



Hot Topics
in Menlo Park

Labor and Unions in San Mateo County

JeffSchmidt
for D3 City Council



Community

Climate

Youth

New leadership for
our changing city

Learn more at <https://www.jeffmenlopark.com/>

Hot Topics in Menlo Park

Hot Topics in Menlo Park is a series of short, informational presentations that summarize key issues in our community. The goal is to help you gain an increased awareness and understanding of the topics that affect you and your family.

This year, I've been diving deep into everything happening in our city. And I've been knocking on doors and listening to what's on the minds of our neighbors in District 3.

I realized that a tool like this helps fill a gap. Each topic pulls from publicly available documents, some of them with hundreds of pages. But each presentation is short and designed to fit busy schedules.

My hope is that **Hot Topics** gives you a working knowledge of what's happening across the city and helps you stay informed and engaged.



Attractive careers in the trades

- There's a perception that to be successful in America, our kids must pursue a college degree
- This has led to a de-emphasis on vocational trade education
- And a lack of respect for blue-collar jobs

But...

- The trades are in demand
- They offer high wages and attractive benefits
- They offer pension plans and opportunities for advancement
- And, nearly half of young adults (47%) are interested in pursuing a career in the trades

A 2023 [survey](#) by Thumbtack reveals that...

59%

of skilled tradespeople felt influenced to attend a four-year college, due to family or societal pressure

89%

believe that kids are wrongfully taught that receiving a bachelor's or master's degree is the only path to success

87%

of skilled trade workers report high job satisfaction and said they would choose the same career again

94%

of respondents indicated that they would encourage their children or family members to enter the skilled trades

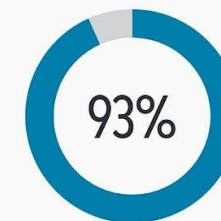
Why skilled trade professionals are optimistic about the future



Jobs won't be replaced by AI



Potential for increased future earnings



Career growth opportunities



Learning new skills in their trade

Thumbtack

The trades are protected by unions

- Unions are working people standing together
- They help people bargain with their bosses for better pay, safer working conditions, and decent benefits
- People join unions to have a voice where they work and a seat at the table to negotiate good wages and decent benefits for their families
- Unions help remedy discrimination because union contracts ensure that all workers are treated fairly and equally
- When there's a problem on the job, workers and management can work together as equals to solve it

HIGHER WAGES

\$191 per week than their nonunion counterparts.

BETTER BENEFITS

More likely to have employer-provided pensions and health insurance.

SAFER WORKPLACE

Safe working conditions that prevent death, illness and injury.

VOICE ON THE JOB

Better workplaces and working conditions without the fear of retaliation.

Unions are formed when people come together

- When workers decide they want to come together, they work with a union to form their own local chapter
- As a majority of workers show they want a union, sometimes employers honor the workers' choice. Often workers must ask the government to hold an election
- If workers win their union, they negotiate a contract with the employer
- Contracts spell out each party's rights and responsibilities in the workplace
- A wide range of people in San Mateo County (and across the country) are joining unions
- Professions listed are part of the **San Mateo County Central Labor Council**

Airline Pilots

Asbestos Workers

Bakery Workers

Boilermakers

Brick and Tile Layers

Carpet & Linoleum

Communication Workers

Electrical Workers

Elevator Constructors

Engineers & Scientists

Fire Fighters

Flight Attendants

Food & Commercial Workers

Glaziers

Healthcare Workers

Ironworkers

Laborers

Letter Carriers

Longshore & Warehouse Workers

Machinists

Maritime & Port Workers

Media Workers

Musicians

Nurses

Office & Professional Employees

Operating Engineers

Painters & Drywall Finishers

Plasterers & Cement Masons

Plumbers & Steamfitters

Professional & Technical Engineers

Roofers

Service Employees

Sheet Metal Workers

Sign & Display Workers

Sprinkler Fitters

Stationary Engineers

Teachers & School Staff

Teamsters

Theatrical

Transportation Workers

People in unions advocate for...

CONSISTENT
SCHEDULES AND NO
MANDATORY OVERTIME



FLEXIBLE SCHEDULES,
LIKE A FOUR-DAY
WORKWEEK OR
WORKING FROM HOME



FAMILY-FRIENDLY WORK
ENVIRONMENTS AND
TIME OFF TO CARE FOR
FAMILY OR ATTEND
SCHOOL EVENTS



PAID VACATION YOU
CAN ACTUALLY TAKE
WITHOUT FEELING
GUILTY OR
OVERWHELMED WHEN
YOU RETURN



STUDENT LOAN
REPAYMENT AND
SCHOLARSHIPS



JOB TRAINING
PROGRAMS FOR CAREER
MOBILITY



REIMBURSEMENTS FOR
FITNESS CLUB
MEMBERSHIPS, YOGA,
AND OTHER WELLNESS
BENEFITS



WAGES AND BENEFITS
THAT KEEP UP WITH THE
COST OF LIVING



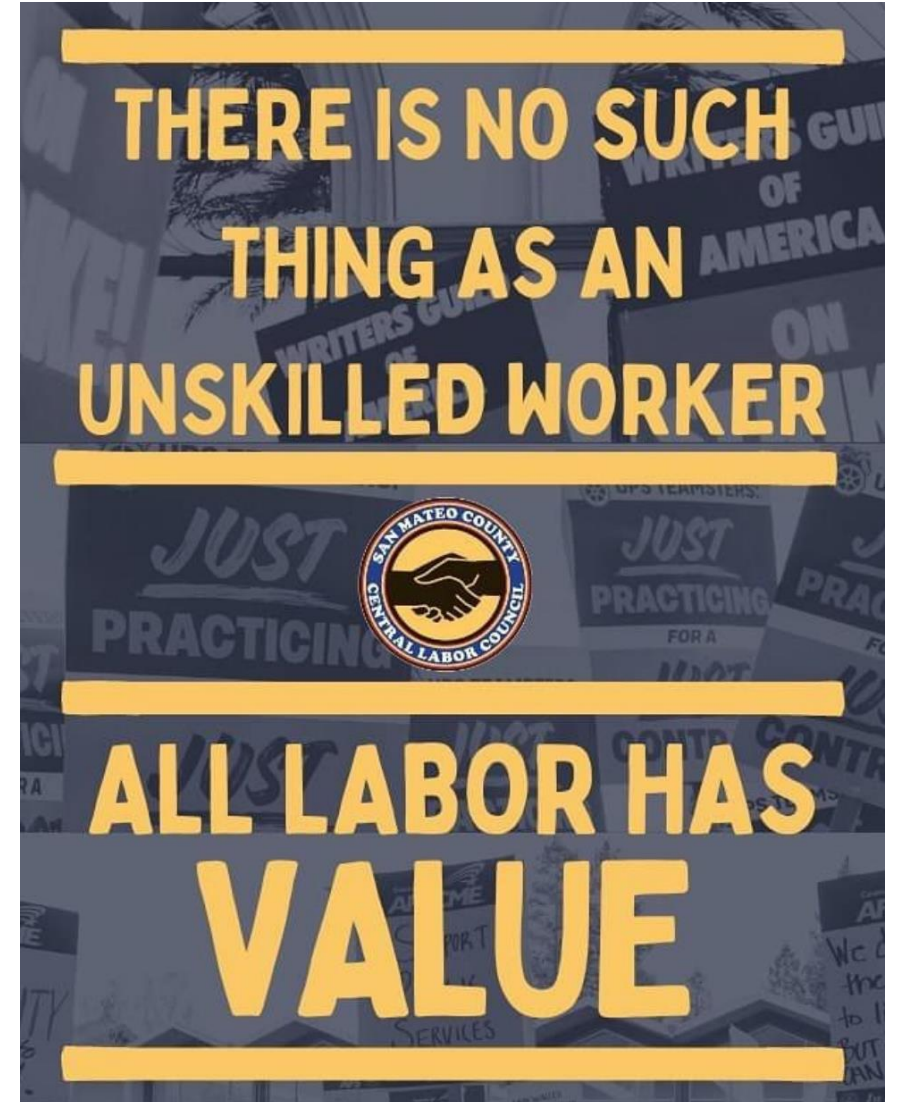
The San Mateo County Central Labor Council

- Central Labor Councils represent multiple unions and thousands of workers
- Councils amplify union voices and strengthen their efforts by:
 - Supporting affiliate organizing and contract campaigns
 - Building strong locals through mobilization and education
 - Developing strong ties with organizations throughout our communities
 - Assisting unions and their members in times of hardship and need
 - Assisting in expanding pathways into family sustaining careers
 - Having a strong political voice and using it



The San Mateo County Central Labor Council contains 100 local unions and represents over 85,000 members and their families across the county

A 17-member executive board meets twice a month, and a delegate body meets once a month



Project Labor Agreements (PLAs)

- The San Mateo County Building & Construction Trades Council, a department of the Labor Council, works hard to get Collective Bargaining Agreements (CBA) in place for their members
- Project Labor Agreements are a type of CBA unique to the construction industry
- PLAs establish the terms and conditions of employment for a specific construction project
- PLAs benefit construction projects by:
 - Providing skilled workers and growing a diverse workforce that supports working families
 - Streamlining the administration of large projects
 - Reducing overall project costs and improving labor productivity
 - Eliminating delays associated with labor unrest
 - Improving worker safety and health



Member and community support

- The Council and its unions assist members, families, and communities in times of need
- The San Mateo County Central Labor Council has an ongoing partnership with the United Way Bay Area for active community support
- The Labor Council's hardship fund is a financial assistance program for members and their families facing unexpected financial emergencies such as medical bills, loss of income, and other financial hardships
- The council also provides rapid response support – a set of resources and services for workers transitioning before or after a layoff. It includes information on unemployment insurance, health benefits, and job resources

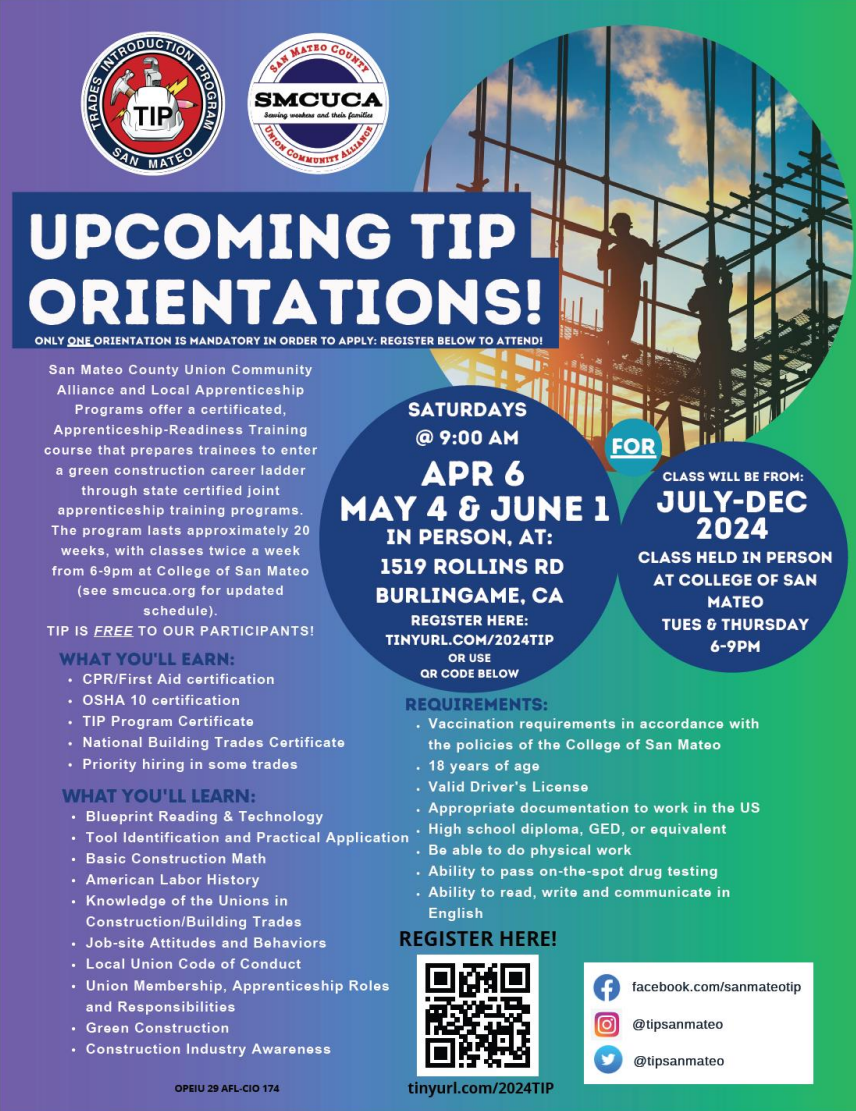


Workforce development and opportunities for local youth

- The Council supports the Trades Introduction Program, a certificated apprenticeship-readiness training course
- TIP prepares trainees to enter a green construction career ladder through state certified joint apprenticeship training programs
- The program lasts approximately 20 weeks and is free to participants

TIP includes:

- American Labor history
- Basic construction math
- Blueprint reading and technology
- Certifications in CPR/First Aid, OSHA 10 card
- Construction industry awareness
- Green construction
- Job-site attitudes and behaviors
- Presentations from local trades unions
- Roles of building trades professionals
- Tool identification and practical application



UPCOMING TIP ORIENTATIONS!
ONLY ONE ORIENTATION IS MANDATORY IN ORDER TO APPLY: REGISTER BELOW TO ATTEND!

San Mateo County Union Community Alliance and Local Apprenticeship Programs offer a certificated, Apprenticeship-Readiness Training course that prepares trainees to enter a green construction career ladder through state certified joint apprenticeship training programs. The program lasts approximately 20 weeks, with classes twice a week from 6-9pm at College of San Mateo (see smcuca.org for updated schedule).

TIP IS **FREE** TO OUR PARTICIPANTS!

SATURDAYS @ 9:00 AM
APR 6
MAY 4 & JUNE 1
IN PERSON, AT:
1519 ROLLINS RD
BURLINGAME, CA
REGISTER HERE:
TINYURL.COM/2024TIP
OR USE QR CODE BELOW

FOR
CLASS WILL BE FROM:
JULY-DEC 2024
CLASS HELD IN PERSON AT COLLEGE OF SAN MATEO TUES & THURSDAY 6-9PM

WHAT YOU'LL EARN:

- CPR/First Aid certification
- OSHA 10 certification
- TIP Program Certificate
- National Building Trades Certificate
- Priority hiring in some trades

WHAT YOU'LL LEARN:

- Blueprint Reading & Technology
- Tool Identification and Practical Application
- Basic Construction Math
- American Labor History
- Knowledge of the Unions in Construction/Building Trades
- Job-site Attitudes and Behaviors
- Local Union Code of Conduct
- Union Membership, Apprenticeship Roles and Responsibilities
- Green Construction
- Construction Industry Awareness

REQUIREMENTS:

- Vaccination requirements in accordance with the policies of the College of San Mateo
- 18 years of age
- Valid Driver's License
- Appropriate documentation to work in the US
- High school diploma, GED, or equivalent
- Be able to do physical work
- Ability to pass on-the-spot drug testing
- Ability to read, write and communicate in English

REGISTER HERE!

tinyurl.com/2024TIP

facebook.com/sanmateotip
@tipsanmateo
@tipsanmateo

OPEIU 29 AFL-CIO 174





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