

Memo to Members



by Larry Mazzola Jr.
Business Manager

Happy Halloween to all our members and their families. As we settle into Fall, it is a relief to see rain on the ground and in the forecast. Our state had another devastating fire season on the heels of another drought year, so the wet weather is a welcome site. As long as it doesn't interfere with our work and stops briefly while we are out trick-or-treating with our families . . .

WATER REGULATIONS

On the topic of water, I am very pleased to see that the San Francisco Board of Supervisors passed new legislation requiring more new buildings to install water re-use systems. This is a major win for Local 38 members as it means more work for us, especially on the heels of the recent laws passed banning natural gas installations in new construction.

One of the battles we are constantly fighting is ensuring there is a "Just Transition" for union members. Just Transition is the term for creating replacement jobs for members whose work is being eliminated by new environmental regulations. It was refreshing to see everyone at the table, from unions to politicians to environmental groups, come to an agreement. Saving the environment doesn't have to result in working people losing their jobs.

I would like to thank our Training Specialist Dave Fahy for all his hard work to ensure Local 38 got what we needed from this new legislation. Like a good quarterback he made sure everyone on the team got involved and stayed focused. We look forward to continuing discussions with local politicians on even more ways to balance climate and environmental concerns with maintaining or increasing work for our trades.

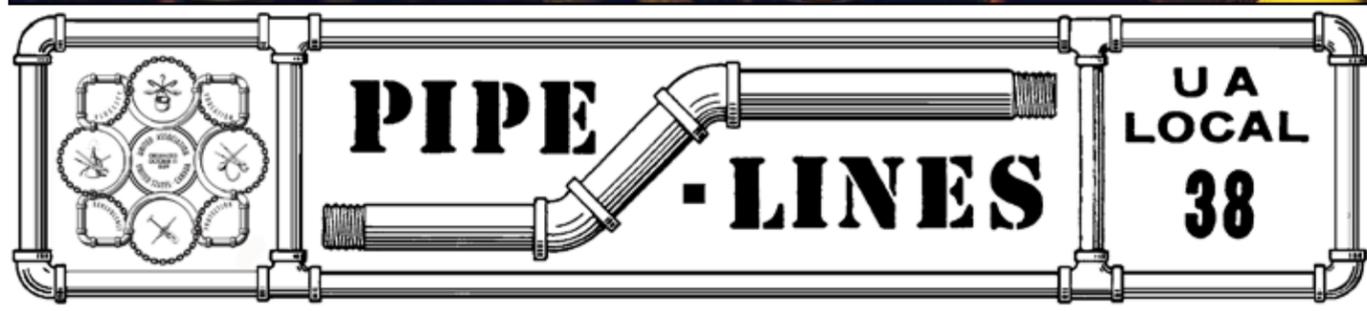
PICKET UNITES LOCAL UNIONS

Nothing gets the juices flowing like getting the attention of a non-union contractor with a picket line. It's unfortunate when it gets to that point, but sometimes we are left with no other option when we are defending our hard fought wages, benefits and working conditions. That is what happened earlier this month when Local 38 was picketing non-union plumbing company Greene & Company at 8 Mission Street. Our picket got the attention of the SFBCTC and San Francisco Labor Council who rallied more union supporters to the cause. What started as a Local 38 picket resulted in non-union companies being replaced by union. I would like to thank Local 38 Business Agent John Corso for all his work in making this picket a success.

NATIONAL APPRENTICESHIP WEEK

Next month we celebrate the 7th annual National Apprenticeship Week. Organized by the U.S. Department of Labor, this is an opportunity for unions all across the country to showcase the value and importance of registered apprenticeship programs like ours and the role they have played and will play in the re-building of our economy. I have fond memories of my time as an apprentice

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SAN FRANCISCO, CA

850

OCTOBER 2021

Local 38 Fights For and Wins New San Francisco Water Reuse Ordinance

At the urging of Local 38, the San Francisco Board of Supervisors passed legislation by Supervisor Rafael Mandelman to require new buildings to reuse more water and develop a plan for extending the City's recycled water supply.

Mandelman was motivated to introduce this legislation after discussions with Local 38 about the employment impact of San Francisco's ordinance banning natural gas in most new construction. Thanks to the pressure applied by Local 38, The All Electric New Construction Ordinance has now created an opportunity to expand City policies supporting energy and water conservation use. Imposing more water-reuse rules will open up employment opportunities to fulfill the new requirements and all of this is going to take work by a skilled and trained workforce.

The key part of this new law is the expansion of the City's 2012 Non-Potable Water Ordinance, which requires the collection, treatment, and re-use of greywater from sources like showers and bathroom sinks for non-potable uses such as toilet and urinal flushing and irrigation in large buildings and district-scale developments of greater than 250,000 gross square feet (gsf). This new legislation lowers the threshold for large projects to 100,000 gsf, requires large commercial buildings to treat and re-use water from toilets and kitchen sinks, expands the required uses of treated greywater in residential and mixed-use buildings to include laundry rooms, and clarifies enforcement provisions. Large developments consisting of multiple buildings of more than 100,000 gsf total would also be required to install district-scale graywater re-use systems



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Labor Solidarity: San Francisco is a Union Town

What started out as a Local 38 picket at the Hotel Vitale over the use of non-union plumbing company Greene & Company turned into a public show of support by numerous unions and politicians.

Our initial picket started out like any ordinary one but was soon met with hostility from representatives of another non-union contractor at the job site, Centric General Contractor. The following week, over half a dozen fellow unions joined to support our picketers, including a City plumbing inspector who honored our picket line and told Greene & Company he would not cross to complete the inspection.



Demonstrators walked the Hotel Vitale picket line, coincidentally at the site dedicated to the 83-day 1934 West Coast Longshoremen's Strike.

Continued on page 6

From the Training Department



The Local 38 Apprenticeship Program has always been the backbone of our union. It assures that we have the best trained, most knowledgeable workers in the pipe trades, and is key to our union's, and their personal success. Whether it is understanding how things work or the hands-on experience that comes from combining on-the-job learning and classroom education, when Local 38 apprentices turn out, they are the very best.

"Our apprentice training program is second to none," says Training Director Steve Mazola. "Thanks to our first-rate facilities in both San Francisco and Santa Rosa and our outstanding instructors, we are consistently turning out the best workers in the trades. I am very proud of our students and the journey level workers who graduate from our program."



National Scene

Labor on the Move

As some 10,000 workers went on strike at the John Deere factory in Waterloo, Iowa last week, some experts are pointing to a new sense of militancy among working men and women and a new wave of labor unrest sweeping the country.

They join 2,000 hospital workers striking in Buffalo, New York; 1,400 production workers for Kellogg's in four states; 450 steelworkers in Huntington, West Virginia; and a one-day walk-off of 2,000 telecommunications workers in California, all since October 1. One thousand Alabama coal miners, 700 nurses in Massachusetts, 400 whiskey-makers in Kentucky, and 200 bus drivers in Reno, Nevada, were already on strike, in addition to recently settled strikes by 2,000 carpenters in Washington, 600 Frito-Lay workers in Kansas, and 1,000 Nabisco factory workers at five plants across the country.

And there are tens of thousands of workers waiting in the wings, with 37,000 health care workers at Kaiser in Oregon, California, and Hawaii who have either authorized a strike (or are about to) as well as several large unions of academic workers also readying to strike. More than 60,000 film and television workers were prepared to walk out, with 90 percent of International Alliance of Theatrical Stage Employees members voting 98 percent to strike, before a tentative contract was reached recently. A vote on whether to ratify that contract will be held in the next several weeks.

The new wave of organizing has been encouraged by President Biden's pro-labor appointments to the Department of Labor and the National Labor Relations Board, as well as his vow to be the "the

most pro-union president you've ever seen."

A Union, Environmentalist Coalition

The recent coalition between environmentalists and San Francisco's Building Trades Unions may well be part of an emerging movement linking well paying union jobs with climate and environmental concerns.

Connecticut, for example, recently passed a law requiring that workers on clean energy projects must be paid prevailing wages and benefits.

"If we really believe that labor needs to lead on climate, this is what we have to do. We have to make sure that those jobs are available not just to the current workforce, but that they're committed to workforce development, apprenticeship programs, people of color and people from marginalized communities," said Aziz Dehkan, executive director of the Connecticut Roundtable on Climate and Jobs, "I think it's a model that other states and other unions can start to follow."

Amazon Disputes

Despite the disputed election defeat of the Retail, Wholesale and Department Store Union at Amazon's Bessemer, Alabama warehouse in February, efforts of workers to organize the on-line retail giant are continuing.

Earlier this month the Amazon Labor Union (ALU) in New York announced that it had gathered over 2,000 signature cards and planned to file with the National Labor Relations Board (NLRB) for a union representation election. The

election would cover the sprawling Amazon JFK8 warehouse on Staten Island and surrounding facilities dubbed LDJ5, DYY6, and DYX2.

Chris Smalls, the president of the ALU, is a former Amazon worker who says he was fired for union organizing. The warehouse opened in September 2018 and has been a site of contention between workers, labor groups, and the company since.

In February 2019, Amazon fired Justin Rashad Long over a minor safety violation, which he alleged was in retaliation for him speaking at a union rally over working conditions at the warehouse. Protests were organized by Long, other workers, and a coalition of labor unions and groups to demand Long's reinstatement. Amazon denied the allegations.

Amazon has responded to the organizing efforts through a written statement, one which echoes anti-union statements throughout history. "Our employees have the choice of whether or not to join a union," the company statement reads. "They always have. As a company, we don't think unions are the best answer for our employees. Every day we empower people to find ways to improve their jobs, and when they do that we want to make those changes - quickly. That type of continuous improvement is harder to do quickly and nimbly with unions in the middle."

Flexibility Key to Returning Workers

We have all seen the signs; Amazon deliveries at 9 p.m., stores open until midnight or online businesses open 24 hours a day. As consumers, we have become more used to instant

gratification, which means longer, often very difficult hours for workers.

But in the wake of the COVID pandemic that seems to be changing, at least on the workers' side. Having learned how to navigate difficult home and work schedules, particularly with shutdown related housebound situations, workers returning to the job market are making work hours one of their priorities.

Witness the online seller of "holiday trees" which was forced to close temporarily after four of their five new employees quit over having to work nights and weekends. One national study shows that workers consider schedule flexibility as one of their top three priorities when applying for work. And despite increasing wages, many employers have found that scheduling trumps all. Weekend, nighttime and split shifts are becoming increasingly difficult for companies to fill, and according to one staffing agency "flexibility" is the key word emerging in job postings.

"It's about flexibility," Sumir Meghani, co-founder and CEO and founder of Instawork said noting that available shifts on Instawork have surged eightfold from right before the pandemic to August 2021. "It's about workers saying 'I don't want to work weekends' or 'I can't work Mondays, Tuesday and Wednesdays because I don't have child care or schools haven't reopened' or 'I am worried about COVID.'" Meghani says hourly workers are asking how can they get the same work-life balance as their peers who can work remotely.

Of course, workers wanting control over their working conditions is no surprise to unionized workers. Working conditions, including hours, have long been one of the primary issues in any contract bargaining. And remember, it was organized labor who brought you holidays, weekends and overtime.

From the Trust Fund

Automatic Deposit Available For Holiday & Vacation Payouts

The Trustees of the U.A. Local 38 Holiday & Vacation Fund are pleased to announce that members can now automatically deposit their annual Vacation (June) and Holiday (December) payouts to their own bank accounts. Members will no longer need to physically come into the Trust Fund Office to pick up checks or go to the bank to physically deposit checks. Automatic deposit of Holiday and Vacation checks is free for Local 38 members. Direct automatic deposit is another way to keep you safe during the COVID-19 pandemic. Automatic deposit eliminates the need to make in-person visits to the Bank or in person visits to the Trust Fund Office. Direct automatic deposit will also give you access to your money sooner. It will eliminate the delays caused by mailing your Holiday or Vacation checks to your bank.

To take advantage of the automatic deposit option for the upcoming Holiday (December) payout, please complete a direct deposit form and return it to the Trust Fund Office no later than Friday, November 12, 2021. If you timely elect automatic direct deposit, your Holiday funds will be transferred to your account on Monday, December 6th and a summary of the amount deposited will be mailed to your home address.

The Electronic Direct Deposit Form is available for download on Local 38's website (www.ualocal38.org) or by contacting the Trust Fund Office. Please note that your automatic deposit authorization will remain in place for all future Holiday & Vacation annual payouts unless you notify the Trust Fund Office, in writing, that you want to cancel or change your automatic deposit.

Members who do not want automatic deposit can still pick up their Holiday or Vacation check at the Trust Fund Office. Requests made to the Trust Fund Office to physically pick up your Holiday payout check must be made by the Friday, November 12, 2021. Due to COVID-19 safety restrictions only one person is allowed into the Trust Fund Office at a time. Any members not electing automatic deposit or a physical pick-up option will have their checks mailed out to them on Monday, December 6th.

If you have any questions, please contact the Trust Fund Office staff at (415) 626-2000.

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 History

The following article was written by Richard Korman in July 1996.

A California judge's ruling still is stirring controversy more than two weeks after it was issued. Superior Court Judge William Cahill ruled that a union business manager who also is a commissioner of San Francisco International Airport did not have a conflict of interest when he cast the deciding vote for a union-only project labor agreement covering \$2.4 billion worth of future work. Cahill reasoned that the labor pact would not have "material financial impact" on the commissioner's San Francisco local because the pact was with the San Mateo Building & Construction Trades Council.

The deciding vote on the five-member commission was cast by Larry Mazzola, business manager of plumbers' and pipefitters' Local 38 in San Francisco.



Airport Commissioner Larry Mazzola, Sr. and San Mateo Central Labor Council Executive Director Shelly Kessler are seen here touring the International Terminal at San Francisco International Airport (SFO) in March 2011.

"The actual terms of the [agreement] do not effect Local 38 or its members at all," ruled Cahill. Under terms of the pact, all employers must become signatory to union contracts immediately. All employees must join unions within 30 days.

Critics claim the decision ignores the recent national focus by building trade unions on project agreements as a means of recovering market share. "It shows a complete lack of understanding of how unions work," says Herbert R. Northrup, professor emeritus of management at the Wharton School of the University of Pennsylvania. Mazzola "would be removed from office if he voted against it. He would be driven out."

As Mazzola sees it, he acts only in the best interests of the taxpayers when serving on the five-member airport commission. He was appointed to the post two years ago by former San Francisco Mayor Frank Jordan. Mazzola denies that the pact is union-only. "What the fight is really all about is protecting jobs, getting the job done on time, and giving the owner a pool of workers that is stable."

Under the terms of the agreement, the San Mateo Building & Construction Trades Council agreed not to strike or picket during the airport construction program and instead will submit disputes to arbitration. Workers receive local union wages and benefits.

EQUAL FOOTING

In his ruling, Cahill said the project agreement actually opens an opportunity for nonunion workers to be considered for jobs on an equal footing with San Francisco union members once all members of plumbers' and pipefitters' Local 467 in San Mateo had been employed. Local 467's wages and benefits total \$41.90 per hour, so it is unlikely that any but the few unemployed Local 38 members would seek work at the airport, said Cahill. Local 38's wage-fringe scale is \$56.14.



Decision maker Judge William Cahill allowed Local 38 Business Manager and Airport Commission President Larry Mazzola, Sr. to vote on labor pact.

Before voting, Mazzola had sought an opinion from the city attorney, who stated that no conflict of interest existed under California's Fair Political Practices Act. The Associated Builders and Contractors, American Asian Contractors' Association, an African-American

truck driver and women contractors all are suing to overturn the pact as a violation of state laws requiring that contracts be awarded to lowest responsible bidders. MCA separately sued to rescind the commission's vote.

November Election COPE Endorsements

An election covering several city councils and special district measures is scheduled for Tuesday, November 2. Coming on the heels of the recall election for Governor Gavin Newsom, and just before the regularly scheduled mid-term election of 2022, the election is not expected to see much turnout. But the Local 38 Committee on Political Education (COPE) has issued several endorsements for the upcoming ballot.

In the City of Tiburon your COPE has endorsed Noah Griffin for City Council. A 40-year Tiburon resident, Griffin held positions in San Francisco politics (either staff positions or appointments to city commissions) during the tenures of Mayors Frank Jordan, Dianne Feinstein and Joe Alioto. He is well known to Local 38, and has proved a valuable ally throughout his career.

In Sonoma your COPE has decided to endorse Sandra Lowe for City Council. Lowe's eight years on the Board of Trustees of the School District Board showed her to be a strong supporter of teachers and their efforts to improve our local schools. She's been active in politics as a consultant for the California Democratic Party, and her contacts at the state level will be a great asset to this community. She has a record of fighting poverty, advocating for injured patients, and is a strong union supporter. She is backed by the Northbay Central Labor Council and the Northbay Building and Construction Trades Council.

Finally, your COPE urges all Sonoma residents to vote YES on Measure F, a ten year extension of a \$250 per year parcel tax to fund the Sonoma Valley Health Care District and the continued operation of the Sonoma Valley Hospital.

After Pandemic Break, Thanksgiving Tradition Returns

In the first major gathering since the pandemic lockdown began, Local 38 will hold the Annual Joe Mazzola Memorial Horse Race at Golden Gate Fields this Thanksgiving.

"After consulting with the Golden Gate Fields management we have decided to hold the 32nd Memorial Horse Race this year," Local 38 Business Manager Larry Mazzola, Jr., announced earlier this month. "The health and safety of our members and their families is our number one priority. We think that with the safety requirements implemented by the track, we can renew one of Local 38's special traditions.

"This Memorial Race has always been special, both because of my grandfather's love of the track, and because it gives us a chance to gather as friends and family to celebrate his life.

"Joe Mazzola's vision of Local 38 has been our guiding light for almost 75 years," Mazzola, Jr., continued. "His idea of building a better future for Local 38 has been embodied in all our priorities, whether its Camp Konocti, Scholarships, apprentice training, or the many other things the union does for our members."

A CITY BOY WHO LOVED THE COUNTRY

Joe Mazzola, the Local 38 Business Manager from 1952 until his untimely death in 1989, was raised in New York, but developed a strong affinity with horses and the outdoors early in life. Raised



The Joseph P. Mazzola Memorial Trophy

in an orphanage, Joe was often "farmed out," sent to neighboring farms to work for the day to help earn money for the orphanage. It was during that work that Brother Mazzola developed a deep love for the country, the land, and for horses and in his leisure time, the track.

32ND MEMORIAL RACE

This year marks the 32nd Memorial Horse Race, as last year's event was cancelled because of the pandemic.

The race is a popular event, attracting members of the Mazzola family as

well as old family friends and long-time Local 38 members. Admission for the event is \$47 per adult and \$19 per child age 3-12. Children under three are free. Admission includes parking, a turkey lunch, a program and admission to the track. If you are interested in attending the race, please fill out the accompanying form and return it to the Joe Mazzola Memorial Horse Race, c/o Lisa Andrini, 1621 Market St., San Francisco CA 94103, along with a check payable to Larry Mazzola Jr. for your tickets. Your

tickets will be mailed to you prior to the race date.

"We are really looking forward to renewing this Thanksgiving tradition," said Mazzola, Jr., "not only for our family, but for all the members of Local 38 as well as Joe's friends who can join us.

"As a father and grandfather Joe will always have a special place in our hearts, but this gives us a chance to celebrate his achievements as one of this country's premiere labor leaders as well."

The 32nd Annual Joseph P. Mazzola Memorial Horse Race

Thanksgiving Thursday, Nov. 25 Golden Gate Fields

Ages 0-2 Free
Ages 3-12 \$19.00
Ages 13 + \$47.00

Includes parking, admission, program, full turkey Thanksgiving lunch (including soda, juice, & milk).

Proof of vaccination or a negative COVID test within 72 hours MAY be required for entry.

I am interested in attending the 32nd Annual Joseph P. Mazzola Memorial Horse Race on Thanksgiving Day; November 25, 2021. Enclosed is my check for \$ _____ for _____ adults (\$47 each) and _____ children, 3-12 years old (\$19 each).

Name: _____

Address: _____

City, State, Zip: _____

Make all checks payable to Larry Mazzola, Jr. Admission for the Joseph P. Mazzola Memorial Horse Race is \$47 per adult, and \$19 per child, ages 3-12. Return this form, along with your check to the Joe Mazzola Memorial Horse Race, c/o Lisa Andrini, UA Local 38, 1621 Market St., San Francisco CA 94103.

Local 38 Bolsters Work for San Francisco Plumbing Inspectors

Local 38 has represented plumbing inspectors throughout its long history in the City and County of San Francisco. Currently the Department of Building Inspection (DBI) has 20 plumbing inspectors, all Local 38 members.

For some time, the Port of San Francisco has been using combination inspectors from another union to do their plumbing inspections and failed to recognize the plumbing inspection department at DBI.

Local 38 filed a grievance against the City and County and the Port for not assigning the plumbing inspection work to the Plumbing Inspection Department at the Department of Building Inspection. After months of discussion with the Port and DBI, Local 38 is happy to announce that the grievance has been settled, and it is now agreed that the Port will call the DBI Plumbing Inspectors to inspect all plumbing on Port property.

"I am very pleased that Local 38 had the patience and perseverance to work with the City on this issue," said San Francisco Chief Plumbing Inspector and

Local 38 member Steven Panelli. "I am happy that the union continues to fight for our work and our members."

"I am delighted with this settlement as it puts an end to a long-standing fight that we have had with the City," said Local 38 Business Manager, Larry Mazzola, Jr. "Protecting our work and our members' jobs is my number one priority, and this was an important win. I want to thank Port Director Elaine Forbes for her willingness to work out this settlement and to recognize that Local 38 members should be doing all plumbing inspections."



Local 38 Mailbox

A Special Thank You

A very special thank you for the lovely flowers sent for Jeff William's memorial.

Kindest regards
Frank and Elsie Williams

State Controller Candidate Says Thanks

Thank you for your generous donation to my campaign for State Controller.

I have dedicated my career to building a better future for everyone in our state. I have championed policies and programs that protect public health, foster economic development, promote new affordable housing and create good jobs.

The future of our state requires an investment in the people who power it. When all Californians have the support and opportunities to get ahead, we all do better. That's my priority and I'll fight for it in Sacramento.

Thank you again for your support, and your help in making a better future for all Californians.

Sincerely,
Malia Cohen
Member, State Board
of Equalization

Memorial Donation Appreciated

Dear Local 38,

We would like to thank you for the generous donation made in Tony's name to SVDP. Tony enjoyed working with you all. It is so wonderful that you remembered him.

St. Vincent de Paul serves families and elders in need. You have helped to make it possible. On behalf of our loves, Tony and SVDP, we thank you and wish you blessings to your officers and members.

The Bogni-Rodriguez Family
Local 483

Donation Helps Provide Opportunities

Thank you for your generous donation supporting my re-election for State Superintendent of Public Instruction.

In my life, education has been the great equalizer that allowed me to over-

come humble beginnings. I want the same opportunities for all of California's kids. During a time of unprecedented challenges, we have an opportunity to solve long-standing structural inequality in our education system. With you at my side, I am confident we can meet the challenges before us and seize opportunities for our next generation.

Warm regards,
Tony Thurmond
Superintendent of
Public Instruction

Scholarship Recognizes Potential

Dear Mr. Mazzola,

Thank you so much for selecting me as a 2020-2021 scholarship recipient. It feels great to know that my dad's union sees potential in my abilities as a student and is willing to help support me in my education.

With the help of Local 38, I will be attending Occidental College in the fall. I am planning on pursuing my Bachelor's degree in Gender/Women's Studies.

Thank you again for granting me the opportunity to attain my education pursuits.

Sincerely,
Jordan Deemer

Thumbs Up From the Mid-West

Dear Larry Mazzola, Jr.,

Saw your website while watching the Giants game this afternoon and visited it. Quite impressive. Love the camp for members kids. Keep up the good work brothers.

Tom Clevidence, Local 136
Evansville, IN
Retired

Building a Value-Based Education

Dear Larry,

Thank you for your sponsorship for Archbishop Riordan High School's 2021 Golf Tournament.

Your contribution helps us raise the necessary funds needed to build upon the great things already in place at Archbishop Riordan Catholic high school. Your participation allows us to continue to provide varied extracurricular activities for new generations of Crusaders, in the

Marianist tradition.

We are proud to continue to emphasize the importance of a value-based education, cultivating the personal talents and skills that equip our students to learn throughout their lives.

Thank you very much for your continued support.

Sincerely,
Paul Cronin '93
Director of Alumni & Donor
Relations

Support for Local's 100 year Celebration

Dear Local 38,

On behalf of Local 538 members and officers, I just want to say thank you for your support of our 100-year anniversary party.

Again thank you very much.

Randy Frye
Business Manager Local 538
Johnson City, TN

Building Through Partnership With Local 38

Dear Larry,

Thank you so much for the wonderfully generous gift for Gracenter. We are truly overwhelmed by your generosity and so appreciate your faithful support of Gracenter.

Thank you also for designating this donation as a Sponsorship for our upcoming online Gala with the theme of "Building Through Partnerships" as we celebrate the Anniversary of the construction of Gracenter which was accomplished totally through partnerships with 11 labor unions and 52 businesses including and especially UA Local 38, thanks to your grandfather!

The event will go live from September 8th to September 28th. We hope you visit the site early and often to see the video, honorees, silent auction items and, of course, your ad!

Thank you again and again and know that you have a special place as always in our grateful hearts and prayers.

Sincerely,
Sr. Marguerite Bating, RGS
MSW, CAO DA-A, LAADC-CA
Executive Director
Good Shepherd
GRACENTER

Supporting Scholarships for Higher Education

Dear Larry:

On behalf of SMW Local Union No. 104, we cannot thank you enough for your generous contribution to Robert G. Mammini, SMW Local Union No. 104 Scholarship Trust Fund.

We couldn't have asked for a more successful event. The generosity of our sponsors helped us raise an additional eighteen (18) scholarships for deserving members and their dependents. This amount will be added to the number of scholarships raised by the contributions from Local Union No. 104 members. Your continued commitment to our scholarship fund makes a difference in the lives of those in pursuit of their dreams through higher education.

Sincerely yours,
Robert G. Mammini
Scholarship Trust Fund
and Selection Committee

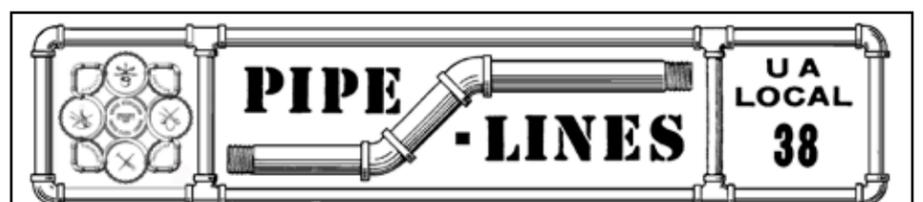
SF Supervisor Appreciates Support

Dear Larry:

Thank you and your members for Local 38's generous contribution to my 2022 re-election campaign to the San Francisco Board of Supervisors. I'm deeply appreciative of your support.

The recovery ahead is an important opportunity to reassess and reimagine things we had taken for granted. Working together, we will do the hard work of building back better and bolder than before.

Thank you again.
In Gratitude,
Gordon Mar



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: Bill Olinger, Jr. Assistant Editor: Rob Weinstein.



Website: www.ualocal38.org



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.

Memo...

Continued From Page 1

at Local 38. I am proud of all the hard work our team accomplishes at both our Training Centers to ensure our students turn out the best trained plumbers, pipefitters and HVACR technicians in the business.

NOVEMBER ELECTION

After many recent high profile election cycles, this November election presents just a handful of items that deserve our attention. Be sure to read your Local 38 Committee on Political Education (COPE) recommendations on page 2.

I would also like to congratulate San Francisco District 6 Supervisor Matt Haney on his recently announced candidacy for California State Assembly District 17. It is no surprise that Local 38 and the San Francisco Building and Construction Trades Council has endorsed him as a collaborative and dedicated leader who has stood by organized labor every time our unions have asked him. He will run in a special election early next year.

SCHOLARSHIP

I would like to take this opportunity to personally congratulate the sons and daughters of Local 38 members who have been awarded scholarship grants for the 2021-2022 academic year.

Over the years the cost of college education has continued to rise, so we know these scholarships are a huge deal to Local 38 families. This benefit is another example of what can be accomplished through organized labor and is made possible because of your parent's union.

THANKSGIVING HORSE RACE

It is still hard for me to believe that we have not been able to have any in-person events in almost 2 years due to the pandemic. All of us at the Union Hall miss seeing our members and their families at all our usual gatherings.

I am pleased to announce that after extensive discussions with the staff at Golden Gate Fields, we will hold our traditional Joseph P. Mazzola Memorial Thanksgiving Horse Race. As vaccination rates continue to go up, COVID transmission rates fall, and pandemic restrictions loosen in the Bay Area, my hope is that this will be the start of us being able to get back to all our regular yearly gatherings. Be sure to send in the registration card on page 4 and I hope to see you all at the track on turkey day.

SF PLUMBING INSPECTORS

In another win for Local 38, a grievance filed with the City & County of San Francisco and the Port of San Francisco has been settled. The issue revolved around the Port's use of plumbing inspectors from another union rather than utilizing the inspectors readily at their disposal at the Department of Building Inspectors. Thank you to Port Director Elaine Forbes for working with us to settle this dispute and help protect our member's work.

TINA CRUZ RETIRING

Lastly, I would like to congratulate Trust Fund Executive Administrative Assistant Tina Cruz on her upcoming retirement. Tina has been serving our membership for over 30 years, helping them navigate their union benefits as active members all the way through their retirements. Tina really cares about the Local 38 members and I appreciate the job she has done for them. She will be missed by all the members, officers and staff of Local 38 and we wish her the best in her many retirement years ahead.

Long Time Trust Fund Staff Member Tina Cruz Retiring

After 32 years working as an executive administrative assistant in the Local 38 Trust Fund Office, Tina Cruz is retiring. Her last day at Local 38 will be November 19.

"For the past 32 years, Local 38 has been my second home," says Cruz. "As much as I'm sad to say goodbye, I'm excited to spend more time with my family and friends. I would like to sincerely thank Larry Mazzola, Sr. and Larry Mazzola, Jr. for allowing me to serve our membership, alongside past and present administrators, officers and staff."

"Tina has been an invaluable member of our Trust Fund staff for over three de-

acades at Local 38," said Local 38 Business Manager Larry Mazzola, Jr. "Not only will we miss her presence here at the office, but our members will surely miss interacting with her."

When asked what she is going to miss the most about her job, without hesitation Tina says it will be the members she has had the pleasure to talk with every day, who provided that special spark for her in her work. She counts many of our members as close friends who she will remember forever.

"Lastly, a special shout out to all Local 38 members," Cruz added. "I will undoubtedly miss you all."



Tina Cruz



Pictured left to right are: Picket Captain Mark Cianci, Local 38 Business Agents John Corso, RJ Ferrari and John Chiarenza, Local 38 Curriculum Coordinator Liam Devlin, Richard Bredeck, Mike Magarrell, Tom Vernale, Mark Mendoza, Derrick Leiato, Daniel Jaymot, Kevin Ryan, Local 38 Business Manager Larry Mazzola, Jr., Vince Patane, Matt Kresch, Sean O'Neill.

Picket...

Continued From Page 1

By the end of the week, abusive and homophobic behavior by a Centric employee got the attention of community leaders and elected officials, and the San Francisco Building & Construction Trades Council (SFBCTC) with the San Francisco Labor Council called for a protest on October 7 to bring attention to Centric and the other non-union contractors on-site violating labor and community standards in our City by not paying prevailing wages.

Our picket was a success as the hotel owner has slowly replaced non-union contractors on the job with union labor.

Water Reuse...

Continued From Page 1

for non-potable uses in buildings and irrigation.

"The Plumbers and Pipefitters have a long history of supporting safe and efficient plumbing standards and applaud San Francisco's leadership in preparing for the severe water shortages that are coming to this state," Local 38 Business Manager Larry Mazzola, Jr. said. "The reuse of water from on-site treated gray-water systems for toilets and other non-potable uses are a proven way to reduce demand for potable water as California faces the threat of persistent water shortages. This ordinance is a step in the right direction and will have a significant positive impact on jobs for our skilled and trained workforce to provide sustainable work opportunities moving forward."

The City's current mandates to re-use graywater and wastewater in order to reduce water demand are no longer sufficient. The SFPUC has estimated that the proposed changes in this ordinance could double the amount of water savings in residential and mixed-use buildings to 30% of total indoor potable water demand and offset up to 75% of total

"We came together in droves to support two movements," Local 38 Business Manager Larry Mazzola, Jr. stated to the crowd at the protest. "To kick these contractors out of here and make this an all union jobsite. Local 38 members picket-



Pictured above left (left to right): San Francisco District 6 Supervisor Matt Haney, SFBCTC Secretary-Treasurer Rudy Gonzalez, Mazzola, Jr., SFBCTC Vice President for Subcrafts John Doherty. Pictured above right Brother Mazzola, Jr. addresses the crowd.

ing here have been out of work for over a year and they are the ones who should be working on this building. Let this be a reminder to all non-union contractors who cheat workers that San Francisco is a f**king union town!"



indoor potable water demand in commercial buildings, up from the 15% conserved under current requirements.

Local 38's point person on this ordinance was Training Specialist Dave Fahy, who spent the last 6 months helping to bring it to the finish line. "The California State Pipe Trades Council and UA Local 38 would like to thank Supervisor Mandelman and his legislative aid Jacob Bintliff for their leadership in moving this ordinance forward, along with the co-sponsors, Supervisors Mar, Malgar, Ronen and Haney," Brother Fahy said. "We would also like to thank SFPUC commissioners Tim Paulson and Newsha Ajami along with the leadership and staff at the SFPUC and the San Francisco Department of Environment. In particular, Michael Carlin, Paula Kehoe, John Scarpulla, Barry Hooper and Cyndy Comerford have been invaluable in identifying a pathway to expand the City's water re-use requirements in a reasonable and feasible way."

"Months of advocacy led by the San Francisco Climate Emergency Coalition brought us to this historic victory," San Francisco Climate Emergency Coalition member Daniel Tahara explained. "Most

importantly, in the spirit of solidarity, labor -- namely the plumbing trades -- and environmentalists in San Francisco joined forces to lay the groundwork for a Just Transition. A habitable climate does not have to result in working people losing their jobs amidst a historic economic depression. The all-electric requirements and corresponding steps to expand the use of recycled and gray water systems is a blueprint for the rest of the state and country. Labor and environmentalists can support one another in securing good jobs for workers and building safer, healthier cities without fossil fuel infrastructure at the same time."

"In addition, we would like to thank the Sierra Club, Natural Resources Defense Council (NRDC) and Blue Green Alliance for their long-standing work on water conservation issues and their recognition of the natural relationship between building decarbonization efforts and building water efficiency efforts," continued Brother Fahy. "We would also like to thank them for their commitment to recognizing the need to identify a just transition path where greenhouse gas reduction policies inequitably impact certain classes of workers."