



SF Knows How to Do Labor Solidarity, and We Have the Bargaining Outcomes to Prove It

Public Employee Committee Gives Voice to All City Workers, Notching Wins as It Wraps Up Negotiations

By Robert Fulton | CONTRIBUTING WRITER

Over the past four months, a raft of consequential negotiations has been underway between two parties: a coordinated amalgam of unions called the Public Employee Committee (PEC) that represents tens of thousands of city workers, and the City of San Francisco. These talks haven't been without drama, but as bargaining rounds third and heads for home, it's clear that things have wrapped up peacefully while also shaping up well for the affected workers.

City employees have some significant wins to celebrate. If you're looking for the headline, it might be this: Bargaining between the PEC and the City has resulted in a pay increase of 13% for city employees over three years. Each individual union also secured additional victories specific to its city-worker membership.

Of course, these victories don't tell the whole story of what's been achieved by this unique exercise in bargaining power and citywide labor unity known as the PEC. The secret sauce is the solidarity.

How the PEC Works

The PEC comprises 15 of SF's building trades unions, plus the International Federation of Professional and Technical Engineers (IFPTE) Local 21, the Service Employees International Union

(SEIU) Local 1021, and a laundry list of other local unions representing a whopping total of roughly 25,000 municipal workers who do everything from accounting to civil engineering to nursing and beyond.

Added together, IFPTE Local 21, SEIU Local 1021, and the building trades coalition account for the biggest share of members within the PEC, which represents a total of 26 unions altogether.

SF Building Trades Council Secretary-Treasurer Rudy Gonzalez is one of three PEC co-chairs. The others are IFPTE Local 21 Executive Director Debra Grabelle and SEIU Local 1021 Executive Director David Canham. Together, the three determine the direction of PEC negotiations and are responsible for coordinating with

continued on page 14



PHOTO CREDIT: JULIANA PARK

A large crowd of Public Employee Committee members and supporters gather at San Francisco City Hall for a rally — and a show of labor force — in January, shortly before PEC bargaining with the City began.

BREAKING: Business Boosters' Bad Ballot Bid Beaten Back by State Bench

In last month's edition of this newspaper, a half-page notice appeared on page 5 warning readers about a nefarious statewide ballot measure tied to a shady pro-business/anti-worker lobbying group in Sacramento.

The group is the California Business Roundtable, and the measure is the Taxpayer Protection and Government Accountability Act. (We call it the Taxpayer Deception Act because that's a more accurate name.)

Fortunately, that measure, which the Roundtable had been

trying to put to California voters in November, is now in the trash. On Thursday, June 20, the Supreme Court of California unanimously ruled that it should be struck from the ballot.

This should be a great relief to all caring citizens, because if it had passed, the Taxpayer Deception Act would have been a total disaster.

The measure sought to forbid the California Legislature and governor from increasing taxes without a statewide vote. According to a June 11 report in the Los Angeles Times, the measure would have severely limited state and local funding and further hobbled the Legislature and governor's ability to generate funding for new programs or respond to economic crises.

Billions would've been slashed from state and local government coffers and funding overturned for programs like paid family leave and disability insurance. Billions for road repair and infrastructure would've vaporized. Minority rule would've become

law in local funding decisions and used to block ballot measures over the will of the majority.

The measure would have taken thousands of much-needed building trades work-hours right out of our pockets — but, as you can see, it would have also done far worse.

The legal challenge to this downright dystopian measure came from the State Legislature, specifically Governor Gavin Newsom and elector and former Senate President Pro Tempore John Burton. In their filing, Newsom and Burton argued that the measure should be considered invalid because it attempted to "revise the California Constitution via citizen initiative" and would "seriously impair essential government functions."

The court agreed, stating in its ruling that the measure would "shift so much authority, in such a significant manner, that it would substantially alter our framework of government."

In a June 20 press release, the State Building and Construction Trades Council of California

(SBCTC) celebrated the ruling and the measure's demise. The SBCTC was just one of numerous labor entities from across the Golden State that came out strongly against the measure. Other vocal opponents were SEIU California, the California Teachers Assn., NorCal Carpenters Union, and the California IATSE Council.

"We applaud the Supreme Court's decision to protect Californians from this attempt to allow the California Business Roundtable and their wealthy donors to avoid paying their fair share for our communities," reads the SBCTC release.

We here at *Org Labor* couldn't agree more with that concise assessment of this cruel, greedy effort by the wealthiest to further grind down workers by deleting their jobs and wreaking havoc on their governments, then disenfranchising them and redistributing their tax contributions upward.

Good riddance to the California Business Roundtable and goodbye to its bogus ballot B.S. **OL**

Inside

BAC 3.....	8
Roofers & Waterproofers 40.....	8
IBEW 6.....	9
Elevator Constructors 8.....	10
Cement Masons 300.....	10
Carpet/Tile 12.....	11
Heat & Frost 16.....	12
Sign & Display 510.....	12
Glaziers 718.....	13
Sprinkler Fitters 483.....	13

Will Anchor Brewing Be Saved From Its Watery Grave?

PAGE 5

SF's Mayoral Candidates Line Up for Council Close-Ups

PAGE 6

We Need Both the Transit and the Work That BART Brings. Let's Get It Funded.



By Rudy Gonzalez
SF BUILDING TRADES COUNCIL
SECRETARY-TREASURER

We All Benefit When We Fund Mass Transit

Gauging the support or lack of support among the public at large for various regional transit and housing measures can be an instructive exercise. As building trades workers, we usually stand to benefit from these types of measures passing; they often mean well-paying and frequently long-term infrastructure work for us to take to the bank.

But these initiatives are large and ambitious, and they can be big asks of the taxpayer. So, it stands to reason that voters won't pull the lever for such measures unless they hear a strong coalition arguing in favor of them and see a comprehensive policy vision laid out in the ballot language.

To put it simply: None of the proposals we want to pass will do so without the endorsement and voting power of blue-collar workers. Policymakers would be wise to listen to the perspectives of all stakeholders as they move forward, and strategize accordingly. And so would we when we're out in the community advocating for measures that we want to pass.

Labor appears split on how to fund mass transit. I hear from some leaders that without more capital improvement and room for highway expansion, they don't see a reason to support increased funding for public transportation. After all, they claim, 95% of taxpayers drive cars.

I've yet to see any data to validate that claim, but a simple Google search will turn

up statistics on cars per household and percentage of drivers by registration. According to consumer lending firm TitleMax, there are 1.1 cars per household in San Francisco, with roughly 70% of households driving.

So, while the City's car utilization might not be quite as high as 95%, it would be foolish to deny the significance of the real numbers. Seventy percent of households is a lot. SF residents have made it clear that they like their cars more than they like mass transit — or, at least, that they'd like to keep their cars even if they do use Muni and BART to get around and out of town.

Others tell me the fiscal cliff that we're approaching as a city will devastate not only transit agencies but the overall economy. BART and other systems were primarily designed to move workers to their jobs and back.

Here's my take: Everyone is impacted if transit fails. There's no question that we need to fund public transit if we expect our own downtown to recover.

Ridership is ticking up, but it's still not back to pre-pandemic levels. According to recent data from BART, total ridership last month hit just 41% of pre-Covid expectations. People took 4.4 million BART trips in May — that's still a lot of trips! But it's not enough to make BART financially sustainable, which it needs to be in a region as big, bustling, and costly as the Bay Area.

Even if you don't use mass transit, you have something to gain from subsidizing it

to keep it solvent and going strong. Whether it's fewer cars clogging the roads on your trip to the jobsite or the very fact that a lack of these workers at their downtown offices is contributing to our lack of tenant improvement work, you have something to gain and more to lose if the question of how to fund our mass transit isn't resolved.

We might have different takes on how to fund projects and prioritize projects for funding, but we'd better get it together and get BART back in the black or we'll be lamenting the train going off the tracks — literally — as we crawl through traffic toward the tollbooths while staring at nothing but the taillights.

Childcare Grants Go Out, Sistas With Tools Looks for Recruits

Childcare grants are rolling out now. If you didn't receive support during the most recent round of applications, please feel free to try again. We're opening up enrollment in the fall. Keep an eye on this newspaper for future updates.

If you have any questions regarding childcare grants, please contact this council's office manager, Sandra Duarte, at sandra@sfbctc.org.

As we reported in *Organized Labor* last month, our inaugural Sistas With Tools cohort has graduated. That means a new cohort will be starting up again soon.

We're setting our sisters up for success with strength training, social services, and

mentorship from other women in the trades. The program follows the MC3 curriculum set forth by our national unions in close concert with NABTU.

Do you have a daughter, niece, sister, or friend who you think might thrive in the trades? Let her know about this unique, council-directed pre-apprenticeship program and urge her to visit sistaswithtools.org, where she can apply online.

SF's Mayoral Candidates Talk With the Trades

The delegates of this council hosted a San Francisco mayoral candidates' forum at IBEW Local 6 headquarters on Thursday, June 6. In the lead-up to the meeting, candidates were given questions to prepare them to face the delegates. The following candidates were interviewed and will be considered for endorsement motions on Thursday, June 20, at a special COPE convention: London Breed, Mark Farrell, Daniel Lurie, Aaron Peskin, and Ahsha Safai.

No matter the endorsement positions that end up winning out, I'd like to express this council's gratitude to all five candidates for caring enough to bring their top-tier A game to our forum, where each of them enthusiastically sought the endorsement of building trades members. That's respectable.

Building trades issues are now familiar to each campaign, and candidates are on record with their positions. Flip to page 6 to see photos from the event. **OL**



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Work Safe This Month — and Every Month

June is National Safety Month. As building and construction trades workers, we're exposed every day to some of the most dangerous work conditions of any industry out there. So, now is the perfect time to take a moment to reflect on safety and strive to be extra-vigilant while on the jobsite in order to reduce the likelihood that we or our colleagues will be injured or killed at work.

This year's Trench Safety Stand-Down ran from June 17 through 21. Trench work serves as a particularly stark case study in how catastrophic the consequences can be if safety standards aren't followed to the letter in construction trench work — which means excavating, shoring, stabilizing, and then jumping into subterranean caverns to work. Just last year, we lost our brother Javier Padilla Romero, a laborer with Local 261, after he was buried in a tragic trench collapse while at work in the City.

Trench cave-ins like the one that killed Javier are on the rise, according to research released last month by the Center for Construction Research and Training. The center's monthly Data Bulletin put the focus on Occupational Safety and Health Administration (OSHA) data indicating that trench collapses killed more than twice as many people in 2021 than 2022 — 80% of them construction workers.

According to the center's report, "Trenches should be shielded, shored, or sloped, and employees should always be aware of escape routes. [...] Planning



before the job can also prevent trench collapses by discussing work steps, available controls, and work hazards."

Remember: As tradespeople, you are the experts and the first line of defense on any jobsite. If you notice working conditions that appear questionable, act immediately and report your concerns to your manager.

If we all work together and stay vigilant, we can help one another go home safely at the end of each day. **OL**

PENCILING OUT

BY DAVID JAMES SMITH



June is Oral Health Month



We're celebrating Oral Health Month and you're invited. We care for every part of our body, so why should our mouths be neglected? Gum disease is closely linked to serious conditions including diabetes, heart disease, and dementia which is why this month's reminder is crucial to overall health.

Here are some tips for healthy teeth and gums:

- Brush twice a day and floss daily
- Reduce or eliminate consumption of sugar, alcohol, and tobacco
- Schedule routine check-ups with your dentist

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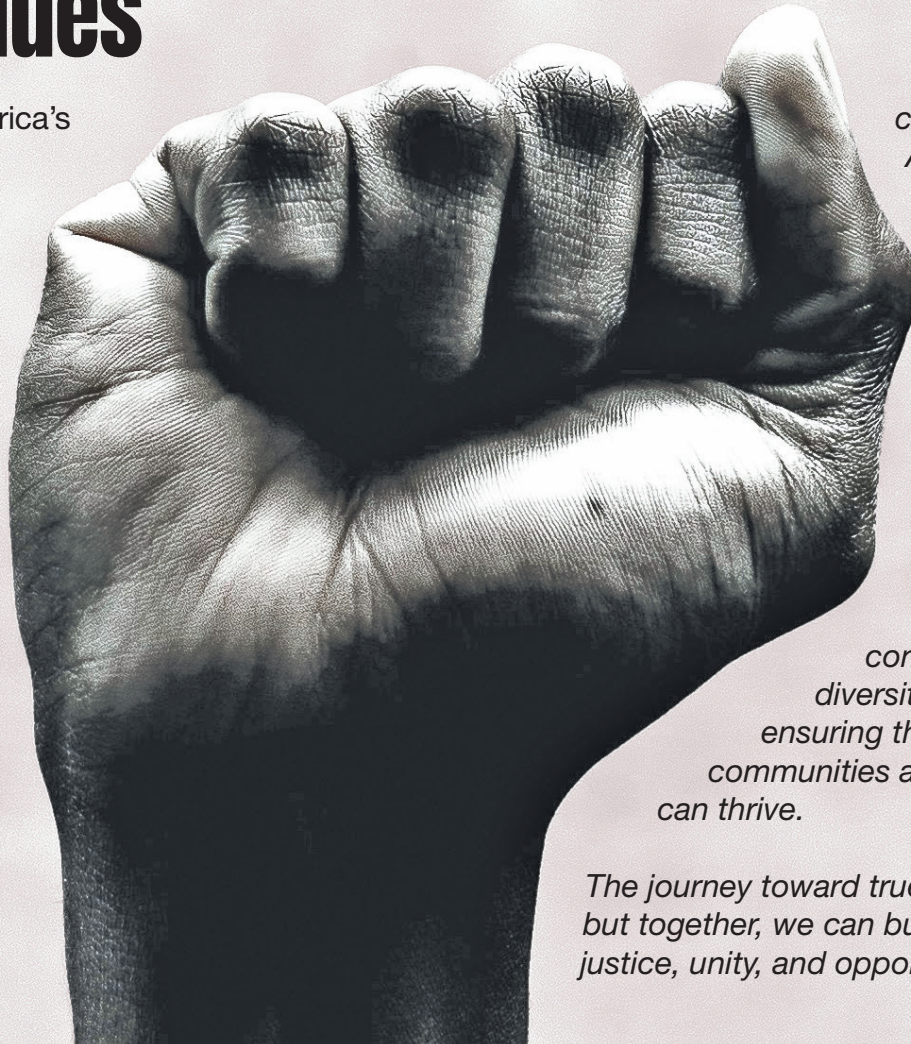
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Commemorating Juneteenth: The Fight for Racial Justice Continues

On Wednesday, June 19, North America's Building Trades Unions (NABTU) President Sean McGarvey issued a statement recognizing Juneteenth 2024. The SF Building Trades Council stands wholeheartedly with McGarvey in the sentiments and commitments he articulates. His statement follows.

Today, NABTU joins the nation in commemorating Juneteenth, a day that marks the official emancipation of enslaved Black Americans in the United States. This day serves as a poignant reminder of our country's history of slavery, systemic racism, and the ongoing fight for racial justice.

Juneteenth is not just a reflection on the past, but a celebration of the resilience, achievements, and



contributions of Black Americans throughout history. It is also a call to action for all of us to continue the work toward a more equitable and inclusive society.

As we honor this significant day, NABTU reaffirms our commitment to standing with all marginalized communities, fostering diversity, promoting equality, and ensuring that our workplaces and communities are places where everyone can thrive.

The journey toward true equality is far from over, but together, we can build a future rooted in justice, unity, and opportunity for all.

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From SF to SoCal and the Deep South to DC, Labor Is Fighting the Good Fight and Gaining Ground

By Robert Fulton | CONTRIBUTING WRITER

Anchor Brewing to Relaunch, Workers Ready to Get Hoppin'

Iconic San Francisco beer maker Anchor Brewing now has a new owner: billionaire Chobani yogurt founder Hamdi Ulukaya.

The International Longshore and Warehouse Union (ILWU) represents the 39 Anchor Union members who were employed at the brewery when then-owner Sapporo suddenly shut down Anchor operations last July. According to a recent ILWU press release, 30 Anchor Union members (77%) have committed to returning to work for Ulukaya and bringing back online a brewery that's sat mothballed for the past year.

"No one knows [...] how to brew and market Anchor beer better than us," said former Anchor worker Thomas Delany in the release. "Imagine the return of the same great product that people have enjoyed for years being made by the same dedicated workers [who] have loved making this iconic beer for years."

Japanese multinational Sapporo, which owned and operated the legendary SF brewery for a little over six years and is widely perceived to have done a highly dissatisfactory job of it, sold Anchor's real estate assets and intellectual property rights to Ulukaya for an undisclosed amount on Friday, May 31.

For his part, Ulukaya has pledged to revive Anchor. He has a history of success reopening shuttered factories: In 2005, he purchased a yogurt plant in upstate New York town New Berlin that had been abandoned by Kraft Foods. From there, he launched Chobani, which would go on to become a

top-selling yogurt brand in the U.S., according to an article in Forbes dated June 7.

Ulukaya hired back a number of workers who had been laid off by Kraft to work at the New Berlin plant when he reopened it. He currently employs around 2,000 people at that facility. He appears to have a clean track record when it comes to his treatment of workers — he's given all of the plant's employees a share in the company — but his feelings about unions remain unclear.

According to the ILWU press release, a portion of the nine Anchor Union members who haven't yet committed to returning to work have said that "they would [commit] if they received concrete information on Ulukaya's plans for reopening the business."

Here's hoping they hear from him soon.

Victory — and Trouble — Down South

On Friday, April 19, Volkswagen workers in Chattanooga, TN, made history after voting overwhelmingly to unionize with the United Auto Workers (UAW). Tennessee's VW employees are the first non-Big-Three autoworkers to unionize in the South, a region that's become a go-to for foreign car companies looking to gain a manufacturing foothold in the U.S. due to the South's ultra-low unionization rates.

Down in Tuscaloosa, AL, however, workers with Mercedes-Benz rejected a historic union vote on Friday, May 17. The UAW is challenging those results in a complaint to the National Labor Relations Board (NLRB). According to reports, the UAW's charges

against Mercedes management include disciplining employees for discussing unionization at work, not allowing union organizers to distribute material, surveilling employees, and other egregious union-busting actions.

One of those actions: According to the UAW, Mercedes management hired "persuaders" who held regular anti-union meetings that employees were forced to attend.

Members of Congress Go After Google

At long last, Google might be in serious trouble for its anti-labor activities.

On Thursday, May 30, dozens of Democratic members of Congress submitted a letter urging the NLRB to investigate Google parent company Alphabet's termination of recently unionized workers.

The firings occurred after a small group of Alphabet employees working for the tech titan's YouTube Music platform successfully voted to form the Alphabet Workers Union (AWU) and gained representation under the Communication Workers of America in early 2021. Roughly 60 of those workers filed a petition to unionize with the NLRB, along with an unfair labor practice complaint.

In February, Google gave all of its YouTube Music employees the ax.

Since then, the AWU has filed multiple charges against Alphabet with the NLRB,

including accusations of retaliation and coercive tactics.

Happiest Place on Earth, Now With More Union Workers

The next time your kid — or, well, you — poses for a photo hugging Mickey Mouse during a family trip down south to Disneyland, they'll be hugging a union member. Character and parade performers at the House of Mouse in Anaheim have voted to join the Actors' Equity Association.

The union, which already represents performers at the sprawling Walt Disney World Resort in Florida, will now finally welcome approximately 1,700 members at the mother of all Disney theme parks.

Most other Disneyland workers, such as those on cleaning crews or working as security staff, are already unionized. **OL**



On Saturday, May 18, the NLRB announced that Anaheim's Disneyland performers voted successfully to be represented by the Actors' Equity Association.

PHOTO COURTESY ACTORS' EQUITY ASSOCIATION



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SF Building Trades Council Hosts Mayoral Candidates' Forum at IBEW Local 6 HQ

By George Verlaine | CONTRIBUTING PHOTOGRAPHER

As we all already know too well, we are in the midst of a massive election year. It'll be huge for the nation at large, but it'll also be huge for the City.

In November, San Francisco voters will be asked to choose a new mayor. In a strong-mayor municipal government system such as ours, that's a big deal. It's especially important to get to know the mayoral candidates and vote

wisely, because a lot of power is about to land in the hands of one person.

So, in the interest of keeping the membership informed about the various positions held by the City's current crop of mayoral candidates, the SF Building Trades Council on Thursday, June 6, hosted its first mayoral candidates' forum at the IBEW Local 6 hall at 55 Fillmore

Street. All of the major candidates showed up to engage in conversation with council delegates: incumbent SF mayor London Breed, corporate-attorney-turned-venture-capitalist/former-SF-supervisor-turned-mayor Mark Ferrell, philanthropist Daniel Lurie, District 3 supervisor Aaron Peskin, and District 11 supervisor Ahsha Safai.

Here are some shots from the event. **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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HAPPY PRIDE MONTH



We Salute Our LGBTQ Sisters, Brothers, and Siblings in the Building Trades and Everywhere



June is Pride Month, so why not take some time to learn a bit about how intertwined the labor movement is with the LGBTQ rights movement, especially in the Bay Area? From outrageous radical actions to heartbreaking acts of violence to everyday tales of solidarity, there's a world of LGBTQ-labor history to discover and celebrate in the Bay and beyond — and all of it is heavy-hitting.

Scan the QR codes below and read up! You won't be disappointed.



"LGBT Labor History in the Bay Area" by Miriam Frank From the San Francisco Bay Times



"The Long, Powerful History Between Labor and LGBT Activists" by Jerame Davis From The Advocate



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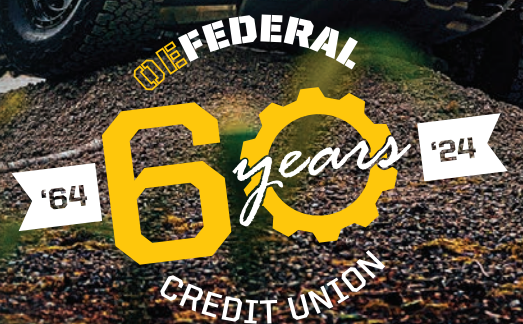
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Dear Brothers and Sisters,
We have moved! Effective July 1, the Local 3 union office will be located at 8201 Capwell Drive, Oakland, CA 94621. Our phone and fax numbers, however, will remain the same.
Be sure to always check the calendar at the top of this section each month for updated meeting information. Chapter meetings occur eight months of the year; if you haven't attended one in a while, please

try to show up at least once this year. These meetings provide excellent opportunities to meet your representatives and network with other members. Please note that there are no chapter meetings in May, July, September, and November.
Please also note the following housekeeping items:
• If you've had any changes to your personal information — address, phone number, Social Security number, or beneficiary —



July 2024							August 2024						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
											1	2	3
							4	5	6	7	8	9	10
							11	12	13	14	15	16	17
							18	19	20	21	22	23	24
							25	26	27	28	29	30	31

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)
Second Wed., 5:30 p.m., San Jose — 1535 Meridian Ave. (Rookies Sports Lodge)
Second Thu., 5 p.m., Oakland — 15301 Wicks Blvd., San Leandro (Marina Community Center)
Third Thu., 6 p.m., Manteca — 253 Spreckels Ave., Manteca (Round Table Pizza)
Third Tue., even months only, 6 p.m., Fresno — 324 E. Shaw Ave. (Ramada Inn)

notify the union office as soon as possible at 800-281-8781.
• **Important dues information:** Monthly base dues must be paid on or before the first of the month by check, money order, or credit card. You can pay your dues online through the member portal at bacweb.org or through the BACMobile app, which you can download from Google Play or Apple's App Store.
• **Out-of-work list:** If you've been laid off, please call the union at 510-632-8781 every Monday to keep your name on the out-of-work list. This is important, especially for one who is collecting unemployment benefits or is on self-pay. To qualify for self-pay, your name must be on the union's out-of-work list during the period in which you aren't working.
• **Health and welfare and pensions:** Notify Benesys administrators at 888-208-0250 if you've had a change in your marital status or a new child. Please add any new dependents within 30 days of a qualifying event, which includes marriage, divorce, birth, or the adoption of a child. Access the masonry industry trust funds at bac3-brickbenefits.org or the tile industry trust funds at bac3tilebenefits.org.
• **Apprenticeships:** The Joint Apprenticeship and Training Committee offices oversee all school, training, continued education, and rerate issues. You can reach the Mason Development Center at 209-830-7200 or the Tile Training Center at 510-632-8453.

In Solidarity,
Ryan Ruf

Service Awards, June
• 25 years: Paul Stevenson
• 40 years: Mitch Johnson, Brent Kirkes, Robert Zucchiatti
Congratulations on your many years of service.

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,
Work has picked up over the past month for some contractors, while others have experienced a bit of a flattening trend. Despite this, the overall forecast for work this summer remains positive.
We urge you to call the hall and put your name and expertise on file if you aren't currently working. Patience is key, of course, but please consider spending some time attending our special called meetings when you aren't out on the jobsite.
These meetings are crucial, as they allow you to stay informed about our negotiation efforts and be prepared for the outcomes. The betterment of our industry and, more importantly, the well-being of our members and their families are our top priorities. Your support and involvement in these meetings are invaluable.
Our customary meeting prizes will be replaced with our sixth-month special prize giveaway, and we have an exciting surprise for you that carries into our July meeting. So, please join us.

We still remain very active in our political endeavors — as we've stressed before, this election year is a very important one for labor. We're especially concerned with our local races, as they directly impact our businesses, schools, and families.
One example is the mayoral race in San Francisco. Our city is at a pivotal juncture, so we must stay informed about who we will endorse. The outcome will significantly impact the future of our community.
I'm proud to share a recent highlight of our ongoing efforts to build relationships within our union. I just wrapped up a successful trip to Washington, D.C., for the Roofers, Waterproofers, and Allied Workers' new business managers program. Meeting in-person with leadership from our International office — including President James Hadel and Financial Secretary Mitch Terhaar and their staff — enhanced the experience considerably. I learned new things, made great connections, and left feeling positive and energized.
The trip has further empowered me to



continue the work for our members and our industry and strengthening our union's presence and influence at a national level.
So, to wrap things up: The key message this month is to stay informed and involved. Your participation makes a significant difference. Let's continue to work together, to stay positive, and to support each other through every challenge and success.
In Solidarity,
Peter Lang



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., July 2, 4:30 p.m.
- Unit Five, Muni Railway Shop**
Wed., July 3, 4:30 p.m.
- Executive Board**
Tue., July 9, 4:30 p.m.
- General Membership**
Wed., July 10, 4:30 p.m.
- Unit Six, Sound & Communications**
Thu., July 11, 4:30 p.m.
- Retired Members (Senior Sixes)**
Thu., July 18, 10:45 a.m.
- Executive Board**
Wed., July 24, 4:30 p.m.

Best Wishes to Our Recently Retired Members

Carlos A. Leal
James A. Ruma
Anthony C. Sandoval
Gary Kennealy

BUSINESS MANAGER'S REPORT

City, County, SFMTA Bargaining Completed

Collective bargaining for our members employed by SF City and County and the SF Municipal Transportation Agency (SFMTA) were ultimately both put in front of an arbitrator for final decision on wages and internal adjustments. The results of negotiations have been summarized and posted on the Local 6 website.

Now that negotiations have been completed, I would like to express my sincere appreciation on behalf of this entire local for all of the time and effort the team members put into bargaining.

- For the SF City and County contract, we thank:
- Mike Niderostek, 7482 Power Generation Supervisor, SFPUC Hetch Hetchy Power, Moccasin Power Generation Shop
 - Leah Sausedo-Dempsey, 7345 Electrician, SF International Airport, Electric Shop
 - Gerald Cassidy, 7257 Communication Line Supervisor I, Department of Technology
- For the SFMTA contract, we thank:
- Khalil Ali, 7380 Electrical Transit Mechanic Assistant Supervisor, SFMTA Maintenance Training
 - Katherine Trajano, Class 7390 Welder, SFMTA Potrero Division
 - Robbie Donahue, 9145 Traffic Signal Electrician, SFMTA Traffic Signal Shop
 - Daniel Crites, 7371 Electrical Transit System Mechanic, SFMTA Green Division, Support Shops
 - Henry Scholz, 7329 Electronic Maintenance Technician Assistant Supervisor, SFMTA Green Division, Running Repair

Executive Board Opening

Having formally retired from the IBEW, Local 6 executive board member Anthony Sandoval has resigned his position on the board. Any interested member in good standing and eligible to sit on the executive board should submit a letter of interest to the executive board, which is responsible for appointing Anthony's replacement.

We thank Anthony for his years of service to this local.

Unit One Committee

With Diana Dooley having accepted a position at PG&E and transferring to IBEW Local 1245, there's also a vacancy on the Unit One Committee. Any interested member in good standing and eligible to sit on the committee should submit a letter of interest to the executive board, which is responsible for appointing Diana's replacement.

We wish Diana the best of luck in her new role.

State Certification

We continue to receive calls about the California Electrician Certification program. We strongly encourage all members to complete the required classwork and paperwork and submit the same as soon as possible. Application turnaround times have been averaging six to eight weeks, so don't wait until the last minute.

Please note that we do not register people to be electrical trainees at the union hall. It's the responsibility of each individual member to ensure they're in compliance with certification requirements.

The California State Association of Electrical Workers has been in talks with Governor Gavin Newsom on clearing the backlog of applications and renewals, and it has committed to doing so as quickly as possible.

Save the Date

Be sure to circle Saturday, August 24, on your calendar and save the date for this year's Local 6 Picnic. Due to construction and the summer concert series, our picnic will be held in Golden Gate Park's Speedway Meadows. The fun is scheduled to start at 11 a.m. and continue until 3 p.m. More details will be provided when they become available.

While we can't promise sunshine, we can promise that a good time will be had by all who attend.

A Name Synonymous With Local 6

Note the clipping from the July 17, 1961, issue of *Organized Labor* that appears to the top-left of this column. You'll see that Herman Bamberger was elected to serve on the Unit Two Committee for our members at the shipyards. With that election began a string of over 60 years of service to Local 6 by the members of the Bamberger family.

The Bambergers have been elected by their fellow members to represent Local 6 at 10 International conventions. They've served on unit committees and bargaining committees and in the positions of treasurer, recording secretary, president, and business representative.

I mention this because current Local 6 Assistant Business Manager Matt Bamberger, is retiring. He's been an invaluable help to me during the past decade. His deep institutional knowledge is a major asset to this local. He's a union man through-and-through.

Matt has honored his commitments to the membership and the IBEW, so we wish him a long, healthy, and happy retirement from a grateful local. Thanks for everything, Matt. Congratulations on your retirement.

Summertime Sun

Many outdoor projects are under construction at the moment. That often means working a full day in the sun, making heat stroke a real risk. Be sure to drink plenty of water and keep an eye out for your fellow members by looking for the symptoms of heat stroke: confusion, exhaustion, fatigue, dizziness, nausea, headache, and the like.

Safety is always a team effort, so let's make sure that we all go home at the end of the day. The Mayo Clinic suggests taking the following steps to prevent heat stroke during hot weather:

- Wear loose-fitting, lightweight clothing.
- Wearing excess clothing or clothing that fits tightly will not allow your body to cool properly.
- Protect against sunburn. Sunburn affects your body's ability to cool itself, so protect yourself outdoors with a wide-brimmed hat and sunglasses and use a broad-spectrum sunscreen with an SPF of at least 15. Apply sunscreen generously and reapply every two hours — or more often if you are swimming or sweating.
- Drink plenty of fluids. Staying hydrated will help your body sweat and maintain a normal body temperature.
- Take extra precautions with certain medications. Be on the lookout for heat-related problems if you take medications that can affect your body's ability to stay hydrated and dissipate heat.
- Take it easy during the hottest parts of the

ELECTION NOTICE
The following Unit Officers were elected in June:
Unit No. 1—Inside Wireman
Chairman — Jack McBride.
Vice Chairman — Ed Figone.
Recorder — Richard MacCabe.
Executive Committee—Stu. MacDonald, Ray O'Connor.
Unit No. 2—Marine Electricians
Chairman—William E. Flanagan. Vice Chairman—Dan Pucillo. Recorder—Francis Burger. Executive Committee — H. Bamberger, Joe Magreo.

A clipping from the July 17, 1961, edition of *Organized Labor* serves as record of the first time a Bamberger was elected to a leadership position at Local 6. Many more members of the family would follow in the years to come.

day. If you can't avoid strenuous activity in hot weather, drink fluids and rest frequently in a cool spot. Try to schedule exercise or physical labor for cooler parts of the day, such as early morning or evening.

- Get acclimated. Limit time spent working or exercising in heat until you are conditioned to it. People who are not used to hot weather are especially susceptible to heat-related illness. It can take several weeks for your body to adjust to hot weather.
- Be cautious if you're at increased risk. If you take medications or have a condition that increases your risk of heat-related problems, avoid the heat and act quickly if you notice symptoms of overheating. If you participate in a strenuous sporting event or activity in hot weather, make sure there are medical services available in case of a heat emergency.

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

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

ELEVATOR CONSTRUCTORS LOCAL 8



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

Matt Russo
Business Manager/Financial Secretary

Greg Hardeman
Business Representative/
Recording Secretary

Ryan Lange
Business Representative

Bill Chisholm
Business Representative

Nick Moore
Organizer

MEETINGS

San Francisco General Meeting
Wed., July 17, 5:30 p.m.
690 Potrero Ave.

Sacramento
Wed., July 3, 5:30 p.m.
Sheet Metal Workers Apprentice &
Journeyman Training Building
3665 Bleckely St., Mather

North Bay
Mon., July 22, 5:30 p.m.
Mi Pueblo Restaurant
7384 Commerce Blvd., Cotati

Tahoe
Thu., July 25, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd., Stateline, NV

Reno
Thu., July 25, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

Special Called Meeting Items for July

- Swearing-in of new officers for the 2024-'25 terms of office
- Voting on the 2024-'25 budget

Ruminations on My Generation

I was cleaning up my garage a few Saturdays ago while blasting “The Kids Aren’t Alright” by the Offspring, and it got me to thinking about my generation. I get the sense that as we continue to age, many of us who belong to Generation X are struggling with our identities on a broader scale.

Numerous characteristics associated with Gen X fall squarely outside of the previous generation’s norms — and even the subsequent generation’s norms. We Gen Xers view the world differently and think differently than Baby Boomers and Millennials. That’s typical of each generation relative to the generations surrounding it.

As I get older, however, I get the distinct sense that some groups expect me to apologize for who I am and how I act — to “grow up already” — and to change who I am, fundamentally.

Perhaps it’s just my Gen X arrogance, but I don’t feel the need to apologize one bit for who I am and how I act. Sure, I’m not perfect — not by a longshot — but for the most part, I’m happy with who I’ve become and how my life has turned out.

In addition to that aforementioned drop of arrogance, my generation is known for nurturing its independent streak. We’re less uptight about attire. We’re informed by a healthy dose of cynicism. We like to defy expectations, yet we always place a high value on practicality.

All of these qualities are present in me. I never shave clean because I can’t stand it. It’s rare to see me without a 5 o’clock shadow. I also don’t dress to traditional expectations. I’ll wear a pair of Jordans with a suit because it’s way more comfortable and I think

dress shoes are uninspired. Why drag them out of the back of the closet and begrudgingly clean and polish them to wear to the event that you’d forgotten you had to go to until the last minute anyway?

I remember at one of the first events I attended as Local 8 business manager, a well-meaning older brother recommended a dressy shoe store where I could go to get a pair of kicks that would look, given my new position, “way more professional.” I looked him dead in the eye and told him that the shoes I was wearing were more expensive than anything for sale at some dressy shoe store.

That was probably a bit of a bluff; I’m sure some of the store’s shoes would’ve out-priced my J’s, but they *are* more expensive than any pair of dress shoes I’ve ever owned or probably ever will own.

In any case, that wasn’t the last time I had to deal with others offering me unsolicited life advice or being apologists for my Gen X character traits. “You’ll have to excuse my colleague and his newer-generation stuff.” I’ve heard that more than once.

So, I’ve concluded that, with all due respect, I just don’t care.

If you don’t like the way I dress or the tattoos on my chest that I can’t completely cover without fastening the top button of a dress shirt, here’s an idea: Keep it to yourself. As for me, I believe it’s OK to be different. It’s OK to expect others to be different.

But here’s where I start to think like a crotchety, practical-minded member of my rapidly aging generation: I think today’s up-and-coming generation — the one to which my kids belong — has begun to overdo the “be different” imperative a bit. Members of Generation Z seem preoccupied with identity, whereas I don’t feel that anyone should have to classify themselves as anything other than a human being. I believe that if we spend so much time categorizing ourselves and one another, we risk losing sight of how similar we all actually are.

Before I ruffle too many feathers here, please know that I am *not* suggesting we marginalize any group based on their sexual-

ity, gender identity, ethnic heritage, race, political or religious affiliations, or any other marker. Identity is important. I just think it’s important only to an extent.

What really matters is that we understand that we’re all part of a larger group and that we have more power when we put our heads together. The more we silo ourselves off and interact only with those in our tribe, the more we end up doing for ourselves what political parties and wealthy power brokers have been trying to do to us for centuries: divide and conquer.

One of the many fundamental principles from this nation’s founding fathers is *E pluri-bus unum*, which means “Out of many, one.” This is key. Together, our differences make possible this grand experiment in democracy. (I know — the U.S. is not technically a democracy but rather a democratic constitutional republic, for those of you keeping score.)

So, to this Gen Xer, it’s not important to me who you are, who you love, where you came from, or who you do or don’t pray to. I believe in equality, and I believe that the best way to achieve it is to treat everyone like equals rather than members of separate classes. We’re capable of so much more when we think collectively rather than concern ourselves with what boxes to check that best describe certain elements of the self.

Thanks for sticking with me on this one. Before I sign off, a quick look behind the curtain here: I write most articles in stream-of-consciousness style and then rely on Melanie Stauffer, Local 8’s office manager, to artfully massage them to convey my point without stripping out the “flair,” if you will. “Keeping my voice” is what she calls it. That’s why things can emerge a bit spicy sometimes, I guess.

Next time you see Melanie, thank her for her diligent work in bringing order to my chaos. Stay safe, and, until next time, see you on the jobsite.

In Solidarity,
Matt Russo

PLASTERERS & CEMENT MASONS LOCAL 300



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

Business Manager: Emilio Aldana
Senior Business Agent: Greg Levy

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

Local 300 95% apprentice Francisco Sanchez and Business Agent Walter Orellana work for Kiewit Infrastructure West at the wastewater treatment plant in San Mateo.

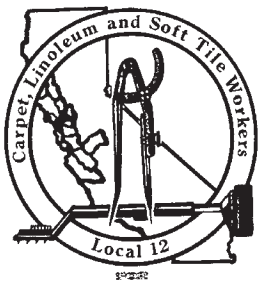


Local 300 cement masons work with Azul Works in Petaluma.



The International is launching a big push to get out the vote ahead of November’s election. Scan the QR code to register to vote if you haven’t already.

CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL 12



Administrative Office

2149 Oakland Road
San Jose, CA 95131
Phone: (408) 824-1280
Fax: (408) 955-0150

DC16IUPAT.org/unions/FloorCovers

Regional Offices

2020 Williams Street, Suite A1, San Leandro, CA 94577

Phone: (510) 454-8150

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

Phone: (415) 625-0225

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

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

Dear Brothers and Sisters,

Do you think you have what it takes to be Installer of the Year? If so, keep reading.

The International Surface Event (TISE) is an annual flooring industry convention and competition that has historically been held early in the year in Las Vegas. The competition portion of ISE, which brings out the best of the best from our industry nationwide, features union and non-union installers alike battling it out for the coveted Installer of the Year title, plus a \$3,000 cash prize and a heavyweight title belt.

So, if any of that sounds good to you, now's the time to start preparing — next year's event could be your shot at the title.

Competition at TISE 2025, which is scheduled for January 25 through 30 next year, will focus on carpet installation and luxury vinyl planks — and that competition will be fierce. To enter, you first must qualify in a regional semifinals competition. If you're confident that you're the best and you want the industry to see it, please contact Steve Belong, Edgar Flores, or me. We'll help get you registered.

Local 12 has seen two of its members be crowned national winners after recent TISE competitions: Hasan Basic and Dave Bradfield each won Installer of the Year titles in the resilient flooring category. Will you be next?

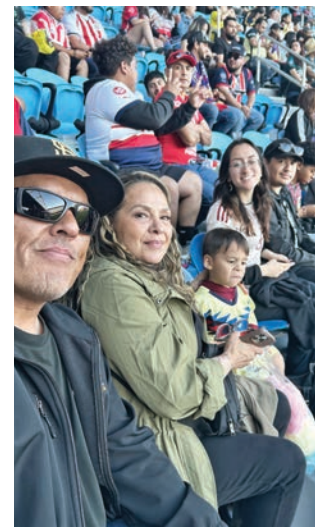
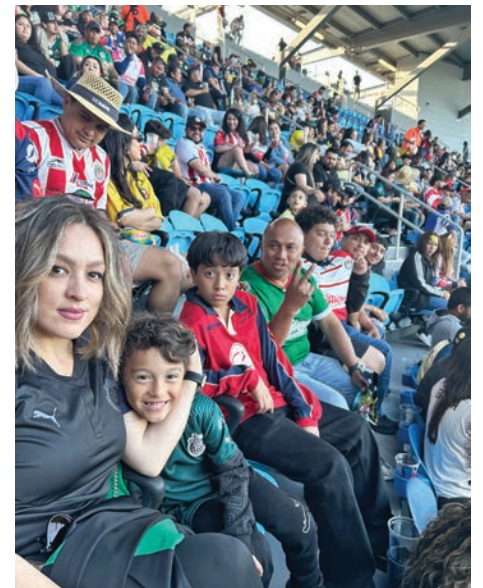
Moving on... To all who volunteered at the DC 16 Day of Action on Saturday, June 8, I applaud you. Over 250 members and their families came out for a day of service to their communities. We cleaned beaches in Santa Cruz and Pacifica and parks in Santa Rosa and Sacramento. In Pacifica, we barbecued after for a fun day on the shore.

Remember, there are many opportunities to volunteer with DC 16. Just check the "Get Involved" page on the DC 16 website, dc16iupat.org.

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

Respectfully,
Anthony Nuanes

Local 12 Families Enjoy a Recent Soccer Game at PayPal Park



Local 12 Members and Family Clean Up Linda Mar Beach in Pacifica During DC 16's June 7 Day of Action



HEAT & FROST LOCAL 16



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

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

Scenes From the Solidarity Award Ceremony, June 11



Dear Brothers and Sisters,
On Tuesday, June 11, our local received the solidarity award from the Santa Clara and San Benito Counties Building and Construction Trades Council. We are honored, and we offer our deepest gratitude to the council for recognizing the work we've been doing in this local.
We also want to thank our brother David Bini for hosting an incredible event. Appearing alongside this column are some photos from the night featuring our business agents Fortino Curiel and Anthony Viscuso and our manager, Christopher Greaney, as well as brother Michael Peralta and President Chris Hannan of the State Building and Construction Trades Council of California.

In Solidarity,
Fortino Curiel

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

HOUSEKEEPING

Beneficiary Cards

This month, we'd like to remind members to update their beneficiary cards. The IUPAT offers a \$3,000 death benefit to members' designated beneficiaries, and the union is obligated to pay that amount to the beneficiary of record. Local 510 members list beneficiaries ranging from their parents and siblings, some of whom are deceased, to repudiated ex-spouses or former partners.

We encourage members to call the union to find out who they have listed as a beneficiary and to make any necessary adjustments in order to ensure that matters following their final departure go smoothly.

Dues

Quarterly dues for installers, including pensioners (so-called 39ers), are \$199 and due by the 20th day of the first month of each quarter. Members can pay these dues with their bank card by calling the District Council 36 Central Dues Department at

626-296-8054 or by sending a check or money order to the following address: District Council 36, Attn: Central Dues Dept., 1155 Corporate Center Dr., Monterey Park, CA 91754.
Checks and money orders should be made payable to either Local 510 or District Council 36. Members should always include the last four digits of their Social Security number on payment as verification of their identity.

Apprentice Program Open

The Local 510 apprenticeship program is currently accepting applications. Full details are available at local510.org. Applications will be accepted until July 19, 2024. Those interested in applying should call Local 510 JATC Coordinator Richard Northam at 415-606-6169.

Phone Numbers and Addresses

Periodically, the union tries to reach out to members via phone, email, or mail. It's important that members update their information with the union, especially if anything

Upcoming Work Schedule

Show	Venue	Company	Move In	Show Dates	Size
July					
Semicon	Moscone N, S	GES	7/2	7/9-11	Full
Union Meeting: Tue., July 2, 6 p.m. 55 Fillmore St., San Francisco					
August					
Walmart	Moscone S	FDC	8/23	8/27-28	Special
SaaStr	San Mateo EC	FDC	8/24	9/10-12	Special
Aut Vehicles	SJCC	GES	8/26	8/28-29	Special
Sept					
Dreamforce	Moscone N, S, W	FDC	9/9	9/17-19	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.

has changed recently. We have quite a few members with outdated phone numbers, making quick, direct contact with them difficult, if not impossible.

Medical and Pension

Questions regarding medical coverage

or pension benefits should be directed to Benesys administrators. Medical and pension plan participants can contact Benesys at 925-398-7048.

In Solidarity,
Local 510

GLAZIERS LOCAL 718



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

MEETINGS

General Membership
Tue., July 9, 6 p.m.

Executive Board
Tue., July 9, 5 p.m.

DDO/Holidays

To be announced after contract ratification

Brothers and Sisters,

Welcome to the June edition of the Glaziers Local 718 section in your monthly copy of *Organized Labor*.

While the most significant news — our contract negotiations and the upcoming ratification vote for the Northern California Glaziers Master Agreement — dominates our current conversations, we won't be reporting it here due to the paper's publication schedule. Things are moving fast, and by the time you receive this issue, the news will have evolved. We encourage you to stay informed about negotiations through our official channels, where you can find the most recent updates.

Check Your Mailbox

DC 16 administrative dues check-off rebate checks are on the way. The administrative dues check-off is 3% of the taxable net wage. Any member who worked more than 1,800 hours in 2023 will receive a rebate check equal to the check-off paid on hours above 1,800.

Keep an eye on the mail for your check!

Cleaning Up Linda Mar Beach

This year, Local 718 proudly participated in the annual DC 16 Community Day of Action, partnering with Painters and Drywall Finishers Local 913 and Floor Coverers Local 12 for a cleanup event at Linda Mar Beach in Pacifica.

The beach, which is renowned as a popular surf destination, is one of the most polluted beaches in the state and therefore faces significant environmental challenges. Its crescent shape traps debris flowing from the San Pedro Creek, necessitating regular cleanup efforts.

On Saturday, June 8, a spirited group of 84 volunteers composed of union members, their families, and their friends came together to tackle this pressing issue. Armed with grabbers, buckets, and a shared determination, our volunteers dedicated their day to making Linda Mar Beach a cleaner, more beautiful place for everyone to enjoy.



Glazier and 25-year Local 718 member Alex Lauria is profiled this month. He called his experience thus far “a journey to maturity through a quarter-century of glazing.”

Throughout the day, volunteers collected an impressive amount of trash, ranging from plastic bottles and food wrappers to larger debris swept in by the tides. As we wrapped up the clean-up, the transformation of Linda Mar Beach was evident. Our collective effort showcased the power of union solidarity in addressing community issues and put into practice our dedication to community service.

The event not only served as a testament to our commitment to environmental stewardship but was also a Volunteer Activity Committee (VAC) golden-ticket event. This designation provides participants with a chance to win additional raffle prizes at the annual VAC banquet, which will be hosted at the Ruby Hill Winery in Pleasanton later this year.

Thanks to all who participated and made this day a remarkable success. Your hard work and dedication ensure that Linda Mar Beach remains a treasured destination for surfers, locals, and visitors alike. Together we're making a difference, one clean-up at a time.

An Unexpected Journey: Alex Lauria's 25 Years With Local 718

This month, seasoned Local 718 glazier Alex Lauria shared the story of his quarter-century dedicated to the craft.

“I wanted to be a writer and started college, but I ended up dropping out,” Alex said. “My father sat me down and offered me a career in glazing making real money. I didn't want to let him down, so I started my journey in glazing.”

At 18, Alex began his apprenticeship working in the shop, making deliveries, and performing other typical apprentice's duties. Over the years, he would learn about life and responsibility through glazing, which

Local 718 Joins Forces to Clean Up Linda Mar Beach



significantly impacted his personal and professional growth, he said.

During his 25 years with Local 718, Alex has worked on a long and illustrious list of memorable projects.

“I went to Hawaii with Perma and learned how glazing work and lifestyle are done there,” he said. “The San Jose State University job taught me rigging and setting techniques with Progress Glass. At the Apple Campus with Perma, I set the biggest pieces of glass imaginable. The Federal Building in San Francisco involved installing bullet-resistant glass with Progress Glass.”

Being a member of Local 718 has profoundly influenced Alex's career and professional development. Union solidarity has been crucial throughout his work-life and has resulted in lasting friendships. He said that he cherishes the sense of community within the local and the collective impact the membership has made over the years.

“The union helped me find work and provided crucial support during tough times through networking with fellow union glaziers,” he said.

Alex attributes the groundwork of his success to mentors such as Tame Fakava, who taught Alex patience — and how to install curtain wall glazing systems — and Herman Gonzalez, who imparted valuable life lessons. Now, Alex mentors younger glaziers, emphasizing safety and the importance of speaking up if they're unsure about something.

Alex has seen the glazing trade and the

local evolve and change during his quarter-century at work. He was part of the last class of apprentices to attend school at the union hall before apprenticeship training shifted to the Joint Apprenticeship Training Center. He recalls the bygone analog era.

“The trade has digitalized,” Alex said. “I started before cell phones and tablets, and I learned to read prints on paper before tablets revolutionized the way we build.”

Looking ahead, he sees robots performing glazing work as a potential future trend. His advice to current and future glaziers is to be patient, to be open to learning, and to listen and be receptive to advice.

Thanks to his strong work ethic and the guidance and camaraderie that he's experienced among his brothers and sisters in Local 718, Alex is living proof that work can form the foundation of a successful life.

“Making money provides life opportunities and choice,” he said. “I've learned about responsibility, punctuality, how to conduct myself cordially, and how to get along with others on the job. It's been a journey to maturity through a quarter-century of glazing.”

In Closing

Watch this space for more important updates and inspiring stories in the months to come. As always, your commitment and solidarity make our union strong.

In Solidarity,
Nick King

SPRINKLER FITTERS LOCAL 483



Main Office:
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(510) 785-8483
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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.

PEC Bargaining Wrap-Up

continued from page 1

all of the other PEC bargaining contingents to achieve the best possible outcome for each category of city worker.

The PEC's building trades bargaining contingent represents tradespeople across numerous crafts, with 15 of the 27 council-affiliated unions covering city workers in some capacity. Significant numbers of laborers, electricians, and plumbers work for the City, but specific contracts also cover city-employed trades workers who are fewer in number, such as roofers and glaziers.

Gonzalez takes pride in standing up for the unions with fewer members in the PEC and ensuring their needs are taken into account at the bargaining table.

"These workers legitimately have more power when they're sitting with and speaking with one voice," he said.

An Exercise in Solidarity

It's that solidarity that powers the PEC, which works only if it's able to advocate with diligence for the needs of tens of thousands of workers across multiple jurisdictions while also letting those unions retain their autonomy in the bargaining process.

Strength in numbers and the ability to agree to such overarching issues as wage increases are two primary PEC characteristics that help guard against the City attempting to take a divide-and-conquer approach by isolating and co-opting smaller unions, pushing bad deals on them, and then pitting them against the next group.

"Even in good times, when the City had a huge surplus, we were susceptible to being kind of peeled off from each other," Gonzalez said. "We don't want anyone to settle for less than what they deserve."

One option in the PEC toolkit is the



Muni operators are members of Transport Workers Union Local 250-A and, as city employees, are represented by the PEC. They voted to reject the terms of their first new contract with the City, making them the last PEC member holdouts. But before a potential July 1 strike could materialize, they voted on a revised contract, closing out negotiations for this year.

threat of a strike. Collectively withholding labor when necessary is an assumed right for any organized labor body. But until recently, if city workers voted to strike, San Francisco could just fire them.

Just last year, the California Public Employment Relations Board returned a decision against the City and in favor of city employees, striking down a provision in the SF charter that forbade its workers from striking.

Empowered by the board's decision affirming their right to strike, PEC members wanted to make it clear that they weren't interested in being jerked around by the City during these recent negotiations. To show just how serious SF's labor movement was — and to send the message that a strike was a very real option should worse come to worse — city workers held a massive rally in the City in January to flex their union-strong muscle. They also attended a strike-readiness event called Strike School in March.

Not that anyone on the City's side of the table was trying to play hardball and spoiling for a labor stoppage. It is an election year, after all. A strike on Mayor London Breed's watch would surely not have gone over well with the electorate, so fair negotiation was in her administration's best interest.

Transit Strike Averted

... And then there was one: Transport Workers Union Local 250-A, which represents Muni operators, fare inspectors, and mechanics citywide. Reportedly, 62% of Local 250-A members rejected their union's tentative agreement with the City during a vote on Wednesday, May 29.

That meant a very real possibility that San Francisco could have faced a transit strike as early as July 1, when the workers' old contract expires.

But just as this newspaper was about to go to press, word came down that the

transport workers had ratified an amended contract, fully closing out this round of bargaining between the PEC and the City.

Gonzales said that the transport workers were in a strong negotiating position thanks most likely to that election-year leverage.

Beyond the Committee

While the PEC negotiated across-the-board items such as raises, the individual unions engaged in their own bargaining for more specific agreements. It shook out well for the building trades.

IBEW Local 6 Business Manager John Doherty, whose union represents approximately 850 city electrical workers, called out graveyard premiums and the resolution of staffing issues at SF Municipal Transportation Agency substations as contract highlights for his membership.

Business Representative Mark Leach is with Teamsters Local 856, which represents a litany of city-worker classifications, such as parking meter repairers, pharmacy supervisors, and building inspectors. He emphasized how impressed he was with the cooperation not just among the teamster negotiators but throughout the PEC, calling it the "epitome of solidarity."

"It feels good to be in a group of people negotiating with common goals and not forgetting about the smallest group, but coming up with true solidarity in our decisions," Leach said. **OL**

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"The PEC is the epitome of solidarity."

—Mark Leach, Business Representative, Teamsters Local 856

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

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



DELEGATES MEETING

May 2, 5 p.m.
Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- TJPA Letter of Support for Mega application for 2024

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 4/18/24 minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- Brookfield negotiations update, PLA to NABTU for approval.
- LOI for technology building.
- City Contracts are winding down and in the process of being ratified. Most crafts have accepted contracts Cement Masons ratifies per their bylaws on May 13
- TJPA, high speed rail. Yard leased by Caltrain. The owner of the entire rail yard is Prologis.
- Sistas with Tools, first cohort Graduation was held on Monday.
- ST met with Charels Schin, Executive Director of Treasure Island. More work to come.
- Montoya Awards. ST thanked members for support.

PICKET SANCTIONS

- Jose Almanza (IBEW 6) requests strike sanction Diablo Electric against 180 Howard Street, San Francisco.

OLD BUSINESS

None

NEW BUSINESS

- ST requests authorization to spend up to \$500 on awards for our members and honoring David Canepa, M/S/C.
- ST recommends the council memorializes that if a

union has urgent need for strike sanction, the council can approve and expedite. M/S/C

- Eddie Reyes (Ironworkers 377) reported of upcoming Nominations for Officers in June.

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 5:21 p.m.

BUSINESS AGENTS MEETING

May 14, 10 a.m.
55 Fillmore St.

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- CA Labor Federation Biennial Convention, July 15 in San Diego.
- Cuba Resolution for Calif Labor Federation, tabled to the next meeting so that ST Gonzalez can check with AFL-CIO.

REQUEST FOR FUNDS

- CA Labor Fed Biennial (cost of travel, lodging and meals for two delegates), M/S/C.

APPROVAL OF MINUTES

- 2/27/24 minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- Second meeting in June, ST recommends bring member/delegates/staff to educate on PLAs. First training module will be held after Board of Business Reps meeting. Training is optional, certificate will be provided in completion.
- Brookfield Stonestown project, ST thanked members for their big show of support with 7-0 vote on 2 billion dollars of work, one hundred percent union, six phases of work, 18 months of tenant improvement. 125 units

- carved out from PLA.
- UCSF, final approval complete.
- School District, final stages of preparing for arbitration. Collective bargaining agreement in place is secure. Bond to modernize and rebuild schools.
- TJPADTX, now in engineering phase and negotiating with Prologis.

PICKET SANCTIONS

- Ramon Hernandez (Laborers 261) reported on Mission Bay and 4th street and possible picket sanction.

OLD BUSINESS

None

NEW BUSINESS

- Sistas With Tools Graduation Celebration.
- Training Schedule to be provided this week

REPORTS OF UNIONS

- Mike Henneberry (Teamsters 853) thanked ST for his leadership and council.
- Ramon Hernandez introduced new field reps, Arturo Sainz and Diego Hernandez
- Colin Johnson reported on negotiations Marble CBA

ADJOURNMENT

Adjourned at 11:03 a.m.

BUSINESS AGENTS MEETING

May 28, 10 a.m.
55 Fillmore St.

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

None

REQUEST FOR FUNDS

None

APPROVAL OF MINUTES

- 5/14/24 minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- Dates to win work: 6/13, 6/20, 8/1
- Legislative Package: Blue Collar Economic Recovery (Housing as essential infrastructure; labor-funded-labor-built tax rebate; Prop A affordable housing financing ordinance)

PICKET SANCTIONS

None

OLD BUSINESS

- Cuba Resolution, tabled to call of the Chair

NEW BUSINESS

- Mayoral Forum June 6 (see attached memo) and COPE on June 20, both in-person. General discussion about mayoral candidates and process for the June 6 meeting.

REPORTS OF UNIONS

- Joe Sanders reported that Painters Local 913 has already endorsed Safai.
- Larry Mazzola Jr. reported that Plumbers 38 Dual-endorsed Safai/Farrell.
- Anthony Nuanes reported that Carpet Layers Local 12 also endorsed Safai.
- Greg Hardeman reported that Elevator Constructors endorsed Safai and are considering their ranked choice strategy.
- Dan Torres reported Sprinkler Fitters Local 483 concluded successful negotiations with their contractor's association and ratification will take place next week.
- Mark Plubell reported that the Heat & Frost Insulators Local 16 participated in a Santa Clara BCTC mobilization and won a citywide PLA in the City of Mountain View with the ABC and NorCal Carpenters in opposition.

ADJOURNMENT

Adjourned at 10:55 a.m.

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BY DAVID JAMES SMITH





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