

# B.A.C. LOCAL No. 3, CALIFORNIA

Bricklayers and Allied Craftworkers

AFL-CIO

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Dear Brothers and Sisters:

I am writing to all Local 3 members to follow up on my last letter of November 11, 2016, about the mail referendum vote that is coming up soon. If you'll recall, the issue is whether to adopt the enclosed Amended Constitution proposed by the Constitution Committee. This copy shows all changes in red ink. If you do not have a current Constitution to refer to, you may view one on our BAC 3 website, [www.bac3-ca.org](http://www.bac3-ca.org). The amendments relate to initiation, dues, officers, delegates, and elections, etc. Many of them memorialize in the Constitution financial safeguards and other "best practices" that the Local already follows, to insure that future administrations will keep them in place. Another significant amendment is an increase to working dues. We would like to institute a permanent assessment of 0.5% earmarked towards Organizing which will allow us to hire a much-needed, full-time Organizer for the Masonry Trades, as well as assure that our full-time Organizer for Tile will stay in place.

Local 3 is currently the only BAC local in the United States with an average Dues Check Off rate below 2% to operate the local union. The average DCO rate in the West Region is 3.08% to operate the local unions. The average DCO rate in the United States is 2.96% to operate the local unions.

Active Tile members have previously voted to approve an Organizing fund and contribution. The current contribution of Tile Finishers covers the 0.5% (\$0.20) called for by the proposed Amended Constitution. The current contribution of Tile Layers would require another \$0.05 under the proposed Amended Constitution.

All other BAC 3 trades would allocate 0.5% under the proposed Amended Constitution, which would range from \$0.23 for finishers to \$0.34 for mechanics. Retirees' dues will not increase under the proposed Amended Constitution.

If adopted, we will be able to fund a strong organizing program that should enable us to increase job opportunities, and win future wage and benefit improvements. The proposed 0.5% earmarked for a successful organizing program will help retirees and actives by strengthening our pension funds with additional contributions from newly organized members. I, along with the rest of the Local 3 leadership urge you to vote "yes" for this Amended Constitution. Please understand that if the majority votes "no" and turns down the program, we will not have the funds to pay for an organizing program and no one will benefit. For that reason, **we urge you to vote "yes."**

The ballot will consist of a "Yes" or "No" vote on the following question: "Shall Local 3 adopt the Amended Constitution proposed by the Constitution Committee?" Your returned ballots must be received by 10 a.m. on December 15, 2016 to be counted. Please review the enclosed Amended Constitution now and **we respectfully ask you to vote "yes" to adopt it.**

Remember, **"Yes" means everyone wins**; "No" means no one wins! **Vote "Yes"** for yourself, your family and your Union!!!

Fraternally,

Dave Jackson, President  
Gary Peifer, Vice Chair

Steve Kantoniemi, Vice Chair

Troy Garland, Secretary Treasurer  
Darin Compton, Vice Chair

*Bricklayers • Tile Layers and Tile Finishers • Stone Masons • Marble Masons • Marble Finishers and Shopworkers  
Marble/Metal Refinishers • Marble Restoration Workers • Pointers-Cleaners-Caulkers  
Terrazzo Workers • Terrazzo Finishers*