

Memo to Members



by Larry Mazzola Jr.
Business Manager

It's pretty crazy how quickly things can change. In June we were starting to feel a bit normal again; seeing our loved ones in person, eating indoors at our favorite restaurants, and leaving face coverings at home. Now it looks as though we are entering another wave of the pandemic, with mask requirements returning. This situation could have been avoided if everyone who was eligible for the vaccine had gotten their shots.

As this issue of Pipelines goes to print, California is approaching 4 million COVID-19 cases, with daily new cases on a sharp rise. The race between vaccines and variants is on, especially in parts of the state and country that are less vaccinated.

I want to thank each and every one of you who is vaccinated. If you are someone who has been hesitant to get vaccinated, now is the time. I cannot stress enough the importance of everyone who is not vaccinated to PLEASE get the shots now! Businesses and governments everywhere are beginning to require proof of vaccination for their employees to return to the office.

We can't afford another shutdown, especially with over 400 of our members out of work; many of them for over a year. These lost work hours create a strain on our Trust Funds, especially when we are providing extra benefits to help our out-of-work members and their families survive these unprecedented times. I urge all of our membership to please do your part to protect your families and your fellow members' families by getting vaccinated.

NO ON THE RECALL

On September 14th California voters will be asked to decide if Governor Gavin Newsom should be recalled from office and replaced. Your Committee on Political Education (COPE) is strongly opposed to the recall.

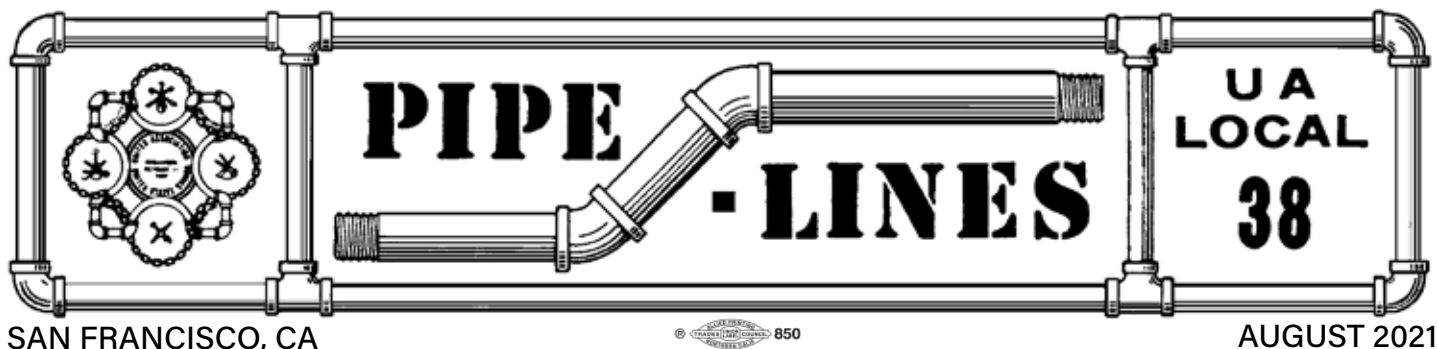
More and more it is becoming obvious that this recall election is an easier way for anti-union forces to manipulate our election system to get their way. These far-right, out of state republicans know they cannot win a general election in California, in part because labor unions and their members have seen the unfortunate consequences of having a Republican governor in office. We have fought too hard for our union benefits to sit back and watch a small group of millionaires and billionaires try to take it away. And to top it all off, they are going to have taxpayers foot this \$400 million special election rather than wait till the regularly scheduled gubernatorial election scheduled for 2022!

NEWSOM & LABOR

Gavin Newsom's support of Local 38 and organized labor began way before his time as Governor. He proved himself an invaluable friend of unions and working families during his time as Mayor of San Francisco and Lt. Governor of California. Labor organizations up and down the state are united in their opposition of the Recall election. He seeks the building trades input before major commission appointments; he pushes forward

Continued on page 6

HAPPY LABOR DAY!



Mazzola Re-Elected President of SFBCTC

The San Francisco Building and Construction Trades Council (SFBCTC), who are celebrating their 125th Anniversary this year, re-elected President Larry Mazzola, Jr. to his third full term earlier last month.

Other SFBCTC Officers sworn in for a new term include Vice President for Basic Crafts Ramon Hernandez (Laborers Local 261), Vice President for Subcrafts John Doherty (IBEW Local 6), Secretary-Treasurer Rudy Gonzalez (Teamsters 856), and Sergeant-at-Arms Greg Hardeman (Elevator Constructors Local 8). Trustees sworn in for a new term include Bart M. Pantoja (Glaziers Local 718), Charley Lavery (Operating Engineers Local 3), Pat Mulligan (Carpenters Local 22), Dan Torres (Sprinkler Fitters Local 483), and Danny Campbell (Sheet Metal Workers Local 104).

This will be the first full term for SFBCTC Secretary-Treasurer Gonzalez, who stepped into the role when Tim Paulson announced his retirement in January. Brother Gonzalez was formally the Executive Director of the San Francisco Labor Council (SFLC).



Recently re-elected officers for the San Francisco Building and Construction Trades Council met earlier this month with City officials to discuss issues related to organized labor, including the recently negotiated City-wide PLA. Pictured above (from left to right) are SFBCTC Officers Secretary-Treasurer Rudy Gonzalez, Vice President for Subcrafts John Doherty, President Larry Mazzola, Jr., and Vice President for Basic Crafts Ramon Hernandez.

Vote NO on the Newsom Recall this September

Local 38's Committee on Political Education (COPE) is urging all members to vote against the recall of Governor Gavin Newsom on September 14th.

"The real-world implications of an anti-union Republican buying this election should make every union member in the state nervous," says Local 38 Business Manager Larry Mazzola, Jr.

"The recall effort's funding comes from Republican donors who want to undermine labor unions, reduce wages, eliminate health care and gut environmental protection laws. If the recall happens, all of our benefits we have fought so hard for, from wages to job safety to our pensions, could be lost."

This recall election is being funded by numerous far-right, anti-union, millionaires (many from out of state) and wealthy corporate interests who are looking for an easy way to overturn the will of the citizens of California.

In the 2018 general election Governor Newsom won with over 60 percent of the vote. Recall backers are counting on a low voter turnout, hoping that Democrats won't take the recall seriously and won't vote. A simple majority of votes for the recall will remove Gov. Newsom from office.

If Gov. Newsom is recalled, voters will choose from a list of 41 official candidates vying to replace him. The winner doesn't need a majority, just the most votes, so potentially California's

new Governor could have 20-30 percent (or even less) of the total vote count.

In 2003, when governor Grey Davis was recalled, 60 percent of the registered voters actually voted, and Arnold Schwarzenegger received 48 percent of the replacement candidate votes. So Schwarzenegger was actually elected Governor of California by under 30 percent of the state's registered voters.

We have seen extremists across the country unable to accept their election losses. Now they are attempting a power grab in

Continued on page 6

Updated Local 38

Union Hall Office Hours

Local 38 Offices in both San Francisco and Santa Rosa will observe the following operating hours beginning Tuesday September 7, 2021:

Monday-Thursday: 8:00am - 4:30pm

Friday: 8:00am - 4:00pm

From The Trust Fund

Health & Welfare Self-Payment Option Reinstated Oct. 1, 2021 - Dec. 31, 2021

At the urging of Business Manager Larry Mazzola, Jr. and the Labor Trustees, Local 38's Board of Trustees continue to recognize the extraordinarily trying times these are right now and, in response, unanimously voted to reinstate the Health & Welfare self-payment option effective October 1, 2021 through December 31, 2021.

Effective October 1, 2021, Local 38 Health & Welfare Plan participants are eligible for the extension of the self-pay benefit as long as they maintained Plan coverage through September 30, 2021. This would include those who maintained Plan coverage through the COBRA premium assistance program. The extension has been approved for the months of October through December 2021 if the member agrees to make monthly \$400 payments.

To qualify for this COVID-19 \$400 per month Health & Welfare Plan coverage benefit (for both you and your dependents) you must also complete a certification form indicating you are not eligible for medical plan coverage from any other employer sponsored medical plan. All members must complete a new certification form even if they may have made self-payments in the past.

COVID-19 certification forms are available from the Trust Fund office. Please complete and return a certification form along with your check to the Trust Fund on or before the 25th of the month to maintain Health & Welfare Plan coverage. Only one certification form is required for each Plan member. The \$400 self-payment for Plan coverage is due on or before the 25th of each month. For example, if a Plan member would lose health plan coverage in October then the member must complete the certification form and return a \$400 check to the Trust Fund office by October 25th in order to maintain coverage during October.

Please contact the Trust Fund office if you have any questions. They can be reached at 415-626-2000.

Local 38 Scholarship Deadline Extended

The deadline to submit an application for the Local 38 Scholarship has been extended to August 20, 2021.

Now in its 55th year, The Local 38 Scholarship Program is one of our proudest benefits. The Scholarship Trust has distributed over \$10 million in awards, bringing to life the dreams of higher education many families thought were impossible.

Application forms are available through the Administration Office of the UA Local 38 Trust Funds, 1625 Market Street, San Francisco, CA 94103 or on the Local 38 website, www.ualocal38.org, under Trust Fund "Member Benefit Forms".

Announcement of the awards will be made in October 2021.

Summary of July 1, 2021 Health & Welfare Changes

- **Provider change - Blue Shield of California has replaced Cigna**
- **VSP - Benefits were improved to cover:**
 - o **The contact lens allowance was increased from \$130 to \$200**
 - o **Retinal screenings will now be covered with a \$10 co-pay. Previously, the Plan did not offer any coverage for this screening.**
- **Life Insurance and Accidental Death Coverage (for active members only) - increased from \$50,000 to \$60,000. The additional \$10,000 increase is intended to assist your family with funeral expenses.**
- **Over 65 Retiree Prescription Plan - annual maximum (July 1st-June 30th) was increased from \$9,000 to \$10,000**

If you have any questions concerning these benefits, please contact the Trust Fund Office at 415-626-2000 or tfo@ualocal38.org.

Local 38 Members Who Lose Health & Welfare Coverage May Be Eligible For Free Benefits

As noted in the last Pipelines, under the American Rescue Plan Act of 2021 (ARP), individuals who are eligible for COBRA after losing their coverage due to an involuntary reduction of hours or termination may be eligible for premium assistance.

If you qualify for the assistance, members will not need to pay any of the COBRA premium otherwise due during the months for which you are eligible. Assistance became available April 1, 2021 and runs through September 30, 2021.

Local 38 members who experience a qualifying event (reduced hours or termination) and are eligible for assistance should receive a packet in the mail detailing the program and including an assistance application. If you receive such a packet in the mail, please read the enclosed materials carefully and fill out the "Request for Treatment as an Assistance Eligible Individual."

If you believe you may qualify for the premium assistance plan but did not receive a packet in the mail, or if you have questions about COBRA, qualifying for the plan or completing the application process, please call the Trust Fund Office at (415) 626-2000.



Local 38 and organized labor share a rich history of Labor Day celebrations in San Francisco. The pictures above are from a Labor Day march, an annual opportunity for union members in the 50's and 60's to show their solidarity. Local 38 and the building trades were proud to support and participate in this event. Above left, workers paraded down Market



Street from the Ferry Building. Above right is a Local 38 parade float, including a working shower! Former Local 38 Business Manager Joe Mazzola and his wife and honorary Local 38 member Vera are representing the membership and acknowledging the crowd along the parade route.

Labor Day: A Rich Union History

When we think about Labor Day, many of us immediately picture a fun three-day weekend filled with sun and barbecues, surrounded by people we care about. Labor Day also signifies the unofficial end to the summer and for young ones a return to school.

But for union members and families across the country, Labor Day also reminds us of the history of unions and the

important role they played (and continue to play) in the struggle for the working rights of men and women.

As the Industrial Revolution began to peak in the late 1800's in the United States, the average American worked 12 hour days, seven days a week just to make ends meet. They dealt with extremely unsafe working conditions including insufficient access to fresh air, sanitary facilities and breaks. Labor unions grew

more prominent and vocal as they began organizing strikes and rallies to protest these substandard conditions and pressure employers to renegotiate hours and pay.

On September 5, 1882, the first Labor Day parade in U.S. history occurred when 10,000 workers took unpaid time off to march from City Hall to Union Square in New York City. It would take 12 years of massive unrest, strikes, pro-

tests, and worker deaths before Congress would pass legislation to make Labor Day a legal holiday, with President Grover Cleveland later signing it into law on June 28, 1894.

So, as you spend time with family and friends this Labor Day, be sure to raise a glass and take some time to remember the sacrifices of those union members who came before us and fought for the rights and benefits we enjoy today.

From The Training Department

Supplemental Journeyworker Training Classes

The Return of Journeyworker Classes For Fall Semester

When Local 38 officers and contractors talk about the difference between union and non-union workers, the subject immediately turns to training.

“We always talk about Local 38’s apprentice training making the difference for our contractors,” says Local 38 Training Director Steve Mazzola. “But training is just as important for our journeyworkers. You can’t expect someone who went to school 10-15 years ago to be well-versed in the latest technology and techniques of our industry without ongoing training.”

That’s the idea behind Local 38’s Supplementary Journeyworker Classes, offered at both the San Francisco and Santa Rosa Joseph P. Mazzola Training Centers.

The first day of the Fall 2021 semester for Local 38 Apprentices at the San Francisco and Santa Rosa Training Centers will be Monday, August 16, 2021. Apprentices should be on hand for the first night of classes at their respective Training Center. If you have questions about the dates, times and locations of your classes, call the Local 38 Training Department at (415)562-3838 BEFORE the first night of class.

Classes range from Foreman Training, with an emphasis on leadership, jobsite supervision and project management, to hands-on training in the installation of PEX piping systems. Many of the classes; welding, backflow, industrial rigging and medical gas, for example, provide journeymen the opportunity to earn formal certifications required on many jobs.

“We have some of the best instructors in the nation,” said Mazzola. “Combine that with the latest, state-of-the-art technology and facilities and we can

produce the most knowledgeable, best trained workers in the pipe trades.”

“Our signatory contractors understand the importance of both our apprentice and our journeyworker training,” said Local 38 Business Manager Larry Mazzola, Jr. Having the best trained workers in the trades is vital to their success as well as to our future.”

Local 38’s Supplementary Journeyworker classes are available free of charge. The classes are designed to provide hands-on instruction in the latest

tools, technology and techniques available to pipe trades workers in the field. All classes are filled on a first-come, first-served basis. The Training Department will make every effort to accommodate any overflow in Journeyworker classes, but space is limited.

The deadline to register for Supplementary Journeyworker Classes for the upcoming Fall semester is Monday, August 16. If you do not see a class covering a specific subject of interest, please feel free to contact the Training Department at (415) 562-3838. The Training Department is constantly reviewing and revising the current class offerings to meet the changing needs of our members and the industry.

Journeyworker Classes Fall 2021

The following are the Supplementary Journeyworker Training Classes that will be offered through the Local 38 Training Department during the 2021 Fall Semester. To register, please contact the Local 38 Training Department by telephone at 415-562-3838 before Monday August 16th. Please indicate which classes you are interested in attending. Classes will begin as indicated below:

SAN FRANCISCO CLASSES

Backflow Testing Certification/ Backflow Survey Specialist/ Valve Repair – Starts Tuesday, 9/14/21

This two-night course (Tuesdays & Wednesdays) will train Journeyworker in:

- 1) Backflow Certification – the testing of backflow devices so student will qualify for an AWWA Certification; or
- 2) Backflow Survey Specialist – course will certify and instruct on how to survey buildings for the proper backflow devices. You must have a Backflow Testing Certification in order to take this course; or
- 3) Backflow valve repair – course will instruct on how to repair backflow prevention devices.

The course will conclude with a proctored examination that may be conducted on a Saturday date to be determined. Instructors: Dan McCormick/Ray Barrett

Thermodynamics II and Electricity II for HVAC/R- Starts 8/17/21

This two night course will focus on thermodynamics and electricity for the HVAC/R trade. Classes will include hands on projects and classroom discussion about thermodynamics and HVAC/R electrical systems.

Instructor: Aaron Di Stefano/Michael Rydman

Medical Gas Certification – TBD

This course will train students in Medical Gas technology, using the 2018 NFPA 99 manual, so they will qualify for their Medical Gas Installation and Brazing Certificate from National, ITC. Required Textbook: NFPA 99 Health Care Facilities Code 2015 Edition. Instructors: Shawn Amores & Chris Beering.

DDC Controls and VFDs- Starts Tuesday, 8/17/21

This course will provide an overview of the use of DDC controls for HVAC/R equipment. Discussions will include using building controls and VFDs for energy savings. Classes will consist of lectures and hands on labs using the Local 38 DDC Controls Lab.

Instructor: Ed Jordan

Start, Test and Balance II- Starts Thursday, 8/19/21

This course will cover all aspects of system start up, testing and balancing of HVAC/R equipment and systems. Classes will consist of lectures and hands on labs. Anyone passing this course will be one step closer to becoming a certified Title 24 Acceptance Technician.

Instructor: Derek Ottinger

Welding Course – Starts Monday, 8/16/21 Instructors available Monday through Thursday

This course provides multilevel instruction in all techniques of welding towards obtaining a UA Welder Certification. Weld testing conducted at our facility.

Instructors: Ed Miltimore, David Kunz and Stuart Porter

Foreman Training Course- TBD

This updated course is will cover topics critical to the workplace and jobsite supervision, such as: leadership, relationships, documentation, planning, scheduling, suppliers and safety. Also included will be discussions on the full cost of an hour of labor and the Standard for Excellence.

PEX Piping Installer Class-TBD

This will be a two night class. Class will include lecture and hands on practice of installation of Uponor PEX piping systems. Space is limited.

Trimble Class- TBD

This two night class will give students an overview of the Trimble unit. Class will include hands on practice using the Trimble unit for layout on jobsites.

STAR Test Review- TBD

This course will consist of multiple nights to ready members to take the UA STAR test in Plumbing, Steamfitting or HVAC/R. Classes will consist of review, practice tests and open discussion. Dates of classes will be determined by date of STAR exam.

Industrial Rigging Certification- TBD

This course is designed to teach proper rigging techniques to journeyworker with previous rigging experience. Class will include both hands on and lecture to teach the proper way to rig equipment, pipe, etc. Also, covered will be weight calculations, proper sling selection and safety topics. This class may be scheduled on three or four consecutive Saturdays TBD. Students wanting to attend this course must complete and pass a written test to prove rigging experience. Instructor: Anthony Valdez/Zack Brown

SANTA ROSA CLASSES

Medical Gas Certification – Starts TBD

This course will train students in Medical Gas technology, using the 2018 NFPA 99 manual, so they will qualify for their Medical Gas Installation and Brazing Certificate from National, ITC. Required Textbook: NFPA 99 Health Care Facilities Code 2015 Edition. Instructors: Steve Christani & Brian Ancic

Welding Course – Starts Thursday, 8/19/21, Instructor

Available Thursday - Saturday

This course provides multilevel instruction in all techniques of welding towards obtaining a UA Welder Certification. Weld testing conducted at our facility. Instructor: Ed Miltimore

Thermodynamics II and Electricity II for HVAC/R- Starts

8/17/21

This two night course will focus on thermodynamics and electricity for the HVAC/R trade. Classes will include hands on projects and classroom discussion about thermodynamics and HVAC/R electrical systems.

Instructor: James Burke/Scott Andreiux

Start, Test and Balance II- Starts Tuesday, 8/17/21

This course will cover all aspects of system start up, testing and balancing of HVAC/R equipment and systems. Classes will consist of lectures and hands on labs. Anyone passing this course will be one step closer to becoming a certified Title 24 Acceptance Technician.

Instructor: Jason Crayne

DDC Controls and VFDs- Starts Thursday, 8/19/21

This course will provide an overview of the use of DDC controls for HVAC/R equipment. Discussions will include using building controls and VFDs for energy savings. Classes will consist of lectures and hands on labs using the Local 38 DDC Controls Lab.

Instructor: Jim Stratford



Local 38
is on Facebook!
Become a fan today!

To become a fan search for
UA Local 38, Plumbers and Pipefitters
from your Facebook Page.

Sutter Santa Rosa Hospital

Southland Industries Continues Work on Big Hospital Expansion



Local 38 members are working on the first major expansion of the Sutter Santa Rosa Hospital since it opened in 2014. The three-story hospital addition adds 40 private patient rooms, 21 emergency department “bays”, 13 outpatient beds, and 2 additional operating rooms. The building will also be LEED certified, adding to the long list of environmentally conscience construction projects that Local 38 members are proud to be a part of. Local 38 Business Agent Frank Reardon and Local 38 Field Organizer Tony Guzzetta are pictured with Local 38 members working for Southland Industries above (left to right): Jared Goodin, Eleazar Gonzales, Alfredo Mejia, Jared McConnell, Harley Segale, Reardon, Guzzetta, Shane O’Halloran, Tom Metcalf, Nelson Soto, Ricky Higgins, Taylor Buckley, and Dave Kunz.



Pipelines is the official publication of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 38. U.A. Local 38 holds general membership meetings on the first Wednesday of each month at 1621 Market St., San Francisco CA 94103, (415) 626-2000. Lawrence J. Mazzola, Jr., Business Manager/Financial Secretary Treasurer. Business Agents: Bill Blackwell, John Chiarenza, John Corso, R.J. Ferrari, Frank Reardon. Field Organizer: Tony Guzzetta. President: Dan McCormick III; Recording Secretary: Patrick Bell. Pipelines Editor: Rob Weinstein. Pipelines Assistant Editor: Bill Olinger, Jr.



Website: www.ualocal38.org



Biden-Harris Administration Delivers For UA Members

The following is a reprint of a letter from United Association General President Mark McManus highlighting the policies which make the Biden-Harris administration better for labor and for the United Association.

Just seven months into the Biden-Harris Administration, UA are already seeing dramatic changes in policy that translate to more jobs with fair wages and benefits. President Biden promised to be the most pro-union president in history - and he's already delivering.

Revoking Industry-Recognized Apprenticeship Program (IRAPs)

- President Biden took action to protect the gold-standard status of the UA's training and apprenticeship program by revoking the IRAPs rule proposed during the Trump Administration. The IRAPs rule would have severely weakened industry standards for registered apprenticeships. Instead, the Biden-Harris Administration stood with workers to protect our apprenticeship programs and way of life.

Protecting and saving the Multiemployer Pension System

- The last few presidents each promised to save the pension system, but only President Biden delivered. His stimulus package included \$86 billion for the multiemployer pension system, effectively saving the entire system and ensuring millions of workers - and countless UA members - will be able to retire with dignity and the pensions they earned.

Appointing Two UA Members to Transition Agency Review Teams

During the transition period, then-President-elect Biden appointed two UA members to the Agency Review Teams:

- o Director of Pipeline and Gas Distribution Dave Barnett to the Department of Transportation Review Team
 - o VIP Program Manager Mike Hazard to the Department of Labor Review Team.
- These two appointments ensured that UA members had a direct voice in the earliest stages of the Biden-Harris Administration, shaping the policy directions and personnel decisions from Day 1.

President Biden Meeting with GP McManus in Oval Office to Discuss UA Jobs

- Less than one month into the Administration, President Biden and Vice President Harris invited UA GP McManus into the Oval Office to discuss infrastructure, energy priorities, and UA jobs. This direct line of access to the President and Vice President means that GP McManus can fight for UA jobs directly - and more effectively. In this meeting, he fought for strong labor protections on all federally funded projects, an all-of-the-above energy approach, and protecting the rights of unions to organize.

Increasing Competition and Strengthening Buy America

- President Biden issued an Executive Order to increase competition in the American economy through a wide range of programs that will lead to higher wages, better benefits, and more jobs for our members. The Executive Order took action to crack down on wage and benefit suppression.

Case-by-Case Approach to Pipeline Decisions and Support for PennEast and DAPL

While the Biden-Harris Administration pulled the permits for the Keystone XL pipeline, they remain committed to a case-by-case approach to pipeline decisions. More importantly, they have backed recent pipeline projects that put UA members to work:

- o Dakota Access Pipeline, where the U.S. Army Corps of Engineers supports continued operation during pending court cases; and
- o PennEast, where the U.S. government and the Biden-Harris Administration backed the project and supported eminent domain.

Case-by-Case Approach to Pipeline Decisions - and FERC Approval Process

- As part of the Biden-Harris Administration's case-by-case approach to the pipeline approval process, the Federal Energy Regulatory Commission (FERC) recently approved two new pipeline projects after a thorough review process. The Administration remains committed to evaluating the merits of each individual pipeline project, as demonstrated by the review and approval for these two projects:

- o Tuscarora XPress Pipeline expansion; and
- o Northern Lights pipeline expansion.

Approving Most Oil and Gas Permits Since President Bush

- President Biden's case-by-case approach to energy permitting decisions continues to create good-paying jobs for UA members, as his Administration is currently on pace to approve more annual drilling permits since the George W. Bush Administration.
- Through July 13, President Biden had already approved 2,488 drilling permits - roughly the same number of approvals in all of President Trump's first year in office.

Meetings and Access to Cabinet Secretaries and White House Senior Staff

- During the transition period, and throughout the first few months in office, the UA has had unprecedented access to Cabinet secretaries, nominees, and senior staff. GP McManus met with nominees for Secretaries of Energy, Interior, Labor, and Transportation, as well as high-level officials in the White House. At the staff level, the UA continues to meet with the White House regularly to advocate for UA jobs.

Confirming Building Trades Member Marty Walsh as Secretary of Labor

After four years of anti-union and anti-worker leadership at the Department of Labor, President Biden moved quickly to confirm card-carrying building trades member and former Mayor of Boston Marty Walsh as Secretary of Labor. In just a few short months, Secretary Walsh has taken action to reverse anti-worker policies within the Department of Labor and to create more good-paying UA jobs.

Supporting the PRO Act and the Right to Collectively Bargain

The Biden-Harris Administration has made it the official policy of the United States Government to support workers' rights to collectively bargain. Even more, they fully support the Protecting the Right to Organize (PRO) Act - the most sweeping pro-union legislation in generations.

Firing anti-union NLRB General Counsel Peter Robb - and Replacing with Union Lawyer

On one of his first days in office, President Biden fired anti-union and anti-worker National Labor Relations Board (NLRB) General Counsel Peter Robb and replaced him with a union lawyer, Jennifer Abruzzo. This General Counsel position is a critical role within the NLRB to strengthen the rights of workers everywhere.

New Head of Wage and Hour Division at DOL Recommended by UA

Within the Department of Labor, President Biden has appointed a new Administrator of the Wage and Hour Division - which, among other things, protects and enforces Davis-Bacon prevailing wage laws and fights worker misclassification. This Administrator was recommended to President Biden by the UA and the Minnesota Pipe Trades - showing once again the strong role the UA plays in shaping the policies coming from the Biden-Harris Administration.

Repealing the Independent Contractor/Worker Misclassification Rule at DOL

The Department of Labor, led by building trades member Marty Walsh, undid a Trump Administration rule that made it easier for unscrupulous contractors to misclassify workers as contractors. Instead, the Biden-Harris Administration is taking

steps to ensure all workers have a fair shot and ability to earn family-sustaining wages.

Reversal of Anti-ESG Factors Rule and Proxy Voting Rule

- As part of their efforts to undo harmful anti-worker policies enacted during the previous administration, the Biden-Harris Administration took steps to undo a rule that was designed to prevent the retirement and other fringe benefit funds of UA members from considering investments in infrastructure and other funds that create jobs for UA members. The Biden-Harris Administration simultaneously initiated action to reverse a rule that would have prevented our retirement and other funds from exercising their shareholder rights in corporate board rooms.

White House Task Force on Worker Organizing and Empowerment

- The Biden-Harris Administration created the White House Task Force on Worker Organizing and Empowerment, chaired by Vice President Harris and Secretary of Labor Walsh, to take a whole-of-government approach to empower workers. The task force will help ensure the rights of all workers to collectively bargain and be heard.

COVID Response and Plans to Build Back Better

On the heels of a deadly global pandemic, President Biden proposed a response and recovery plan that puts workers first. Building trades members - like the UA - were prioritized for COVID vaccines, and the infrastructure package he put together to jumpstart our economy and build back better is led by the men and women of the UA.

American Rescue Plan: Direct Checks, Unemployment Insurance, Expanded Child Tax Credit

* Before any meaningful recovery plan could take root, the Biden-Harris Administration first had to provide direct assistance to millions of Americans. In President Biden's stimulus package, the American Rescue Plan, he provided direct checks to Americans, improved unemployment insurance with tax forgiveness, and an expansion of the child tax credit - all critical steps that put the men and women of the UA first.

American Jobs Plan and American Families Plan Mean More UA Jobs

* After the success of the American Rescue Plan, President Biden put forward a two-part legislative package: the American Jobs Plan and the American Families Plan. Taken together, these plans will help jumpstart an economic recovery for all Americans - and create thousands of good-paying UA jobs rebuilding our aging infrastructure.

Build Back Better with UA Energy Projects and Replacing Lead Pipes

The Biden-Harris Administration has taken an all-of-the-above energy approach, ensuring that they protect existing UA jobs and create more in the energy industry. Even more, the Administration has committed to replacing 100% of lead pipes in American communities - putting UA members to work.

Support for Fire Sprinkler Incentive Act

President Biden has a long history of supporting fire safety measures, and his support for the Fire Sprinkler Incentive Act is no different. The act provides funding and helps accelerate building retrofits, creating good-paying jobs for UA sprinklerfitters.

Executive Order Strengthening PLAs

Among President Biden's many Executive Orders in his first few months protecting workers, his coming Executive Order to strengthen Project Labor Agreements (PLAs) will be one of the most significant actions taken by a president in generations. The Biden-Harris Administration has already demonstrated its commitment to creating good-paying union jobs, and this coming action to strengthen PLAs will directly translate to more UA jobs with better wages and benefits.

General Support for Prevailing Wage on all Federally funded projects

- The Biden-Harris Administration has effectively changed U.S. federal policy to support the use of prevailing wage provisions on federally funded projects - ensuring all workers earn a fair wage, regardless of where their jobsite takes them. So far, we have seen prevailing wage provisions included in proposed infrastructure packages and new investments in energy.

Prevailing Wage on CHIPS Act

As part of the administration's support for prevailing wage, the U.S. Senate included Davis-Bacon prevailing wage protections in the base bill of the Creating Helpful Incentives to Produce Semiconductors for America (CHIPS) Act. This bill ensures prevailing wage is the standard paid on the job building these new semiconductor manufacturing facilities - a massive investment in our nation's critical infrastructure and a good source of UA jobs.

Drinking Water and Wastewater Infrastructure Act

- The Drinking Water and Wastewater Infrastructure Act builds on President Biden's call to build back better and provides funding to update aging systems, invest in new technologies, expand access to marginalized communities, and replace lead pipes. The bill includes strong labor protections, meaning UA members will win more work modernizing and replacing our nation's infrastructure with fair wages and benefits.

Clean Energy for America Act of 2021

- As part of his all-of-the-above energy policy, President Biden is providing an expanded approach to clean energy - ensuring workers, like UA members, lead the way. The Clean Energy for America Act was introduced in the Senate to translate that policy push into action. This bill provides federal funding with strong labor protections for UA energy projects like carbon capture sequestration, nuclear energy, and hydrogen as part of the Administration's efforts to build back better and modernize our nation's infrastructure.

Waivers for Canadian Members

- With members in the U.S. and Canada, the Biden-Harris Administration's support for waivers for Canadian members to work on jobsites in the U.S. is critical. Simply put, the Biden-Harris Administration is committed to strengthening labor standards and putting more UA members to work - on both sides of the border.

Subsidies for New and Existing Nuclear Fleet

- The Biden-Harris Administration's all-of-the-above energy approach includes support for new and existing nuclear plants, including critical subsidies and tax credits that will increase investment and lead directly to more UA jobs building our energy future.

Labor Standards on Clean Energy Projects

- This all-of-the-above energy approach includes strong support for a robust set of labor protections. As we saw with the Drinking Water and Wastewater Infrastructure Act and the Clean Energy for America Act, the Biden-Harris Administration is putting workers first with its support for labor protections like prevailing wage, the use of registered apprenticeships, and project labor agreements. As we continue to meet with the White House and Congressional offices, these labor standards on clean energy projects will be a critical piece of President Biden's plans to Build Back Better.

The Biden-Harris Administration has already taken concrete steps to not only strengthen the rights of workers to organize, but to create good-paying UA jobs and modernize our nation's aging infrastructure. These legislative actions and policies will continue to put UA members first and help ensure the strength of our union for generations to come.

Memo...

Continued From Page 1

regulation prohibiting the dispatching of apprentices to jobsites to perform work outside their apprenticeship scope; he declared construction an essential service at the onset of the pandemic and signed a bill requiring prevailing wage on charter school construction projects. These are just a few concrete examples of how having a governor who listens to organized labor can make us stronger. It's pretty scary to imagine what damage a recall-elected Republican could do to unions in such a short amount of time.

TRAINING SCHOOLS REOPENING

Nobody is more excited than I am to see our apprentices return to our Joe Mazzola Training Center and Santa Rosa Training Center for in-person classes this Fall. The learning and experience that happens in the classroom just can't compare to looking at a screen at home. I am very proud of the hard work of everyone in the training department, especially Training Director Steve Mazzola and Curriculum Coordinator Liam Devlin, in bringing us this hybrid mix of in-person and remote classes.

The pandemic is not over yet, and apprentices will notice some familiar health and safety items such as hand sanitizer and recommendations for social distancing and face coverings when appropriate. I want to thank everyone in advance for doing your part to keep our staff and family members safe. The sooner we can get more people vaccinated the sooner we can put COVID-19 behind us and return to all in-person classes.

If you are a journeyworker, be sure to check out the list of Journeyworker classes available for this upcoming Fall semester (see Page 3).

UA GENERAL PRESIDENT MCMANUS

Although it has been only seven months since President Biden and Vice-President Harris have taken office, organized labor has already seen positive changes compared to the previous four years of anti-union policies. United Association General President Mark McManus has been an outspoken leader for labor unions and does not shy away from criticizing government leaders when they go back on their promises to us. He has warned us in the past to never fall in love with politicians because they will eventually break your heart.

Fortunately, the Biden-Harris Administration is turning out to be the most pro-labor, pro-UA Administration in history. They were endorsed because of their promises to deliver for American working families and to put the UA first, and we are getting results! I am encouraged by the long list of accomplishments published on page 5 and I hope it is just the beginning of what will be many more pro-union policies and actions. We may not always get everything we want and we may not agree on every issue, but it's clear to me that this administration is concerned for working families and will continue to listen to our positions and give us a seat at the table.

LABOR DAY

Lastly, on behalf of all the officers and staff at Local 38, I want to wish you and your families a safe and happy Labor Day weekend. For me, Labor Day brings back fond memories of warm days by the lake and pool surrounded by friends and family. It also makes me thankful for all the benefits we as Local 38 members get to enjoy in large part due to the sacrifices and battles won by previous generations of union members.

Vaccinations Urged for All Local 38 Members

New cases of COVID-19 are popping up all across the country, including an alarming rise in San Francisco and the Bay Area, prompting Local 38 Business Manager Larry Mazzola, Jr., to issue a call for all Local 38 members to get vaccinated.

"I am encouraging all of our members and family members who are eligible to get the vaccine to please get their shots," remarked Mazzola, Jr. "The vaccines are safe and have shown to prevent people from getting really sick and dying from COVID-19. We want our members and their families to be protected. We want our kids to be back in the classroom and not on Zoom. Getting everyone vaccinated is the way we will end this pandemic and get back to enjoying the things we all love."

According to virus experts, the rise in cases is an indication that we may be entering yet another wave of the pandemic. This latest surge in cases is being driven by the Delta variant which is far more transmissible than any of the previous variants reported. The surge in new cases and hospitalizations is undoubtedly being driven by cases among the unvaccinated population.

Out of the 504 people who died from COVID-19 from April 1 to June 30 in L.A. County, 96% were either unvaccinated or had not completed their inoculation regimen, according to the Los Angeles Times.

California is now the first state in the nation to pursue COVID-19 vaccine mandates for state public employees. The

No on Recall...

Continued From Page 1

our state by taking advantage of the recall process and making taxpayers fund a \$400 million special election. This expense is even more unnecessary because California's regular gubernatorial election is scheduled for next year.

A FRIEND OF WORKERS

From the picket lines to the Capital, Governor Newsom strongly supports unions and takes action on some of the toughest issues facing working people. His efforts have led to pay raises for childcare workers and other essential workers on the front lines during COVID. Also, nearly two thirds of Californians will now qualify for a stimulus



Health and Human Services Department is also requiring all public and private health care providers to implement similar mandates. Even the Department of Veterans Affairs is requiring on site health workers be vaccinated in the next two months, the first federal agency to order a mandate.

"Public agencies are requiring vaccinations, and there have been several court cases upholding the right of private employers to require vaccinations," said Mazzola, Jr., "and I don't think those mandates are far off in the construction industry. Masks and social distancing requirements continue to be difficult on the job, and many employers are looking to vaccination requirements to ease those restrictions."

"I'm not sure we can survive another shutdown," continued Mazzola, Jr. "The last lockdown saw 25-30 percent unem-

ployment among our members, many of whom are still out of work. It is a serious struggle for our members and their families.

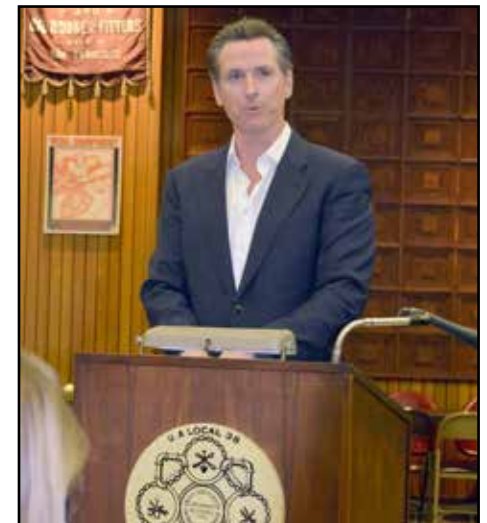
"It was also a strain on our union and trust funds," he said. "Hours were down substantially, meaning trust fund contributions were down. At the same time we were increasing benefits to try and help our members and their families survive. This remains a volatile situation for many of our members."

"The sooner we get everyone who is eligible vaccinated, the sooner we can get past this pandemic," continued Mazzola, Jr.

"For your own health and that of your family, as well as to secure your future employment," Mazzola, Jr., concluded "I urge everyone who is eligible to get vaccinated."

check, and families with children will receive additional funds. Under Governor Newsom's leadership, essential workers have the strongest protections in the nation against COVID-19. He stands with workers by providing strict public health and labor law enforcement to protect workers and expanding COVID-related paid sick leave.

"We know these anti-union backers of the recall are counting on a low turnout," added Mazzola, Jr. "They know that if people like us vote, they will lose. We need to stand up and vote no on the recall so that unions can continue to support working people and policies that help unions bargain for better wages and benefits."



Governor Newsom has attended many Local 38 meeting and events. He is seen here addressing a union meeting during his 2018 campaign for governor.

What to Expect if The Recall Succeeds

- Attacks on public employee Pensions, putting the retirement of workers at risk
- Attacks on Prevailing Wage
- Possible Elimination of Project Labor Agreements (PLAs), particularly on publicly financed construction projects
- Promotion of non-union, Industry Regulated Apprentice Programs (IRAPs)
- Reduction in OSHA funding and enforcement of Health & Safety regulations
- Weakening of the Office of Labor Standards
- Encouragement of anti-union Right-To-Work state laws
- Reintroduction of "Paycheck Protection" legislation

What your union does for you

- Negotiates your contract
- Handles your grievances
- Polices your contract
- Gives you job protection
- Organizes signatory contractors
- Organizes unorganized workers
- Provides Apprentice Training and Continuing Journeyman education
- Negotiates Pension and Health Care benefits
- Provides a better family future
- Camp Konocti
- College Scholarships
- Fights for laws favorable to working people
- Supports workers-friendly candidates

PROVIDES STRENGTH IN NUMBERS AND A SPIRIT OF UNITY AND SOLIDARITY