCAL 2785

*Our Members Are Our Strength
Our Children Are Our Future
Our Retirees Are Our Foundation*



 @teamsterslocal2785
teamsters2785.org

Happy Holidays From the Teamsters of San Francisco



Tony Delorio
Secretary-Treasurer & Principal Officer
Teamsters Local 665



*We are proud to support the
San Francisco Building & Construction Trades Council
special December issue of Organized Labor*

John Bouchard
Secretary-Treasurer

Robert M. Sandoval
President

Joe Gomes
Vice President

Juan Coca
Recording Secretary

Sergio Arranaga
Business Representative

Ayanna Banks
Trustee

Brian Marshall
Trustee

Quentin Booker
Trustee



**Heading for your
afternoon break and
have nothing to read?**

Subscribe to our e-news
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about the latest SF Building
Trades action alerts, event
announcements, and other
intriguing and important
info, plus get an early
peek at *Organized Labor*
before the paper drops
each month.



Or go to bitly.ws/urrR and sign up.

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



SECRETARY-TREASURER'S REPORT

- Bayhill
- Power Station
- MBC Labs
- SFUSD
- Fisherman's Wharf

PICKET SANCTIONS

None

OLD BUSINESS

- Rep. RJ Ferrari (UA 38) thanked members who helped

- shut the job down against Lias Mechanical.
- Mission Rock Partners

NEW BUSINESS

None

REPORTS OF UNIONS

- Larry Mazzola Jr.(UA 38) reported on positive outlook for jobs and more wins to come for members of the trades.

ADJOURNMENT

Adjournment at 10:50 a.m.

DELEGATES MEETING

Nov. 7, 5 p.m.
Via Zoom

The meeting was called to order on Zoom by President Larry Mazzola Jr. at approximately 5:05 p.m.

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Letter of Support — TJPA's Fed State Partnership 2024 application
- District Council 16 Administrative Assistant Job Opening

REQUEST FOR FUNDS

- NABTU Annual Assessment, M/S/C for \$1,000

APPROVAL OF MINUTES

- M/S/C approval of 10/3/24 minutes

SECRETARY-TREASURER'S REPORT

- Election 2024 Results
- Mayor Breed's concession (delegates paused the meeting to watch live)
- Prop A
- Prop B
- Thanks to all volunteers.

PICKET SANCTIONS

None

OLD BUSINESS

- UMU Zone legislation
- Chapter 6 legislation

NEW BUSINESS

None

REPORTS OF UNIONS

- Eddie Reyes (IW 377) reported on the status of negotiations.

ADJOURNMENT

There being no further business, the meeting was adjourned at approximately 5:40 p.m.

BUSINESS AGENTS MEETING

Nov. 12, 10 a.m.
In-person

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Moose Feed Save-the-Date December 13

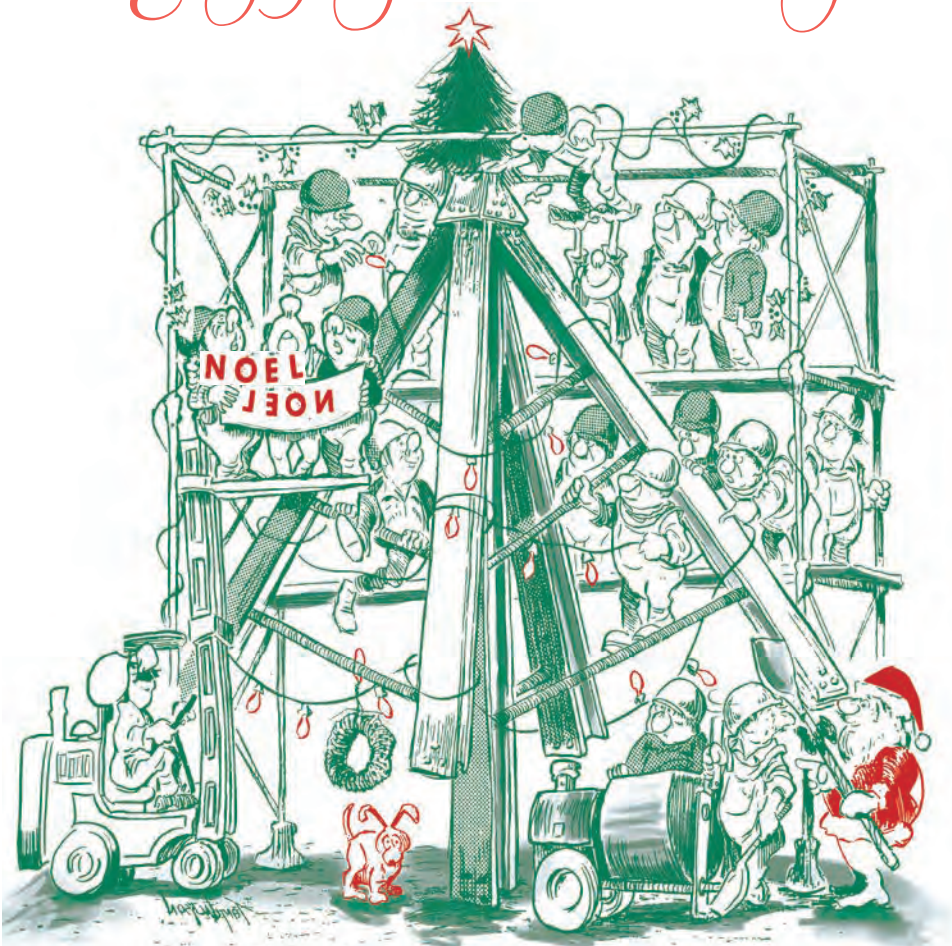
REQUEST FOR FUNDS

None

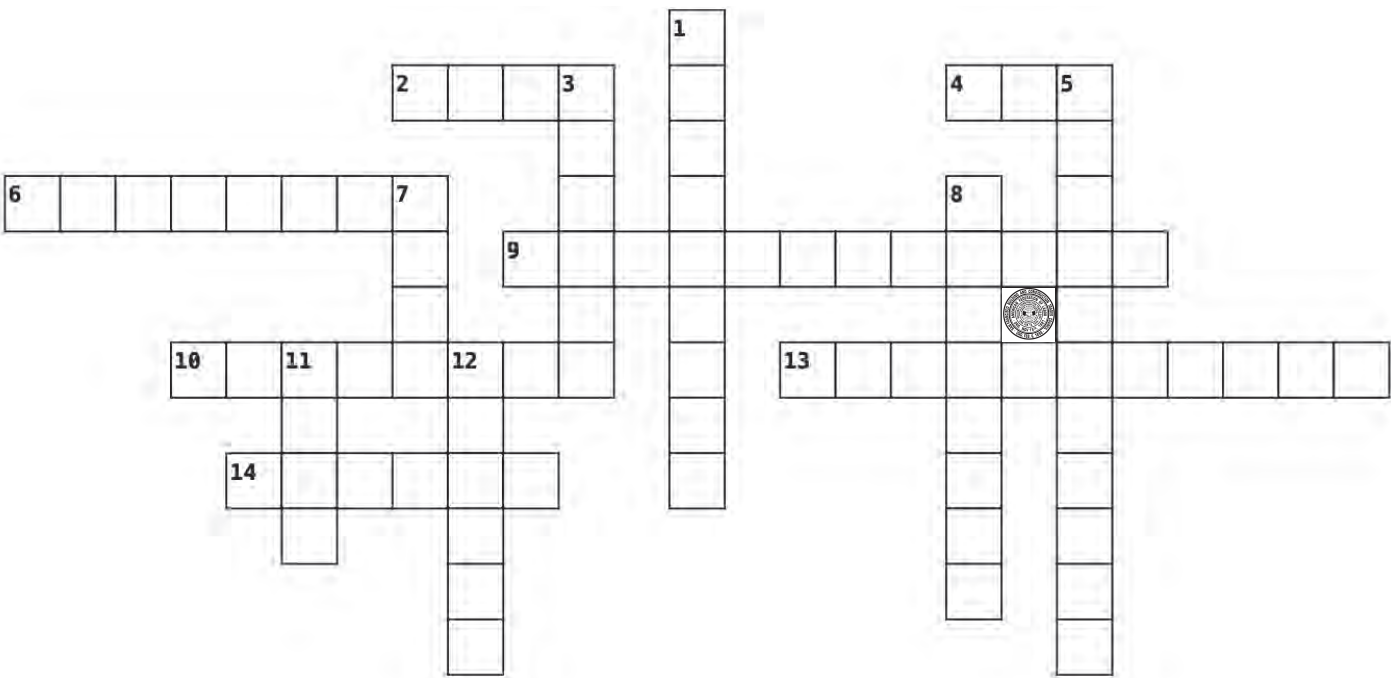
APPROVAL OF MINUTES

- 10/22/24 Minutes, M/S/C

Happy Holidays



BUILDING TRADES CROSSWORD



Across

- 2. For Tots
- 4. Yule
- 6. Actually delivers the gifts
- 9. Union that runs the Toy Drive
- 10. Eight nights
- 13. Powers your Christmas cheer
- 14. Al's seafood joint

Down

- 1. Carpenters and Building Trades lunch
- 3. Front-page job
- 5. Union-made chocolate
- 7. Bobby Helms jingle
- 8. Hope yours isn't full of coal
- 11. Jolly Old Saint
- 12. Celebration of African-American heritage

Check out next month's edition of *Organized Labor* for the answers.

Affiliates: Your content deadline for next month's paper is Jan. 7.



Care for your team this holiday season

Supporting unions for nearly 80 years

At Kaiser Permanente, we give your members high-quality, affordable care to help them stay healthy – so they can spend less time worrying about their care and more time with their loved ones. And as the largest union-represented health care employer in the U.S. – with over 160,000 employees represented by unions – we're proud to provide care that meets your workers where they are.

We wish you a happy holiday season and look forward to helping you keep your members healthy, strong, and on the job.

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