

Organized Labor

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City Employees Will Continue to Rally — and Eventually Strike — Unless SF Staffs Up

City Leaves Positions Vacant, Farms Out Critical Services While San Franciscans Suffer

By Jacob Bourne | CONTRIBUTING WRITER

Over 2,500 San Francisco city workers from various unions, including IFPTE Local 21 and SEIU Local 1021, gathered en masse at City Hall on Wednesday, January 17, to collectively send the message to the City's administration that they expect critical public services for SF residents to remain public.

Union representatives vocalized the challenges posed by significant vacancy rates among key public safety staff, such as 911 dispatchers, registered nurses, and social workers, and the detrimental impact of outsourcing such services to external private agencies with minimal oversight.

"We're fighting to protect public services and fix the city that we love," said SF Office of Labor Standards Enforcement compliance officer Bianca Polovina, who's also an IFPTE 21 member. "We have a massive understaffing problem that is systemic and deeply ingrained, with a vacancy of over 3,700 funded and permanent positions."

The gathering was both a demonstration of solidarity and a critique of the City's fiscal strategy, which dictates hiring expensive private contractors to perform

essential services rather than replenishing the essential-service staff within its own workforce that has traditionally done these jobs.

Strike Looms While City Twiddles Its Thumbs

The City's strategy is the heart of the matter for this collective of over 25,000 dedicated public workers. The urgency of the situation was palpable on January 17, with union leaders and city workers alike expressing their readiness to fight

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PHOTO CREDIT: BROOKE ANDERSON

Union members and their supporters rally at City Hall in San Francisco on Wednesday, January 17, to demand the City restore proper staffing levels to its critical services departments.

From Cubicles to Condominiums

AB 1532 Aims to Transform More Empty Offices Into Homes Using Skilled-and-Trained Labor

By Robert Fulton | CONTRIBUTING WRITER

Assembly Bill 1532, a.k.a. the Office-to-Housing Conversion Act, might be just the thing San Francisco needs to start making a dent in its lack of housing and depressed economic outlook. Taking aim at the City's glut of vacant office space, most of it concentrated in hard-hit downtown SF, AB 1532 could help spur more office-to-residential (O2R) remodel projects.

The legislation, penned by SF

Assemblymember Matt Haney (D-Assembly District 17), would allow O2R conversion "by right," forgoing local zoning rules that would restrict or hinder the development of residential units. AB 1532 would also streamline the application process, leading to a quicker turnaround from empty boardrooms to domestic dwellings.

According to a post from Haney on social media last year, his bill would "set strict timelines, limit bureaucratic red tape, and

help convert millions of square feet of underutilized vacant office space to housing."

Crucially, AB 1532 also includes skilled-and-trained requirements, ensuring O2R projects are completed by union trades workers.

"This is entirely doable and necessary, and we are already seeing it start helping to bring more people, life, and retail to our downtowns and build much-needed housing that can bring down rent," Haney

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PHOTO CREDIT: GEORGE VERLAINE

Assemblymember Matt Haney speaks during a labor breakfast at Laborers Local 261's headquarters in San Francisco last July.

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'I Want to Be a Role Model for Other Women Who Have Aspirations to Do More'

IBEW Local 6 Business Representative Sabrina Hernandez Is a Trailblazing Trade Unionist

By Rebekah Moan | CONTRIBUTING WRITER

On her best days, San Francisco native Sabrina Hernandez tells herself, "Yes, she did," as a reminder of all the things she's accomplished. She has plenty to be proud of, after all.

Hernandez is both the first woman and the first person of color to serve as a business representative at IBEW Local 6. She's

the director of labor compliance for the San Francisco Electrical Construction Industry. She's on the board of directors of the Golden Gate Bridge, Highway, and Transportation District.

To say she has a busy schedule would be a gross understatement.

Hernandez comes from humble beginnings. Neither of her parents

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PHOTO CREDIT: GEORGE VERLAINE

Let's Beat Back Big Money by Knocking on Doors for the Good Guys



By Rudy Gonzalez
SF BUILDING TRADES
SECRETARY-TREASURER

With millions of dollars pouring into local races from a plethora of dubious and shadowy figures, this year's elections are ours, as working-class Bay Area residents, to lose.

But we lose only if we don't get involved. And the best way to make sure elected officials and ballot initiatives turn out in favor of blue-collar workers is for each of us to get involved. That means hitting the streets in full force and fanning out to spread the word to the good people of the Bay about our pro-worker, pro-democracy candidates.

Sure, their reams of cash always give special-interest groups an advantage. That comes primarily through their advertising buys, which allow such groups the power to reach the public at large and to manufacture among it a perception of overwhelming force when it comes to these groups' favored positions and candidates.

On more than one occasion locally, statewide, and nationally, election outcomes have been affected — and usually not positively — by this phenomenon.

A better test of how a campaign could

resonate with the public, however, is the response on the doorstep and at the kitchen table. This is the bread-and-butter of effective campaigning: face time with potential voters. When this council throws its support behind a candidate or a proposition, we go knock on doors and talk to voters. Sometimes they even invite us inside for a longer chat!

This is more than simplistic propaganda, and more than us hopping on a bandwagon to sell an idea. The public is compelled by just how committed we are to the politicians and issues we endorse. Our earnest efforts energize the campaigns in which we take part; they activate our members as volunteers and build grassroots support to get people to turn the ballot in or get to the polls.

Knocking on doors has deeper ramifications, too. It isn't just how we win political campaigns. It's how we meet workers we are seeking to organize and build committees, and importantly, it provides an opportunity to listen to other working-class people and identify and understand their issues.

So, I believe the real test — and the real truth of your campaigning strength — isn't about how much money you can spend on TV spots and billboards. It's about how many doors you can knock on and how many voters behind those doors you can have a meaningful conversation with, if only



Despite the rain, SF Building Trades members gathered for a council-organized day of action on Sunday, February 18, in support of SF District 2 Supervisor Catherine Stefani's bid for California State Assembly.

for a few minutes.

Most recently, volunteers organized by this council have been proudly banging on doors and spreading the good word on Prop A, Prop B, Patrick Bell, Greg Hardeman, and Catherine Stefani, to name just a handful. Only a few mobilizations remain before the March 5 elections, so please try to join your local union and help elect a pro-worker majority at every level.

And if you're a registered voter in San Francisco, consider donating a few twenty-spots to a candidate you like. In the City, for now, your local dollar gets multiplied sixfold thanks to public financing for campaigns. The billionaires will still outspend you, but your buck can help a good local candidate gain the momentum they need to be competitive and maybe — just maybe — compete for a little airtime to pitch their vision for how to fix San Francisco.

Speaking of fixing San Francisco, the unions of the Public Employee Committee (PEC) are back at it and more unified than ever. We've been in rounds of meetings with the mayor's chief of staff, human resources, and other city negotiators in an attempt to establish what across-the-board wage increases will look like.

During the last round of bargaining, we achieved 10% over two years by staying unified with the PEC. So far, the mayor's team is coming up short, but that's how it typically goes for the first few meetings.

Having a seat at this table allows organized labor to call out broader policy issues in addition to navigating the budget process and contract bargaining. During this round of bargaining, the broader debate includes the budget deficit, which is projected at nearly \$800 million over two years.

Much ink has been spilled in the press about this looming fiscal cliff. Little has been said, however, about the over \$5 billion in contracting that the City doles out annually. Some of this contracting is legitimate, but much of it should be more carefully scrutinized, especially with the deficit looming — to say nothing of the amount of corruption this administration has endured.

The PEC remains committed to safeguarding public services for the citizens of San Francisco, elevating standards for the hard-working essential workers in our ranks, and defending the general fund against reckless spending, waste, and abuse. It's in the interest of the rank-and-file, so it's our job to fight for them. **OL**



Read an article jointly reported by the Guardian and Mission Local about the "gray money" flowing into SF's elections



Read an SF Chronicle article investigating the \$5.8 billion San Francisco spent contracting out city work in 2022



Learn more about the Public Employee Committee and the staffing crisis among the City of SF's essential services workers



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—The Publishers

BALLS & STRIKES

The SF Building Trades Council has been studying the voting records of the elected officials, board members, appointees, and commissioners who make the big decisions within the various machinations of our representative government. And we're calling 'em like we see 'em.



Who: SF Board of Supervisors
When: Tuesday, January 30 (regularly scheduled board meeting)
What: Vote on an ordinance to amend the City's fire code to require filing with the SF Fire Department records of five-year inspection of fire sprinkler systems and annual inspection of fire alarms and detection systems; to mandate a

filing fee to ensure that the costs of providing for such filings are recovered without producing revenue that is significantly more than such costs; and to require a minimum five feet of access from the public right of way to residential structures on newly subdivided lots.
Why: San Francisco, an already densely populated city filled with old housing stock, must update elements of its fire code to prevent fast-spreading and deadly blazes, which have become more commonplace in recent years. As density increases as lots are subdivided and accessory dwelling units are added, the City needs code updates such as this one, which puts more responsibility on landlords and developers to ensure their units aren't hazardous deathtraps. In addition to creating a safer housing stock for residents, this ordinance would go a long way toward making the job of fire response safer for the City's firefighters, as well as creating more work for the sprinkler fitters.
Impacted unions: SF Firefighters Local 798, Sprinkler Fitters Local 483

Vote No. 1:

Connie Chan (District 1).....	Yes
Matt Dorsey (D6).....	No
Joel Engardio (D4)	No
Rafael Mandelman (D8)	Yes
Myrna Melgar (D7)	Yes
Aaron Peskin (D3, President of the Board)	Yes
Dean Preston (D5).....	Yes
Hilary Ronen (D9).....	Yes
Ahsha Safai (D11)	Yes
Catherine Stefani (D2).....	No
Shamann Walton (D10).....	Yes

Initial Outcome: Peskin expressed surprise at the split 8–3 vote on an ordinance that had passed through multiple committees and therefore should've resulted in an easy unanimous approval by the board, and the matter was taken under discussion. Stefani explained her no vote by expressing hesitation about the ordinance's compliance with state law. Deputy City Attorney Jon Givner responded that the ordinance had been closely reviewed and was judged to be highly defensible if challenged in court. SF Fire Marshal Ken Cofflin explained the difficulty of navigating the City's slim to zero lot lines and defended the ordinance as compliant with state law as well. Dorsey explained his

no vote by claiming the ordinance might create an “unforced error” and jeopardize the City's housing element goals. Chan, who authored the code amendment, gave a fiery defense of the ordinance, reiterating that it had been studied and cleared by multiple committees and was an obvious and necessary matter of putting fire safety over profit.

Vote No. 2:

Connie Chan (District 1).....	Yes
Matt Dorsey (D6).....	Yes
Joel Engardio (D4)	Yes
Rafael Mandelman (D8)	Yes
Myrna Melgar (D7)	Yes
Aaron Peskin (D3, President of the Board)	Yes
Dean Preston (D5).....	Yes
Hilary Ronen (D9).....	Yes
Ahsha Safai (D11)	Yes
Catherine Stefani (D2).....	Yes
Shamann Walton (D10).....	Yes

Final Outcome: Dorsey, Engardio, and Stefani saw the light — or felt the heat, if you will — and rescinded their initial no votes. All three voted yes during the re-vote, and the ordinance passed.

YES

ON

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SCAN TO APPLY

BLACK HISTORY MONTH



AFL-CIO

As Black History Month draws to a close, we tip our hat to the hard work of our Black union members and organizers, without whom the labor movement would not exist. This month and every month, we celebrate those Black pioneers of racial equality as well as those fighting today for racial justice both on the jobsite and within U.S. society more broadly.

PENCILING OUT

BY DAVID JAMES SMITH

TEST YOURSELF
WHICH FACE WAS MADE BY A.I.?



FREE
TALK

California Labor: Yesterday & Today With Fred Glass

What makes California different from other states?

The cultural template stamped in the Gold Rush has remained in place ever since: “Come here, get rich.” As a place, California represents a dream in which anything is possible.

Or so goes the myth. The reality is more complex. Yes, there was gold, wheat, oil, Hollywood, aerospace, Silicon Valley — recurrent gold rushes still being chased today, and still making some people rich. But this talk explores the path taken by the vast majority of newcomers to the Golden State: immigrant workers who perpetually recompose California’s working class and generate the wealth of the lucky few who grab the state’s golden ring.

The lens of California labor provides an alternative view of history, the kind that occurs when workers engage in collective action through unions, politics, strikes, and a variety of organizing strategies that seek common ground among diverse communities to achieve economic fairness and social justice. In the current national resurgence of labor, California is once again taking pride of place, with teachers, Hollywood unions, hotel workers, and graduate students leading the way. Why did it happen before, and why is it happening now?

Fred Glass served as the communications director for the California Federation of Teachers for nearly 30 years. He taught night classes in labor history at City College of San Francisco until spring 2023. He wrote and directed “Golden Lands, Working Hands,” a 10-part video series on the history of the California labor movement, shown on public television stations statewide and distributed to every public high school in the state. His book, “From Mission to Microchip: A History of the California Labor Movement,” was published by the University of California Press in 2016. A short animation he wrote and directed featuring the voice of Ed Asner, “Tax the Rich: An Animated Fairy Tale,” received 1 million YouTube views in 2012 and was the subject of unhappy Fox News commentary. His most recent video is “We Mean to Make Things Over: A History of May Day.” Fred is a member of AFT Local 2121 and serves on the State Committee of the California DSA.



When: Sunday, March 10, 9 a.m.

Where: First Unitarian Universalist Society of San Francisco, Thomas Starr King Room
1187 Franklin Street (at Geary)

Also on Zoom: QR link below

SCHEDULE

9 a.m., in-person at UUS:

Coffee and breakfast available for nominal fee, socializing

9:30: Program begins in-person and on Zoom

10:15: Questions and discussion

10:50: Adjourn for the 11 a.m.

UUS worship service in the sanctuary



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City Staffing Crisis

continued from page 1

for the betterment of San Francisco — even if that means taking significant action should City Hall continue to ignore their requests.

“We’re tired of the City’s frivolous spending,” said San Francisco Building and Construction Trades Council President Larry Mazzola Jr. “We need to get a livable wage for our public-sector workers and a promise from the City that they are going to backfill our open positions.”

Mazzola said it was corruption that was likely to blame for the excessive contracting-out of work that results in the City spending more than it otherwise would on proper skilled-and-trained public employees.

“We have the right to strike,” Mazzola said. “It’s the last thing we want to do, but if they don’t fix these issues, then it’s a tool in our toolbox we could use if needed.”

Vacancies Abound Among City’s Departments

The public-sector coalition of SF city employees is made up of some 25,000-plus



Scan to learn more about the Fix Our City movement, whose goals are to bring back fully staffed San Francisco public services departments and to end the reliance on outside contractors.



Public Employee Committee members protest city services understaffing during a follow-up rally at SF General Hospital on Friday, February 16.



Brian Jenkins of Teamsters Local 853 and Craig Hersh of Operating Engineers Local 3 support the Public Employee Committee at the SF General Hospital rally.

public workers from dozens of unions and is represented by the Public Employee Committee of the San Francisco Labor Council. They’re now entering contract negotiations with the City, as their current agreements are set to expire on June 30. And they’re going in with grievances, thanks to the City’s insistence on chronic understaffing and outsourcing as an apparent manner of course.

The previously mentioned 3,700 permanent positions that the City has allowed to sit vacant span a broad plethora of departments, and they aren’t just a problem for current and would-be public-sector workers. Despite the contracted-out work, SF’s deliberate understaffing has hampered the delivery of essential services such as health-care, sanitation, and homelessness support at a time when San Franciscans need them the most.

The situation has reached a critical juncture. And now, with city workers’ right to strike having been affirmed by the California

Public Employment Relations Board last July, those workers can withhold their labor without having to worry that they’ll be fired for it.

City Swoons for Expensive Contractors, Gives Its Workers the Shaft

The involved unions are advocating for a shift in the City’s budgetary priorities. They’re urging a reduction in spending on private contractors, which they argue is wasteful and detracts from an investment that could instead be made in full-time city staff.

The City’s current fiscal practices reveal a concerning trend: Less than 6% of SF’s budget cuts affect outside contractors, while substantially higher cuts are made to vacant city positions. This, in turn, exacerbates the understaffing crisis.

Further, the unions contend that the City’s expenditure on contracts — aver-

aging \$5.2 billion annually — predominantly benefits contractors without local ties, further emphasizing the economic inefficiencies of outsourcing jobs that could be more cost-effectively filled by local city workers.

“We need to stop the massive outsourcing that’s happening,” labor standards compliance officer Polovina said. “94% of the total dollars contracted out are going to private contractors who don’t have any roots in our city.

“We love our city and we’re asking for the tools, recognition, and resources necessary to continue doing excellent work for the public,” she said.

City workers will be articulating these demands in the streets. The January 17 rally served as a prelude to another large rally that took place at SF General Hospital on Friday, February 16. More demonstrations are likely until the issue is resolved.

Stay tuned. **OL**



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February 2024

Organized Labor

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wrote in his post. He claimed that office space in San Francisco could be converted to housing for as many as 15,000 people.

Haney was unavailable for comment by press time.

In addition to the obvious anticipation of projected work-hours, the building trades are excited by the language explicitly requiring the use of a skilled-and-trained workforce, including union apprentices. The bill explicitly promises that for any given O2R project, “an enforceable commitment that all contractors and subcontractors performing work on the project will use a skilled-and-trained workforce for any proposed rehabilitation, construction, or major alterations.”

Greg Hardeman, a business representative with IUEC Local 8, applauded the skilled-and-trained language in Haney’s bill. Hardeman foresees a great deal of elevator modernization work coming to his local with O2R conversions. He said that skilled-and-trained language helps guard against bad contractors and any issues with enforcing prevailing wages.

“Having the skilled-and-trained language ensures that the workers will be paid properly,” Hardeman said. “We are a proud workforce full of skilled-and-trained elevator mechanics

and apprentices, and not having that language really could hurt some of the crafts.”

Excessive office space sitting empty and idle has created a ghost-town atmosphere in downtown SF. According to the San Francisco Chronicle, vacant office space in the City recently hit a historic high of 35.9%. It certainly would be something to discuss around the water cooler — if there were anyone left standing around the water cooler.

According to the Chronicle, the City experienced a total occupancy loss of 6.7 million square feet in 2023, the highest level since the Covid pandemic struck in early 2020.

As it turns out, for as much empty office space as San Francisco now plays host to, it needs at least as much new housing. The SF Housing Element, which *Organized Labor* has covered extensively, calls for the City to approve 82,000 new residential units by 2031.

Things aren’t looking too good for hitting that number, though. Last year, SF built the least new housing in a decade, according to the Chronicle. Perhaps easing and encouraging O2R conversions could help to make a dent.

“If we have empty buildings downtown that we can use to add to our housing stock, that’s going to help us get towards [the Housing Element’s] goals,” said San Francisco Building and Construction Trades Council Secretary-Treasurer Rudy Gonzalez.



PHOTO COURTESY OF ERICKSON

Originally opened as an office building in 1974, 100 Van Ness Avenue underwent a successful conversion in 2015 and is now fully residential.

“Measures like AB 1532 that bring residents downtown help the retailers and the restaurants. Assemblymember Haney should be commended for his efforts.”

—Oz Erickson, Principal, Chairman & Founder of Residential Developer the Emerald Fund

“It’s not going to do it alone, but it’s going to be a part of the solution.”

While other parts of the country have clawed their way out of the depths of the pandemic and enjoyed an economic renaissance, downtown SF remains woefully slow. Some media outlets have called the City’s economic recovery the “worst in the nation.”

Gonzalez doesn’t disagree.

“San Francisco’s economic recovery in our downtown is lagging behind the entire nation,” he said. “While it’s not going to be a panacea, I think it’s an important opportunity to think about repurposing our downtown to some extent.”

Oz Erickson, principal, chairman, and founder of SF-based residential developer Emerald Fund, is also bullish on AB 1532.

“It’s a good step in the right direction, particularly in that it opens the possibility of abating real estate taxes to facilitate the

conversion of vacant offices to vibrant residential use,” Erickson said in a statement to *Organized Labor*. “Measures like AB 1532 that bring residents downtown help the retailers and the restaurants. Assemblymember Haney should be commended for his efforts.”

Erickson’s Emerald Fund has some experience in successful O2R conversion. The fund partnered in converting the 28-story, 500,000-square-foot 100 Van Ness Avenue into 418 residential apartments in 2015.

Haney’s proposed legislation is in its second year. With some effort, it’ll be voted into law this legislative session. Should that happen, plentiful jobs like 100 Van Ness should begin to materialize in the not-too-distant future.

“We’re talking about bringing people back to work, plain and simple,” Gonzalez said. “So, I think that’s why the building trades are excited by the opportunity.” **OL**

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graduated from high school, and money was tight when she was a child.
“We ate a lot of rice and beans growing up,” she said.

Hernandez believes the economic hardship was most likely due to the racism her father endured as a dark-skinned Latino. Eventually, in the 1960s, he was hired to work in the composing room of the San Francisco Chronicle, where he joined a typographical union.

“He felt very fortunate and wanted to protect the union,” Hernandez said of her father. “He got very involved with the union, and they were good to him. The model my dad set with his union membership and commitment was ever-present in the household growing up.”

Despite the early exposure to unions, Hernandez’s path to organized labor took a circuitous route. As a 14-year-old, she got a job at a fast food joint. She moved out of her parents’ house at 17 and would work at several restaurants, a small neighborhood bakery, a law office, and, by the early ’80s, a medical office in the Mission District that just so happened to be located right down the street from the San Francisco Joint Apprenticeship Training Center (JATC).

“I was barely in my 20s and in that period where everyone explores who they are and who they want to be in the world,” Hernandez said.

It was that desire for exploration that encouraged Hernandez, who is a lesbian, to get involved in numerous organizations, including LGBTQ+ support and activism groups. She learned about a conference sponsored by one of those groups, Gay and Lesbian Latinos Unidos (GLLU), taking place in Big Bear, and she rustled up the

money to attend.

It would turn out to be a life-changing experience.

“I met a lot of people who were working at that time trying to figure out what to do with themselves,” Hernandez said. “All of this life was exploding in front of me, and it had me asking what I could do with my life, how I could serve, what I could get

amazing things. She was so charismatic and inspiring that I thought, ‘Shoot, I could do that.’ So, when I got back to San Francisco, I wanted to see what I could find out about the electrical union.”

Hernandez headed down Mission Street to the JATC to learn more. But before she took the apprenticeship plunge, she got the opportunity to go on a trip

So, after returning to the City from Nicaragua, Hernandez headed back to the JATC to complete the apprenticeship application process. In 1988, she was accepted into IBEW Local 6.

She was the only woman in her class and one of just three people of color.

“It was quite challenging,” Hernandez said. “It was both really exciting and terrifying at the same time because unlike most of my peers, I didn’t have family that came up through the union, and there was no one to vouch for me. I didn’t have anyone who would take me under their wing and show me the ropes. When I walked onto jobsites, the predominantly white, male crews were never sure how to react to me. Some of those early days were really tough.”

After a while, though, she figured out how best to face down the skeptical and often downright chauvinistic response to her presence on the job.

“One of the things that saved me was my work ethic,” Hernandez said. “I busted my tail every day, and that translates beyond gender and beyond color, especially in blue-collar environments. When people see that you take pride in your work — that you’re conscientious and show up to try to make something good every day — there’s respect for that.”

Nowadays, Hernandez focuses on how she can serve others. She gives back by working with women’s groups, minority caucuses, and Sistas With Tools, the SF Building Trades’ program to recruit and retain more Latinas and Black women in the trades.

“I want to be a role model for other women who have aspirations to do more,” she said. **OL**

“When people see that you take pride in your work — that you’re conscientious and show up to try to make something good every day — there’s respect for that.”

—Sabrina Hernandez, Business Representative, IBEW Local 6

involved in, and how I could improve my life and the lives of others.”

At the GLLU conference, Hernandez met Lydia Otero, also a queer woman of color, who was working at the time as an apprentice at IBEW Local 11 in Los Angeles.

“She was very powerful and smart,” Hernandez said of Otero. “She had this energy about her, and I knew she would do

to Nicaragua, then in the throes of the Contra War, to work on construction projects with Victoria Mercado Brigade, a pioneering LGBT anti-interventionist solidarity collective. Along with her conversations with Otero, Hernandez’s experience with the brigade made it clear to her that pursuing a career in the trades was what she wanted to do.



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Vice President
Labor Relations
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Please visit our website at:
www.unitedbusinessbank.com



LABORERS LOCAL 261



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LiUNALocal261.org

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

Work Proud. Work Union.



Local 261 held its 16th annual City Committee Open House at its headquarters on Wednesday, January 24. During the event, SF Building Trades Council Secretary-Treasurer Rudy Gonzalez, District 2 SF Supervisor Catherine Stefani, and long-time local communications strategist Sam Singer were honored for their work in amplifying the voices of essential workers.
PHOTO CREDIT: FRANK JANG

ELEVATOR CONSTRUCTORS LOCAL 8



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IUEC8.org

Matt Russo
Business Manager/Financial Secretary

Greg Hardeman Business Representative/ Recording Secretary	Ryan Lange Business Representative	Bill Chisholm Business Representative	Nick Moore Organizer
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MEETINGS

San Francisco General Meeting
Wed., March 6, 5:30 p.m.
690 Potrero Ave., San Francisco

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

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

Chico/Redding
Wed., March 6, 11:30 a.m.
Nash's Restaurant
1717 Esplanade, Chico

Tahoe
Thu., March 28, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd., Stateline, NV

Reno
Thu., March 28, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

There Are Three Kinds of Stress. One of Them Can Kill You.

Let's talk about stress. (As I type this, it doesn't help that I'm dealing with a kink in my neck that I'm sure is tied to stress, but regardless, here we go.)

All of us experience outside factors that affect our quality of life and our quality of work. I try my best to compartmentalize these factors in an attempt not to bring the home stress to work and not bring the work stress back home.

At this point in my life, those two streams of stress seem to be merging more and more.

I was doing some research on different kinds of stress, and it felt like looking at WebMD when you've got a mystery ailment: You seem to have all of the symptoms that are listed on the page. Hypochondriac-level mind games aside — and realizing that at some point, a positive outlook on life doesn't necessarily make for a positive outcome in life — where and how do we actually make the changes that will improve our health and longevity?

It's easy to say that the answer is simply to remove as many of the factors as possible that increase stress in our lives. Unfortunately, that's a completely unrealistic solution (for those of us who work for a living, at least). I know that there are things that make stress easier to deal with, but yoga, for instance, isn't going to fix a

toxic relationship, whether that's at work, at home, or elsewhere. Neither, of course, will self-medication.

When these factors begin to affect your ability to do your job or to be a parent or spouse, it's time for a change. But before you sell everything and move to the mountains to be a recluse, let's talk about causes and coping strategies. Besides, running from problems doesn't make them disappear.

So, based on my admittedly cursory and poorly footnoted research into the nuts and bolts of anxiety, stress generally tends to be broken out into three main subcategories: positive, tolerable, and toxic.

Positive stress refers to normal, everyday stressors that elevate our anxiety but that we can generally cope with. Think: a trapped passenger, an inspection, or a football game that the 49ers could have won had they bothered to make even a marginal effort to protect their 10-point lead.

... Sorry, that last one is still a bit raw.

On to tolerable stress, which can be defined as to the routine, entrenched pressures of work and life: the day-to-day getting-done of things, dealing with deadlines, worrying about what your apprentice is going to break today, trying to beat traffic, schlepping kids from sport to sport after school — the kinds of irritating things that are recurring but transient, with an ultimate and foreseeable end point, such as getting home, kicking off your shoes, and forgetting about that day's task list.

Then, there's toxic stress. Quite literally and without exaggeration, this is the one that's the killer.

Toxic stress results in the prolonged activation of the stress response with a failure of the body to recover fully. This is the stress that follows us to bed and blasts us awake in the morning after a night of fitful sleep. It's the feeling of not being

recharged, the feeling of being depleted all the time, the feeling that no matter what we do, there's no end in sight to the worry and desperation we're feeling.

The first two kinds of stress are mostly tolerable. But toxic stress, which robs you of rest, fills you with dread, and feels overwhelming and intractable, can quickly throw you into a dangerous psychological vortex that could end up negatively impacting your long-term health, not to mention any present sense of well-being.

I'm no scientist, nor am I a psychologist, but I think I know toxic stress when I feel it, and I know it when I see it. And I've been seeing it in flashes, creeping up in us as individuals and as a society.

I can't speak for everyone, nor would it be rational to assign it all of the blame, but social media hasn't helped my toxic stress, so I've reduced my presence online. I'm done with the 24-hour news cycle as well, which has been in full effect since Newt Gingrich realized that cameras were rolling on C-SPAN in the U.S. House at any hour that someone was speaking on the floor, and then used the medium to push bogus culture-war issues and divide the country.

But that's just me and my interpretation. What's yours? What are your toxic stress triggers? Have you stopped to think about what keeps you tossing and turning at night?

I realize this exercise requires conjuring the demons, but sometimes we need to get them out into the open to identify them — and slay them.

As always, I'm happy to talk about it with you and help in any way that I can. Day or night, my phone is always on.

Take care, and see you when the demons come out.

*In Solidarity,
Matt Russo*

ROOFERS & WATERPROOFERS LOCAL 40



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RoofersLocal40.org

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

Dear Brothers and Sisters,

By the time you read this, February will be on its way out and March on its way in. Here are some recent happenings and announcements of note to Local 40 members.

We capped off last month with a powerful display of solidarity at the public employee rally at City Hall in San Francisco on Wednesday, January 17. Our roofing employees, working diligently for SF City and County, stood tall, waving their colors, banners, and signs in support of their fellow public servants. It was truly inspiring to see so many showing up to remind our city leaders that we can rebuild our thriving economy responsibly, without sacrificing the well-being of our hardworking employees.

Despite the challenging weather at the beginning of the year slowing down our work, we remain optimistic about the promising outlook for 2024.

As we navigate through both private and public contract years, your support and participation are crucial. Our meetings, held every third Thursday of the month, provide a platform for you, the members, to voice your opinions and priorities. Together we can overcome the difficulties of this year and emerge stronger.

Our apprenticeship program is in full swing. Utilizing the downtime caused by the weather, apprentices are catching up on classes and ensuring their readiness for the upcoming workload.

We want to make certain that your voices are heard at the highest levels and that they're heard directly from your elected leaders. So, leadership from Roofers and Waterproofers union locals across California came together recently to meet with State Building and Construction Trades Council of California President Chris Hannan. The meeting was a productive one.

As we step into this election year, I'd like to note that being informed and ready to vote will make a significant difference for us here locally. Through legislation and the voting process, we possess the power to shape policies that directly impact our lives and livelihoods.

You can stay informed by contacting or visiting our main office and by regularly attending union meetings, where you can learn which political candidates we're endorsing

and supporting. We urge you to vote for candidates and propositions supportive of labor and for those who champion project labor agreements and prioritize the use of skilled union workforce. Together we can ensure that only the highest-quality construction is produced, benefiting both our industry and our community — and that we are a big part of it.

As we forge ahead and confront the challenges before us, let's do so with a spirit of unity and determination. Only united together can we overcome the obstacles in our way. Let's face the future with solidarity, confident in the knowledge that by standing together, we are capable of achieving anything.

In Solidarity,
Peter Lang

Fix Our City Rally



Roofers and Waterproofers local union leaders from across the Golden State traveled recently to Sacramento to meet with State Building and Construction Trades of California President Chris Hannan. Left to right are: International Representative Brent Beasley, Local 81's Morgan Nolde, Local 27's Thomas Geiger, Local 220's Rudy Recendez, Hannan, Local 40's Pete Lang, and Local 36's Cliff Smith.

Local 40 members joined thousands of others in front of San Francisco City Hall on Wednesday, January 17, for a rally to protect public services as contract negotiations begin.



SIGN & DISPLAY LOCAL 510



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400 Talbert Street, Daly City, CA 94014
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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

Upcoming Work Schedule

Show	Venue	Company	Move In	Show Dates	Size
Adv. Litho	SJCC	FDC	2/24	2/28	
March					
Trailblazer	Moscone W	FDC	3/1	3/6-7	Special
Union Meeting: Thu., March 7, 6 p.m. 55 Fillmore St., San Francisco					
Nvidia	SJCC	T3	3/14	3/19-21	Special
Games	Moscone N, S, W	FDC	3/15	3/19-22	Full
April					
Stripe	Moscone W	FDC	4/20	4/23-25	Special
RSA	Moscone N, S, W	FDC	4/29	4/6-9	Full
If you can't show up as scheduled, call your employer: Freeman: 650-878-6008 GES: 650-741-7500					

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

LIVE BETTER
WORK UNION

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

Why Hire Skilled-and-Trained Workers?

Tradespeople bring extensive and specialized knowledge to the table. Just like professionals in many other fields, tradespeople must undergo rigorous training, complete apprenticeships, and earn and maintain certifications. They must demon-



BAC member Mathew Mills is a graduate of the union's pre-apprenticeship program and is currently enrolled in the apprenticeship program.

strate that they're exceedingly well-qualified to exercise the construction crafts before they step onto the jobsite.

That makes tradespeople the best people for the job. Our employers know when they call us up for work that we will complete it with professionalism, precision, and the highest standard of quality. They trust us to manage intricate projects and contribute positively to the reputation of their business for getting work done quickly and effectively.

It's worth taking a moment to admire the efficiency of skilled labor. Those of us who work in the trades are professionals who are excellent at problem-solving and troubleshooting and can navigate complex issues with the relative ease that comes with knowledge and experience. This ability to identify and address challenges promptly not only accelerates project timelines but also mitigates the risk of costly delays.

The skilled trades also contribute to workplace safety. Being so well-informed in safety protocols, trades workers are able to minimize the likelihood of accidents or injuries on the jobsite. Employers, in turn, benefit from reduced liability and insurance

Chapter Meetings

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

First Tue., 6 p.m., Monterey — 1945 Natividad Rd., Salinas (The Pizza Factory)
First Thu., 5:30 p.m., Sacramento — 9840 Business Park Dr., Suite B (BAC 3 Sacramento Office)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Second Wed., 5:30 p.m., San Jose — 1535 Meridian Ave., San Jose (Rookies Sports Lodge)
Second Thu., 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Third Thu., 6 p.m., Manteca — 1120 N. Main St., Manteca (Mountain Mike's)
Third Tue., even months only, 6 p.m., Fresno — 324 E. Shaw Rd. (Ramada Inn)

costs, creating a more secure and compliant work environment.

Finally, when it comes to that all-important consideration — long-term cost-effectiveness — the hiring of skilled labor wins again for businesses and communities alike. While up-front labor costs might be higher to compensate for the industry-leading expertise and qualifications that skilled-and-trained tradespeople bring to the project, the superior quality of workmanship they deliver translates to decreased maintenance and repair expenses over time.

The ultimate outcome of employing tradespeople is a net positive return on investment for businesses. That's all thanks to the reliability and longevity of our work.

In Solidarity,
Lenny Paredes

Service Awards, February

• 25 years: Agostino Di Grazia, Jim C. Jensen, Jose A. Lira, Antonio Reyes
Congratulations on your many years of service.

In Memoriam

We are sorry to announce the passing of our brother Bill Brundidge, BL, 12/15/2023, 08-CA, 69-year member.

Find us on Facebook by searching "BAC Local 3 CA,"
on Twitter at twitter.com/baclocal3ca,
and on Instagram [@baclocal3](https://www.instagram.com/baclocal3).

CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL 12



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1939 Market Street, Suite B, San Francisco, CA 94103
Phone: (415) 625-0225
President: Dave Bradfield • Financial Secretary: Omar Larrea
Business Representatives: Anthony Nuanes, Steve Belong, Edgar Flores
Organizers: Ruffin Romes, Martin Garcia

Meetings are held every third Thursday of the month
at 6:30 p.m. at 2020 Williams Street in San Leandro.



Local 12 members Alexandria Perez and Yuleisey Garcia work on a project for contractor OM3.



Hasan Basic won first place in the LVP competition at the International Surface Event, held late last month in Las Vegas.



Hugo Gutierrez won second place in the carpet competition at the International Surface Event.

Dear Brothers and Sisters,
After 40 years as a union member, this is a first for me: We have two Local 12 sisters working together on the same project for our contractor OM3.
So, we all must be proud of our CityBuild graduate and journey worker Alexandria Perez and our Rising Sun graduate and first-period apprentice Yuleisey Garcia. Both of these sisters have retiree Debbie Vasquez as a mentor, so we know they'll go far.
This year's International Surface Event, held annually in Las Vegas, has ended, and the members of Local 12 have once again left their mark.
In the National Installer of the Year competition, Hasan Basic and Hugo Gutierrez represented Local 12 well, with Hugo placing second in the carpet competition and Hasan placing first in the LVP competition. In the IUPAT exhibit, where an apprentice from each of the four councils in the International Union

who represent floor coverers engage in a friendly competition against the others, Angel Muela represented Local 12 with pride.
Please congratulate these three installers for their accomplishments.
Congratulations to Local 12 life member Martin Renteria, a proud father of three young men. Martin is also a proud grandfather now; his grandson, Noah Michael Renteria, was born December 23. Noah is Martin's first grandchild, but I doubt Noah will be the last.
Local 12 wishes Martin and his family all of the health and happiness they deserve.
As always, I invite members with a special moment in their lives such as a birth, graduation, marriage, retirement, or, sadly, a death to contact Steve, Edgar, or me to share a photo and a few words in a future article.
Respectfully,
Anthony Nuanes



Local 12 member Martin Renteria is now a proud grandfather.

Apprentice Angel Muela appears with family at the International Surface Event.



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
Tue., March 5, 4:30 p.m.

Unit Five, Muni Railway Shop
Wed., March 6, 4:30 p.m.

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

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

Unit Six, Sound & Communications
Thu., March 14, 4:30 p.m.

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

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

We extend our sympathy to the family and friends of Jaylene Mullins, Inside Journeyman, who passed away on December 29, 2023.

Best Wishes to Our Recently Retired Members

Steve M. Pimental
David Sotomayor
Marvin Bryan
Lori A. Vidali
Simon P. Smith

BUSINESS MANAGER'S REPORT

City and SFMTA Bargaining Begins

We've begun our collective bargaining for members employed by the City and County of San Francisco and the Metropolitan Transportation Authority. Proposals for changes to the two contracts have been received, and we've initiated the process of exchanging them with management.

For both contracts, we've pulled together a committee of rank-and-file members who sit in on the bargaining sessions and provide excellent counsel to Local 6 leadership as we work to improve the wages and conditions for our public-sector workforce. These committee members are not at liberty to share a blow-by-blow recap of the negotiation sessions, but I can assure you that they are discussing your concerns vigorously and representing you well.

We have nothing to report at the moment, but when it comes time to review an offer, a notice will be sent to the members affected. We respectfully request that all members working for SF City, SF County, and the SFMTA follow the current contract to the letter.

As always, we appreciate your patience as we move through the collective bargaining process.

St. Patrick's Day and Cesar Chavez Day Parades

The executive board recommended and the membership approved committees for the St. Patrick's Day and Cesar Chavez Day parades. We've participated in the St. Patrick's Day Parade for over two decades now and have joined the Cesar Chavez Day

Parade on a few occasions over the past couple of years.

Local 6 will be marching in both parades this year. Both offer great opportunities to meet with your fellow members and walk the parade routes in honor and celebration of two distinct cultures long involved in the labor movement in general and this local specifically.

The St. Patrick's Day Parade will be held Saturday, March 16. The Local 6 contingent will meet somewhere along Second Street.

The Cesar Chavez Day Parade will be held at a date still to be determined. Details to follow on that. Please check the website or call the hall for more info.

Of course, all members are invited to both events. We look forward to seeing you there.

What Is an EAP?

EAP stands for "employee assistance program" and is a part of the health benefits we receive as members. The EAP is a confidential program that helps members and their eligible dependents address a wide range of common issues, from alcohol/substance abuse to mental health and wellness. Whether or not we treat these issues can have a marked impact on our lives and the lives of our loved ones.

Our society as a whole and so many of us as individuals are still reeling from the effects of the pandemic. Economic stressors remain intense, and the pressure can often feel like too much to bear. Depression and anxiety then blossom, along with alcoholism, substance abuse, and increased discord at home.

If you're going through any such struggles, please take advantage of your EAP. It's a tool to help you cope with these issues and to find a path through them when none seems apparent. Maybe you've noticed someone in your life who's suffering. If your spouse or partner, an eligible dependent, or one of your fellow workers appears to be overwhelmed, take the time to remind them of the EAP.

For 125 years, we've stuck together on the job. Now, let's stick together and make sure those of us who are in distress get the necessary help.

Continuing Education

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

For more information, visit the SF-JATC's website at sfelectricaltraining.org to view available classes.

Register to Vote

During every election cycle, I find myself blown away by the number of members who are not registered to vote. Having just one union family unregistered weakens our movement. Our political adversaries need to know that our members are voting, and that they're voting their paychecks.

Not sure of your registration status? Visit voterstatus.sos.ca.gov. It's super-easy.

In California, you can register to vote in-person up to 15 days before the election. You can register to vote by mail if you ensure your registration is postmarked and sent up to 15 days before Election Day. You can also register online up to 15 days before the election at registertovote.ca.gov.

In California, even if you blow all of those deadlines, you can still cast your ballot in any given election so long as you conditionally register to vote on Election Day. According to the California Secretary of State's website: "Same-day voter registration, known as conditional voter registration in state law, is a safety net for Californians who miss the deadline to register to vote or update their voter registration information for an election. Eligible citizens who need to register or re-register to vote within 14 days of an election can complete this process to register and vote at their county elections office, polling place, or vote center. Their ballots will be processed and counted once the county elections office has completed the voter registration verification process."

What all this means is that you have no excuse not to vote. Register and make your voice heard.

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

PLASTERERS & CEMENT MASONS LOCAL 300



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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

Left: Local 300 cement masons work with R&S Construction in San Francisco.

Below: Local 300 cement masons Kelvin Lee and Martin Tirado work with T.B. Penick and Sons at 900 Innes, part of India Basin Park Phase 2.

Right: Local 300 cement masons work with Ghilotti Construction in Ukiah.



GLAZIERS LOCAL 718



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DC16IUPAT.org/unions/local-union-718

Business Representative: Nick King
President: Lenny Quintana

MEETINGS

General Membership
Tue., March 12, 6 p.m.

Executive Board
Tue., March 12, 5 p.m.



Local 718 members serve meals to those in need at the Caltrain Station in Menlo Park.

DDO/Holidays

Fri., March 29: Designated day off

Dear Brothers and Sisters,

Welcome to the latest update from Glaziers Local 718. In this installment, we're excited to share updates on our community involvement, upcoming events, and collaborative projects. Additionally, we'll recognize Lance Burkes for his years of dedicated service to our union.

Join us as we celebrate our members' contributions and explore opportunities to make a positive impact together.

Embracing Community Service, Leading by Example

Every month, our members embrace the opportunity to give back through our Volunteer Activist Committee (VAC) program. Recently, Josh Shepard, Max Snelling, Steve Rodriguez, and Steve Vargas demonstrated their dedication by serving meals to the less fortunate at the Caltrain Station in Menlo Park. See the accompanying photo alongside this column.

If you're interested in learning more or joining our efforts, explore our events calendar on our website, dc16iupat.org, or text one of our events coordinators: Chris Burnett at 510-919-3888, Danny Linares at 415-465-0404, or Steve Vargas at 510-600-8043.

Together, we can keep helping to make a meaningful difference in our community.



Join Glaziers Local 718 for this year's St. Patrick's Day Parade!

Join Local 718 for the St. Patrick's Day Parade

Mark your calendars for Saturday, March 16, as we celebrate St. Patrick's Day in style at the annual parade held in San Francisco and hosted by the United Irish Societies. This lively event showcases the rich tapestry of Irish culture and festivities in all their glory.

Under the theme of "Unite SF," this year's parade aims to bring together and honor the diverse cultural groups that make the City such a vibrant and unique place.

Local 718 has proudly participated in this parade alongside fellow unions, organizations, and cultural groups for decades. We extend a warm welcome to all to join us in this St. Paddy's Day tradition. Bring your family and friends and come celebrate with us.

We'll be gathering at 400 2nd Street (between Harrison and Folsom) at 10:45 a.m. on Saturday. Remember to sign in upon your arrival. Let's make this year's St. Patrick's Day Parade one to remember!

New Greenhouse Project in Progress at Redwood High

At Redwood High School in Redwood City, students in the construction class are diving into an exciting project: building a greenhouse. Currently, the class is hard at work constructing a robust brick-and-mortar foundation for the greenhouse.

We're proud to say that Redwood High



A rendering depicts a finished greenhouse that's currently under construction by students at Redwood High School in Redwood City. Local 718 will be assisting students on the project by providing guidance and materials.

faculty reached out to us for both guidance and materials to support this endeavor. In early March, we'll have the honor of visiting the school to share our expertise and provide assistance as the students frame out the door and window openings. This interactive experience will not only enhance these young people's construction skills but might also ignite a passion for craftsmanship — not to mention environmental responsibility.

If you'd like to contribute some time or materials to this project, please call the hall for more information. Your support will play a vital role in ensuring the success of this initiative and empowering students on their educational journey.

Stay tuned for further updates as we collaborate with Redwood High to bring this exciting project to fruition.

A Quarter-Century Strong: Lance Burks' Dedication to Local 718

Lance Burks, a stalwart member of Local 718, has exemplified unwavering commitment and dedication throughout his remarkable 28-year journey with the union. Hailing from Grass Valley, Lance's path to the glazing industry began with a serendipitous encounter during his service with the Coast Guard. He was stationed in San Francisco, where he would cross paths with his future wife and be introduced to the world

HEAT & FROST LOCAL 16



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Insulators16.org

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BUSINESS AGENTS: FORTINO CURIEL
MARK PLUBELL, ANTHONY VISCUSO
PRESIDENT: JOSH PEREIRA
VICE-PRESIDENT: SHANNON MCKINNEY
ORGANIZER: AURELIANO OCHOA

Dear Brothers and Sisters,

Back in December, Local 16 apprentice Kandise Hadnot traveled to Washington, D.C., to attend the 2023 Tradeswomen Build Nations conference. There, she got the opportunity to introduce a keynote speaker at the event: none other than U.S. House Speaker Emerita Nancy Pelosi.

Kandise's introduction was inspiring, engaging, and delivered with confidence. She shared her personal story before segueing into Pelosi's story and welcoming her to the podium in a manner befitting Pelosi's significant achievements and stature. It was clear from the way she handled herself up there that Kandise is nothing less than a total pro.

Local 16's leaders are very proud of her

and feel exceedingly fortunate to have her as a sister in this union. We've included a transcript of her full remarks after the signoff.

In Solidarity,
Fortino Curiel

Watch a video of Kandise's speech:



Candise Hadnot Introduces Nancy Pelosi at the Tradeswomen Build Nations Conference, December 2023

Good morning, ladies! My name is Kandise Hadnot. I am a second-year apprentice with the Heat and Frost Insulators Local 16 in Benicia, California.

I am a combat military veteran. I served in the Army for eight years and did one tour in Afghanistan. When I exited the military in 2018, I started a small business, and then, about a year ago, I heard about the building trades through the Helmets to Hardhats program.

I was intrigued when I first saw the Helmets to Hardhats flyer because they offer so many different apprenticeships and trade information programs. I was so excited that I literally got the flyer on a Friday and applied that following Monday. I discovered that I got top priority as a veteran.

I passed the test that same day. The next day, I went and got my TWIC card. Six weeks later, I was on my first day of work, and I just completed my one year in September.

For those of you out there who are apprentices like me, my advice is to stay focused and don't let anyone deter you from your goals, and to know that women are definitely stepping up and leading in a primarily male-dominant field.

Sisters, the next keynote speaker lives by that every day. Nancy Pelosi represents my hometown of San Francisco, California.



She has for decades been a supporter of working people. She's a strong supporter of apprenticeship readiness programs and our MC3 curriculum. She understands the struggles that we tradeswomen face every day.

She also knows a little something about being a woman in a man's world. In 2007, she became the first-ever woman to serve as speaker of the U.S. House of Representatives. She served as speaker for 10 years and will go down in history as the most powerful woman to ever serve in the U.S. House.

Please give it up for our speaker emerita, Nancy Pelosi!



Lance Burks, a 28-year member of Local 718, is a valued glazier and a lifelong learner.

of glazing through his brother-in-law.

Lance's journey with Local 718 began on July 27, 1995. He quickly established himself within the union. Over the years, he cultivated meaningful relationships on jobsites, cherishing the camaraderie and teamwork inherent in the profession. Lance enjoyed working for small shops, where he relished the close-knit environment and collaborative spirit they fostered.

For 17 years, Lance contributed his expertise to Star Glass, leaving an indelible mark on the company and the industry as a whole. Reflecting on his extensive tenure, Lance observed the evolution of the glazing landscape. He pointed out the decline in mirror fabrication at our shops and board-

up services due to the advancement in manufacturer lead times for edge work and tempered glass.

Despite his many formidable accomplishments, Lance harbors one regret: not learning to weld. His advice to fellow glaziers is to seize every opportunity for training and skill development, noting the invaluable impact it can make on one's career trajectory. Lance's attitude is a testament to his lifelong commitment to growth and learning.

Local 718 honors Lance Burks and celebrates his unparalleled dedication and his many contributions to this union and the glazing industry. Lance's story should inspire us all and remind us of the importance of perseverance and continuous learning, as well as the profound impact of genuine camaraderie in our professional endeavors.

Wrapping Things Up

As we conclude our monthly column, we extend our gratitude to all of our members for their continued dedication and support. Together, we've made significant strides in serving our community and upholding the values of our union. Let's carry this momentum forward as we work hand-in-hand to create a brighter future for all.

Watch this space for more exciting updates and opportunities in the months to come. Thank you for being a part of our journey!

*In Solidarity,
Nick King*

SPRINKLER FITTERS LOCAL 483



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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.

**SOLIDARITY IS NOT A
MATTER OF SENTIMENT
BUT A FACT, COLD AND
IMPASSIVE AS THE
GRANITE FOUNDATIONS
OF A SKYSCRAPER.
—EUGENE V. DEBS**



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BY DAVID JAMES SMITH

JUSTICE CLARENCE THOMAS'S SELF-
REGULATING ETHICS MACHINE



Official Minutes of the San Francisco Building & Construction Trades Council

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DELEGATES MEETING

Jan. 4, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

None

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 12/7/23 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- Brookfield negotiations moving forward for Stonestown Development.
- Community Advisory Committee meeting was held yesterday for Bayview on Prologis Gateway.
- ST and VP John Doherty participated in the

meeting. Next important informational meeting date is in January. This meeting will be held In-Person only.

- Special Provision placed in bill, SF was singled out in Homeowner and Environmental groups.
- ST reports on priorities; Yes on B and Affordable Housing Bond. ST recommends members stay focused on A and B Committees.
- Member Education and elections update.
- Greg Hardeman and Pat Bell running for seats in SF democratic party.
- Project maximization

PICKET SANCTIONS

None

OLD BUSINESS

- In-person COPE Convention notice for District Attorney, District 5 and 7 on 1/18/24 at 5pm, M/S/C. ST to put together digest on ballot measures.

NEW BUSINESS

- Dan Torres (Sprinkler Fitters 483) reported on the Trustees meeting and pointed out the excellent job on annual fundraiser and all year round by Rudy. Officers recommend and unanimously approved 10k bonus, M/S/C.

REPORTS OF UNIONS

- Greg Hardeman (IUEC 8) reported on new cannabis testing in 2024, and if this applies to construction. Larry Mazzola shared UA 38 are in negotiations for drug testing without marijuana.
- ST clarified on two different bills on not just testing but cannabis use included.
- A.J. Thomas (IFPTE 21) announced big Kick Off Rally on January 17 at City Hall.
- Greg Hardeman (IUEC 8) announced official Field Kickoff for Labor and Working Families Slate this Saturday at Panhandle Playground at 10 a.m.

ADJOURNMENT

Adjourned at 5:58 p.m.

BUSINESS AGENTS MEETING

Jan. 9, 10 a.m.

55 Fillmore St.

ROLL CALL OF OFFICERS

President Larry Mazzola Jr.; Secretary-Treasurer Rudy Gonzalez; Vice-President John Doherty; trustees Greg Hardeman, Charley Lavery, Anthony Nuanes, Eddie Reyes, and Dan Torres; and Sergeant-at-Arms Josh Vallis present. Vice-President Ramon Hernandez excused.

GUESTS

- Sarah Dennis Phillips, executive director, Office of Economic and Workforce Development
- Ken Nim, director of CityBuild
- Patrick Mulligan, director of SF Office of Labor Standards Enforcement

CORRESPONDENCE

- SB 616/Increase in Paid Sick Days Memo

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 11/28/23 minutes, amendment of Jose Almanza's last name, M/S/C

SECRETARY-TREASURER'S REPORT

- COPE meeting on January 18th, District Attorney, D5 and D7 candidates.
- OLSE budgeting and staffing cuts.
- Contract Kickoff Rally on January 17th at City Hall
- Childcare Grant monies have been received. ST hopes to go live next Tuesday.

PICKET SANCTIONS

None

OLD BUSINESS

- Review of previously endorsed Greg Hardeman and Patrick Bell Slate and working-class issues.
- Endorsement meeting with Scott Wiener today at 3pm.

NEW BUSINESS

None

REPORTS OF UNIONS

- John Doherty (IBEW 6) invited all members to an upcoming seminar, Home Ownership SF on February 22nd at 5pm at IBEW.
- Mike Mulliner (SBCTC) provided update on upcoming convention call in March. Brooke Patton has been promoted to Communications.

ADJOURNMENT

Adjourned at 11:30 a.m.

Affiliates: Your content deadline for next month's paper is March 8.

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

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March 5 Elections: San Francisco Building & Construction Trades Council's Official Endorsements

California Primary

CANDIDATES FOR FEDERAL & STATE OFFICE

- ⊗ U.S. Representative, CA Congressional District 11 **Nancy Pelosi**
- ⊗ CA Assemblymember, State Assembly District 17 **Matt Haney**
- ⊗ CA Assemblymember, State Assembly District 19 **Catherine Stefani**

SF CITY/COUNTY QUALIFIED MEASURES

- ⊗ SUPPORT **Proposition A:** Affordable Housing Bond
- ⊗ SUPPORT **Proposition B:** Minimum Police Staffing

If you're returning your ballot by mail, it must be postmarked on or before March 5, 2024. You can return your ballot in-person to your county elections office or any polling or ballot drop-off location in California by 8 p.m. on March 5. To locate an early voting or ballot drop-off location near you, visit CAEarlyVoting.sos.ca.gov or contact your county elections office.

**POLLS ARE OPEN ON ELECTION DAY,
TUESDAY, MARCH 5, FROM 7 A.M. TO 8 P.M.**

San Francisco Democratic County Central Committee (DCCC) Election

This election is open only to voters who are registered as Democrats. District 17 voters can choose up to 14 committee member candidates, and District 19 voters can choose up to 10. Learn more about this race by scanning the third QR code from left below.

COMMITTEE MEMBER CANDIDATES, STATE ASSEMBLY DISTRICT 17 (SF EAST)

- ⊗ **Patrick Bell** (UA Local 38)
- ⊗ **Vick Chung** (SEIU Local 1000)
- ⊗ **Peter Gallotta** (IFPTE Local 21)
- ⊗ **Kristin Hardy** (SEIU Local 1021)
- ⊗ **Anita Martinez** (AFT Local 2121, retired)
- ⊗ **Joshua Rudy Ochoa** (SEIU Local 1021)
- ⊗ **Sal Rosselli** (NUHW)
- ⊗ **Sydney Simpson** (CNA)
- ⊗ **Adolfo Velasquez** (CFT)

COMMITTEE MEMBER CANDIDATES, STATE ASSEMBLY DISTRICT 19 (SF WEST)

- ⊗ **Queen Chen** (SEIU Local 1021)
- ⊗ **Natalie Gee** (IFPTE Local 21)
- ⊗ **Greg Hardeman** (IUEC Local 8)
- ⊗ **Frances Hsieh** (IFPTE Local 21)
- ⊗ **Hene Kelly** (CFT/UESF, retired)
- ⊗ **Gordon Mar** (NUHW)



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