

Organized Labor

124th Year THE OFFICIAL PUBLICATION OF THE SAN FRANCISCO BUILDING & CONSTRUCTION TRADES COUNCIL



Volume 124, No. 1

January 2024

SFBuildingTradesCouncil.org

Has the Citywide PLA Improved SF's State of Play?

Nearly Four Years On, City Supes Meet to Evaluate Historic Deal With the Building Trades

By Jacob Bourne | CONTRIBUTING WRITER

On February 18, 2019, the San Francisco Board of Supervisors voted to adopt the Citywide Project Labor Agreement, a historic deal to let the City negotiate a single collective PLA with the building trades covering an array of projects under the jurisdiction of the departments of Public Works and Recreation and Parks.

A Board of Supervisors Budget and Finance Committee meeting last month provided an assessment of how effectively the Citywide PLA has promoted financial benefits and timely completion for PLA-covered projects, and how well it has supported local businesses and the local workforce.

The findings suggest that the PLA has mostly performed quite well, especially in terms of workforce development.

"This has become a national model," said District 11 Supervisor Ahsha Safai. "It's successful. It's a pathway for employment for many people who wouldn't necessarily have an opportunity to get into the trades. That's something we should all be uplifting and celebrating."

The agreement has notched several major accomplishments.

Fifty pre-job meetings have been coordinated across all of the PLA's projects since its adoption. No strikes, lockouts, or work stoppages have occurred since the legislation went into effect.

"Our ambition is to ensure the success of the Citywide [PLA] in a manner that it can be a model for other cities throughout the country," said SF Office of Labor Standards Enforcement Director Patrick Mulligan.

So far, 288 letters of assent have been signed by contractors

continued on page 7



Rank-and-file members of the trades showed up to City Hall in support of the Citywide PLA on Wednesday, December 13, when the SF Board of Supervisors met to evaluate the PLA's outcomes thus far.

Reflecting on Labor Solidarity at Moose Feed '23

Two Regional Labor Behemoths Reunite, Break Bread Following Big Breakup Last Year

By Robert Fulton | CONTRIBUTING WRITER

Last month, members of the San Francisco Building Trades and the Northern California Carpenters Regional Council (a.k.a. the NorCal Carpenters Union) gathered with their supporters, friends, and associates for the 61st annual time-honored,

food-fueled holiday tradition known as the Moose Feed.

First held in the middle of the last century, the event has grown into one of the Bay Area's premiere labor gatherings. The historic significance of the Moose Feed's founding, however, shouldn't be overlooked: From go, the Moose

Feed's objective has been to facilitate the putting aside of differences and the breaking of bread among labor, management, and politicians.

That objective must have been on a lot of folks' minds as they gathered at the SF Hilton on Friday, December 15, for Moose Feed 2023.

continued on page 6



U.S. House Speaker Emerita Nancy Pelosi arrived unexpectedly at Moose Feed '23 to share a moment of labor solidarity with the crowd.

PHOTO CREDIT: GEORGE VERLAINE

Inside

BAC 3.....	page 8
Cement Masons 300	page 8
IBEW 6.....	page 9
IUEC 8.....	page 10
Carpet/Tile 12	page 11
Laborers 261	page 11
Glaziers 718	page 12
Sign & Display 510.....	page 13
Sprinkler Fitters 483.....	page 13
Heat & Frost 16	page 13
Roofers 40.....	page 14

First Cohort of Sistas — a Group of 3 — Gets Underway Next Month

Women-focused Pre-apprenticeship Program Sistas With Tools Is Starting Small but Aiming Big

By Rebekah Moan | CONTRIBUTING WRITER

A much-longed-for and sorely needed program is now officially up and running: Sistas With Tools (or SwT, as the program stylizes it). SwT leadership just wrapped up the first round of recruitment and orientation and will begin with an initial cohort in the first week of February.

SwT, whose launch was covered in this newspaper last June,

is a collaboration of SF Clout, the nonprofit arm of the SF Labor Council (SFLC), and the SF Building Trades Council. SwT's focus is on recruiting, training, and retaining Black and Latina women who are interested in careers in the unionized building trades — they're the "sistas" who are getting the tools.

SwT is designed to provide

continued on page 14



Sistas With Tools Program Director Rashaida Nirobe speaks at the SF Building Trades Council's Public Service Awards event last September.

PHOTO CREDIT: GEORGE VERLAINE

Election Year 2024 Will Be a Wild Ride.
Keep Calm and Vote Pro-Labor on March 5.



By Rudy Gonzalez
SF BUILDING TRADES
SECRETARY-TREASURER

The new year is only just upon us, and already our cities and counties, our state, and our country are fitfully gearing up for the next holiday season. By that, I mean the November 2024 election. It's going to be a long year, that's for sure. As I write this, I've just witnessed an absurd amount of national political oxygen blown onto the Iowa Republican caucuses, which were held on Monday, January 15. It's hard to imagine that a party-specific primary in which only 110,000 voters participated — that's less than 15% of Iowa's 752,000 registered Republicans! — was worth the \$124 million the various campaigns spent on the ad blitz leading up to it. But hey, the mere fact alone that the Iowa caucuses are the first in the nation makes every wasted dime worth it, I suppose. Then there was the foregone conclusion, well-documented through polling, that Donald Trump would wind up sweeping the Hawkeye State during the caucuses. And guess what. He did. Feeling exhausted yet? Try not to. Don't let marginally relevant election-year primaries in the faraway windswept plains distract you now, lest you find yourself fully transformed into a political cynic by November. Instead, remember that we have a consequential election coming up soon here at home. There are plenty of races being run and issues being decided on your March 5 ballot, all of them significant and worthy of your attention. These are the elections that matter the most. As the old saying goes, all politics is local. That's truer than ever nowadays.

Might I suggest that you consider supporting the candidates and measures that your local building trades council has endorsed? After all, when a majority of trades members come together and take to the ballot box as a voting bloc, we can slap a powerful stamp of approval — or disapproval — on the issues and candidates that make a difference for labor. **Yes on A, Yes on B, and Yes on Pelosi, Haney, Stefani, Hardeman, and Bell** In San Francisco, we have a handful of crucial measures on the ballot in the March 5 primary. Two of them directly impact our job outlook: Proposition A, the affordable housing bond, and Proposition B, which would restore police staffing. These measures address twin issues, the adept handling of which will prove vital to the healthy recovery and financial security of working-class and middle-class communities throughout the City. This council recommends a yes vote on both props A and B. Prop A is about funding affordable housing. While many YIMBY organizations and pro-development advocates enjoy delivering lip service about such housing, the truth is that unless we fund it with public money, nothing truly affordable will ever get built. Not by private developers, at least. Hell, not even by the non-profit ones. Prop A is a straightforward way to access public funds for affordable housing through a financing scheme whereby the City issues bonds on the market rather than imposing a tax hike on the SF citizenry. One of the main sponsors of the Prop A effort is SF Board of Supervisors President Aaron Peskin, who has sat down at the table often with this council's president, Larry Mazzola Jr., and me. We've consistently seen Peskin

put commitment into action in working on the strongest possible labor standards for construction workers in this sector. Getting more people housed for less, however, brings us only halfway there. We lack the robust public-safety infrastructure necessary to meet SF's current needs, which are formidable, and to bring people back to the core city, office workers and tourists alike. Prop B can help put that critical infrastructure back into place. That's why I'm personally chairing the Yes on B campaign. I'm working alongside a group of public-sector labor organizations to bring back police minimum staffing levels to SFPD. Full employment within the City's wide-ranging public safety apparatus shouldn't be the football that's kicked around during every budget cycle. We should be more serious than that about the healthy functioning of our city. It's time to put more police, medics, and 911 dispatchers on the job, and to prioritize clean and safe streets. Best of all, we can achieve this — just like we can Prop A — without raising a penny on the taxes of homeowners and working people. That said, given the City's present deficit, I wouldn't be opposed to local billionaires actually coughing up their fair share one day. But we'll table comprehensive tax reform for another column and another election. Moving right along... Don't forget to check the box next to this council's endorsed candidates for federal and state office: Nancy Pelosi for Congress, Matt Haney for State Assembly District 17, and Catherine Stefani for State Assembly District 19. Each of these elected officials has earned an endorsement through hard work and unabashed support of blue-collar construction workers. Finally, to those of you who are registered Democrats: Please vote all of our

candidates, specifically Greg Hardeman and Patrick Bell, onto the SF Democratic County Central Committee (DCCC). Nobody knows our issues like those of us in labor. You can count on these two men, who are leaders in IUEC Local 8 and U.A. Plumbers and Pipefitters Local 38, respectively, to represent us if we elect them to seats at the local Democratic party apparatus' highly influential table of power. Please take a look at the following page to view this council's full list of March 5 endorsements, to find out how and where to vote, and to learn more about the slate of candidates and what they're running for. **Adjusting Attitudes About Adjudicators** This council has traditionally refrained from taking positions on judicial candidates, and it will continue to do so at this time. But I feel I must address the overheated, toxic rhetoric that's been flying around lately regarding judges, whether elected or appointed, and how dangerous it is to our democracy. In San Francisco, two sitting county superior court judges, Patrick Thompson (a Newsom appointee) and Michael Begert (a Schwarzenegger appointee), will be asking March 5 voters to keep them on the bench. Challengers for their seats have emerged thanks to a belligerent, billionaire-backed political action committee called Stop Crime Action that appears to take its political cues straight out of the Fox News playbook: Look around the City, and, with angry, self-righteous indignation, blame the crime problem on a "lenient," "progressive" judiciary. Recent polling shows that 76% of voters asked said they thought SF was on the wrong track. It's politically convenient for a well-funded, reactionary PAC to gin up an

continued on page 3



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

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

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

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

Publisher: Rudy Gonzalez
Editorial Committee: Lawrence Mazzola Jr., John Doherty,
Ramon Hernandez
Editor in Chief: Alex Weber
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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.

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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)

- ☒ **Queena 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)



PENCILING OUT

BY DAVID JAMES SMITH



Building the Trades

continued from page 2

already-frustrated electorate by attacking judges and running challengers. I believe it to be misleading, irresponsible, and, at worst, dangerous.

Yes, things are off track in SF, but I would argue that it's lazy and wrong to blame crime on the judiciary. Those who are frustrated with the outcomes of criminal justice reform in this state and city ought to take those complaints to the legislature and the voters who approved those laws. Judges exist to enforce without prejudice such laws on the books.

As for their qualifications, governor-appointed judges and their families submit to a rigorous independent vetting process and comprehensive background checks. They undergo extensive interviews and are given a formal rating by the state Commission on Judicial Nominations. Only if they pass muster do they become eligible for appointment. Then, they're subject to re-election every six years, if challenged.

What about the challengers' qualifications? They must only be licensed to practice law in California. That's it. No vetting, no

background checks, no interviews. Meanwhile, state ethics laws forbid sitting judges from publicly defending their record when challenged.

Neither Judge Thompson nor Judge Begert has been subject to investigation by the state judicial council, which is charged with investigating allegations of bias, misconduct, and other performance issues and can even remove a judge, if necessary. Neither is able to campaign with the aggressive, unhinged vitriol that their challengers can.

We all know how election campaigning lends itself to commitments made for endorsements and positions and rhetoric to get people to vote in an otherwise obscure and rarely publicized race. I believe that voting for new and untested criminal court judges who are perceived as somehow tougher on crime — and backed by a shady PAC entity — is a short-sighted misstep, especially at a time when emotions are running so high in the City.

Instead, we have to look through what appears to me to be a right-wing political smokescreen and call it what it is: an attempted attack on our independent and ethical judiciary by an angry mob.

Don't fall for it. **OL**



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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Landmark NLRB Decision Could Reshape Organizing for Private-Sector Workers



This guest column was written by **Matthew Erle**, a labor and employment law attorney with Weinberg, Roger & Rosenfeld in Emeryville.

For decades, the deck has been stacked against labor organizers in the private sector.

The traditional experience goes a little something like this: Organizers would manage to garner enough interest among a workforce to request a union election only to watch the employer systematically engage in legal delay tactics and not-so-legal unfair labor practices in order to sap support for the union before a vote could ever occur.

If the union could demonstrate that the employer violated labor law in a way that interfered with the election, the National Labor Relations Board would simply order a rerun election. Unfortunately, this remedy would often allow the employer to benefit from its own misconduct. The NLRB would require the employer to sit down and bargain with the union only in the rare cases in which it found the unfair labor practices to be especially severe and pervasive.

The ready-mix cement truck drivers working for Cemex Construction Materials Pacific experienced this charade firsthand when, in November 2018, 57% of a unit of 366 drivers signed cards requesting representation by the International Brotherhood of Teamsters.

The employer refused to recognize their

union and instead spent over \$1 million hiring union-busting consultants. Together, the employer and its consultants proceeded to commit over two dozen unfair labor practices in the leadup to its drivers' union election.

On March 7, 2019, the teamsters narrowly lost the Cemex vote. After a long hearing, an NLRB administrative law judge found the employer guilty of the unfair labor practices it had committed but decided not to order the employer to bargain with the union, positioning Cemex to achieve its ultimate goal of profiting from its own misconduct.

But then, on August 25, 2023, the NLRB issued a landmark decision overruling the administrative law judge and promising to address the reality that union "representation delayed is often representation denied."

Under the new standard announced in *Cemex Construction Materials Pacific*, 372 NLRB No. 130 (2023), if a union demands recognition after having secured authorization cards from a majority of employees, the employer can recognize the union, or either party can request an NLRB election. However, if the employer commits unfair labor practices that disrupt the "laboratory conditions" of an election, as it did in the Cemex case, the NLRB will order the employer to



PHOTO CREDIT: DAN DAVISON VIA FLICKRW

recognize and bargain with the union — rather than ordering a rerun election.

By introducing real accountability for employer misconduct, this decision promises to deter employers from violating the law after employees have demanded recognition of their union upon threat of recognition without an election.

What does all of this mean for organizers? For one, it's now more important than ever for organizers to secure majority support from employees in an appropriate unit and be able to back it up with a tangible showing of interest, generally in the form of authorization cards or petitions. Then, with proof in hand, unions should request that the employer recognize the union because the union represents a majority of the unit. That

request could be made during a march on the boss, in the form of a letter, or as part of filing an NLRB election petition.

Regardless of how the recognition request is made, most unions will still want to file for an NLRB election if their request is denied. That's because usually, winning an election is still the fastest way to recognition.

The Cemex decision is retroactive, so it applies to all active union election cases.

As for the the drivers and their union, the fight continues. In 2024, the federal Ninth Circuit Court of Appeals will hear an appeal of the Cemex decision. The outcome of this hearing could determine whether or not the powerful new ruling will be enforced by the courts.

Stay tuned. **OL**



Happy Holidays



May you enjoy the best time of the year with those who matter most. As we bid 2023 farewell, we hope you take time to recharge and indulge this holiday season. We owe you, the labor community, a huge thank you for your partnership and contributions throughout this and every year. Cheers to more milestones met and challenges conquered in 2024!

To learn more about what Blue Shield can do for you and your members, contact Tera Clizbe, vice president, Labor and Trust at tera.clizbe@blueshieldca.com.

blueshieldca.com/laborandtrust

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Moose Feed

continued from page 1

Decades of ever-increasing inter-labor fractiousness between the NorCal Carpenters and the SF Building Trades culminated in a series of political dust-ups in 2022 and '23 that would ultimately prove irreconcilable. The final outcome was the disaffiliation of all carpenter and carpenter-aligned locals from the SF Building Trades Council last March.

So, while there was palpable uncertainty and tension leading up to 2023's luncheon, attendees were relieved that it turned out to be the usual celebratory affair — if a bit tamped-down this time around.

"[The atmosphere] was one of somber remembrance but also excitement for the future," said SF Building Trades Council Secretary-Treasurer Rudy Gonzalez.

Burying the Hatchet (for the Day, at Least)

Something of a solemn mood indeed hung over this year's Moose Feed. Judge C. Richard Bartalini, a long-time steward of the event and the son of one of its founders,

died last November at the age of 94.

Bartalini's family was raised with the Moose Feed as a core seasonal happening.

"It was really meaningful to hear from the family and to hear their perspective growing up," Gonzalez said.

He acknowledged the tension between the building trades and the carpenters in recent years, with rifts stemming primarily from disagreements around housing legislation, among other fronts. He said the Moose Feed gathering might have been the first and only time various competing interests had been put together in the same room.

The building trades leader also offered this word of caution to anyone who might be slinking around in search of an opportunity to exploit disputes among labor groups: You'd better think twice.

"These disagreements are legitimate on all sides, but at the end of the day, the people who are willing to go to the mat for construction workers — it's all of us," Gonzalez said. "Carpenters and building trades workers alike will take that fight on together, and we'll make it our No. 1 priority."

IBEW Local 6 Business Manager John Doherty pointed out the fact that rancor in

Sacramento or among labor leadership can often remain esoteric to the rank-and-file. That is to say: These scuffles don't necessarily trickle down to building trades members, who generally remain focused on mastering their crafts and putting in a solid day's work.

"Sometimes some of the beefs that we have don't necessarily cross over to everybody," Doherty said. "If you're out in the field, you'll care less about somebody's petty politics. Everybody just wants to get home safely."

Gonzalez noted that today's disputes aren't without precedent. They echo back to past conflicts and reinforce why the Moose Feed exists in the first place.

"I think it challenged everybody to think not just about what the Moose Feed has meant to them as people, but what the Moose Feed must have meant to its founders," he said of the event. "For me, personally, it reminded me that these kinds of sore spots and bumps in the road are not actually new — that the carpenters and the other crafts have had differences and disagreements dating back to prehistory, really."

A Surprise Guest

The luncheon has long been known for

welcoming various elected officials, leaders in business and labor, and other VIPs. This year's surprise guest arrived, unannounced, to a standing ovation.

It was none other than U.S. House Speaker Emerita Nancy Pelosi. Gonzalez was smack-dab in the middle of his welcoming remarks when she made her entrance.

Naturally, he invited her to take his place at the podium without hesitation.

"When we see some of the problems that we have, we listen to each other," Pelosi said. "We don't agonize — we organize, we unionize."

Gonzalez shared the sentiment with many in attendance that the congresswoman's pro-union remarks were quite moving.

"It just confirms that despite all of the things Pelosi is tasked with doing and everything that she's responsible for, she always represents the people of San Francisco first and foremost," he said. "In contrast to people who treat the word 'union' like a four-letter one, she's proud of what it represents, and she celebrates it with us."

"So, she got up and delivered a great speech. She really fired up the crowd. People were just buzzing." **OL**

Scenes From the 61st Annual Moose Feed

By George Verlaire | CONTRIBUTING PHOTOGRAPHER



Citywide PLA
continued from page 1

working under the terms of the PLA, indicating that the agreement also creates value for the local construction industry.

“Regardless of whether they were signatory to a union before they were awarded the work, those contractors who signed letters of assent represent individual contractors and, importantly, workers and crews,” said SF Building Trades Council Secretary-Treasurer Rudy Gonzalez. “Those workers and crews will have an equal playing field and ac-

cess to the same gold standard of healthcare, the same safety standards, and the same wage standards — regardless of whether or not they were union before or they become union afterwards.

“I think the great equalizing force has had a positive impact on the industry and outcomes for workers.”

Joshua Arce, a representative from the Northern California Laborers Union, shared insights that further highlight the success of the Citywide PLA. Arce emphasized tangible positives that the PLA has brought to the local workforce and the construction

industry in San Francisco.

“We’re now seeing some of the benefits of this work,” Arce said, citing the City’s annual local-hire report, which underscores how partnerships fostered by the PLA are enhancing working-class San Franciscans’ participation in projects. “In the most recent year, we observed that 34% of the overall workforce on local-hire projects were from the local community, with a remarkable 51% of local apprentices. These percentages increase dramatically when a PLA is in place: 51% local workforce and 80% local apprentices.”

This data indicates not only that the Citywide PLA has been successful in promoting local employment but also that it’s helping considerably in nurturing new local talent through apprentice work. The increase in local apprenticeship participation, in particular, is a testament to the PLA’s ability to create paths in the trades for many individuals who might not have had such opportunities otherwise.

By ensuring equitable employment opportunities and fostering local workforce participation, the PLA directly contributes to putting workers back to work. That fact alone is especially worthy of note in this difficult post-Covid era for the City. It’s not just about rebuilding structures; it’s about revitalizing the City’s economic heartbeat. The agreement’s role in stimulating construction activity extends beyond the immediate impact on the labor force; it’s a catalyst for broader economic rejuvenation.

The Citywide PLA isn’t perfect, of course. District 1 Supervisor Connie Chan lauded the agreement’s benefits but pointed out that due to its being tied strictly to Public Works and Rec and Parks department projects, it doesn’t cover many of the vital affordable housing projects that the City needs. In other words: The

PLA doesn’t go far enough.

During a time when cities throughout California and the U.S. are looking for sustainable ways to recover and thrive, San Francisco’s Citywide PLA stands out as a beacon of progressive labor policy. It demonstrates an ability to affect better outcomes for workers, industry, and government alike — a real win-win-win. It also provides an object lesson in how strategic planning and commitment to fair labor practices and decent pay are capable of laying the groundwork for a robust economic resurgence. **OL**

“It’s a pathway for employment for many people who wouldn’t necessarily have an opportunity to get into the trades. That’s something we should all be uplifting and celebrating.”

—SF District 11 Supervisor **Ahsha Safai** on the Citywide PLA

By the Numbers
SF Citywide PLA

50 Number of pre-job meetings coordinated as a result of the PLA*

288 Letters of assent submitted by contractors working under the PLA*

51% Share of the workforce from the local community on local-hire PLA projects (vs. 34% non-PLA)**

80% Share of the workforce made up of local apprentices on local-hire PLA projects (vs. 51% non-PLA)**

*Wed., Dec. 13, SF Supervisors Meeting; **SF Local Hiring Policy for Construction Annual Report 2023

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Lenny Paredes, Jordan Mondragon, David Calderon
Organizers: Dave Tafoya, Manny Enriquez, Wayne Jordan

Dear Brothers and Sisters,
Happy New Year. I hope everyone had a fantastic holiday season. For many people, the coming of a new year signals a time for reflection and optimism.
The past year showed signs of lingering pandemic recovery, with many jobs still on hold or cancelled altogether. In the last couple of months, however, work hours have started to pick up. Several delayed projects across Northern California have finally started up again, from casinos in the valley

to hospitals, jails, and residential buildings around the bay.
Along with work becoming steadier, the local economy is slowly starting to bounce back, with signs of life returning to down-towns San Jose, Oakland, Sacramento, and San Francisco. The Moscone Center in SF hosted APEC (the Asia Pacific Economic Cooperation Conference) this past fall. This massive convention brought together international leaders, including President Joe Biden. The California School Board Associa-



BAC Local 3 Brick Organizer Manny Enriquez, at left, appears with BAC Local 4 Secretary-Treasurer Andy Gerber at the California School Board Association's conference at Moscone Center in San Francisco last month.

Chapter Meetings

February 2024							March 2024						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3						1	2
4	5	6	7	8	9	10	3	4	5	6	7	8	9
11	12	13	14	15	16	17	10	11	12	13	14	15	16
18	19	20	21	22	23	24	17	18	19	20	21	22	23
25	26	27	28	29			24	25	26	27	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 Sac Office)
Second Tue., 5 p.m., San Francisco — 379 Gellert Blvd., Daly City (Celia's)
Feb. 21 (third Wed.), San Jose — 1535 Meridian Ave. (Rookies Sports Lounge)
March (second Wed.), San Jose — 1535 Meridian Ave. (Rookies Sports Lounge)
Second Thu., 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Third Thu., 6 p.m., Manteca — 1120 N. Main St. (Mountain Mike's)
Third Tue., even months only, 6 p.m., Fresno — Via Zoom

tion's conference was also held at Moscone Center in early December. School board members from across the state gather attend to attend this yearly event. Several representatives from Local 3, including me, attended the conference, as did our brothers from Local 4 in Southern California.
BAC set up a booth beside the International Masonry Institute to help educate these officials on why building with brick and block better than continuing to use combustible materials and to showcase and promote our apprenticeship programs in all of our trades. Many attendees approached us to ask how they might get trade education back into the school systems.
The questions we received from these eager attendees give me hope for a future that will see school districts supporting construction curriculums and the building trades. An increase in participation between the districts and the building trades will continue to grow our workforce.
Now, looking forward to 2024, things are promising, with the trades continuing to do their part to stimulate the economy. A crucial way for everyone to contribute to our momentum during this election year is by voting for candidates who support labor. State and local building trades councils have already begun to endorse those running for office who support project labor agreements and understand that using union labor produces the highest-quality construction.
Please visit the Local 3 website at bac3-

ca.org for a list of endorsed candidates in your area — then get out and vote for your paycheck.
I'm hopeful that the building trades are headed for success in the coming year and beyond, especially those of us in Local 3, as we continue to organize and grow our union. I wish you all a prosperous 2024!

Fraternally,
Colin Johnson

Service Awards, January
• 25 years: Robert Feuerbach, Walter Keith, Jeff Sugiyama, Jerry Turley
• 40 years: Mark Atencio, Steven Guerrero, Otoniel (Tony) Santos, Danny Wilcox
Congratulations on your many years of service.

In Memoriam
We are sorry to announce the passing of the following brothers:
• Martin Espinosa Garcia, Tile Finisher, 9/30/2023, 09-CA, 25-year member
• Robert Ameil Sr., BL, 11/18/2023, 16-CA, 65-year member
• Douglas Stokes, PCC, 12/10/2023, 07-CA, 45-year member

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

PLASTERERS & CEMENT MASONS LOCAL 300



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

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

OPCMIALocal300.org

Right: Local 300 cement masons work on Stanyan Street in San Francisco for Webcor.
Left: Local 300 cement mason Gabe Gomez works on a custom home in Petaluma for Devincenzi Concrete.
Below: Local 300 cement masons work in Golden Gate Park for the City and County of San Francisco.





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

Business Manager/Financial Secretary:
John J. Doherty

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

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

MEETINGS
55 FILLMORE STREET

- Unit One Committee**
Tue., Feb 6, 4:30 p.m.
- Unit Five, Muni Railway Shop**
Wed., Feb. 7, 4:30 p.m.
- Executive Board**
Tue., Feb. 13, 4:30 p.m.
- General Membership**
Wed., Feb. 14, 4:30 p.m.
- Unit Six, Sound & Communications**
No Meeting Scheduled
- Retired Members (Senior Sixes)**
Thu., Feb. 15, 10:45 a.m.
- Executive Board**
Wed., Feb. 28, 4:30 p.m.

We extend our sympathy to the family and friends of Allen Obertreiber, inside journeyman, who passed away on December 25, 2023; and to the family and friends of Daniel Damico, inside journeyman, who passed away on December 6, 2023.

Best Wishes to Our Recently Retired Members

Glen R. Gobar
Gregory A. Richard
Philip T. Eggleston
Marcus A. Byrne
Herrito W. Hui
Christopher A. Ravanal

BUSINESS MANAGER’S REPORT

Work Safely

Developers and contractors are always pushing to compress their schedules, but it is you who must make that schedule a reality. It’s in our nature to try and accomplish the work in front of us in an orderly and efficient manner. That’s what makes us the best in the industry and allows us to earn a fair wage for our work.

The flipside of the compressed schedule is that it opens the door to unsafe practices. When under the gun, workers might take risks that they otherwise wouldn’t. Avoid that urge to use a shortcut — if not for yourself, then for your loved ones.

Your employers need you and want you to be healthy. Your union needs you and wants you to be healthy. Your families need you and *need* you to be healthy.

Please stay safe out there.

The Work Picture

The new year starts slow for our private-sector units.

One of those sectors that’s been the bread and butter of our local industry for decades, tenant improvement work, has yet to recover from the Covid-inspired move

to remote work. Our business development department has noted that the amount of class-A office space for lease is higher than it’s ever been since record-keeping began. Corporations have delayed a return to the office as they rework their staffing protocols and determine how much of a physical imprint they desire in the office setting. We wait patiently while they decide.

Despite the office-space challenges, some promising large projects are well underway, such as the southeast sewer plant and Giants seawall. Projects like the Potrero Power Plant have broken ground but have yet to ramp up their personnel while the site work is done. We hope to see those projects taking on more personnel in the months ahead.

The first large project for Treasure Island is nearing completion, and we anticipate further new projects such as the new hospital on Parnassus breaking ground in 2024.

The local economy will influence how this year shapes up and the opportunities it will provide. If the U.S. Congress can find a way to work together, hopefully some infrastructure work will start sooner rather than later. Unfortunately, Local 6 can’t control the economy, but we will continue to work hard on your behalf to ensure that the economy works for you.

PLA Work

As your business manager, I am duty-bound to try and secure future work opportunities for our members. One of the ways we do this is by participating with other building trades affiliates in negotiating project labor agreements.

As developers plan their projects, one huge variable they must address is their construction workforce. Local 6 and the other building trades locals provide the solution to those concerns with a readily available and highly skilled workforce. The PLA puts it all together.

This year, we’ll be working to finalize PLAs for developments such as the Balboa Reservoir and to seek an agreement for the proposed developments at the Stonestown Galleria. We’ll keep the membership apprised of these ongoing negotiations as new information becomes available.

Union Plus Scholarship

We encourage members and their dependent children who are currently enrolled in an accredited institution to apply for an AFL-CIO Union Plus Scholarship. Applications are now available online at unionplus.org/benefits/education/union-plus-scholarships and are due no later than January 31, 2024.

Amounts awarded range from \$500 to \$4,000. These one-time cash scholarships are for study beginning this fall. Students may reapply each year.

Current and retired members of unions participating in any Union Plus program, their spouses, and their dependent children, as defined by IRS regulations, are eligible. Grandchildren are not eligible unless they’re IRS-defined legal dependents. At least one year of continuous union membership is required of the applicant, applicant’s spouse, or applicant’s parent if the applicant

is a dependent. The one-year membership minimum must be satisfied by May 31, 2024.

Your Future, as You See It

Every three years, our inside wiremen must either complete 32 hours of continuing education or retake the examination to maintain their certification. And, every three years, people wait until the last minute to seek their required coursework. Some see their certification lapse as a result.

Don’t be that member. Sign up for continuing education classes at the SFJATC.

Now more than ever, our ability to keep pace with a rapidly changing industry is an investment in ourselves. We all benefit from a well-trained and competent workforce. It’s what helps us to remain — as our International likes to say — “the right choice.”

The SFJATC offers classes online, making it even easier for our members to maintain their skills. During the coming semester, courses in the following are on offer: advanced motor controls, fiberoptic training, Cal State certification prep, fire alarm installations, OSHA 30 training, electric vehicle infrastructure training (EVITP), energy storage and microgrid training (ESAMTAC), and foreman development training.

It’s clear that we’ll see more and more electrical vehicles, and, as our industry works to address climate change, battery storage systems will become commonplace in residential projects and high-rise buildings. EVITP and ESAMTAC certifications will broaden your future work opportunities. Fiberoptic installations are becoming more common in electrical control systems, so going through that training will give you

even more work opportunities.

Our employers expect you to use your skills to install electrical work. Those skills are honed in the field as you bend conduit, splice wire, tighten screws or terminals, and nail boxes to a deck. Our skill sets are focused on the built environment, and while technology plays an ever more prominent role in our industry, it is important that we maintain our skills with classroom instruction that ties the technology to the work we do every day.

Sign up for a continuing education class at the SFJATC, and bring a fellow member with you.

Union Meetings

We list the Local 6 meeting schedule every month in this paper. Covid cancelled many past meetings, and we continue to see its impact in reduced levels of attendance at current meetings, as many members became accustomed to not attending during the pandemic.

I look forward to the day when our meeting attendance rate returns to normal. It’s always great to see members come back and reconnect with their fellow members. It might have been decades between visits for some of them, but time can’t erase the good times that you’ve have enjoyed together over the years.

Working big jobs, working small jobs, or just spending time together as apprentices or young journey-level workers — all of it is an important part of who you are today.

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

9 NEW BMR HOME OWNERSHIP OPPORTUNITIES

THE SAN FRANCISCO
SHIPYARD
RESIDENCES

Lennar at The SF Shipyard is excited to offer new Below Market Rate program homes through the Mayor’s Office of Housing and Community Development BMR Limited Equity Program.*

Residences offer a contemporary design with elegant finishes including Kember® hardwood flooring, modern cabinetry, quartz countertops and GE® stainless steel appliances.

Program qualifications include, but are not limited to: first-time homebuyers, complete a homebuyer workshop from an approved housing counseling agency, obtain a loan pre-approval from an approved BMR lender and cannot exceed the following income:

80% Maximum Annual Incomes

1 Person	2 Persons	3 Persons	4 Persons	5 Persons
\$80,700	\$92,250	\$103,750	\$115,300	\$124,500

APPLICATIONS MUST BE RECEIVED BY 5PM/PST ON THURSDAY, JANUARY 25, 2024 TO PARTICIPATE IN DRAWING (NOTE: APPLICANTS THAT MEET ALL REQUIREMENTS WILL BE ENTERED INTO A LOTTERY DRAWING CONDUCTED BY THE CITY OF SAN FRANCISCO FOR THE OPPORTUNITY TO PURCHASE A BELOW MARKET RATE HOME. DRAWING WILL OCCUR ON THURSDAY, FEBRUARY 15, 2024 AT 2PM/PST)

Apply at housing.sfgov.org. Please contact our New Home Consultants for more information at 415-975-4181 or bayareaurban@lennar.com.

MADISON CONDOMINIUMS

(3) Studios \$155,659 without parking/up to \$170,052 with parking.

(3) One-bedroom/1 bath \$189,469 without parking/up to \$206,713 with parking.

(3) Two-bedrooms/2 baths \$213,386 without parking/up to \$246,294 with parking.

FIND OUT MORE INFORMATION

lennar.com/shipyardbmrhomes

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10 Innes Ct., #104 San Francisco, CA 94124

*Income and sales price information listed is based on information provided by the City and County of San Francisco. For information about buyer requirements and program eligibility, visit <https://housing.sfgov.org/> and <https://sf.gov/reports/october-2022/below-market-rate-bmr-ownership-programs>. Program valid towards select homes in the SF Shipyard community. See a New Home Consultant for additional details. There is no guarantee that participation in the interest list will result in priority over other buyers who do not comply with the foregoing requirements. Features, amenities, floor plans, elevations, and designs vary and are subject to changes or substitution without notice. Items shown are artist's renderings and may contain options that are not standard on all models or not included in the purchase price. Availability may vary. Prices do not include closing costs and other fees to be paid by buyer (including a builder fee, if applicable, as described in the purchase agreement) and are subject to change without notice. All product and/or company names are trademarks TM or registered trademarks of their respective owners, and use of these marks does not imply any sponsorship, endorsement, support, or affiliation between the trademark owners and Lennar. This is not an offer in states where prior registration is required. Void where prohibited by law. Copyright © 2024 Lennar Corporation. Lennar and the Lennar logo are U.S. registered service marks or service marks of Lennar Corporation and/or its subsidiaries. Lennar Sales Corp., CA DRE Broker #01252753 (Responsible Broker: Joanna Duke). BMR Construction, Inc., CA CSLB #830955. Lennar Homes of California, Inc., CA CSLB #728102. Date 01/24

ELEVATOR CONSTRUCTORS LOCAL 8



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

Matt Russo
Business Manager/Financial Secretary

Greg Hardeman
Business Representative/
Recording Secretary

Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

Training Is Tough on an Elevator Constructor. How Can We Improve Our Educational Experience?

I was talking the other day with one of our National Elevator Industry Educational Program (NEIEP) instructors, an honorary member who shows up week in and week out to pass along the knowledge he's gleaned from his tenure in the union to the next generation of elevator constructors. The conversation reminded me that as we prepare for the new semester, I'd like to give a heartfelt thanks to all of our instructors: I am indebted to you for your dedication to our trade.

When I was an apprentice at the end of a long day, I remember what I least wanted to do was to sit through four hours of class. Showing up dirty and tired after a long day of work and diving into coursework — probably with an energy drink and a bag of chips for dinner, chased with some nicotine for dessert — made it difficult to focus. But still, I knew that the end-of-year final and the mechanics exam would dictate whether or not I got my raises and whether or not there was a home for me in this industry.

The pressure was on.

But to be honest, even given the gravity of the courses, my mind was only partly in class. The other part was on the road already. I was just waiting for my body to follow my mind out the door.

As I've advanced through Local 8, I've come to appreciate our classes more than ever. A lot of the reason for that comes down to the quality of our instructors, who show up because they care. Frankly, their pay isn't that great, but they're passionate about the trade and about giving back. They deserve recognition for doing what they do. They deserve our gratitude for caring, teaching, and taking the time for me and all of the apprentices they've taught over the years.

I hear from time to time, however, that our apprentices aren't well-trained enough coming out of our apprenticeship program. In certain cases, I agree. Education is extremely important, and we could be doing it better.

I laid out for you my experience with our classes, and I hope it isn't taken the wrong way. I learned so much about this trade and was lucky for the opportunity to do so. But

MEETINGS

San Francisco General Meeting
Wed., Feb. 21, 5:30 p.m.
690 Potrero Ave., SF

Stockton
Fri., Feb. 2, 11:30 a.m.
Black Bear Diner
1703 Yosemite Ave., Manteca

Bakersfield
Wed., Feb. 14, 7 a.m.
Tina Marie's Downtown Cafe
1534 19th St., Bakersfield

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

Fresno
Wed., Feb. 14, 5:30 p.m.
Location TBA. Please contact the union hall for details.

Sacramento
Wed., Feb. 7, 5:30 p.m.
Sheet Metal Workers Apprentice & Journeyman Training Building
3665 Bleckely St., Mather

Tahoe
Thu., Feb. 29, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd.,
Stateline, NV

San Luis Obispo
Tue., Feb. 6, 11:30 a.m.
Firestone Grill
1001 Higuera St., SLO

Reno
Thu., Feb. 29, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

there are inherent drawbacks baked into the program, such as showing up after eight hours on the job, plus however many more on the road. That's difficult on our students as well as our instructors.

So, what do we do to improve the quality of our education? I mean that as an honest question, not a rhetorical one.

Our program, being national, isn't without its limitations. I would suggest that part of our problem is our size; per capita, we're a small trade. There are more electricians in California than elevator constructors nationwide. Some of the larger crafts force their apprentices to take two weeks a year off work to attend class. Their programs also have full-time instructors.

This seems to be the way of the future for building trades apprenticeship programs, but would it work for us given our low numbers?

California locals can differ slightly, averaging hundreds of apprentices, but what about our sister locals? The small locals with 40 or 50 apprentices, or those with just four or five apprentices? For them, it might not be fiscally possible to employ full-time instructors, nor would our signatory contractors be likely to absorb the mandatory time off.

My objective with this column is not to be critical of either NEIEP or our Local 8 apprenticeship program. My objective is for all of you to know that I hear you because

I am you, just from a generation of apprentices prior. I want you to know that we are doing what we can with what we have, but with an eye toward the future and the understanding that to move forward we must be able to analyze what has been effective in the past, and what hasn't.

To our current students: Please stick with it. See it through. I understand that it's hard showing up in the evenings when many of you have families that require your attention, kids that need to be picked up, dinner that must be made. I was there, too. But it's worth it.

To our mechanics: Please ask questions of your apprentices. "What are you learning? How is the class going? What aren't you grasping?" Take an active involvement in their success.

Each and every one of us should be personally invested in the education of our apprentices. Let's teach and encourage them. As goes one of my favorite quotes from our esteemed apprenticeship coordinator, Joel Roberts, "Apprentices spend 576 hours in class and over 8,000 in the field. The onus is on the mechanic in the field to ensure our apprentices are being trained in all facets of our trade."

Get to training. I'll see you all on the jobsite.

In Solidarity,
Matt Russo

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

Se habla español

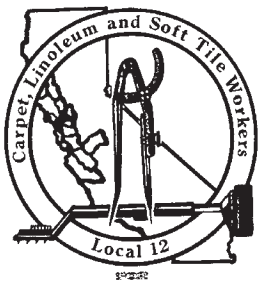
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SAN FRANCISCO, CA 94105

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

CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL 12



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DC16IUPAT.org/unions/FloorCovers

Regional Offices
2020 Williams Street, Suite A1, San Leandro, CA 94577
Phone: (510) 454-8150
1939 Market Street, Suite B, San Francisco, CA 94103
Phone: (415) 625-0225

President: Dave Bradfield • **Financial Secretary:** Omar Larrea
Business Representatives: Anthony Nuanes, Steve Belong, Edgar Flores
Organizers: Ruffin Romes, Martin Garcia

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

Dear Brothers and Sisters,

We're starting this new year off with a bang. With \$2.30 of the \$3 wage increase allocated directly to your taxable net wage, you should see a couple more dollars in your pocket. Also, with the new year come new Local 12 hoodies, which are available while they last. Reach out to Edgar, Steve, or me to schedule a time to come by one of our offices and pick one up.

We offer our congratulations to Mark Paguirigan. Mark has reached that goal we're all striving for: He has retired after 35 years of service. He was 22 when he started his floor-covering career with Golden State Carpets. In 1993, he began working for Majestics Floors. Since then, it's been a long journey to the end of 2023.

Mark would like to give his employers, Mike Hanson from Golden State and Vince Steele and sons Austin and Colton, a big *mahalo* (thank you). We wish Mark happiness and good health in his retirement.

We also extend our congratulations to Timothy Gutierrez, son of Hugo Gutierrez, and Melecio Pulido, son of Steve Belong. Both of these young men are recipients of the Walter Cantrell Scholarship. Out of 46 essays submitted, only five are chosen to receive the \$2,000 award. We're hopeful that this money can help with Timothy's and Melecio's higher education expenses.

We'd like to thank all of the retired members who attended the first Local 12

Retiree Luncheon. With 37 of our local's pioneers showing up for a delicious holiday lunch and raffle held at Everett and Jones BBQ in Oakland's Jack London Square, every table in the joint was abuzz with stories of old times, smiles, and laughter. We hope to make this luncheon a new tradition at least every other year.

Finally, I must inform you all of a sad loss for Local 12: Harry Marshall Mathie passed away on December 13, 2023, just two days short of his 82nd birthday.

Harry began his floor-covering career in Detroit. In 1976, he came to California, joined the union, and worked for Conklin Brothers in Oakland. Soon after, Harry joined up with his brother to found Mathie Carpet Service, which was in business for roughly 20 years as a labor shop.

Harry was a dues-paying member of Local 12 for over 40 years. His legacy will live on through his son, master mechanic Dave Mathie, who's our apprenticeship trainer. Harry will be fondly remembered and deeply missed by family, friends, and this local.

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

Rest in Peace, Harry Mathie



Congratulations to Timothy Gutierrez (at left), son of Hugo Gutierrez and winner of the Walter Cantrell Scholarship.



Congratulations to Melecio Pulido (at left), son of Steve Belong and winner of the Walter Cantrell Scholarship.



Congratulations to Local 12 retiree Mark Paguirigan.



The first Local 12 Retiree Luncheon was held recently in Oakland.

LABORERS LOCAL 261



Main Office
3271 18th Street, San Francisco, CA 94110
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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

CALENDAR OF EVENTS, 2024

Lunchtime All-City Contract Meetings at 261

Wed., Jan 31
Wed., Feb. 21
Wed., March 20*
Wed., April 24

14th Annual Montoya Recognition

May
By invitation

16th Annual William Hammond Hall Awards

June*

2nd Annual #261TeamRPD Labor Day Celebration

Thu., Aug. 29

Citywide JATC & 15th Annual Apprenticeship Luncheon

October

Final 2024 City Committee Meeting & Group Photo

November*
Location TBA

*subject to change

SAVE THE DATE

It's Your Right to Be Union.

GLAZIERS LOCAL 718



Main Office
1939 Market Street, Suite B
San Francisco, CA 94103
Phone: (415) 625-0225
Fax: (415) 553-5955
DC16IUPAT.org/unions/local-union-718

Business Representative: Nick King
President: Lenny Quintana

MEETINGS

General Membership
Tue., Feb. 13, 6 p.m.

Executive Board
Tue., Feb. 13, 5 p.m.

DDO/Holidays

Fri., Feb. 16: Designated day off
Mon., Feb. 19: Holiday (Presidents' Day)

Brothers and Sisters,

Welcome to a new year! In 2024, we're focusing on strengthening our union through solidarity, offering more events during which our members can come together.

Events, Events, Events

One of these events has already occurred: Union Basketball Night, which took place on Thursday, January 8, at the Chase Center. Our members and their families gathered to enjoy a night of entertainment as the Golden State Warriors battled the Denver Nuggets. Everyone attending received a Golf Brothers bobblehead and a T-shirt commemorating Asian Heritage Night.

And that's not all... We had such a strong response from our members wanting to participate in Union Basketball Night that we offered a second basketball night at the Chase Center on Wednesday, January 24, when the Warriors faced off against the Atlanta Hawks. Attendees of this event received an old-school metal Warriors lunchbox.

Elsewhere, the North Bay Building Trades recently hosted its 24th annual Crab Feed fundraiser in Vallejo. Local 718 purchased 10 tickets to support the building trades and give our members an opportunity to come together for a delicious seafood dinner. All of our members who attended this event received a Local 718 polo shirt.

Speaking of Local 718 gear: It's a new year, so that means there's a new hoodie. Pay your dues in full for 2024 by Friday, February 2, to receive a free Local 718 hoodie sweatshirt.

This year's hoodie is red with white Local 718 embroidery on the chest. No need to worry about picking up your hoodie — we'll mail it directly to you!



Rob Sassen celebrates 26 years of service with Local 718 this month.

Mastering the Craft: One Glazier's Journey through a Quarter-Century of Service

This month, we're shining a spotlight on Rob Sassen in celebration of his impressive 26 years of service with Local 718.

Rob's journey began in Southern California, where he worked at his dad's shop and honed his skills in storefront installations, mirrors, and hack-outs. After starting off as a member of Local 636 down in Commerce, Rob made his way up to the Bay Area to make his mark, joining Local 718 on February 18, 1997. He found a home with Progress Glass, successfully balancing running projects and providing for his family.

Rob's impact on the San Francisco skyline is undeniable. Looking back on over a quarter-century of glazing, he said he values quality over quantity and emphasized the importance of respectful interactions on the job. Rob has always been a vocal advocate for better working conditions, and he consistently exercises his right to vote to ensure that his voice is heard.

Thank you, Rob, for your 26 years of hard work and the value you bring to Glaziers Local 718.



Rest in peace, Wayne Morris.

Honoring the Legacy of Wayne Morris

It is with heavy hearts that we announce the passing of Wayne Morris, a lifetime member of Local 718.

Wayne began his journey with us on August 12, 1975. Over the course of 48 years, he contributed immensely to our craft. A true service guy and an exceptional mechanic, Wayne demonstrated a passion for

glazing throughout his years with Habenicht and Howlett and Progress Glass.

Wayne was not only a skilled glazier but also an expert at bringing joy to those around him. His infectious laughter and vibrant personality made him a super-fun person to be around.

Wayne's impact extended well beyond his work. He was known to share valuable life lessons with a finely honed use of colorfully foul language.

We are deeply saddened by his departure but extraordinarily grateful for the wealth of knowledge and laughter he brought to us.

A celebration of Wayne's life will be held on Saturday, February 17, from 1 to 5 p.m. at 1714 Cedar Street in Calistoga. Please email ylfnogard67@duck.com to RSVP by Thursday, February 1.

Together, let's honor the legacy of our brother Wayne Morris.

In Closing

This is a contract year, so expect a call from me asking about your bargaining priorities. Standing by and watching less-skilled trades pass us by is not the way for us to live our lives. Everyone should plan on voting for a better life in June.

Standing together in solidarity is the key to our success!

In Solidarity,
Nick King

2024 Dispatch Blueprint: A Guide for Journey-Level Members

Know your contract. The following certs are required for dispatch:

- First Aid/CPR
- Fork Lift Operator/Class-7 Telehandler
- OSHA 10 or OSHA 30
- Scaffolding
- All-Aerial Man Lifts
- Swing Stage
- Fall Protection (USACE EM 385)

Call the training center at 510-785-8467 and verify what certs you have and what certs you need. Ask them to send Local 718 verification of your valid certs.

Call your rep, Nick King, at 415-342-0835 for assistance. Find the simplest and most efficient path in obtaining the certs you need for dispatch.

Know the basics, process-wise, on how to get your certs. Here is some potentially helpful intel:

- STARS classes are available on Saturdays. The schedule can be found at dc16star.org. Walk-ins for full classes are welcome until they reach a certain capacity.
- The training center offered weekday training the last two weeks of January. Call your rep for February availability and beyond, as well as to schedule your attendance.
- Online classes are an option. Call your rep and find out how other members are getting their certs when they have only limited time available.

Provide the Hall with copies of your certs by emailing pictures of your training cards or certificates to diana@dc16.us. Ensure that the pictures are clear and readable, specifically when it comes to the front and back of your cards.

Call the hall at 415-625-0225 x100 to verify that we have your certs on file, and put your name on the out-of-work list. The list starts over every month. Remember to call in on the first working day of each month.

Local 718's Political Endorsements

Endorsing political candidates is a strategic means by which our union can actively participate in the democratic process and work toward creating a legislative and policy environment that benefits our members. Below is a list of political candidates who we have interviewed at the hall and voted to endorse at our general membership meeting.

- ✓ **Pete Mott**, District 4 Supervisor, Napa
- ✓ **Nicole Fernandez**, District 2 City Councilmember, San Mateo
- ✓ **Ahsha Safai**, Mayor, San Francisco
- ✓ **Greg Hardeman**, Democratic County Central Committee, San Francisco

LIVE BETTER WORK UNION

Sign & Display Local 510



Main Office
400 Talbert Street, Daly City, CA 94014
Phone: (650) 763-5405, x1112
Fax: (650) 871-8406
Local510.org

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

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

The More Things Change...

We had two meetings this month with the Stagehands over our continuing problems. We have agreed to maintain a stronger level of communication. Specific controversy revolves around the new meeting rooms at Moscone. We have not backed off from our position that we have the right to work the meeting rooms. One of the biggest problems expressed by Stagehands is an attitude of hostility and lack of respect coming from some 510 members. We need to do a bit of work promoting union solidarity.

This quote reads like it could be torn from the pages of this month's meeting minutes — but it wasn't. These were words written by installer representative Joe Toback nearly 33 years ago in April 1991.

The Local 510 meeting minutes archive is filled with observations such as the one above. They provide an interesting and informative glimpse into our union's past, as well as insight into the present and possible future of Local 510.

In delving into the minutes of yesteryear, we in the office have found that many issues we experienced two or three decades ago persist in the present. Matters such as protecting work jurisdiction, disputes with other unions, locating new work, and dealing with periodic shifts in the industry all cycle through the reports that erstwhile business representatives provided to membership.

Consider this entry from November 1999:

Our relationship with the Stagehands reached a new low last month when they threatened to pull their crews off Freeman's Internet Commerce Show. Their motive was to try to get Freeman to sign an agreement with them. The work in question was work we have always done.

Here's a report from representative Mike Pointer that was written the same month:

"Problems over work with Stagehands at Freeman Show (drape), and Champion Show in SF (hang monitor)."

As the minutes reveal, there's nothing new about the jurisdictional issues that we face with other unions. They're ongoing. Even the points of contention — drape and monitors — still arise in the present as jurisdictional flashpoints. What's different today, however, is a perception that these jurisdictional issues are causing us to lose work in significant ways.

They're not. The loss of work is certainly real. Members aren't imagining that. Prior to the Covid pandemic's kickoff in 2019, our local's members logged nearly a million hours — the most in its history. Compare that to 2022, when Local 510 members logged approximately 450,000 hours. Last year, logged work-hours ticked up to 550,000.

These post-pandemic figures fall significantly short of our boom year of 2019, but the diminished hours are not due to a waning jurisdiction, as some would suggest. It's important for members to remember that our local industry, our local union, and the Bay Area as a whole are still in the throes of recovering from the steep and sharp downturn caused by the pandemic.

As severe and painful as this downturn has been, it's important to remember that economic slowdowns, slumps, declines, and depressions are not at all unprecedented, especially in the Bay Area. Consider the following report to membership from installer representative Bob Owen in December 1999:

The past year, we experienced the first slowdown in many years. Many new members came in in 1998, and there were fewer hours of work to spread among a greater number of people. 2000 looks a little better than 1999, because we have fewer education shows and



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: BILL HODGES
VICE-PRESIDENT: JONATHAN BLAINE
ORGANIZER: AURELIANO OCHOA

Union Meeting: Thu., Feb. 1, 6 p.m.

55 Fillmore St., San Francisco

Upcoming Work Schedule

Show	Venue	Company	Move In	Show Dates	Size
January					
Photonics	Moscone N, S	FDC	1/24	1/30-31	Full
DesignCon	SCCC	GES	1/29	1/31	Full
February					
AAOS	Moscone N, S, W	FDC	2/6	2/12-16	Full
Silicon Valley Auto	SCCC	FDC	2/12	2/16-18	Full
March					
Trailblazer	Moscone W	FDC	3/1	3/6-7	Special
Games	Moscone N, S, W	FDC	3/18	3/22-24	Full
Nvidia	SJCC	T3	3/14	3/19-21	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.

more medical shows early in the year. But don't expect any boom years until some new facilities open up.

This entry is a reminder that our work, which often relies upon the volatile yet dominant industries of our region, operates in a boom-bust cycle. Those cycles are almost always out of our control. In the 1999 case, new facilities were required to provide the prospect of more work.

Also notable in this entry is Owen's caveat about fewer hours spread among more workers, particularly following a year when membership increased. Even 25 years ago, there were times when not everyone at the table received an equal portion of pie.

This is an important point, and one we would do well to consider when we look toward the future. As we contemplate how and when to add more members through apprenticeship, both the union and its employers are focused on balancing workload and available membership.

On the union side, we consider our member attrition rate and prospective future workload, and we then act accordingly in terms of increasing membership. On the employer side, the concern is access to a stable and skilled workforce that's available to meet the needs of the employer's clients and increased business. Discussion of these matters by the union and employer typically occurs at JATC committee meetings.

At the end of the day, what minutes excerpts from two and three decades ago can tell us is that the problems we face as a local today remain largely unchanged from generation to generation. Members often lose sight of this — the bigger picture.

Some newer members, particularly those who have joined us during our most recent boom cycle, aren't accustomed to the downturns. Some older members take the cyclical changes out of context and present them as isolated problems. Further, they'll offer unreasonable solutions without considering the consequences of those so-called solutions. Neither approach is ultimately productive.

Our history, as found in the meeting minutes of the past, shows us that jurisdictional issues are never fully settled. Such persistent complaints will always be a focus of the Local 510 office. At the same time, we'll always be thoughtfully and rationally preparing our local for the next boom cycle.

In Memoriam

It's with a heavy heart that we relay news of the recent deaths of three Local 510 members.

Brother Ken Heller passed away on December 21, 2023. Ken was a 29-year member who worked frequently for the general contractor. Ken was perhaps best known for his long gray hair and gentle demeanor.

Brother Steven Csiklai, a 26-year member, passed away on December 27, 2023. A musician, Steve played guitar on a number of occasions at the Local 510 holiday party.

Sister Kathryn Cole, a 26-year member, passed away on November 10, 2023. Kathryn spent many years as a regular employee of GES.

Local 510 offers its deepest condolences to the families of Ken, Steve, and Kathryn.

Respectfully,
Local 510

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 Members of Local 40,

Let's bring on the new year!

As we step into 2024, we at Local 40 reflect on a past year filled with dynamic activities, from global events like the APEC Convention to community outreach to strengthening our commitment to political advocacy and union excellence. Yet, amid the whirlwind of engagement, we find ourselves rooted in the heart of our community, ready to fight for our ability to work and provide for our members.

This year marks our contract year in both the public and private sectors. It's a time of preparation and dedication to the values that define Local 40.

While the private-sector negotiations are openly discussed within our community, it's equally imperative that we shed light on the public-sector negotiations.

Our beloved city, San Francisco, is home to many of us. It's where we've put down roots that span generations. Our dedicated public-sector members play a crucial role in keeping the City functional and resilient. They ensure the safety of our ports, schools, public transportation, parks, and recreation buildings for the benefit of our children and the entire SF community.

Facing budget cuts and project delays,

our brothers and sisters in the public sector deserve recognition and support now more than ever. We'll keep you informed about the progress of our contract negotiations, both public and private, through our meetings as we work to foster transparency and unity among our members.

In the shared pursuit of progress and prosperity, Local 40 stands united, bridging the gap between private- and public-sector negotiations. Together, we build a stronger, more resilient union that ensures the well-being of all members and reinforces our commitment to advocacy and union excellence in every sector of our diverse and dynamic community.

As we embark on this new year, let's embrace the blessings it brings. Let's also remember that the best things in life require effort and dedication. It's equally vital that we acknowledge and appreciate the collaborative efforts of our contractors and city leaders as we approach negotiations, ensuring the well-being of all stakeholders involved.

In the spirit of positivity and optimism, Local 40 looks forward to a year of resilience, growth, and shared success.

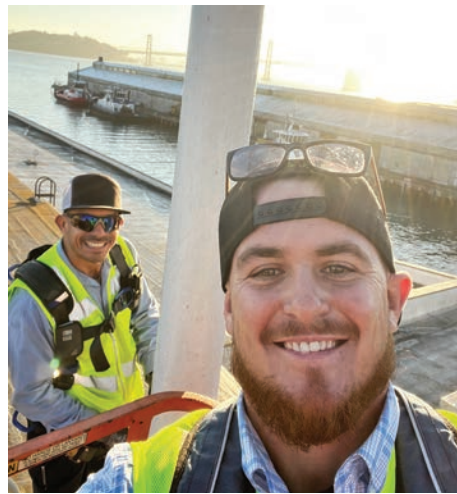
In Solidarity,
Peter Lang



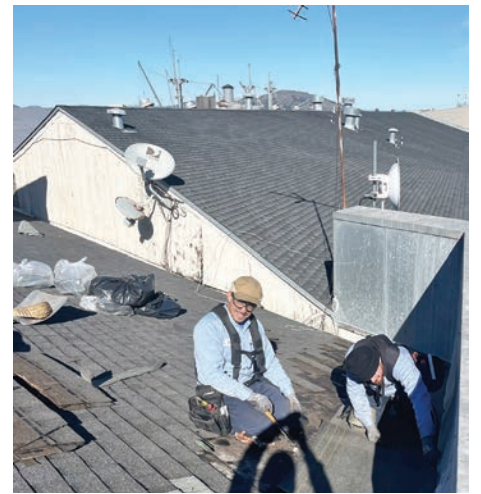
Local 40's SF Recreation and Parks crew includes, from left, Americo Ortiz, Marvin Blandon, and Carlos Aguilar.



Local 40's Martin Castenada, at far left, holds it down with SFUSD's Common Crafts.



Local 40's Port of SF crew is composed of Jaime Reynoso, at left, and Steven Lehn, at right.



SWT

continued from page 1

critical support to these women as they move into their apprenticeships, go on to become journey-level workers, and continue to progress throughout their professional lives and as members of their unions.

With just three Sistas, SwT's inaugural cohort is small and intimate, but that's by design. As a new program, SwT is still getting its sea legs, not to mention still working to get the word out to every corner of the City regarding what the program has to offer. The SF Building Trades and SFLC, along with the SF Public Utilities Commission and Southeast Treatment Plant Biosolids Digester Facilities (a.k.a. Biodigester) project developers MWH/Webcor, are helping SwT achieve these aims by lending their support, and in more than just financial ways.

At first, a typical week for an SwT participant will involve reporting to the Biodigester jobsite in Bayview-Hunters Point Monday through Friday. There, the Sistas will attend classes in the jobsite's trailers from 7 a.m. to 3 p.m. Monday through Thursday and from 7 a.m. to noon on Friday. There, they'll learn about the history of unions in the construction trade; diversity, equity, and inclusion in the construction industry; women's health; leadership skills; financial literacy; and more.

SwT's core curriculum won't just involve coursework, though. It'll be augmented with hands-on experience and real-world knowledge. The Sistas will be taken on guided tours of the massive Biodigester buildout right outside the

trailer doors and given the rare opportunity to see a plethora of trades at work all at once on one big project.

"It's one thing to do a tour that lasts an hour," said SwT Program Director Rashaida Nirobe, a primary architect of SwT. "It's another to do multiple tours and have electricians, plumbers, carpenters, and other tradesmen and -women on-site to show and explain what they're doing. To be able to experience that is amazing."

Expressing her gratitude for MWH/Webcor's willingness to host SwT's pre-apprenticeship training, Nirobe said: "You can't put a dollar amount on that. We're so very grateful for our partnership with them."

Nirobe also gave a big shout-out to U.A. Plumbers and Pipefitters Local 38, whose Joseph P. Mazzola Training Center played host to an SwT promotional video.

"[Local 38] opened their doors, moved things around, and were so gracious and kind," she said. "They did everything that was necessary for us to shoot our video, and they asked for nothing in return. [...] Allies like Local 38 make it possible to do what we do."

In due time, Nirobe hopes to grow the SwT cohort's numbers considerably. She said that she'd like the program's enrollment to multiply tenfold, from three Sistas to 30.

Whether this is possible will depend on a combination of factors, some that Nirobe can control and some that she can't. For instance, with the necessary funding, she can increase the program's

visibility — and potential enrollment — through targeted marketing. She can't, however, have much influence on whether the Sistas make the very personal decision that a career in the trades is or isn't a good fit for them, or whether they're ultimately willing, able, and disciplined enough to do the hard work necessary for success in their chosen field.

SFLC Community Services Director Tom Ryan is working alongside Nirobe to bring SwT to life. He had this to say of the program: "The road to success is going to be hard. There are decades of Black and Latina women not being given the opportunities to learn, compete, and thrive in the unionized construction industry. We hope to break this cycle now and for generations to come."

Former SF Building Trades secretary-treasurer Mike Theriault praised SwT and similar programs designed to bring a new crop of underrepresented people into the trades, saying: "We have needed just such programs combining pre-apprenticeship, mentorship, and peer support both to crew the work and to be a part of the communities in which we work. I advocated for them in my time at the council and regret that I didn't accomplish more in this regard. But I am pleased that CityBuild, in the founding of which I was involved, is proving useful here, and I do hope that the funding is secured to sustain Sistas With Tools long-term."

"Lives will change, households will change, and communities will change [if SwT is a success]," Ryan added. "Now is the time, and we ask everyone to join us to make this a reality." **OL**

Sistas Stepping Further

A Sampling of the Innovative Ways in Which SwT Helps Support Its Participants

SwT works individually with each of its pre-apprenticeship participants to identify her personal needs and provide her with the appropriate level of support to address those needs. The objective of such close involvement with participants from the outset is to increase the likelihood of their long-term success as tradespeople by readying them in a holistic way for the building trades apprenticeship experience.

Some of these personal needs are related, quite simply, to physical agility — think flexibility, strength, and stamina.

So, each SwT participant meets with a physical therapist who conducts an individual assessment of her current level and ability to perform various types of exercises. The physical therapist then designs a custom-tailored physical education plan specifically targeting the various kinds of exercises that particular participant will be required to do in their trade. Additionally, SwT participants begin each training day limbering up in a physical-therapist-led exercise program.

Some SwT participants' needs might involve more complex aspects of physical health, as well as mental health. So, when appropriate, the SwT program utilizes social services to develop a plan designed to mitigate these and other potential social or familial barriers that could impact participants' ability to achieve success, such as food insecurity or domestic violence.

There's also a childcare stipend available to eligible participants who are parents.

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



PENCILING OUT BY DAVID JAMES SMITH



DELEGATES MEETING

Dec. 7, 2023, 5 p.m.
Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Supervisor Preston letter re Freedom West Homes
- 2024 BAC Local 3 Crab Feed

REQUEST FOR FUNDS

- Hardeman Campaign Contribution Request, authorize ST to report on PAC fund balance and then proceed with contributions to Hardeman and Bell campaigns for DCCC, M/S/C.

APPROVAL OF MINUTES

- 11.16.23 minutes, M/S/C.

SECRETARY-TREASURER'S REPORT

- ST gave update on Women in the Trades event.

- Prologis Gateway PLA, docusign is out for signatures.
- Upcoming Informational Hearing on Citywide Project Labor Agreement on 12/13 at 10am. First on agenda, ST will speak. Calendar invite and flyer to go out to delegates tonight.

PICKET SANCTIONS

None

OLD BUSINESS

- Review of pledge to be used for upcoming endorsements.

NEW BUSINESS

- Delegate Meeting Schedule, ST recommends to cancel 12/21/23 meeting, M/S/C.
- COPE Convention notice for District Attorney, District 5 and 7 on 1/18/23 at 5pm, M/S/C.

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 5:19pm

Relationship-Building: Trades Leaders Meet With State Senate President Pro Tem Mike McGuire

By Robert Fulton | CONTRIBUTING WRITER

Last month, SF Building Trades Council leadership held a get-to-know-you meeting with incoming California State Senate President Pro Tempore Mike McGuire.

McGuire, a Democrat, represents the California State Senate's second district, which includes San Francisco's North Bay communities and points extending north all the way to the Oregon border. He was first elected to the senate in 2014 and assumed the body's majority leader role in 2022.

McGuire will succeed Toni Atkins as senate president pro tempore (meaning "for the time being") — pro tem, for short.

The get-together with the new president was a cordial relationship-building exercise between the trades and Sacramento leadership that was designed to open up the lines of communication heading into a busy legislative session. The State Building and Construction Trades Council of California assisted in organizing the meeting.

"Things that happen up in Sacramento can either negatively affect us or positively affect us," said Sprinkler Fitters Local 483 Business Agent Dan Torres, who attended the meeting. "We want to make sure [we have] that person to call when there's an issue."

Along with Torres, other leaders from the SF Building Trades Council who attended included: Council Secretary-Treasurer Rudy Gonzalez, IBEW Local 6 Business Manager John Doherty, Elevator

Constructors Local 8 Business Rep Greg Hardeman, U.A. Plumbers and Pipefitters Local 38 Business Manager Larry Mazzola Jr.; Operating Engineers Local 3 Business Rep Armie Morgan, Cement Masons Local 300 Business Agent Walter Orellana, Ironworkers Local 377 President Eddie Reyes, and Sheet Metal Workers Local 104 Business Rep Josh Vallis.

The meeting with McGuire was positive, with council leaders thanking him for his support of Senate Bill 740 (sponsored by Dave Cortese, D-San Jose). SB 740, which became law last September, charts a course for a skilled-and-trained workforce as the safety standard as California transitions from fossil-fuel energy. These standards provide workers with high-quality, well-paid jobs on safer worksites while letting entire communities rest easier knowing the green energy plant next door is staffed by trained professionals.

Maintaining and expanding skilled-and-trained standards was a big part of the discussion overall. A number of pieces of legislation came out of Sacramento in 2023 that the building trades were critical of, in part or in whole, because they did away with these standards. This included Assembly Bill 2011 (Wicks, D-Oakland), a piece of housing legislation that streamlined specific projects but eliminated the mandate for a skilled-and-trained workforce.

Doherty stressed that streamlining of



Leadership of the SF Building Trades Council met with California State Senate President Pro Tem Mike McGuire (D-Healdsburg), fourth from right, on Tuesday, December 19, at Local 38 headquarters in SF.

housing construction should come with some commitment from developers and cautioned against "throwing the baby out with the bathwater."

"Local communities need to have some say in the matter," he said. "Are you going to be shipping in people from out of state to come in and do the work that our members need to feed their families?"

Hardeman concurred that including skilled-and-trained mandates in future development-related legislation is essential to the general health of the trades and of workers as a whole.

"It's not just some fly-by-night outfit that's getting projects and cut-rate eagles, but using people who are actually learning a craft," Hardeman said.

Doherty emphasized that the trades represent working people — and that means lots of voters.

"Our members are real people, are constituents, are voters," Doherty said. "[Politicians] need to recognize that we speak for them and we're not just bringing up petty issues. We have real concerns related to transit and to housing, and we have a stake in all of them operating properly." **OL**

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



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