



# LOCAL 3 NEWS

Winter 2016

## From the Desk of **PRESIDENT DAVE JACKSON**

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Secretary-Treasurer Tony Santos retired on October 30, 2015. I would like to thank Tony for representing the members as a Field Representative for five years and as Secretary-Treasurer for three years. Tony also served as Trustee on all the Tile trust funds. I wish Tony a happy, healthy, and well deserved retirement. I appointed Vice Chair Troy Garland to serve the remainder of Tony's term as Secretary-Treasurer. Troy's experience, knowledge, and integrity make him the best choice for the job. I also appointed Field Representative Darin Compton to serve the remainder of Troy's term as Vice Chair.

The Nomination meeting for Local Union Officers was held on November 7, 2015 in Oakland. President and Secretary-Treasurer Positions had uncontested ballots and Officers Dave Jackson and Troy Garland were duly elected for terms beginning on February 1, 2016. There were 4 candidates for 3 Vice Chair positions and an election was held. Ballots were counted on Saturday, December 19, 2015 in Oakland. Vice Chairs Gary Peifer, Darin Compton, and Steve Kantoniemi were duly elected for terms beginning on February 1, 2016. Congratulations to all the elected Officers. This strong leadership team is committed to professionally guide our Local through the next 3 years and continue to represent our members to the best of their abilities. I thank all the members who participated in the nomination and election process. Thank you to our Election Committee members Tyler Simpson, Dennis Cookson, and Laurie Harris.

As work has increased, we brought back as many ex-members as possible. But Union Organizing is so much more than that. We are

working with our contractor associations to increase entry level pay scales to attract promising and motivated workers who are looking for a career. We are talking with non-union workers to let them know what the union has to offer them and their families; some will be joining our ranks as our signatory contractor's manpower needs increase. We continue to put pressure on non-union companies performing our covered work, and collaborate with those who want to become part of the unionized masonry and tile industries.

Local 3 is committed to our Organizing efforts. We are close to hiring a full-time Tile Organizer to work throughout our jurisdiction. A formal job announcement was mailed to tile members. Although we have received many resumes and good candidates, we have recently narrowed the candidates down to 2. We will interview both and hire one very soon.

Looking forward in 2016, we will be working on changes to our Local Constitution and Bylaws. The committee has met previously and made draft amendments and updates to our Constitution that has not been amended since local 3's inception in 1993. Instituting an Organizing Fund for all members will bring a much needed full-time Organizer for the Masonry Trades; Committing to a Building Fund will allow the Local to own its future office; Committing to the International Masonry Institute will strengthen our local in multiple ways; Formalizing our Political Action Committee (PAC) Fund will help our cause in the political arena; Market Recovery language and funding can help us increase work in counties where there is little union presence; updating and amending initiation, dues, officer, delegate, and election sections are necessary now and for ideal operation of the local in the future. The Constitution Committee will be working on proposed amendments to be brought to the membership for approval by mail referendum.

The Tile agreement terminates on March 31, 2016. A Tile membership was held on January 9, 2016 for input on union proposals to be presented to the Tile Contactors Association. Union Tile negotiation committee members have finalized our proposals and negotiations have begun. Another membership meeting has been scheduled for March 19, 2016 in Oakland. Please make every effort to attend this meeting. We will need all of the Tile membership's input and participation for this negotiation process to be successful.

In closing, I wish you, and your family, a Prosperous 2016. I thank you for your continued support and am honored to represent you for another term as President.

Work safe and honor all pickets. Dave Jackson



**Sacramento Retirees Breakfast**



## LOCAL 3 NEWS

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Bricklayers and Allied  
Craftworkers Local 3 CA

[www.bac3-ca.org](http://www.bac3-ca.org)

10806 Bigge Street  
San Leandro, CA 94577  
1-800-281-8781

Sacramento  
916-564-1145

### President

Dave Jackson

### Secretary-Treasurer

Troy Garland

### Management Committee

Dave Jackson

Troy Garland

Gary Peifer

Steve Kantoniemi

Darin Compton

### Field Representatives

Darin Compton

Troy Garland

Steve Kantoniemi

Gary Peifer

Randy Smith

### Office Staff

Bev Callaway

Lani Chen

Carmen Garcia

### Apprenticeship Office

Joe Sunquist

BAC 3 JATEC Coordinator

Olga Hurtado, Secretary

25347 S. Schulte Road

Tracy, CA 95377

209-830-7200

Jose "Lupe" Ortiz, No. CA Tile  
Industry JATC Coordinator

Monique Sanchez, Secretary

15091 Wicks Blvd.

San Leandro CA 94577

510-632-8453

LOCAL #3 NEWS invites written comments, ideas, pictures or questions. Send yours to the Editor, Secretary/Treasurer Troy Garland, Local 3 News at the address above or leave a message on extension 18.

# NOTES FROM THE FIELD

From Field Representative **DARIN COMPTON**

## WHY USE BAC 3?

During the course of each day, I visit many job sites. Many of these projects are union and will put our members to work. On non-union projects, I always ask the general contractor's superintendent; why our signatory contractors are not on site? Some superintendents ask in return why should I use them? There are many good answers to that question, but the most complete answer I have found lies in the **BAC3 CODE OF CONDUCT** written for members, officers and contractors. I believe this small publication embodies the goal of BAC 3 members, contractors and officers, and that is to excel in our chosen crafts through: "A commitment to quality, dependability, and value." Outlined therein is the code of conduct and ethics to provide a pathway to success for each of the three important partners in our union; the members, contractors, and officers.

The following is an excerpt from that publication: "The BAC code of conduct recognizes that our union is composed of individuals who represent the best in the masonry-trowel trades industry, as well as in their labor movement. This code represents a commitment by our union members, and signatory contractors to produce work of the highest quality, to be the most productive, to advance our union's

cause, and to promote the unionized masonry-trowel trades industry.

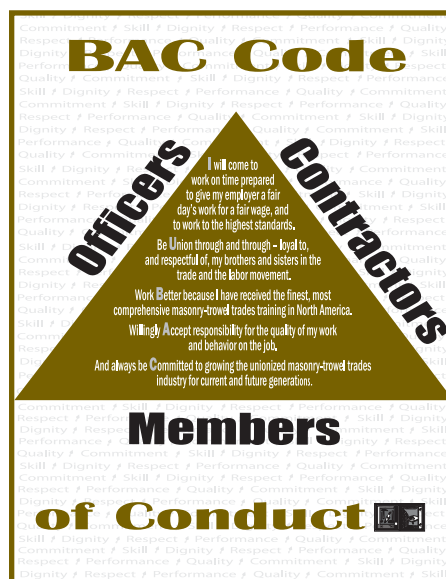
For BAC members, the code is a commitment to look out for their fellow members, and to work to the highest standard. It is an acknowledgement that as professional craftworkers they take pride in their work, and that doing less than their best work could jeopardize the work or safety of others on the job.

For BAC signatory contractors, the code recognizes their responsibility to provide a work environment for craftworkers conducive to producing the highest quality work, productively, by delivering the proper materials and tools on schedule, and by ensuring a safe work environment. Equally as important is their recognition that these craftworkers- BAC members- deserve to be treated with the respect their skills merit.

For BAC officers and leaders, the code represents an obligation to make sure promises on both sides are kept. This is done by providing members with the best training, by committing to supplying the signatory contractors with a quality workforce made up of individuals who understand the important role they play in making sure that projects are completed on time and within budget, by ensuring that members are treated with respect, provided safe working conditions, and paid wages and benefits commensurate with their productivity and the quality work they perform, and by setting the example in adhering to the code of conduct.

This code is a commitment on the part of our members, signatory contractors, and officers to producing quality work, to creating a dependable workforce, and to adding value to all projects in which they are involved. This commitment has distinguished the unionized masonry-trowel trades industry from the rest for more than 140 years and will continue to do so in the future."

For a copy of the complete **BAC CODE OF CONDUCT**, contact your Field Representative.



# NOTES FROM THE FIELD

## From the Desk of Sec./Treas. **TROY GARLAND**

I attended the State Building and Construction Trades Council's 62nd Convention in February. I am proud to say that Robbie Hunter was re-elected as President. As an Executive Board Member I have had the opportunity to see President Hunter in action. Hunter is a tireless warrior for building trades workers. Since Hunter became President in 2012, he has become a force to be reckoned with in the political arena. Numerous bills crucial to the trades have been passed during his administration. Senate Bill 54 is a great example of the influence the SBCTC has on the political arena. The Bill requires the payment of prevailing wages and apprenticeship requirements for work performed in refineries. The State Building Trades then created Safe Fuel and Energy Resources California ("SAFER California") to help assist with the goal of ensuring that work performed in refineries is performed by trained craftworkers being paid a living wage. SAFER also works to ensure safety and environmental hazards that are of great concern to Building Trades workers. SB 7 was another critical bill that denies state construction funds to local governments with blanket bans on Project Labor Agreements and failure to require prevailing wages. In the past, Charter Cities have removed the requirement to pay prevailing wages, which has directly affected our market share. These are just a few of the close to 70 bills passed during Hunter's Presidency.

The State Building Trades Secretary Treasurer Tom Baca and Northern California Vice-President Greg Feere were also re-elected by white ballot. Tom Baca is a boilermaker by trade and is a Contra Costa native. Greg Feere is the Secretary Treasurer of the Contra Costa Building Trades Council. I have worked with Greg for nearly 20 years. Greg leads one of the most progressive local Building Trades Councils in America and also finds time to be an asset at the State level. We are excited for what the future holds with another year of proven leadership.

On our local level, we would like to thank all the following newly elected Chapter

Officers. We appreciate their service and commitment to our Union. They are as follows:

### **Monterey Chapter Officers:**

Chairman – Antonio "Nino" Gennaro  
Sergeant-at-Arms – John Tays

### **San Jose Chapter Officers:**

Chairman – Stuart Dando  
Recording Secretary – David Gonzales  
Sergeant-at-Arms – Paul Stevenson

### **Fresno Chapter Officers:**

Chairman – Roger Walls

Recording Secretary – Allan Walls  
Sergeant-at-Arms – Ed Heredia Sr.

### **San Francisco Chapter Officers:**

Chairman – Earnest Carrasco  
Recording Secretary – Dan Wyle  
Sergeant-at-Arms – Carl Broger

### **Oakland Chapter Officers:**

Chairman – Rock McKinley (Brick) /  
Steve Vogel (Tile)  
Recording Secretary – Tyler Simpson

**Sacramento and Manteca Chapter Officers** shown below:



**Sacramento Officers - L to R: Sergeant-at-Arms Andrea Bohannon (brick), Chairman James Grabill (brick), Chairman Steve Gamboa (tile) and Recording Secretary Chris Lagos.**



**L to R: Vice Chair Gary Peifer swears in Manteca Chairman Brent Kirkes, Sergeant-at-Arms Matt Kirkes and Recording Secretary Robert Menke.**



# NOTES FROM THE FIELD

From Field Representative **RANDY SMITH**

## BART STATION EXTENSION BRINGS MUCH BAC WORK TO SAN JOSE

Keep your tools in hand BAC3 Members! Work in the Bay Area is continuing to be on the rise in both the private and public sectors.

The BART Berryessa Station Extension project is the largest, most expensive public works project in the south bay and it is moving right along with construction on target at record speed. This 15-mile

extension from the Fremont Station to the Berryessa, San Jose area is a full year ahead of schedule and is on target to meet the \$3.2 billion budget.

This project has provided hundreds of jobs to all Union trades as a result of a Project Labor Agreement (PLA) negotiated between the Santa Clara-San Benito Building Trades Council and the

Valley Transit Authority (VTA). BAC3 Representatives are a part of the Building Trades Council and diligently working to secure PLAs so that Union labor will be used on projects; work on this project is expected to continue through the year.

BAC3 members from Cal-Tex Masonry have been on the project for months and will continue building miles of CMU sound walls along the tracks. Also on the project are BAC3 members from Dorfmeier Masonry building CMU auxiliary buildings and Cornerstone Masonry building a CMU parking structure. Stoney Masonry is also on site keeping BAC3 members busy with work on the Station structure. Later in the project there will be additional work for the tile trades.

The extension of this BART Station is bringing additional commercial and residential construction along this new route as well. BART advocates hope that the line will extend another six miles through downtown San Jose, ending at the Caltrain depot in Santa Clara.



L to R: Ramo Ruznic, Miguel Montano and Eddie Aguilar / Cornerstone Masonry



Cornerstone Masonry and Tile working at Oracle Agnews Campus. Left to right back row: Ben Brown, Agostino Digrazia, Juan Banelos, Manuel Sousa, Teodoro de Jesus, David Orlandi, Nijaz Jusic, Darin Compton, Front row left to right: Tony Ribeiro, Ricardo D. Sanchez, Mustafa Mujanovic

# NOTES FROM THE FIELD

From Field Representative **GARY PEIFER**

## BRICKLAYERS...START YOUR ENGINES!

Brothers and Sisters, it's that time of year again and BAC 3 was well represented in the 14th annual Bricklayer 500 at the World of Concrete in Las Vegas, Nevada. On February 3, David Jones Sr., a second generation BAC 3 journeyman raced to lay 500+ brick in an effort to earn the title of "2016 Worlds' Best Bricklayer". Brother Jones, who won the regional contest in Sacramento for both production and craftsmanship by laying 500 brick in an hour with no point deductions was at the wheel, or in this case, the trowel. But as David will readily admit, this contest isn't won by the bricklayer alone. His son David Jones Jr., the third generation of Jones in masonry served as the pit crew or in this race, the mason tender.

David Jr., a BAC 3 journeyman bricklayer, who laid 400 brick in the regional contest with no deductions, rounded out the Jones team and competed in the "World's Toughest Tender" contest. This test of speed and accuracy requires the brick tender to set up the contest workstation to a uniform set of guidelines. To win they must precisely place 1000 brick, 57 concrete block, 5 mortar boards, 4 sixteen foot plank and related equipment in the least time. It is as challenging as laying the brick. The winner of this event earned \$2500.00 in fifteen minutes and 22 seconds.

As the checker flag fell on the winners, it was once again evident that the 23 bricklayers here were representative of the crafts best and that the Jones' were in good company. This year's winner, unfortunately not Brother David Jones, laid a total of 775 brick after deductions, the highest "good" brick count I've witnessed to date. Second place was won with a production total of 716



David Jones Jr. and David Jones Sr.

brick and the third place winner who laid 687 brick, also won the craftsmanship award. The three winners split the \$100,000.00 in cash and prizes including a new 2016 Ford F250 4x4 Super Duty truck. Not bad for an hours work.

Win, lose or draw, I am extremely proud of my Union brothers for their outstanding commitment to our heritage as skilled craftworkers. I remain equally proud to represent each of you daily as you truly are, "The Best Hands in the Business".

Be Well. Gary.

## BREAK THE HABIT

### EFFECTS OF SMOKING

Besides the increase costs to our Health and Welfare plans, the thousands it costs per year at over \$5 bucks a pack, the lowered resale value of your home and car and ultimately the likely cause of your early death.

### EFFECT OF QUITTING

Besides the all the money you will save...

Within 20 minutes, your heart rate drops. In 12 hours, carbon monoxide levels in your blood return to normal. By week 2, your chances for heart attack decrease. Stick to it and in 5 years the threat of stroke is equal that of a non-smoker's. And it keeps getting better as your risk for lung, mouth, throat, esophagus, bladder, kidney, and pancreas cancer all decrease. In 15 years, your risk for coronary heart disease is back to that of a nonsmoker's.

If you smoke, quitting is one of the smartest financial choices you can make. Stop and live a healthier and longer life; your family will appreciate it.







# THE BEST HANDS







# IN THE BUSINESS!





# NOTES FROM THE FIELD

From Field Representative **STEVE KANTONIEMI**

## WORK CONTINUES TO GROW THROUGHOUT THE BAY AREA

Work continues to grow throughout the Bay Area. San Francisco has some of the biggest projects going on in California; most are under PLA's (Project Labor Agreements). Transbay Transit Center Terminal is a 5 billion dollar project and will encompass many of BAC Local # 3 craft jurisdictions. Bricklayers are already on site with tile, terrazzo and stone trades soon to follow. Transbay Terminal when completed will connect 9 different transportation agencies and will be the biggest transportation hub on the West Coast. With 3 levels below ground and 3 levels above ground, multiple sky bridges connecting to high-rises, and at the very top of the Transbay Transit Center an outdoor park over 1500 feet long. Now that will be something to see.

The Central Subway Project is the second phase of the San Francisco Municipal Transportation Agency's (SFMTA) Third Street Light Rail Transit Project. Phase 1 of the project constructed a 5.1-mile light-rail line along the densely populated 3rd Street corridor. Phase 2, the Central Subway Project, will extend the T Third Line from the 4th Street Caltrain Station to Chinatown, providing a direct, rapid transit link from the Bayshore and Mission Bay areas to SoMa, Union Square and downtown. Four new stations will be built along the 1.7-mile Central Subway Project alignment including: 4th and Brannan, Yerba Buena/Moscone, Union Square/Market St. and the Chinatown Station. The total project budget is \$1.58 billion.

Some very large hospital projects have finished and are now in use, but more are being built and putting our union brothers and sisters to work. The New Chinese Hospital currently has many of our Tile Layers working on-site. St Luke's hospital is undergoing a complete build out and remodel. The Cathedral Hill Hospital at Van Ness and Geary has over 30 million dollars in BAC craft work on this project, including parking garages.

Let's not forget about all the high-rise work going on in the city. Many are currently being worked on with many more just breaking ground.

Along with new work, there is a big demand Tenant Improvement (T.I.) work. Numerous upgrade projects including residential units, commercial and retail spaces. There are various high-rise lobby remodels going on. The lobby work at 525 Market Street was featured in the San Francisco Labor Paper. The project consists of beautiful limestone installed by BAC Local 3 members. It is an excellent article; don't miss the BAC 3 section in the Sacramento Bulletin and the Organized Labor Papers.

Steve Kantoniemi BAC Local #3 field representative, please feel free to call me on any Union and work related issues. My phone number is (510) 508-1487.



L to R – Joseph Borden, Pedro Cervantes, Armando Huerta, Ken McFetridge, Eddie Huerta, Bret Matthews and Jonathan Contreras



## TILE APPRENTICESHIP

*By Lupe Ortiz, Apprenticeship Coordinator*

As we move on to the New Year and continue to move forward with our jobs, we see and take notice of the way we install tile and the products we use may change from job to job.

We are now installing tiles that range anywhere from 4" X 36", 2' X 48' to 5' X 10', how do we go about making sure that we provide the customer a successful tile installation?

In the 1960's, 70's and early 80's when there were only a few methods of setting tile bonded mortar beds and unbonded mortar beds. For several reasons the resulting installations were likely to be problem free. As a matter of fact many of those jobs we did years ago using two single methods are still around today.

There have been many improvements to setting materials through the years and changes in how buildings are constructed today. The tile trade has gone from a skill-centric trade to a knowledge-centric trade. Knowing what will work over the life of the building requires real expertise and well trained Craftworkers.

The Tile Apprenticeship & Training Committee working along with IMI has made the commitment to provide the means required to provide skilled and well trained Craftworkers. We recently held a LAMINAM thin porcelain tile class on Friday, February 19, 2016. I would like to thank the 20 BAC members for attending. The next training session for LAMINAM thin porcelain tile panel installation on both walls and floors will be held on Friday, May 6, 2016. Crossville Tile and Custom Building Products will be sponsoring the event and providing a continental breakfast and lunch.

To attend the LAMINAM Installation training session; please call Lupe Ortiz: (510) 409-8450 or call our apprenticeship secretary Monique Sanchez at (510) 632-8453.

### **SCHOOL SCHEDULES/UPGRADES AND FOREMAN CLASSES**

Please visit our website [www.nctijac.org](http://www.nctijac.org) to view school schedules, manufacturer presentations, ACT schedules, LAMINAM Thin Porcelain classes and ACT updates.

### **2016 Tile Apprenticeship Contest**

Our Local Tile Apprentice Contest will be held on Saturday April 2, 2016 at 15091 Wicks Blvd. in San Leandro. Come and support our future Journeymen. 1st and 2nd place winners will have the opportunity to participate at this year's Western States Apprenticeship contest being held in Spokane WA.

## B.A.C LOCAL 3 APPRENTICESHIP

*By Joe Sunquist, Apprenticeship Coordinator*

2016 just started and we are already heading into spring. Work is picking up nicely for our apprentices. We currently have 121 apprentices enrolled in the 6 trades we train here at the Tracy facility. Brick-44, PCC-47, Marble Finishers-8, Marble Masons-7, Terrazzo Finishers-12, Terrazzo Mechanics-0, and 3 on leave of absence.

Newly certified journeyman for 2015 ended with a bang. Bricklayers are; Delvon Morgan, Michael Rogers, Kristian Trotter and Estevan Rocha. PCC; Jose Gomez, Ryland Moore, Juan Rojas, Mason Wessel and Ubaldo Zamora. Marble Finishers; Juan Ayala, Maximo Gonzalez, Luis Hinojosa, Luis Rosas, and Gostova Torres.

2016 is also starting strong with 7 newly certified apprentices. Bricklayers: Giuseppe Patania, Adam Wakeham, Justin Delgado, Nick De Anda, Dominic Letourneaux and Jerry Prater. PCC: Ivan Jimenez. Terrazzo Finisher: Alfonso Alvarado. Congratulations to each of them and good luck.

And remember journeymen. Share the knowledge.

### **APPRENTICE APPLICANTS**

Apprentice applicants can register at the Mason Development Center each week day between the hours of 8:30 and 11:30 am. Applicants should bring their High School Diploma or equivalent. If you know of someone interested in joining one of our training programs, ask them to contact the Apprenticeship Office, 209-830-7200. If you see a new apprentice on your jobsite, ask if he or she has registered with the Apprenticeship Office. If they have not, they should contact us at the number above. Check out our website @ [www.bac3train.com](http://www.bac3train.com)

### **Local Apprenticeship Contest - 2016**

The local B.A.C. Contest will be held on April 9, 2016. We will be having Bricklayers and PCC apprentices competing. 1st, 2nd and 3rd place winners will have the opportunity to compete at the Western States Apprenticeship Contest being held this year in beautiful Spokane WA. on May 21. There will be plenty of food and refreshments and a jumhouse for the kids. Come out and support our future journeymen.

# BAC LOCAL 3 NEWS...

## BAC P.A.C.T. PROGRAM

### PICKETS—ACTIONS—COMMUNITY—TRAINING

The BAC PACT program is a reward based voluntary program for members who attend BAC training courses and participate in BAC actions. Members who participate are rewarded based on the amount of participation. The program will recognize the following and award the following points;

- **10 points** **NEW FOR 2016 – Attend a Chapter or General Meeting (Maximum of 30 points for attendance / Chapter Officers excluded)**
- **10 points** **BAC Journeyman Upgrade Training (All Crafts)**
- **10 points** **BAC Safety Training (Provided by BAC or BAC 3 JATC's)**
- **10 points** **BAC pickets and job-site actions.**
- **20 points** **BAC Community / donation projects and job fairs (Please contact the local if you have a community project in your area)**
- **10 points** **Political actions approved by BAC 3 (Planning commission, phone banks, precinct walks etc.)**
- **Other activities approved by the Management Committee.**

Training dates and other participation information will be available @ [www.bac3-ca.org](http://www.bac3-ca.org) and in newsletters.

Upgrade Training can refine and expand your knowledge in our industries. Safety training will keep us safe and help our contractors be more competitive. Participating in Union actions will help BAC increase market share and create more job opportunities for our members.

In 2016, members who achieve the following points will receive the following:

- 30 Points—\$100.00 gift card
- 40 Points—\$150.00 gift card
- 50 Points—\$200.00 gift card
- Members who have 40 points or more will be entered into a raffle for a big screen TV!!

### BAC P.A.C.T. RULES OF ELIGIBILITY

- Participant must be a member in good standing at the time of awards
- BAC Local 3 Retirees are eligible

This year BAC awarded close to \$2,000.00 in gift cards, and a big screen TV will be raffled to one of our 10 finalists at the Oakland chapter meeting on March 10th.

### 2015 BAC PACT PARTICIPANTS

Ruben Audelo	Danny Ensslin	Tim Kruckewitt	Felipe Romo
Juan Ayala	Ignacio Estrada	Juan Ledesma	Luis Rosas
Joel Barcenas	Jorge Figueroa	Tom Lessard	Juan Ruiz
Jose Barreras-Romo	Randy Fleming	Qi Liu	Hector Salcedo
Andres Bernal	Raul Flores	Alejandro Lomeli	Roberto Saldana
Victor Bernal	Keith Frankfort	Ascencion Lomeli	Brayan Sanchez
Dale Bintner	Todd Freitas	Jorge Lopez	Carlos Sanchez
Eric Bloom	Joe Gallagher	Mario Lopez	Elidio Sandoval
Marlon Bonilla	Mike Gillitzer	Juan Maciel	Jose Sandoval
Carl Brogger	David Gonzalez	Ricky Martinez	Kim Sandvei
James Brumley	Julian Gonzalez	Rock McKinley	Vince Schneider
Noe Buenrostro	Maximo Gonzalez	Armando Monarrez	David Schurr
Oscar Bulnes	Victor Gonzalez	Yobani Morfin	Tyler Simpson
Miguel Carranza	James Grabill	Joseph Navarro	Jeremiah Sphar
Honorio Casas	Mario Guardado	James Newton	Brian Sunquist
Sean Casey	Victor Guerra	Juan Ochoa	Joe Sunquist
Rene Cervantes	Dorsey Hellums	Jose Palomo	Gene Tai
Larry Contero	Doug Hellums	Juan Paniagua	Tim Taylor
Jose Cortez	Jaime Hernandez	Antonio Perez	Guillermo Trejo
Marco Cortez	Luis Hinojosa	Joshua Pudlak	Kristen Trotter
Stuart Dando	Juan Ibarra	Danny Pullen	Manuel Valencia
Nick DeAnda	David Inouye	Ruben Ramirez	Francisco Valle
Bill Del Nero	Ivan Jimenez	Jorge Renderos	Jose Vasquez
Chris DelNero	Oscar Jimenez	Nicholas Richardson	Daniel Voolstra
Augustino Di Grazia	Ken Kearns	Juan Rojas	Zhuang Wen Wu
Armando Diaz-Estrada	Gerald King	Fernando Roman	David Zachmeyer
Todd Doidge	Brent Kirkes	Jorge Romero	Zhong Mei Zheng
Cody Eberle			



# BAC LOCAL 3 NEWS...

## SERVICE AWARDS IN 2015

### **MEMBERS WITH 25 YEARS OF SERVICE**

John Almogela  
Ignacio Barron  
Bill Bernal  
Andrea Bohannan  
Bing Cao  
Wing Chiu  
Dave Danner  
John Delgado  
Rodney Dewar  
Richard Evans  
David Filippi  
Troy Garland  
Jose Guzman  
Robert Hammers  
Richard Haren  
Michael Height  
Al Knauer  
Brian Lanier  
Paul Lomanto  
Manuel Martin  
Ricardo Martinez  
Kenneth Matthes  
Rafael Nieto  
William Ochsner  
Tony Pang  
Gary Peifer  
David Pugh  
Kevin Smith  
Karl Strumpf  
Mark Swanson  
Benny Tan  
David Thompson  
Sau Truong  
Joe Valiente  
David Wiele

### **MEMBERS WITH 40 YEARS OF SERVICE**

Perry Aragon  
Thomas Dee II  
Ronald Hopson  
Gerald King  
Tim Lease  
Daniel Stanchina  
Richard Williams

### **MEMBERS WITH 50 YEARS OF SERVICE**

Jack Batinich  
Joseph Gardner Jr.  
Richard Gorke  
Max Jones  
Robert Keeles  
Larry Matthews  
Dieter Schroeder



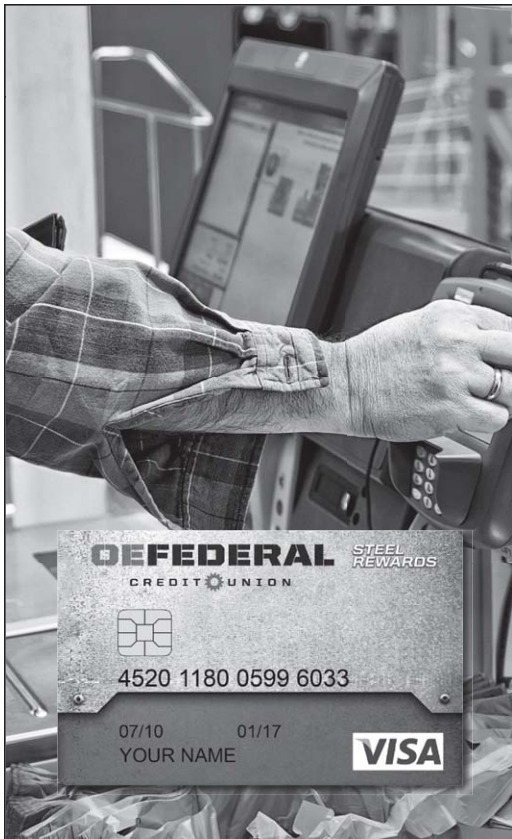
**Eddie Heredia Sr. Receives his 50 year gold card from President Dave Jackson and Field Rep. Randy Smith.**



**Kevin Smith Receives his 25 year pin from Field Rep. Randy Smith, Secretary Treasurer Troy Garland and President Dave Jackson.**

BRICKLAYERS AND ALLIED  
CRAFTWORKERS  
Local No. 3 CA, AFL-CIO

10806 Bigge Street  
San Leandro, CA 94577



## SHOP & EARN

With a Visa STEEL Rewards Card, you get to reap the rewards with the **UChoose Rewards** program. You choose where to shop and what to get, for all the points you earn.



It's simple. Earn **1 point** for every **dollar spent**, and redeem points for **thousands of items** – gift cards, tickets to concerts and sporting events, merchandise from top retailers, admission to theme parks, travel, and cash!

**APPLY TODAY & GET:**

**10,000 BONUS  
REWARDS POINTS**

when you spend **\$1,000** in the first three months.\*

**UChoose Rewards** is exclusive to Visa STEEL Rewards.  
Get approved today, visit [oefcu.org](http://oefcu.org) or call (800) 877-4444.



\*To earn 10,000 Rewards Points you must make a minimum of \$1,000 in new purchases within the first 3 billing cycles of your account opening. Does not include balance transfers or cash advances. Rewards Points promotion ends when you reach \$1,000 or after your first 3 billing cycles, whichever comes first.  
\*UChoose Rewards is a registered trademark of Fiserv, Inc.

