

Organized Labor

Leading Voice for the Labor Movement for 125 Years



125 Years of *Organized Labor*

Looking Back on a Legendary Legacy in Labor History

This February marks 125 years of publication of the newspaper you hold in your hands. For the remainder of this year, we'll be featuring historical content from the archives and articles digging into the comprehensive history of *Organized Labor*, the longest continuously published labor paper west of the Mississippi.

This month, we present you with a reprint of an *Org Labor* article celebrating the 100th anniversary of the paper and detailing its inception. The article was originally published on February 28, 2000.

An Early History of the *Organized Labor* Newspaper

The first issue of *Organized Labor* was published on February 3, 1900. William McKinley, a Republican, was president, and Theodore Roosevelt was vice-president. The city of San Francisco was thriving as a result of both the fallout from the gold rush and the beginning of trade with the Pacific Rim. The San Francisco Building and Construction Trades Council had been around since February 6,

1896, and was being run by an Irishman named Patrick Henry McCarthy.

According to Michael Kazin in his book "Barons of Labor," the City's building trades unions were already well-organized. Kazin wrote: "Beginning in the late 1890s, San Francisco workers built the strongest labor movement that existed in any American metropolis."

continued on page 9



Seen here is the San Francisco Building Trades Temple, courtesy of a 1950 publication commemorating the 50th anniversary of *Organized Labor*. The newspaper was operated and published out of this building, located at 200 Guerrero Street, for many decades. The building has since been demolished.



NEWS BRIEF

Trump Wastes No Time Selling Out Building Trades Workers

JUST A WEEK into his second presidency, Donald Trump has already begun screwing workers.

On Monday, January 27, he removed two Biden appointees from the National Labor Relations Board: Board Member Gwynne Wilcox and General Counsel Jennifer Abruzzo. Both had been staunch advocates for workers' rights.

According to a January 28 report by Reuters, Wilcox's firing

is particularly unprecedented and might violate labor law, as her term wasn't set to end for another two and a half years. She is the first Black woman to ever serve on the five-member board.

Making matters worse, there were already two vacancies on the board. This means no quorum of three can be achieved and therefore no rulings can be made on the hundreds of currently pending cases before the board,

and no orders enforced.

Meanwhile, in a direct blow to building trades workers, word on the street is that the Trump administration is considering reversing Biden's PLA executive order by canceling building trades PLAs on Department of Defense projects, possibly affecting up to 50% of building trades work, including Naval Shipyard remediation locally.

Watch this space. **OL**

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GUEST ARTICLE

How Labor Can Fight Back Against Trump's Mass Deportation Agenda

Celebrating a Pioneering Black Unionist, Commemorating the Power of the Press, and Eulogizing a Labor Leader



By Rudy Gonzalez
SF BUILDING TRADES COUNCIL
SECRETARY-TREASURER

Black History Month: Clara Day

Clara Day's legacy is a testament to the profound impact one individual can make on labor rights and social justice.

Born in 1924 in Tuscaloosa, AL, Day was the middle child in a family of 11. In 1947, she moved to Chicago and took a position as an information clerk at Montgomery Ward, the Sears-rivalling catalog goods and department store corporation. There, she confronted systemic injustices, particularly the stark segregation between white and Black employees.

Day was determined to drive change. She partnered with coworker Robbie Jubiter in a successful teamster organizing campaign that led to the unionization of more than 3,000 Montgomery Ward employees. By 1955, Day had joined Teamsters Local 743, where she tirelessly championed workers' rights and rose to multiple leadership positions within the organization.

Her influence extended beyond labor organizing. She was instrumental in founding the Coalition of Labor Union Women in 1974 and the Teamsters National Black Caucus in 1976. The objective of these organizations was to amplify the voices of women and Black workers within the labor movement.

Day's advocacy brought critical issues such as pay equity and sexual harassment to the forefront of labor discussions.

Throughout her career, Day exemplified resilience. She broke down racial and gender barriers to secure leadership roles within the teamsters and the labor community more broadly. Her unwavering commitment to justice and equality should serve as enduring inspiration to us all.

Worker provided a voice for labor at a time when mainstream media often ignored or outright vilified union movements.

These papers were more than just propaganda — they provided lifelines of information for working-class communities. They reported on strikes, exposed unsafe working conditions, and educated workers about their rights. In an era of widespread employer suppression and government

F.X. Crowley: A Life in Labor

In the summer of 2018, while leading the San Francisco Labor Council, F.X. Crowley stopped by my office to check in on me. He was nostalgic, and rightfully so. After all, I was occupying the same office where he had once watched his father lead.

F.X. understood the life of a union leader. He was the son of one, the brother of union tradesman John P. Crowley, a sprinkler fitter from Local 483 and a labor leader himself, having led IATSE Local 16 for decades. With all of F.X.'s experience, the advice he gave me that day he visited me was simple and straightforward — yet, the sincerity in his eyes made it resonate in a way that I carry with me to this day:

1. There's plenty to drive you to drink in this line of work, so go easy on the bottle.
2. Keep moving, and stay on offense. Your opponents will have a harder time hitting you.
3. Put your family first.

F.X. was a unifying presence in our local movement and never a stranger to a picket line. He held many titles, ranging from city commissioner to union business manager, but I know the titles he loved most: father, husband, and grandfather.

To me, F.X. was a friend, a mentor, a fellow executive committee member, and above all, a good union man. I'll miss him. The labor movement lost a class act with his passing. **OL**

As workers rediscover the power of collective action, the need for independent labor journalism is more urgent than ever.

As we celebrate Black History Month, Clara Day's story reminds us of the power of dedication and the lasting impact of fighting for a more just and equitable society.

Labor Press: The Forgotten Power

Throughout American history, organized labor has relied on newspapers to spread its message, mobilize workers, and challenge corporate power. From the late 19th century to the mid-20th century, labor newspapers played a crucial role in shaping public opinion and advocating for workers' rights. Publications like *The Appeal to Reason*, *The Labor Clarion*, and *The Daily*

hostility, labor newspapers were usually the only outlets willing to challenge the powerful business interests that dominated society.

This month, we celebrate the 125th anniversary of our own entry into that storied canon of labor newspapers, *Organized Labor*. I'm proud to say it's the longest-running labor newspaper west of the Mississippi.

As workers rediscover the power of collective action, the need for independent labor journalism is more urgent than ever. While digital platforms have taken on some of this role, the legacy of the labor press reminds us that media can be a tool for justice—not just profit.



Download the
free e-book
"Clara Day:
A Teamster's Life"

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LEGISLATIVE WIN

On Wednesday, January 22, former SF supervisor Ahsha Safai and SF Building Trades Council legal counsel Jolene Kramer identified a section of Mayor **Daniel Lurie's** Fentanyl State of Emergency Ordinance that appeared to broadly exempt projects from prevailing wages and the Citywide PLA, among other concerns. In the wake of this discovery, this council quickly drafted up and proposed amendments to Lurie's legislation for consideration by the Board of Supervisors.

One week later, during a meeting of the board's budget committee, which is chaired by District 1 Supervisor and building trades ally Connie Chan, the committee unanimously forwarded the Fentanyl State of Emergency Ordinance to the full board. This council's amendments were included in that revised ordinance, ensuring that prevailing wages and the Citywide PLA will remain in full force and effect for eligible projects.

This council would like to thank both Safai and Kramer for their invaluable assistance in consulting on this matter.



IT'S UNANIMOUS

Congratulations to trades members Sabrina Hernandez (IBEW Local 6), Liam Devlin (UA Plumbers and Pipefitters Local 38), and Greg Hardeman (IUEC Local 8). Their nominations to the **Golden Gate Bridge Highway and Transportation District's** board of directors were unanimously moved forward on Monday, February 10, by the SF Board of Supervisors' rules committee. Extra congrats to Hernandez, who has been serving on the board for 16 years and is on track for reappointment. Hats off to you, sister!



IN MEMORIAM

Longtime San Francisco labor communicator, political candidate, and former International Alliance of Theatrical Stage Employees Local 16 business manager **F.X. Crowley** passed away on Monday, February 10, after a battle with cancer.

"F.X. was a solid labor leader," said IBEW 6 Business Manager John Doherty. "He never forgot what side of the table he was on, even through the disagreements."

Crowley will be greatly missed. This council offers its deepest sympathies to his family and friends. Rest in power, brother.



CORRECTION

In our haste to send last month's edition of *Organized Labor* off to the printer, we let a mistake slip through at the bottom of page 3 when we misidentified **Martin Luther King Jr. Day** as falling on December 20. In fact, the holiday falls on January 20. We regret the error.

PENCILING OUT

BY DAVID JAMES SMITH



BLACK HISTORY MONTH



AFL-CIO

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

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Labor Is Out in Full Force on the Front Lines, Both Scoring Wins and Facing Challenges Across the Country

By Robert Fulton | CONTRIBUTING WRITER

Trump's Anti-Union Blitz: Federal Workers Are on the Defense

The whirlwind of firings, executive orders, proclamations, and general anti-democratic tomfoolery that's characterized the first few weeks of the second Trump administration has — predictably — impacted workers and the unions that represent them quite significantly.

More specifically, Trump's buyout offers, threats of firing government employees, and cancellation of collective bargaining agreements have put the American Federation of Government Employees (AFGE) on high alert.

Trump issued a memo disapproving of any and all such agreements finalized by the Biden administration within 30 days of Trump taking office.

AFGE asserts that Trump does not have the authority to do away with approved contracts.

"Federal employees should know that approved union contracts are enforceable by law, and the president does not have the authority to make unilateral changes to those agreements," said AFGE President Everett Kelley. "AFGE members will not be intimidated. If our contracts are violated, we will aggressively defend them."

AFGE and the American Federation of State, County, and Municipal Employees (AFSCME) have also filed a lawsuit against the Trump administration after the president unilaterally rolled back a regulation that protects the rights of civil servants. That policy is known as Schedule F.

"Our union was born in the fight for a professional, non-partisan civil service, and our communities will pay the price if these anti-union extremists are allowed to undo decades of progress by stripping these workers of their freedoms," said AFSCME President Lee Saunders. "Together, we are fighting back."

AFGE has also cautioned federal workers against taking Trump's buyout offer, which has been designed to entice workers to resign. The union fears that the president doesn't have the authority to make such an offer, and workers who take the deal in good faith might — to put it in the most basic of terms — get screwed.

Complicating matters is the fact that federal employees are not permitted to strike.

Bagging a Win: Philly Whole Foods Workers Vote to Unionize

Could there be much-needed labor advancements happening on the grocery worker front? It seems so. Employees at a Whole Foods Market in Philadelphia voted

in February to become the first unionized store in the nationwide supermarket chain.

The 297 full- and part-time employees of the 2101 Pennsylvania Avenue location voted to be represented by United Food and Commercial Workers (UFCW) Local 1776. The margin of victory was 130 to 100.

Amazon owns Whole Foods. Billionaire Amazon founder Jeff Bezos, who acquired the chain in 2017, is notoriously anti-union.

"This win sends a powerful message to workers everywhere that when we stand together, we can take on even the largest corporations and win," said UFCW International President Marc Perrone in a statement. "Whole Foods and its parent company, Amazon, have long resisted unionization efforts, but this election



PHOTO COURTESY UFCW LOCAL 1776

shows that workers' determination and unity can triumph.

Naturally, Whole Foods has filed an objection with the National Labor Relations Board, claiming that Local 1776 interfered with the right to a fair vote.

For its part, Local 1776 has filed its own charges with the NLRB, accusing Whole Foods of retaliation against the Philadelphia store employees who supported the unionizing effort.

"We fully expected Whole Foods to try to stall this process," said UFCW Local 1776 President Wendell Young IV in a statement. "Amazon has a well-documented history of using baseless objections to undermine the rights of workers seeking representation, and this case is no different."

Whole Foods has more than 520 locations across the United States, with 95 in California.

ILA Docks a Deal: Automation Protections, Wage Increases, and Container Royalties

The International Longshoremen's Association secured a big win last month, settling its east and Gulf Coast contracts and avoiding a strike with the United States Maritime Alliance.

The deal includes a 62% wage increase over six years, larger container royalty payouts, and stronger healthcare and retirement packages.

The container royalty payouts were a big win, reverting to full-tonnage payments. Returning to the original payment calculations could mean tens of thousands more dollars to each worker yearly at bigger ports. The ILA collects 10% dues on container royalties.

The biggest takeaway, however, might be the expansion of existing automation protections. According to the publication Labor Notes, the union holds on to existing contract language that protects against certain types of automation and has won guaranteed jobs where partial automation is implemented. For example, equipment that doesn't include human interaction cannot be implemented.

The ILA represents 85,000 workers. "This tentative agreement is both a monumental and historical achievement that came about from the hard work and dedication of ILA wage-scale delegates, fortified by the support of our entire membership," said ILA President Harold Daggett in a statement. "I want to thank my entire ILA membership for their steadfast cooperation."

The full agreement is not yet public and still needs to be voted on. A ratification vote is scheduled for Tuesday, February 25.

Power Play: Hockey Unions Join AFL-CIO's Roster

Two professional hockey players' associations — the National Hockey League Players' Association (NHLPA) and the Professional Hockey Players' Association (PHPA) — have formally affiliated with the AFL-CIO, the national labor federation recently announced.

"Whether our work is on the rink, in the classroom, or on the factory floor, every worker deserves a voice on the job and the power that comes with union membership," said Liz Shuler, president of the AFL-CIO, in a statement. "We are thrilled to welcome the NHLPA and the PHPA, and we look forward to supporting their work to ensure strong union contracts, fair wages, safe working conditions, and professional development opportunities for professional hockey players."

The NHLPA formed in 1967 and represents approximately 750 hockey players across 32 teams in the NHL. Its executive director is Marty Walsh, former mayor of Boston and labor secretary under President Joe Biden.

"The NHLPA's membership is proud to join the AFL-CIO and its sports council during this important moment in the labor movement," Walsh said in a statement. "We look forward to working together with other players' associations and unions from across North America to ensure that workers in all industries have a collective voice in fighting for fair wages and safe and equitable workplaces."

The PHPA also formed in 1967 and represents approximately 1,800 players across 61 teams in the American Hockey League and the ECHL.

Brian Ramsay, executive director of the PHPA, said: "We are so proud to be part of the 15-million-member AFL-CIO and their sports council, and our members are excited about taking an active role in working towards better outcomes for working people in every sector of the economy. As we begin collective bargaining negotiations, our members will now enjoy the full support of the AFL-CIO at the bargaining table. This is what solidarity is all about."

The two associations will join the AFL-CIO's sports council, formed in 2022. The council includes players associations representing team members from the NFL, the National Women's Soccer League, the United Soccer League, Major League Soccer, Major League Baseball, and the Women's National Basketball Association.

With the two additions, the AFL-CIO now boasts 63 unions totaling more than 15 million members. **OL**

From Labor to Leadership

Local 483's Dylan Boldt on Unionism, Politics, and Public Service

PHOTO VIA FACEBOOK @DYLANBOLDTFORSANLEANDRO



with Local 483, where he still works as a business agent.

City Council isn't Boldt's first political rodeo. He sits on the San Leandro Planning Commission, is vice-commander of the local Veterans of Foreign Wars Post 819, is an executive board member of the Building and Construction Trades Council of Alameda County, is an Alameda County Veterans Affairs commissioner, and sits on the Alameda County Labor Council Board.

Boldt and his wife, Adelina, have known each other since elementary school. They have three children. He took a few minutes to talk with *Organized Labor* about why he ran for city council, unionism, faith and family.

This interview has been edited and condensed for clarity.

Interview by Robert Fulton
CONTRIBUTING WRITER

Dylan Boldt, 47, is a lifelong resident of San Leandro and a 25-year member of Sprinkler Fitters Local 483. With a life dedicated to public service and labor advocacy, his latest role as a member of San Leandro City Council is a natural fit.

After graduating from San Leandro High School in 1996, Boldt served 13 years in the U.S. Army. After serving, he joined up

Organized Labor: Why did you run for City Council?

Dylan Boldt: I grew up in this city. San Leandro has been good to me. It's a blue-collar town, something I've been aligned with my whole life. When the opportunity arose, I got to thinking, since the labor movement and the city have done so much for me, I felt like it might have been wrong of me to turn my back on both at that time.

OL: What attracted you to politics?

DB: My father used to say to me all the time, 'You can't just talk shit about everybody if you're not willing to get in and make the changes. Don't talk about the people who are actually in there working their butts off. Don't just sit back.' So, getting involved in politics was an opportunity for me to kind of test myself — a 'put up or shut up' kind of thing.

OL: What are some of your goals in your new position?

DB: Our city is facing a pretty steep budget crisis. When it comes to infrastructure, we've got a ton of unfunded liability. I want to stabilize the situation.

Our council is really divided right now, with a lot of issues going 4-3. I have the opportunity to lead and bring us together, and that's what I'm working on now.

OL: Are there any elected leaders you admire or model yourself on? Anyone that inspires you?

DB: Yes — John F. Kennedy, the first Catholic president. I'm Catholic, too.

But locally, Liz Ortega. She was part of the labor movement over here [in the East Bay]. She was head of the Alameda Labor Council, and then she ended up going for State Assembly and winning. That spoke to me.

It's one thing to be on the side and push the labor issues in a way that we're asking electeds to see it our way in labor. It's another thing for us to take a step into their world and really give them what we go through on a daily basis as blue-collar workers. So, watching her put herself out there and go for it — I admired that.

It's all about having a united voice and working through the problems together that we're all facing rather than being divided by groups whose interest is to divide us.

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PENCILING OUT

BY DAVID JAMES SMITH

THE DOGE ASKS: META MAN

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OL: You chose the political route. Why do you think that's the most effective way to go?

DB: Working alongside the elected leaders that we support in the labor movement, sometimes they'll tell you, 'Yes, yes, yes,' and then, all of a sudden, there's a no on the vote. Whatever it was, they go the other way.

It's like, what happened here? We supported you. We were with you. I thought I was really clear on where we stood on this — and your constituents, who are the workers in our community, really feel that it should have gone this way. Why?

Thinking about it, I didn't want to necessarily just blame people and call them out all the time, even though it felt like that was the only thing left to do. When the doors close and people are making these decisions, I wanted to be that voice that was just 'labor, labor, labor' in their head.

OL: What do you like about unionism?

DB: I like the brotherhood, the sisterhood — the idea that we're all in it together, struggling to make it right for our families. We live by that old saying, 'United we stand, divided we fall.'

For me, it's all about having a united voice and working through the problems together that we're all facing, rather than being divided by groups whose interest is to divide

us. I love the thought that we're going to band together instead, and make it right.

OL: Earlier in our conversation, you said that labor has done so much for you. In what ways?

DB: It helped me provide for my kids. It put a roof over their heads. I have healthcare. I have a retirement plan. I mean, everything that comes along with unionism.

OL: Thank you for your military service. What drew you to that?

DB: I have sons in right now. I'm fourth-generation; they're fifth-generation. So, it's a family tradition. All of us are Army.

Someone once said, 'That's the family business' — and it is.

OL: What does family mean to you?

DB: Everything. I really have a blessed life, and I've had so many people in my corner. They're willing to help me in every way.

OL: You mentioned being Catholic earlier. Does your faith play a role in your life?

DB: A hundred percent. There's a saying that we say every Sunday: Is it right and is it just? When you're someone who's in a position of power making decisions around things, it always comes back to 'Is it right? Is it just?' **OL**

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How Labor Can Fight Back Against Trump's Mass Deportation Agenda



This guest article was written by **Natascha Elena Uhlmann** and **Sarah Lazare** and originally appeared on *LaborNotes.com* on Thursday, January 16. The article is a joint publication of Labor Notes and Workday Magazine.

This is a frightening time for immigrant workers. President-elect Donald Trump ran on the slogan “mass deportations now” and has appointed a team of anti-immigrant hard-liners. The leadership of the Democratic Party has lurched to the right on this issue, adopting Trump’s rhetoric about “securing the border” and embracing core Republican policies.

A bill that would target undocumented people for deportations if they are merely accused — not convicted — of nonviolent crimes like shoplifting passed in the House with bipartisan support. It’s moving forward in the Senate, where only eight Democrats opposed its advance.

Fortunately, some unions and workers’ centers have been busy mobilizing a robust defense, through direct action, political action, and negotiating protections into union contracts. Many of these efforts started long before Trump was elected.

The need is great: The United Farm Workers reported on January 8 that some of its members were detained by U.S. Immigration and Customs Enforcement (ICE) while traveling home from work in Kern County. “Random actions like this are not meant to keep anyone safe,” the union wrote on X. “They are intended to terrorize hardworking people.”

And some employers are already instituting identity and employment authorization checks. At least 100 custodial and kitchen workers at New York City’s Tin Building were fired after the building’s corporate manager, Seaport Entertainment Group, carried out one such crackdown, according to NYC news website Gothamist.

Workers and unions face a dual challenge: They must defend their undocumented coworkers and ensure that no crackdown will deter their ongoing battles to improve workers’ lives.

Organizing Beats Fear

“We are not going to stop trying to organize immigrant workers, regardless of who is in office,” said Savannah Palmira, director of organizing at Painters and Allied Trades District Council 5 in Washington state.

Palmira says she has already seen how unscrupulous bosses are taking advantage of the current moment. Some employers are telling workers that they aren’t owed overtime because they’re immigrant workers, which is not true. Others are telling workers who were hired as independent contractors that they own their own company. Workers “believe that it’s the American dream,” said Palmira, “but in reality, they’re being taken advantage of because they don’t have any protections if they get hurt.”

In response, the union is providing legal assistance to immigrant members and offering political education workshops to address widespread misconceptions, such as the notion that immigrant workers can’t be in unions.

Community groups and workers’ centers are also mobilizing against Trump’s vicious deportation machinery. Iowa City, IA-

based Escucha Mi Voz is steadily laying the groundwork for a multi-front battle: The community group runs a legal aid program, helps workers enroll for government assistance programs like WIC and SNAP, and has supported worker organizing campaigns at Tyson Foods and West Liberty Foods meat processing plants.

They also mobilize deportation defense, including by getting community members to accompany immigrants to ICE check-ins.

“We’ll take a crowd of people with us, because ICE typically doesn’t make detentions during public events,” said David Goodner, co-director of Escucha Mi Voz. “We saw that a lot during the Trump administration: If a group of people circled an immigrant, ICE couldn’t get them.”

Last April, Iowa Governor Kim Reynolds signed a law directing the state’s law enforcement to arrest anyone who had been deported in the past (including people who had since been granted asylum or were brought to the country as children). Hundreds of community members protested, and, ultimately, a federal court issued a temporary injunction against that law. But Goodner remains concerned about legislation that would authorize states to enforce federal immigration laws.

The battle won’t be fought only in the courts.

“We need to expand our base beyond the already converted,” Goodner said. “We need to go and talk to people, including Trump supporters, and win them over one by one, the same way organizers do when they organize a union. So, we have a plan to have 6,000 one-on-one conversations in churches in the area.”

Arise Chicago, a workers’ rights organization with around 2,500 members, is busy organizing know-your-rights trainings for community networks, faith congregations, and workers. They also distribute an immigrant worker toolkit. The work intensified three months before Trump won the election.

“It’s all hands on deck,” said Laura Garza, the worker center director for the organization. Workers and community members have been turning out to training en masse. But, she cautioned, “we can never forget the mission is to organize workers to better the working conditions. The last thing we want is for workers to scale back their fight against workplace injustices, like sexual harassment or not enough breaks.”

To keep up the offensive fight, defense may be necessary. Organized workers can pressure employers to deny entry to ICE agents who arrive without an arrest or search warrant — or at least restrict the search area only to what is listed in the document.

Currently, a memorandum of understanding between the Department of Homeland Security and the Department of Labor requires ICE to refrain from most enforcement activities at worksites where there is a pending labor dispute. So long as that agreement holds, employers can’t use ICE raids as a tool against union drives.

ICE I-9 Audits

When workers are first hired, they fill out an I-9 form, with their address, Social Security number, and immigration status.

ICE has the power to conduct I-9 employment verification audits: They request copies of employment files, cross-check them with their own databases, and tell bosses to fire undocumented workers or else face fines or other consequences. ICE can also arrest undocumented workers directly. The Trump administration may escalate such workplace crackdowns — as did both former President Barack Obama and Trump, during his first term.

In the face of such an audit, there are things workers and unions can do, including asking for a copy of ICE’s audit letter to make sure there actually is an audit. Sometimes, employers use this as a false pretext to fire or intimidate workers, or get rid of those with more seniority and higher wages.

If workers face consequences of any kind, workers and unions can also check in with a legal contact or a workers’ center before the worker leaves the workplace.

“You may lose all your rights and benefits if you quit or stop working,” Arise Chicago warns in its toolkit.

Employer Internal Audits

Workers can also organize against employers’ own internal audits, which can give bosses an excuse to fire workers or even report them to immigration authorities. Sometimes employers use inflammatory anti-immigrant rhetoric from the federal level as a reason to increase their own internal monitoring.

United Electrical Workers Local 115, which represents around 200 Refresco bottling factory workers in Wharton, NJ, won innovative language in its contract to protect against such internal audits.

According to the contract, the company must give the union four months’ notice before conducting an internal I-9 audit, and can conduct no more than one internal audit every calendar year. If a worker doesn’t have their documentation, they are entitled to four and a half months of unpaid leave. If they can produce the required documentation during that time, they can return to work and are entitled to health care, though they must pay the usual premiums. After the four and a half months, they’re eligible for rehiring for another 20 months, with full seniority.

“This agreement provides workers and our families with more stability,” said Ivan Rios, a steward who was on the committee that negotiated the I-9 language. “Unions and workers should be organizing and fighting to secure these rights.”

Since the new policy was officially implemented in October, it has already been used to win workers’ jobs back. One of those workers was Licinia Ochoa, who helped lead the years-long effort to win the union. The company had fired her in August, charging that it couldn’t find her documentation. (UE believes the company used its self-audit as an excuse to boot this union activist.) The union argued that even though Ochoa was fired before the contract was implemented, her firing violated its spirit. UE backed this up with organizing, including a bilingual petition signed by hundreds of workers and community members. Ochoa got her job back nine

days after the new policy was enacted.

SEIU Local 26 janitors in Minneapolis-St. Paul recently negotiated a contract that requires employers to disclose in writing any inquiries into workers’ documentation and protects workers’ jobs for up to 120 days, with full seniority, while any issue is addressed. Any worker who is fired due to documentation issues must be paid out all accumulated vacation. The union has included similar language in its contracts since the Obama administration, and a Local 26 organizer said the provision has protected the vacation payouts of several workers over the years.

Contract protections against company internal audits can show bosses that they don’t have to over-comply or do internal policing, no matter how inflamed the rhetoric of an incoming administration.

Other Protections

In 2019, Chicago Teachers Union members won key sanctuary provisions: Their contract declared that Chicago Public Schools could not ask about or keep track of the immigration status of students or their families. It barred ICE agents from entering school grounds unless they provide their credentials, a reason for their request, and a signed warrant.

Of course, knowing your contract is just as important as winning a good one: “Somebody in the building has to [...] be in that office and say, ‘No, you don’t have a warrant. We’re not unlocking the door,’” said Disney Magnet School music teacher Kathryn Zamarrón. “That’s a lot easier if, say, Chicago Public Schools agrees to the proposal that they need to train principals on our contract.”

Also, as with any contract language, these protections are only as good as the organizing that enforces them. It will take incredible organizing to weather this coming era and ensure that all workers are protected.

Some unions have declared themselves to be sanctuaries outside of the contract. In 2017, Teamsters Joint Council 16, including 27 Teamsters locals in the New York metropolitan area, announced that it was a sanctuary union. The locals pledged to resist cooperation with federal agents in prosecuting or deporting members and to fight for contract language protecting immigrant workers. The National Union of Healthcare Workers passed a similar resolution in 2017, pledging that the union “will not voluntarily cooperate with federal agents to enforce immigration laws.”

Even with union density at a low point, unions still represent 14.4 million workers. That is a massive base for resisting attacks on undocumented workers. Our unions and worker organizations have the might to apply political pressure in creative ways, and there are many tools in our toolbelt.

Unions and worker organizations are capable of political pressure—and political strikes. Thanks to the organizing of some labor leaders, the concept of mass, simultaneous strikes is no longer foreign to union members and their allies. While workers’ struggles start on the job, there’s no limit to how far they can go.

As Garza from Arise Chicago put it, “The goal is to go from a state of fear to a state of action.” **OL**

OUR HISTORY

Org Labor

continued from page 1

Initially, *Org Labor* was published weekly by the Organized Labor Publishing Company. The lead article in Vol. 1, No. 1, centered on a labor dispute between the council and the Bentley Construction Company, which was using non-union hod carriers on the new post office building. Business Agent Harry M. Saunders of the council acted, pulling 40 cement workers and four carpenters off the job. A conciliation committee consisting of President P. H. McCarthy, as well as E.J. Tveitmoe and E.J. Brandon, was appointed by the council to take the matter in hand.

The article notes: "The committee worked hard, early and late, for three successive weeks, when it finally obtained an agreement in writing from the Bentley Construction Company, wherein the said firm pledged itself to employ members of the San Francisco Bricklayers Association at the union rate of wages [...]"

Another story talks about a visit by James Byrne, special agent for the United Hatters of North America, who sounded a warning about local jobbers handling the non-union-made hats of F. Berg and Company. In his addresses before local labor organizations, Byrne commented that his mission was to advance the union label. He talked about the observance of the 55-hour week, the state law in New Jersey.

The paper also reported on the meeting of the American Federation of Labor on December 11, 1899, in Detroit, and the reading of the annual report by Samuel Gompers. The executive council of the American Federation "decided to re-introduce the national eight-hour bill in congress."

Many of the early union leaders in San Francisco were social reformers and political activists and supported the Democratic Party of the 1850s, the Workingmen's Party of the late 1870s, the Populists of the early 1890s, and the Union Labor Party of 1901 to '11. In an editorial in the January 9, 1901, issue of *Org Labor*, the editor argues for municipal ownership of public utilities, such as the water works, light plant, telephone

system, and street railway system, and complains that "the powerful corporations which own and control these public franchises" did not agree. *Org Labor* maintained that public ownership "will mean cheaper rates, better service, higher wages for the employees, and far less political corruption."

It's interesting that in the breakup of PG&E in the late 1990s, consumer activists testifying before the CPUC used the same arguments to privatize that corporation.

In August 1901, *Org Labor* reported on the progress of the SF Building Trades Council, noting that there were 36 affiliate unions "representing a total of 15,000 organized building craftsmen, whose 150 delegates respond to roll-call on the floor of the council every Thursday night."

When the California State Federation of Labor was established in San Francisco on January 7, 1901, at Pioneer Hall, one of the first resolutions was that *Org Labor* be made the "Official Organ of the State Federation." *Org Labor* was also "the Official Organ of the State Building Trades Council," from 1909 to 1936.

The first editor of *Org Labor* was Olaf Andrew Tveitmoe, who served in that capacity until 1921. Tveitmoe was a fearless crusader for workers' rights. He once stated that the goal of organized labor — the movement — was "to rescue industrial slaves and mold them into independent and upright workmen."

Tveitmoe was active in early organizing in Los Angeles and was quite vociferous in his comments about Otis Chandler of the L.A. Times.

Tveitmoe also served as general secretary of the State Building Trades for many years, and as a National V.P. for the Cement Masons Union. In 1906, he was appointed to the San Francisco Board of Supervisors. According to Michael Kazin, Tveitmoe's actions were guided by "radical ideology and a taste for militancy. He believed that unionists should never forget the basic injustice of capitalism, but that on a daily basis, contractors still had to be managed and cajoled." **OL**



ILLUSTRATION BY DAVID JAMES SMITH

Historical Organized Labor Nameplates



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Secretary-Treasurer: Ryan Ruf
Field Representatives: Colin Johnson,
Lenny Paredes, Jordan Mondragon, David Calderon
Organizers: Dave Tafoya, Manny Enriquez, Wayne Jordan

World of Concrete 2025

BAC members from across the United States and Canada ventured to Las Vegas for the World of Concrete Masonry Madness competitions on Wednesday, January 22. Local 3 apprentices Ashton Sollars of Dorfmeier Masonry and Erik Moreno Flores of Cornerstone were contestants in the third-year apprentice competition.

Service Awards, February

- 25 years: Aaron Delnero, Quan Hui Liu, Kevin Martinez
- 40 years: Franklin Kinney

• 50 years: Ronald Hopson
Congratulations on your many years of service.

In Memoriam

We are sorry to announce the passing of our brother Eduardo Teixeira, TL, 1/8/2025, 19-CA, 48-year member.

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

World of Concrete 2025



Ashton Sollars spreads mortar on his rowlock course.



Erick Moreno Flores levels his project.

March 2025							April 2025						
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
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 — 8201 Capwell Dr. (BAC 3 Oak Office)
Third Thu., 6 p.m., Manteca — 253 Spreckels Ave. (Round Table Pizza)
Third Tue., even months only, 6 p.m., Fresno — 324 E. Shaw Ave. (Ramada Inn)



Ashton Sollars stands beside his completed project.



Local 3 members Ashton Sollars, Josh Height, and Erick Moreno Flores stand for a photo.



Erick Moreno Flores stands beside his completed project.

CARPET, LINOLEUM & SOFT TILE WORKERS LOCAL 12

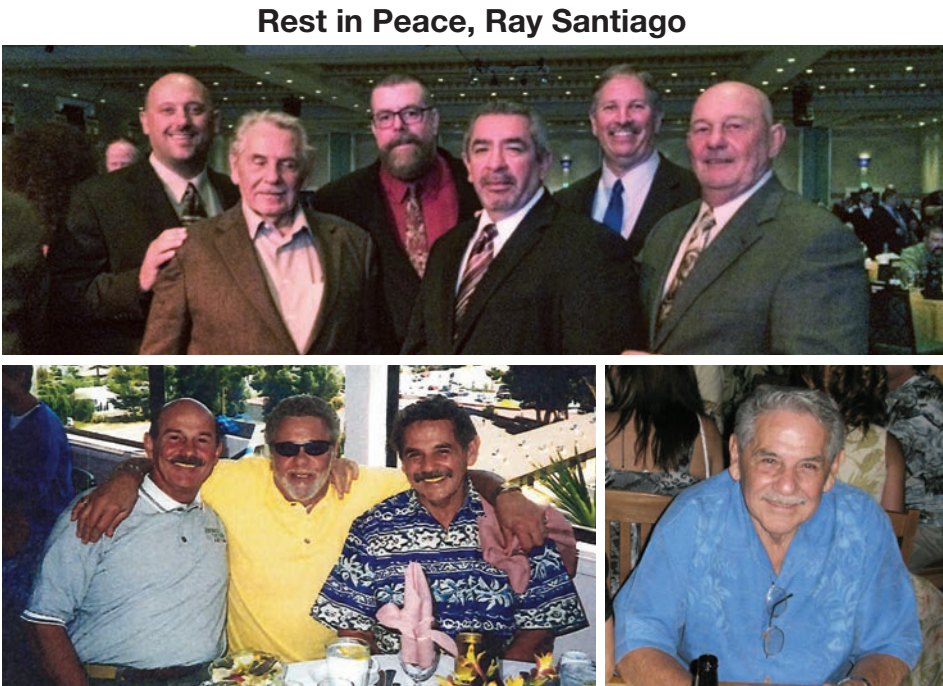


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Business Representatives: Anthony Nuanes, Steve Belong, Edgar Flores
Organizers: Ruffin Romes, Martin Garcia

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,
Unfortunately, we recently lost another Local 12 legend when Ranol “Ray” Santiago passed away on Thursday, January 16. He was 92.
Ray made his application with Local 1288 on May 14, 1956, and was a 68-year Gold Star Member. During his long career, he worked his way up in the field — from apprentice to journeyman to foreman for R.E. Cuddies in the South Bay.
He didn’t stop there. Ray served as a delegate to the IUPAT General Convention at least twice, became a Local 12 business

representative, mentored former IUPAT general president Ken Rigmaiden, and was elected president of Local 12, a position he held for many years.
Ray was a father of four, with seven grandchildren and nine great-grandchildren — six of whom have “Ray” in their name. He never missed his grandkids’ events. He was a baseball coach and a scorekeeper for a number of their games.
Ray was preceded in death by his wife, Rosemary. He is survived by his children Debbie, Melony, Karen, and Mike, as well as his companion, Rose, and caregiver, Bella.



My memories of Ray are his big smile and comforting voice. He told me his happiest years were spent as a union business representative and president. He loved those years, during which he made some of his best friends and memories.
Rest in peace, Ray. You will always be remembered.
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



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IBEWLocal6.org

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John J. Doherty

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

Executive Board Members:
Jennifer Kramer, Christie Peterson,
Michael O'Mahoney, Rick Medrano,
Douglas Wydler

MEETINGS
55 FILLMORE STREET

Unit 1 Committee

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

Unit 5 (Muni Railway Shop)

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

Executive Board

Tue., March 11, 4:30 p.m.

General Membership

Wed., March 12, 4:30 p.m.

Unit 6 (Sound & Communications)

Thu., March 13, 4:30 p.m.

Retired Members (Senior Sixes)

Thu., March 20, 10:45 a.m.

Executive Board

Wed., March 26, 4:30 p.m.

In Memoriam

We extend our sympathies to the family and friends of William McAtee Jr., inside journeyman, who passed away on February 4, 2025. May he rest in peace.

Best Wishes to Our Recently Retired Members

Louis S. Meyer II
Gilbert L. Wallace Jr.
Xiao Cong Luo
Alfred Ziegele Jr.

National Politics

As I write this column, it hasn't quite been one month since the new president was sworn in, though in many ways it already feels like an eternity. On Friday, February 7, the North American Building Trades Unions (NABTU) received word from the White House that an executive order banning project labor agreements on federally funded projects was coming. What's not known is if this ban applies to particular projects or government departments, or whether it's an attempted blanket outlawing of PLAs.

Elections have consequences, and last year the country was warned of the power grab explicitly written into Project 2025. For those of you who didn't care or couldn't be bothered to read what was in that extreme right-wing political game plan for the Trump administration, now might be a suitable time to do so. Two-thirds of the executive orders Donald Trump's already signed come directly from the pages of Project 2025.

Expect that the Davis-Bacon Act will no longer be a requirement for federally funded projects and that low-road employers will pay minimum wage with no benefits for the work that you currently rely on — or that it will quite simply be repealed by presidential fiat. Please pardon my candor, but if you don't think that will affect state-funded or locally funded projects for which our employers compete here in California — or that it won't ripple into the private sector — you are an ignorant fool.

St. Patrick's Day Parade

The Local 6 executive board has recommended and the membership has approved a

committee for the St. Patrick's Day Parade. We have participated in the parade for two decades now, and Local 6 will be marching in the parade again this year. As always, this is a great chance to meet with your fellow members and walk in the annual parade with other unions long involved in the labor movement of San Francisco.

The St. Patrick's Day Parade will take place on Saturday, March 15. We'll meet somewhere on Second Street. More details will follow. Please check the Local 6 website or call the hall when the day gets closer.

All members are invited. We look forward to seeing you there.

Collective Bargaining Agreements and State Law

California Civil Code section 1668 states the following: "All contracts which have for their object, directly or indirectly, to exempt anyone from responsibility for his own fraud, or willful injury to the person or property of another, or violation of law, whether willful or negligent, are against the policy of the law."

For anyone to interpret our agreements as being above state law would put the employer and/or this local in violation. Unless state law provides that a collective bargaining agreement can override the provisions of that law, it remains in full force and effect. While this local can grieve only those provisions contained in its agreements, workers do have the ability to seek redress from the state of California on issues under their jurisdiction.

Break Times

The California Industrial Welfare Commission's Wage Order 16 addresses the "regulating wages, hours, and working conditions in the certain on-site occupations in the construction, drilling, logging, and mining industries." Contained therein, at No. 11, is the following:

Rest Periods

A.) Every employer shall authorize and permit all employees to take rest periods, which, insofar as practicable, shall be in the middle of each work period. Nothing in this provision shall prevent an employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the workday. The authorized rest period time shall be based on the total hours worked daily at the rate of 10 minutes net rest time for every four hours worked, or major fraction thereof. Rest periods shall take place at employer-designated areas, which may include or be limited to the employees' immediate work area.

B.) Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the employer shall make up the missed rest period within the same workday or compensate the employee for the missed 10 minutes of rest time at his/her regular rate of pay within the same pay period.

C.) A rest period need not be authorized



A Message From the Senior Sixes

Happy New Year, Local 6 retirees and members.

Our December holiday lunch was well-attended, with 64 retirees and guests. At the January meeting, an officer's election was held. The present officers were reelected — with one exception, as Dan Whooley stood down as a vice-president, and Dave McCarroll was elected to that position.

Thank you, Dan, and thank you, Dave, for your past and future participation with the Sixers.

At our upcoming lunch on Thursday, March 20, retirees and their guests are invited to celebrate the wearing of the green.

All retired Local 6 members are encour-

aged to come to our meetings and lunches. Contact EISB and give them your address to receive a notice about Senior Sixes events. We gather at 10:30 a.m. on the third Thursday of each month at the Local 6 hall. The cost to attend this monthly luncheon event is \$20.

An important reminder: The lunch is presently catered, so a head count is needed. Please call or text Terry McKenna at 415-730-2663 the week before the week of the meeting or lunch to RSVP.

See you at our meetings!

In Solidarity,
Steve Walsh, Recording Secretary

for employees whose total daily work time is less than three and one-half hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages.

D.) If an employer fails to provide an employee a rest period in accordance with the applicable provisions of this order, the employer shall pay the employee one hour of pay at the employee's regular rate of compensation for each workday that the rest period is not provided. In cases where a valid collective bargaining agreement provides final and binding mechanism for resolving disputes regarding enforcement of the rest period provisions, the collective bargaining agreement will prevail.

E.) This section shall not apply to any employee covered by a valid collective bargaining agreement if the collective bargaining agreement provides equivalent protection.

Boiled down, Wage Order 16 requires the employer to provide the 10-minute break. Working through the shift without breaks is a violation of the order — except in "limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work."

To my knowledge, no employer has authorized or directed their management teams to stray from compliance with the order. Moving forward, any superintendent, general foreman, or foreman who allows this practice to occur or continue is exposing their employer to the penalties contained in the order.

Use of Personal Cellular Phones for Workplace Communications

A similar concern surrounds the use of personal cellular phones for workplace communications. It has been stated that a practice has developed wherein foremen and/or general foremen are communicating with their workforce in a manner that requires the utilization of non-employer-provided cell-phones (i.e., personal phones). This practice, if continued, can possibly be putting our employers in violation of state law.

California Labor Code section 2802, subdivision A, requires the following: "[A]n employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer."

Section 2802-A requires employers to reimburse employees for all out-of-pocket

expenses the employee incurs — and not just for cellphone usage — during the performance of their job.

In August 2014, the California Court of Appeals provided guidance on section 2808-A in Cochran v. Schwan's Home Service Inc. when it wrote the following in its ruling: "Does an employer always have to reimburse an employee for the reasonable expense of the mandatory use of a personal cellphone, or is the reimbursement obligation limited to the situation in which the employee incurred an extra expense that he or she would not have otherwise incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer would receive a windfall because it would be passing its operating expenses onto the employee."

To my knowledge, no employer has directed their management teams to stray from compliance with this code. Moving forward, any superintendent, general foreman, or foreman who allows this practice to occur or continue is exposing their employer to penalties and possible class action.

I have communicated Local 6's position on this to the Employers Association.

Our Future as the Power Professionals

Last year was not an especially strong one for work, as the continued slowdown from the work-from-home movement placed enormous downward pressure on the commercial tenant improvement market. How we carry ourselves in these insecure times will determine how we exit this extended downturn in construction activity.

As we work to distinguish ourselves from the non-union workforce, remember that your actions will play into how we're perceived. The behavior of a single member can have a detrimental effect on others. Your actions can result in a contractor being pulled from a project or banned from a building, thus limiting the work opportunities that the contractor provides.

Time and again, we are reminded that customers are increasingly less inclined to choose union contractors. There's no need to give ourselves a black eye; in the end, we prove ourselves no better than the rest. Too much is on the line to allow that to happen.

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

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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., March 19, 5:30 p.m.
690 Potrero Ave., San Francisco

San Jose
Mon., March 4, 5:30 p.m.
Sheet Metal Workers Local 104 Hall
2350 Lundy Pl., San Jose

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

Chico/Redding
Wed., March 5, 11:30 a.m.
Nash's Restaurant
1717 Esplanade, Chico

Tahoe
Thu., March 27, 11:30 a.m.
Mott Canyon Tavern & Grill
259 Kingsbury Grade Rd.,
Stateline, NV

Reno
Thu., March 27, 5:30 p.m.
Northern Nevada Labor Temple
1819 Hymer Ave., Sparks, NV

Special Called Meeting Items for March

- Fund the Honorary Members Luncheon
- SFBCTC Public Service Awards Dinner sponsorship

Leaving the Nest

The college acceptance letters have started coming in for my oldest kid. She's 17 now, and she's got the world figured out. I've come to realize that it must be a Pavlovian response for her to roll her eyes every time words come out of my mouth, because not everything I say can be as ridiculous as the elicited response to what I say.

Nonetheless, I'm so proud of her. I'm proud of all my kids. But boy, did this happen fast. It seems like just yesterday when I was holding her in the hospital, with her grandmother taking what I thought was entirely too many photos and wondering, "Can a flash hurt a baby's eyes?" I'm still not sure.

I'll never forget the books — the endless books that she would crawl to us with. From the moment she could crawl, she had a book in her hand. For the first two years, it was mostly "Dr. Seuss's ABC." We read it to the point where I could recite the book without even flipping the pages as I nodded off in our corner of the couch, tired from work

and late-night feeding and burping and all that comes with a newborn.

Throughout this process, my wife was a saint. She picked up most of the night work with the new baby; somehow, I convinced her that my job was too dangerous for me to be losing sleep. Maybe it was the pictures I would send her of me standing on red iron 20 stories in the air... but still, kids are exhausting.

Seventeen years later, they're still exhausting. Sure, they don't cry as much, and I haven't had to change a diaper in a long time, but now I find myself waiting up for them to get home, and driving them to practice, and coaching practices myself, and being the best therapist, counsellor, tutor, teacher, and storyteller possible.

I got my oldest real angry a year or two ago. She thought I was being overbearing and that I obviously didn't understand what a teenager goes through. I mean, the Fresh Prince did tell us that parents just don't understand.

I told her, "Look, I'm going to make mistakes. Sometimes, I'm going to make really bad ones. But it's not because I don't care. It's because I'm making this up as I go."

There aren't any books or shop manuals that teach you how to parent. (OK... there are, but they're usually written by overbearing, condescending religious zealots who can keep their opinions.) That was a moment for her — and I'm just guessing here, because nobody tells me otherwise — that it clicked: My dad really doesn't have any idea what he's doing, but he's doing it for me, and he's doing the best he can. And he keeps doing the best he can no matter how many times he comes up short.

I think the moral of the story here is just that. Do the best you can for those around you — for those who depend on you — no matter how difficult it is.

It's easy to spout excuses, or give up, or hide in a bottle and pretend that everything is fine. The hardest thing you can do is to show up and care — to work to make a better life for your family — but it is the most valuable.

I've got four kids. I'm not rich on paper. In fact, I'm wondering how in the world I'll be able to send all of my kids to college if they choose to go. I'm still not sure how my wife and I are going to pull that off. But what I lack in money, I have in family. I consider myself the richest person in the world when I'm sitting down to dinner with my wife and kids. Nobody has it better.

I hope all of you get the opportunity to share the same feeling. I know that certain family situations are less ideal. I get that, and it's unfortunate. Marriage isn't easy, and neither is raising a family. It takes work every day to be more than just present but to be an active partner and parent.

You get one shot at life. Make this your best effort. Be present. Be caring. Be the parent your kids deserve — even when they don't deserve it.

... Joking, of course. My kids are always at least as well behaved as a rabid dog. Ask my middle daughter, the honey badger.

Family is a blessing, and one that I'm thankful for daily. It's going to be weird with one of my kids gone. I've been thinking about that for a while now, knowing that one's going to be out of the nest and out in the world on her own. I know our talks will become less frequent and that she won't have the time for as many of my shenanigans. Cat's in the cradle and all.

Honestly, I'm a bit heartbroken about it, but I'm also excited for her. I'm excited for her journey, for what she'll experience and learn. But most importantly, I'll be here when she falls to pick her back up, dust her off, and send her right back on her way. After all, that's my job as a parent.

Until next time, pick up the phone and call your kid, or one of your parents, if you can. Take care of yourselves, and your families. And if you feel like you've got no one to talk to, call me. I'm happy to chat with you about life and all that goes with it.

*In Solidarity,
Matt Russo*

PLASTERERS & CEMENT MASONS LOCAL 300



OPCMIALocal300.org

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, Mark Johnson,
Chris Knerr, Walter Orellana, Avel Quiroz,
Israel R. Vargas, Marshall Vasquez, Ismael Vega

Right: Local 300 cement mason Vincent Guam works with Esquivel Grading and Paving.

Bottom left: Local 300 cement mason Juan Garcia works with R&S Construction.

Below: Local 300 cement mason apprentice Kevin Sanchez and second foreman David Zecena work with MCM Construction.



GLAZIERS LOCAL 718



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

Business Representative: Trevor Long
President: Lenny Quintana

Dear Brothers and Sisters,

Last month, members of Local 718 proudly joined the Napa-Solano Building Trades for its 25th annual Crab Feed. According to President Lenny Quintana, the crab was outstanding, and the butter flowed freely! If you missed out this year, be sure to attend our regular membership meetings to stay informed about upcoming events — you won't want to miss the next one.

Bylaws Updates and Membership Vote

Following the recent IUPAT General Convention, updates were approved to the International Constitution, which means that both DC 16 and Local 718 bylaws must be revised. DC 16 has completed its revisions, and a membership vote is scheduled for Thursday, February 20.

Keep an eye on your mailbox for the red-lined bylaws and a letter detailing polling locations and times.

If you'd like to be involved in revising the Local 718 bylaws, attend our regular membership meeting and speak with President Lenny Quintana or me to join the bylaws committee.



Brother Brian Davila at work

Executive Board Elections: We Need You

This year, we'll be holding executive board elections, and we have open seats to fill. If you're interested in stepping into a leadership role, now is the perfect time to get involved.

Monthly membership meetings are held on the second Tuesday of each month at 6 p.m. Attending is a great way to stay informed, have your voice heard, and help shape the future of our union.



Local 718 members at the Napa-Solano Building Trades' Crab Feed



Protecting Our Work: Jobsite Action

Recently, I received reports that carpenters were installing glass on a project where glaziers were actively working. After I visited the jobsite and spoke with the general contractor, the DC 16 organizing department took swift action, calling for a jobsite blitz that successfully stopped any more unauthorized work from occurring.

We need your help to continue protecting our jurisdiction. If you see anyone performing our covered work, report it immediately by placing a call to me or to one of our oth-

er reps. Your vigilance ensures that our work remains in the hands of skilled glaziers.

Stay Informed and Get Involved

Our union's strength comes from you. Whether it's through attending meetings, voting, running for office, or protecting our jurisdiction, your participation makes a huge difference.

We look forward to seeing you at the next membership meeting and out on the jobsites.

In Solidarity,
Trevor Long

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

Local 40 Report

January brought a slower start for work, so now is a good time for our members to prepare for the upcoming season. Apprentices, think about catching up on classes. Journeymen, check in with us for jobs coming through. The recent rains were a good sign — a strong rainy season usually gets our contractors' logs filled, generating more work for the season.

The recent downtime also provides ample opportunity to attend our monthly meetings, during which we share important updates about what's happening in our area. Meetings are a valuable source of information and connection; our January general meeting was packed with exciting updates and proud moments.

We celebrated milestone years of service for several members. Two retirees were honored with the International Roofers and Waterproofers clock, lapel pins, and certificates of appreciation from Local 40 for their 55 years of dedicated service: Richard Murray, a.k.a. "Murray in a Hurry," who spent his career with Excelsior Roofing, and Jess Apodaca, who spent his years with Acme Roofing. Richard Murray still serves our membership as a delegate to the San Mateo Labor Council.

A special honor went to Homer Allen,

our first Lifetime Member, with 65 years of service. Homer, who is 95, worked for Alta Roofing, a now-defunct company that was once prominent in our industry. I had the privilege of visiting Homer at his home to personally deliver his lapel pin and certificate. Shaking his hand was a humbling experience. We are deeply appreciative of his dedication to Local 40 and our international brotherhood.

We also acknowledged Lester Corpening for his nine years of service as an e-board member and sergeant-at-arms. Lester stepped down to take on a superintendent role at Lawson Roofing, where he has built his career. Though he's leaving the Local 40 office, he remains a valued member and will continue supporting our union in new ways.

In true Local 40 spirit, we swore in two interim officers to fill Lester's role: Jorge Rico as e-board member/trustee and Jose Luis Martinez as sergeant-at-arms. We also welcomed two new members, Alfred Lopez and Jose M. Gomez. It was one of the most exciting meetings we've had in a long time, showing that we're never short of dedicated members ready to step up and represent when needed.

In Solidarity,
Local 40



**Scenes From
Local 40's
January Meeting**

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



Local 510 member Rob Schmitt (center) at lunch in North Beach with Bill Ham (left) and Ed Handelman (right) in July 2024

Last month, we considered the work of those who came before us. This month, Lothar Heinze remembers his friend Bill Ham, a notable former Local 510 member who left an indelible mark on 1960s counterculture and whose influence persists to the present.

The union offers its condolences to the friends and family of Bill Ham.

In Memoriam: Bill Ham

We've lost another great IUPAT brother. A longtime member of Sign and Display Local 510, Bill Ham of San Francisco passed away peacefully on Sunday, January 19. He was 92.

Bill was born in Greenville, MS, on September 20, 1932. He graduated from the University of Houston with a bachelor's in fine arts. After a stint in the military, he moved to Chicago and then to San Francisco in 1959, just as the Beat Movement was hitting its peak.

Bill would eventually join Local 510 in November 1983, but in the intervening years, he carved out a name for himself as a pioneer of liquid light shows, a form of kinetic abstract expressionism. Bill was the first artist of many to follow, projecting his liquid psychedelic paintings against the backdrops of venues around the world.

In 1964, Bill's notoriety began in earnest at the famous Red Saloon in Virginia City, NV, along with one of the first psychedelic bands, the Charlatans. By 1967, the Summer of Love, Bill's liquid light shows spanned the San Francisco music scene. Performers like Eric Burdon and

bands such as the Grateful Dead, Jefferson Airplane, Quicksilver Messenger Service, Sopwith Camel, Three Dog Night, and, of course, Janis Joplin and Big Brother and the Holding Company were all digging Bill's visual groove.

Of Bill's shows, the San Francisco Chronicle once wrote, "A remarkable happening. Instant art — a dynamic of motion to abstract painting."

Bill's overhead projections employed glass dishes, oil, and food coloring to create an Aurora Borealis effect, sparking the essential ingredient for Ken Kesey's acid test parties. By 1970, Bill had decided he'd move to the French Alps for a spell. That's where he met his partner, Sophie, who was doing performances throughout Europe. Bill was invited to do his thing and was well-received by the Museum of Modern Art of Paris. There, he was introduced as an abstract expressionist painter.

I first met Bill in North Beach in 1977, after he'd returned to San Francisco from his European sojourn. It was at Specs' Twelve Adler Museum Cafe, with my Beat friends Larry Kincaid and Steve Ozzie Jensen, both artists from Sausalito. We would drink there and at Vesuvio Cafe, listening to jazz and hanging with other bohemians like Nick Gravenitus and Gordon Kennerly. Bill had known these guys from his Chicago days. Gravenitus was writing songs and working with Janis and Big Brother.

A bartender named Jeff from the Hungry Eye on Broadway who was building a sailboat around the corner from my photo

Upcoming Work Schedule

Show	Venue	Company	Move-in	Show Dates	Size
FEB.					
Union Meeting: Thu., March 6, 6 p.m. 55 Fillmore St., San Francisco					
Litho	SJCC	FDC	2/23	2/25-26	Special
Trailblazer	Moscone W	FDC	2/28	3/5-6	Special
MARCH					
Global Sales	Moscone S	TBD	3/2	3/4-5	TBD
Anti-Viral	Moscone N	TBD	3/9	3/12-13	TBD
Nvidia	SJCC	T3	3/12	3/18-21	Full
Games	Moscone N, S	FDC	3/13	3/18-21	Full
Optical Fiber	Moscone N, S, W	FDC	3/27	4/3-5	Full
APRIL					
RSA	Moscone N, S, W	FDC	4/21	4/28-5/1	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.

studio in Sausalito approached me with the idea of having Bill do a show at the Eye. Bill liked the idea of dancing girls and lights and was interested in other venues on the Broadway strip. So, I was asked to help produce some of his light shows.

Mabuhay Gardens had music, with Jerry Garcia regularly performing. Bill and Jerry once joked after that, "We made it to Broadway." By now, Bill had scheduled avant-garde theatre performances at Grace Cathedral, the Greek Theatre, Herbst Theatre, the Warfield, and the Monterey Fairgrounds. Bill's own studio, Light Sound Dimension, hosted shows constantly.

In the heyday of Haight-Ashbury, he psychedelized the West Coast music scene, often adding Vietnam War and Richard Nixon newsreel films to his projections for added effect. His indie style was recognized

by other artists, too. Janis Joplin's famous Porsche, painted by art-car artist Dave Richards, was a direct result of Bill's days with Janis and Big Brother. Richards also designed the murals and interior woodwork of the famous Trident of Sausalito. Mick Jagger was known to frequent Bill's shows at the Trident, the Record Plant, and the Avalon Ballroom. The Beatles' John Lennon had his psychedelic Rolls-Royce painted by artist Steve Weaver.

Bill's influence traveled throughout the music world. When I was speaking with him earlier this year, he said, "What a strange trip it's been." He never stopped painting and showing his art. I will miss my dear friend and will forever remember him fondly when I see the northern lights.

—Lothar Heinze, February 2, 2025

SPRINKLER FITTERS LOCAL 483



Main Office:
2525 Barrington Court, Hayward, CA 94545
(510) 785-8483
Fax: (510) 785-8508
SprinklerFitters483.org
Business Manager/Financial Secretary: Jeff Dixon
Business Agents: Dan Torres, Dylan Boldt, and John Medina
Market Development Representative: Rik Drury
Organizer: Danny Mangan

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

HEAT & FROST LOCAL 16



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

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

LIVE BETTER WORK UNION

Official Minutes of the
San Francisco Building &
Construction Trades Council

Over a Century of Excellence in Craftsmanship



BUSINESS AGENTS MEETING

Jan. 14, 10 a.m.

In-Person

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- David Chiu: thanking the delegates and officers for our support in his successful reelection as city attorney
- Brooke Jenkins: thanking the officers for our support in her successful reelection as district attorney
- Teamsters Local 853: announcing successful campaign at Premier Recycling and thanking the council for support
- Teamsters Joint Council 7: 2025 All Charities Teamsters Clay Shoot — February 13

REQUEST FOR FUNDS

- Coalition of Black Trade Unionists Awards and Scholarship Dinner: February 28. ST recommends one ticket at \$150 and a half-page ad in color at \$150, total \$300, M/S/C.
- Bricklayers Local 3, Annual Crab Feed: January 25. ST recommends sponsorship at \$450 level with any raffle prize to be distributed to SFBCTC delegates, M/S/C.

APPROVAL OF MINUTES

- 12/10/24 Minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- ST thanked members for attending, despite the busy new year.

- 2025 ADEM elections announcement. You must register online to vote. Several of our delegates are in the running. Motion for endorsement of delegates, M/S/C.
- LBE support.
- Affordable housing.
- The trustees meeting will be held on January 23 at UA 38.
- Planning Commission, SB 423 projects. Streamlined projects, and PLAs.
- Training modules to resume in March.
- DocuSign notices, Sandra Duarte closing out pending contracts so ST can acquire manual signatures.

PICKET SANCTIONS

- Colin Johnson (BAC 3) requested list of all ongoing picket sanctions effective 2025.

OLD BUSINESS

None

NEW BUSINESS

None

REPORTS OF UNIONS

- Josh Vallis (Sheet Metal 104) reported on the meeting with city Aatorney's worker protection unit re: a low-road contractor. A second meeting to be scheduled soon. UA 38 is available to help.
- Colin Johnson (BAC 3) reported on Nibbi at Lennar Hunter's Point project, and non-union workers at jobsite.
- Israel Vargas (OPCMIA 300) ended their negotiations; contract was passed unanimously.
- BAC is entering negotiations next month.
- Eddie Reyes (Ironworkers 377) reported on the upcoming full contract negotiations meeting to start next week.
- Josh Vallis (Sheet Metal 104) reported that Sheet Metal 104 will start their negotiations tomorrow.
- Chapter 6 Briefing: ST introduced Alex Lantsberg (SFECIA), who gave a report on potential hours by craft.

ADJOURNMENT

Adjourned at 11:02 a.m.

DELEGATES MEETING

Jan. 16, 5 p.m.

Via Zoom

ROLL CALL OF OFFICERS

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

CORRESPONDENCE

- Operating Engineers Local 3 JATC apprenticeship announcement

REQUEST FOR FUNDS

- CCHO (Council of Community Housing Organizations): ST recommends \$250 donation, M/S/C

APPROVAL OF MINUTES

- 1/2/24 minutes, M/S/C

SECRETARY-TREASURER'S REPORT

- ST provided update on Public Employee Committee
- City College
- Freedom West development: ST working on PLA.
- Potrero Power Station: in the final stages of Sophie Maxwell building.
- PUC Biosolids project continues to develop. Another pre-job is scheduled for next week.
- 30 Van Ness moving through Board of Supervisors, special use district in the final approval process.
- ST thanked individuals for stepping up to run as assembly Democrats.
- Mayoral updates: Fentanyl Emergency Ordinance and SFBCTC amendments.
- OLSE current report: https://www.sf.gov/sites/default/files/2024-12/FY23-24%20OLSE%20Annual%20Report_Final.pdf

PICKET SANCTIONS

None

OLD BUSINESS

- 2025 ADEM elections announcement: endorsement

of delegates approved at 1/14/25 Board of Business Representatives meeting.
• Executed contract with Kitchen Cabinet Consultants. ST will be briefing reps on projects covered.

NEW BUSINESS

None

REPORTS OF UNIONS

None

ADJOURNMENT

Adjourned at 5:28 p.m.

TRUSTEE MEETING

Jan. 23

ROLL CALL

Secretary-Treasurer Gonzalez convened the meeting, and all trustees were present except for Peter Lang (Roofers 40), who was excused. Josh Vallis (SMART 104), sergeant-at-arms, and President Larry Mazzola Jr. (UA 38) were also present.

CURRENT FINANCIAL POSITION

- The trustees reviewed the current bank balances and accounts of the council.
- Review of 2024 PSA.
- A record of sponsorships and expenditures was reviewed, along with general discussion surrounding future fundraising.

FORECASTED BUDGET

- Motion made by Eddie Reyes (IW 377) and seconded by Dan Torres (UA 483) to adopt the 2025 budget. Motion carried unanimously.

GENERAL DISCUSSION

- The trustees discussed potential cost savings measures, per capita tax structure, and Organized Labor funding, as well as setting a new building fund and reserve fund for the council.

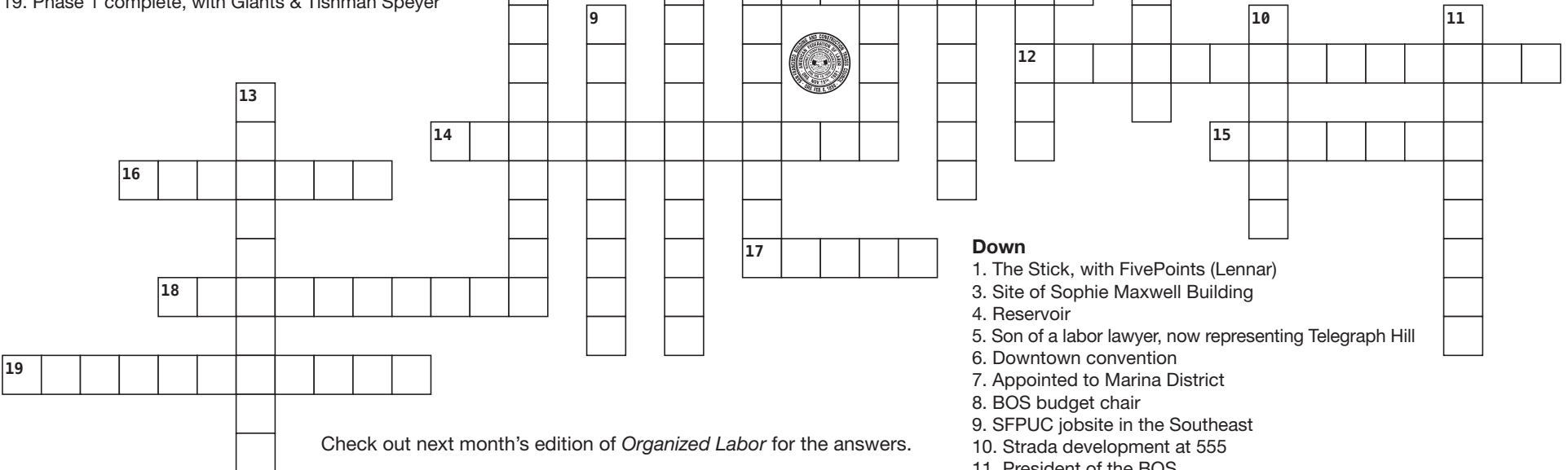
ADJOURNMENT

There being no further business before the trustees, the meeting was adjourned at 11:30 a.m.

BUILDING TRADES CROSSWORD

Across

2. Rides a bike to City Hall
7. PLA job with Prologis
12. Site of 1939-'40 World's Fair
14. Pyramid of SF
15. Ranked-choice victor in the Fillmore District
16. Owned the field in Bernal and the Mission
17. 46th
18. Brookfield Properties
19. Phase 1 complete, with Giants & Tishman Speyer



Down

1. The Stick, with FivePoints (Lennar)
3. Site of Sophie Maxwell Building
4. Reservoir
5. Son of a labor lawyer, now representing Telegraph Hill
6. Downtown convention
7. Appointed to Marina District
8. BOS budget chair
9. SFPUC jobsite in the Southeast
10. Strada development at 555
11. President of the BOS
13. 3333 in Laurel Heights

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

NEW ELECTEDS & TOP PROJECTS

Affiliates: Content deadline for next month's paper is March 5.



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We look forward to working arm-in-arm with you to keep your members healthy, strong, and on the job. Learn more at kp.org/laborandtrust.



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