



# Voices of Labor

The Napa-Solano Central Labor Council Newsletter  
Issue XXII - June 13, 2023

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## Upcoming events:

**June 23rd-25th - Bay Area Organizing Institute -**

Alameda Labor Council, 7750 Pardee Ln, Oakland, CA

- Friday, June 23rd, 9am to 6:30pm
- Saturday, June 24th, 9am to 6:30pm
- Sunday, June 25th, 9am to 1:00pm.



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# 'Sup, Sibs?

What's up Siblings?

Well, the Summer is upon us and our Siblings will be spending some much needed time with their families as schools begin wrapping up for the year. We are relocating our office from the Building Trades, who have been a great host and partner, to the IBEW #180 Training Facility located at 720 Technology Way in Napa. We said goodbye to our amazing Intern Angelo Velasco, who was instrumental in helping to develop this Newsletter and is furthering his studies in nursing. Our CLC is very proud of the fact that a good number of young people who join our team and get an inside look at issues facing working families, go on to have careers in the Labor movement. We wish Angelo best wishes and look forward to working with him in the future. And we are proud to welcome our new intern, Patrick Fabi, who will pick up where Angelo left off and help us improve our ability to communicate with our members and community allies.

We had a great turnout of Sibs that attended the joint Legislative Conference, where we received updates on the great work the lobbyists at the Labor Fed and Building Trades are doing on our members' behalf. Glen and Danny then led a contingency of our members to lobby our elected officials on these very important pieces of legislation impacting our Siblings.

Our Allies Spotlight is on Pablo Zatarain with Napa Fair Housing. When our Napa Working Families Coalition was looking for community allies whose constituents were facing the same struggles as our members, Pablo stepped up and joined in, helping to attract other nonprofits, as well as identifying resources to assist us in moving forward with the policy. But it was during COVID that they showed their value. While we were working with Local and State elected officials to ensure that renters had protections during the pandemic, Pablo was critical in identifying stakeholders, like key City, County and property management representatives to come up with solutions while drafting fair policy recommendations. We were having similar discussions in Solano County and he lent his subject matter expertise and relationships across counties to assist in enacting similar results there.

The 2024 election season is here and there are a number of State and County Primaries in March and because of redistricting there is a lot of movement around the region with candidates already vying for support. As usual, we will be conducting our process of Candidate Education through our Labor 101 as well as our interviews. This political action is critical to ensure our members have elected officials that understand our issues and have stood by us on critical issues. And to ensure that these warriors will have a band of Siblings behind them, we are focusing on our Organize California Campaign to bring new segments of labor and a new generation of members to union family! Check out how you can be part of our Organizing Institutes and help grow the cause.

Be safe!



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 One Vision One Voice  
 Working People Standing Together

# Member Spotlight - Patrick Fabi, Intern, Napa-Solano Central Labor Council

I am a rising freshman at the University of California, Santa Barbara. Majoring in English, I wish to pursue a career in law as an advocate for healthcare administration and policy. For the past 6 years, I have been a volunteer and intern with the Asian Pacific Islander Public Affairs. Through this program, I promoted the 2020 census, distributed 100,000 facemasks to my community, and organized political and community events.

During the summer of 2022, I interned with Congressman Mike Thompson's Vallejo office and had the honor of speaking on the Congressman's Bipartisan Safer Communities Act during a press

I provided government asset assistance via the Department of Justice, San Francisco District Attorney, Veterans Affairs, and Contra Costa County Sheriff to Solano, Napa, and Contra Costa constituents. I worked with constituents to resolve inquiries, solve casework, and administered certificate programs for local businesses, Contra Costa Community College, participants of the Summer Youth Leadership Institute, and Contra Costa County Police, Fire department, and Medics.

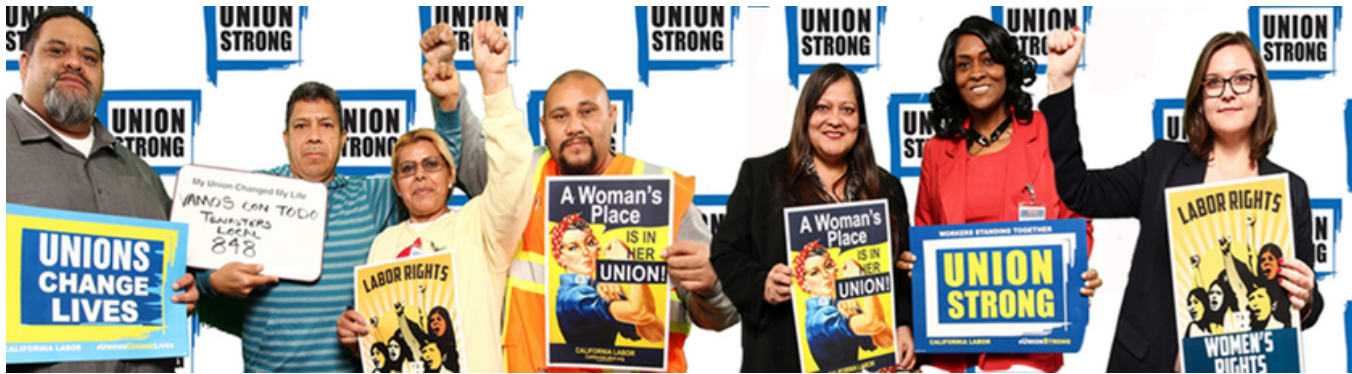
I am a 4 times Presidential Service Gold Medal Award recipient and recipient of the 2022 Samsung American Legion Scholarship.

At the NSCLC I have worked on creating the newsletter, collecting and generating databases for the Napa/Solano County Commissions, and have engaged in summit planning meetings and delegates meetings. The experience and perspectives that I will gain during my time at the NSCLC are crucial for someone who plans on becoming an advocate for healthcare administration and policy.



*Patrick Fabi, NSCLC*

# California Legislative Updates - State of Labor



The Napa-Solano Central Labor Council recently participated in the California Labor Federation's Joint Legislative Conference, where representatives of labor across California convened to advocate for important bills in the State Legislature. In this Conference, the labor movement discussed legislation impacting working people across the State, from banning captive audience meetings to protecting workers from business relocations and automation. Most significantly, a new State Constitutional Amendment (SCA 7) was introduced that will go on the ballot next year to establish workers' rights to organize as a protected right in the California State Constitution. Following these briefings, representatives of local unions from this area and neighboring counties met with our State-level electeds to advocate for these important, pro-worker bills.



California **LABOR** Federation



California LABOR Federation

## 2023 Legislative Agenda

Workers are fed up and won't put up with bad bosses anymore. There has been a surge in unionization efforts and strikes as workers build power to demand respect, safer conditions, higher wages, and the right to join a union. Starbucks and Amazon have captured headlines, but workers in businesses large and small—from museums to newsrooms, restaurants, non-profits, and the halls of Congress—are unionizing, collectively bargaining, and striking to improve their workplaces and their lives. In response, some of the wealthiest and most powerful bosses in the world are determined to silence them.

The popularity of unions is at an all-time high as workers realize they are essential to keep our economy running. Now is the time to harness the growing power of the labor movement to demand better for all workers.

The Labor Federation's 2023 Legislative Agenda seizes this opportunity and is focused on creating good jobs, building worker power, and holding corporations accountable.

**SB 399 (Wahab) – Ban Captive Audience Meetings:** Captive audience meetings are one tactic employers use to require workers to listen to anti-union messages or to push their political or religious views. This bill will prohibit employers from requiring workers to listen to their religious or political messages. *Co-Sponsor with Teamsters.*

**SB 627 (Smallwood-Cuevas) – Displaced Worker Transfer Rights:** Large corporate chains, like Starbucks, Chipotle, and others, can close store locations to prevent workers from exercising their rights. Workers are left without jobs through no fault of their own. This bill will require employers to give workers advance notice and the right to transfer to another location when their employer closes the location where they work.

**AB 800 (Ortega) – Workplace Readiness in the Schools Week:** Many young people have to get jobs to help their families make ends meet and these young workers are often victims of wage theft and other violations. Schools should ensure students know their rights before they enter the workforce or work jobs while in school. In many families, students assist their parents with workplace issues. This bill will designate a Workplace Readiness Week so that students can learn the basics of earning a living and getting paid fairly for the work they do.

**AB 1 (McKinnor) – Legislative Staff Collective Bargaining:** The Legislature is the only branch of government that does not allow their employees the benefits and protections that come with the right to collectively bargain. Legislative employees are exempt from collective bargaining and civil service rules, can be hired and fired at will, and lack many of the workplace protections laws that cover employees in private and public employment. This law will extend legislative staff the right to organize.

**SB 616 (Gonzalez) – Paid Sick Days:** The pandemic laid bare the desperate need for paid sick days. However, public health emergencies are not the only reason workers need to take time off to care for themselves or family members. Between COVID, wildfire smoke issues, mental health, and everyday colds and flu, workers need paid time off to rest and recover. This bill will increase the number of paid sick days for all workers from three to seven. *Co-Sponsor with UFCW, SEIU, and Teamsters.*

**AB 594 (Maienschein) – Strengthen Enforcement Tools:** California has passed some of the strongest worker protections in the country, but these laws are only meaningful if we enforce them. This bill will focus on new enforcement tools to benefit workers seeking to improve their conditions, unions rooting out unfair competition, and state and local enforcement entities doing targeted enforcement and criminal prosecution of labor law violations.

**AB 316 (Aguiar-Curry) – Require Human Operators on Driverless Trucks:** Driverless cars have caused numerous accidents, injuries, traffic jams, and dangers in the cities where they are being tested. Now California wants to allow driverless heavy-duty trucks and buses to operate on public roads. Over a half million workers drive for a living in California and driverless trucks threaten their jobs—often good union jobs with benefits. The experience and instincts of human drivers cannot be replicated by an algorithm. This bill will require a human safety operator on all driverless heavy-duty vehicles operating on public roads. *Co-Sponsor with Teamsters.*

**AB 96 (Kalra) – Technology & Workers’ Rights in Public Transit:** Public transit agencies spend millions of taxpayer dollars to buy new vehicles, including electric and automated buses that could drastically change the jobs of workers. This bill will ensure that when public transit agencies purchase vehicles or other supplies that change the nature of work, workers and their unions have a say in the way that technology is used on the job. *Co-Sponsor with Public Transit Unions.*

**SB 88 (Skinner) – Safety Standards and AB 5 Enforcement in School Transportation:** School transportation should be subject to the highest safety standards. But when schools contract out, those rules often do not apply. This bill will require that workers that provide school transportation are not in violation of labor laws regarding misclassification and have required safety training. Our children deserve the strongest protections of the law. *Co-Sponsor with CSEA and SEIU.*

**AB 504 (Reyes) – Right to Honor a Public Sector Strike:** The state of California has recognized the right of public sector workers to organize, collectively bargain, and strike. The right of a public employee to demonstrate solidarity with other employees by honoring a picket line is also a fundamental right. However, some public employers have insisted on contract language that prevents workers from honoring a picket line. This bill will codify the right to honor a picket line and protect workers from discipline for standing in solidarity with their fellow union members. *Co-Sponsor with Teamsters and UAW.*

**SB 476 (Limón) – Worker Freedom from Funding Corporate Lobbying:** California law requires food service workers to have a valid food handler card. The cost of the certification ranges up to \$15 and workers must renew their card every three years. For the last decade, the National Restaurant Association (NRA) has used the fees workers pay for the food handler training to fund lobbying campaigns against legislation like wage increases and paid sick days. This bill will end this deceptive scheme and require employers, not workers, to pay for the training and training time. *Co-Sponsor with SEIU.*

**AB 1356 (Haney) – Layoff Protections for Contract Workers:** California expanded the federal Worker Adjustment and Retraining Notification (WARN) Act to cover more workers during mass layoffs over two decades ago. Since then, the economy has drastically changed with an increase in contingent, part-time, and insecure work. This bill will update the state WARN Act to meet the needs of workers in current economic realities. It increases the amount of notice before layoffs, expands protections to include contract workers, and protects workers from signing away their severance pay. *Co-Sponsor with Tech Equity.*

**AB 1484 (Zbur) – Temporary Worker Rights:** Cities and counties are increasing hiring temporary workers instead of filling vacancies for permanent positions. This creates a two-tier system with a class of workers that do not receive the same benefits, wage scales, job security, or union protections. This bill helps address the inequities of a two-class system of employment by giving temporary employees of cities and counties the ability to be included in existing bargaining units of workers who perform similar work. *Co-Sponsor with SEIU.*

**SB 723 (Durazo) – Make Hospitality Worker Recall Rights Permanent:** The Legislature passed, and the Governor signed into law, SB 93 that gave recall rights to hospitality, airport service providers, building service, and event center workers to ensure workers could get their jobs back as businesses reopened after the pandemic shutdowns. The law sunsets in 2024, and this bill will make the law permanent and not tied to COVID-19, but applicable to any temporary shutdown of a hotel, airport, or event center.

**AB 938 (Muratsuchi) – Recruit and Retain Education Workers:** Education workers—from teachers to para-educators, custodians, and bus drivers—make sure that California’s students get a high-quality education in safe, clean schools. Wages for education workers have not kept pace with inflation, making it harder for schools to recruit and retain experienced, qualified staff. This bill will establish a new base grant to schools with the goal of increasing classified and certificated employee salaries by 2030-31. (Pending Executive Council approval.) *Co-Sponsor with the California Federation of Teachers.*

**AB 1627 (Haney) – IHSS Employer-Employee Relations Act:** The In-Home Supportive Services (IHSS) program provides in-home assistance to low-income seniors and individuals living with disabilities. The fragmented nature of the county administered IHSS program prevents standardization and contributes to regional inequities in wages, funding, and availability of providers. In addition, there is not a single county that pays a living wage to workers that provide an essential service to the state’s most vulnerable. This bill would streamline the bargaining process by giving IHSS providers the ability to negotiate their

contracts and wages through a single statewide bargaining unit. (Pending Executive Council approval.) *Co-Sponsor with United Domestic Workers*

**ACA 6 (Haney) – Constitutional Amendment to Codify Labor Law for UC Workers:** California Labor Code provides essential worker protections such as minimum wage, meal and rest breaks, overtime, and many others. However, workers at the University of California (UC)—a public university—are not explicitly covered by most of these laws. This constitutional amendment will ensure that all UC workers have the same rights as all other private sector workers. *Co-Sponsor with AFSCME 3299.*

**Constitutional Amendment – Right to Organize and Collectively Bargain:** Every worker deserves the right to join a union and collectively bargain with their employer for better wages and working conditions. This right is under attack in states and at the federal level as employers try to chip away at our rights. This constitutional amendment will enshrine that federal right in the State Constitution. *Co-Sponsor with CA State Building & Construction Trades.*

**Protect Public Sector Jobs and Services:** The public sector has the highest union density of any industry providing good union jobs and a path to the middle class. Over the last decades, the public sector has been under attack nationally from cases like *Janus* to the concerted activity of Govern for California and the Freedom Foundation. Other less visible actions like budget cuts, temporary workers, and the failure to hire cause the public sector to hemorrhage good jobs. The Labor Federation is working with the public sector to make sure our public dollars go to preserve good union public sector jobs.

**Organizing Rights for Tribal Casino Workers in California:** The right to organize a union for tribal casino workers in California under the tribal-state Compact remains under threat. The Federation supports legislative and executive action to protect this long-established right. *Support with UNITE HERE.*



# Allies of Labor - Pablo Zatarain, Fair Housing Napa Valley

Greater Napa Valley Fair Housing Center, dba Fair Housing Napa Valley (FHNV) is a 501(c) (3) non-profit corporation dedicated to promoting and developing fairness and equality of housing opportunity for all people. The agency's services include information, referral, investigation, mediation, and housing counseling to both landlords and tenants throughout Napa County and the City of Vallejo.

As a civil rights organization, FHNV has a unique role in serving residents in both Napa and Solano County. The agency has three primary programs: fair housing investigation and counseling (where housing discrimination is alleged); landlord/ tenant counseling (general housing concerns and disputes); and disaster-related assistance for residents impacted by natural disasters/ emergencies (i.e. recent wildfires and Covid-19 pandemic). Through these three programs, FHNV also serves residents and housing providers in subsidized housing and mobile home related matters.

Although the agency serves all residents, FHNV is dedicated to serving low-income renters, many of whom form the backbone of our region's workforce. This includes various underserved communities, including persons with disabilities, households with children, members of other state and federal protected classes, and immigrant and limited English proficient populations, particularly the Latinx community. These communities are at increased risk of housing insecurity from various pressures, including possible language/ cultural barriers, lack of access to affordable housing, housing discrimination, falling behind on rent and no-fault evictions.

FHNV's programs are designed to serve these diverse communities, and low-income tenants currently account for 85% of all tenants assisted by our agency. Additionally:

- 55% of all clients are Latinx;
- 41% of cases involved a client with a physical and /or mental disability;
- 38% of all cases were opened by a senior;
- 39% of all cases involved three or more household members, indicating the presence of children

Through its services, FHNV also prioritizes educating all parties involved regarding their rights and responsibilities in any particular case. Increasing awareness of both fair housing and tenant rights helps address barriers to equal housing opportunities, and FHNV provides regular workshops and trainings (in Spanish and English) for both residents and housing providers.

To meet the needs of the diverse communities we serve, it is vital that FHNV staff and programs are culturally competent and accessible. FHNV offers its services/ programs in person, by phone, and virtually, in both Spanish and English. All agency publications and materials, including FHNV's website, are also available in both languages, with some materials also available in Tagalog.

FHNV is proud to partner with the Napa-Solano Central Labor Coalition to meet the housing related needs of our region's residents and workforce.

# Bay Area Organizing Institute – June 23rd-25th

As interest in unions and union organizing surges across the nation, the California Labor Federation (AFL-CIO) is accelerating its own efforts to support local affiliates in organizing. Following the announcement and launch of the Unionize California campaign, the CA Labor Federation is now partnering with local Central Labor Councils to hold a series of Organizing Institutes. These Institutes will convene staff and leaders from various local unions to train on the best strategies and practices of organizing. Subsequently, participating affiliates will participate in a blitz to assist several affiliates in on-going organizing campaigns (both internal and external).

The CA Labor Federation, in coordination with the Napa-Solano CLC and many of the Bay Area labor councils, will be launching the next Organizing Institute in this region on June 23rd-25th, to convene in Oakland at the offices of the Alameda Labor Council. This event will be followed by an organizing blitz over the following week of June 26th. At this time the event is near capacity and potentially accepting affiliates that can attend the Conference and also participate in the subsequent blitzes.

A new era of renewed interest in unions and organizing is here, and this Labor Council will be on the frontlines alongside the broader labor movement to support and accelerate the growth of the movement.

## CA ORGANIZING INSTITUTE

## ORGANIZING TRAINING & DRIVE

An opportunity for union activists and staff to learn valuable tools to strengthen your union and the labor movement!



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# ORGANIZING TRAINING & DRIVE

An opportunity for union activists and staff to learn valuable tools to strengthen your union and the labor movement!



### TRAINING INCLUDES CLASSROOMS SESSIONS AND INTERACTIVE ROLE PLAYS ON:

- One-on-One Communication Skills
- Moving Co-workers to Action
- Leadership Development and Organizing Campaign Tactics

### Organizing Training June 23-25:

The 3-Day Organizing Training will take place 6/23-6/25 at the Alameda Labor Council, 7750 Pardee Ln, Oakland, CA. The schedule will be:

- Friday, June 23rd, 9am to 6:30pm;
- Saturday, June 24th, 9am to 6:30pm and
- Sunday, June 25th, 9am to 1:00pm.

### Organizing Drive:

Gain on-the-ground experience in organizing and put your skills from the Organizing Training to the test while helping to strengthen the Bay Area's unions. The Organizing Drive is tentatively scheduled for June 26-30.

*Sponsored by the California Labor Federation.  
Co-sponsored by the Alameda, Contra Costa, Napa Solano,  
North Bay, San Francisco, San Mateo and South Bay Labor  
Councils.*

### Register:

If you are interested in attending the training, please register at: [www.bit.ly/OrganizeTheBayArea](http://www.bit.ly/OrganizeTheBayArea).

Priority for the training will be given to participants who can take part in the Membership Organizing Drive,

**Deadline to register is May 19, 2023.**



# UNIONIZE CALIFORNIA.



California  
LABOR  
Federation

# World of Labor - AFL-CIO - The National Labor Movement

The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) is the national-level federation representing about 60 unions and collectively about 12.5 million working people. The large majority of unions in the United States are represented in the AFL-CIO, with accommodations to represent or collaborate with many of the other remaining unions at the state and local levels.



Source - AFL-CIO

The AFL-CIO was formed by the merger of two national-level labor federations, the American Federation of Labor and the Congress of Industrial Organizations in 1955, when unionization rates of the American workforce were near their historical height. The AFL and the CIO had been characterized by differing labor strategies, ranging from trade or profession-specific organizing to advocacy based by industry or economic sector, but had been converging on many issues with the help of the leadership of national labor leaders such as Walter Reuther and George Meany.

The product of two distinct and powerful labor organizations, the AFL-CIO has led the way in advocating for workers' issues at the national-level, from supporting the fundamental rights of workers to organize to public policies to create more quality jobs and protect workers from discrimination. Through the representation and advocacy of unions representing workers from all walks of life, the AFL-CIO advocates to support labor across sectors and work in solidarity with all member unions.

Within California, the State-level AFL-CIO is known as the California Labor Federation, and includes the representation of some unions that are not members of the national AFL-CIO, allowing for a particularly far-reaching advocacy for workers in this State. The Napa-Solano Central Labor Council, like all labor-councils, serves as the local or regional level of the broader labor movement and in service to its affiliates from all sectors.

# AFL-CIO

AMERICA'S UNIONS



## Napa-Solano Central Labor Council

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