



# LOCAL 3 NEWS

Winter 2023

## From the Desk of **PRESIDENT TROY GARLAND**

We had another successful BAC Local 3 Crab Feed. Our 24th annual was held on January 28th. There were 536 attendees making it our biggest ever! We raised close to \$10,000 in our raffle and are still tallying up donations from our contractors, vendors, and partners. So far, our scholarship has given out more than 350 thousand dollars in scholarships to BAC members and their families. If you have a child, grandchild, or spouse in your family planning on furthering their education, this is a great opportunity. We will begin taking applications again in January of 2024.

Work hours going into 2023 have not been as good as we hoped. Tile hours were lower in 2022 by over 25% from 2021. We expect hours in 2023 to increase, but it is unclear whether hours will reach hours from 2021. The brick trades hours which include brick, PCC, marble, and terrazzo, have slightly declined on a yearly basis since 2020. However, hours have been trending slightly upward in the last 6 months.

The economy, as you know, is uncertain with increasing interest rates, inflation, and an unstable market. The construction outlook is mixed due to this uncertainty and other factors. Many projections show a decline in some construction sectors, such as residential and increases in other sectors, such as public works. We cannot control the economy, but we need to do everything we can to increase our market share and increase hours for our membership. Our organizing efforts have been ramping up with more meetings scheduled with non-union contractors to educate them on what BAC has to offer. Jobsite actions are ongoing for those contractors that refuse to meet with BAC and continue to bid against our contractors. Our Labor Management Cooperative Committees continue to be effective in making sure that contractors who do

not follow Prevailing Wage and Labor Laws are held accountable. Our Field Reps continue to be engaged with their Building Trades Councils to obtain Project Labor Agreements and getting Labor Friendly Candidates elected. These strategies and others are even more critical with an uncertain construction outlook.

We recently found out how important it is to have labor friendly candidates on the local level. The Concord City Council voted 3-2 to let the term sheet expire for the Concord Naval Weapons Station re-use project. The term sheet included a Project Labor Agreement. Now the entire project is in jeopardy. When the project comes back, the Building Trades will have to renegotiate a PLA with a different developer and go back to the City Council for an approval. This project was to be completed in five phases over 40 years with the entire project estimated at over \$1.2 Billion. This project would generate thousands of work hours for BAC members and we lost by one vote. Let this be a reminder to us all on how important local elections are!! While this is a huge setback for this project, you can be assured that BAC Local 3 members did their part. On Saturday January 7th, BAC had 36 members show up to voice their support for the CNWS expansion and the term sheet. The meeting was suspended due to so many speakers and reconvened on January 28th where BAC had another great turn out. Thank you to our members, staff and special thanks to Field Rep David Calderon for coordinating the event.

I want to bring up a topic that has been brought up by members periodically over the years regarding the treatment of our fellow BAC Brothers and Sisters on the job. Any type of harassment is unacceptable. Examples of harassment include offensive or  
*(continued on page 2)*



**BAC members at Concord City Hall, Saturday, January 7th.**

# LOCAL 3 NEWS

published by

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Craftworkers Local 3 CA

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LOCAL #3 NEWS invites written comments, ideas, pictures or questions. Send yours to the Editor, Secretary/Treasurer Ryan Ruf, Local 3 News at the address above, leave a message on extension 18, or by email at [rruf@bac3-ca.org](mailto:rruf@bac3-ca.org).

# BAC LOCAL 3 NEWS...

## TROY GARLAND *(continued from page 1)*

derogatory jokes, racial or ethnic slurs, pressure for dates or sexual favors, unwelcome comments about a person's religion, or offensive graffiti, cartoons, or pictures on the jobsite. Just as concerning, we have members who talk behind the backs of their co-workers to ruin their reputation or some other self-interested reason. We have also had BAC members who are Foremen threaten workers with their job or give more work to certain individuals as a tool to harass workers. Foremen have even threatened their fellow members to give up certain requirements in our agreements, such as travel or subsistence pay. All these examples and any other behaviors that make our members feel uncomfortable on the job are unacceptable. Harassing

fellow members and undermining our collective bargaining agreement weakens our solidarity and collective strength when we bargain. All our members should be able to go to work every day and make a living without any type of harassment. Go to work remembering that our union is stronger if we are united. Please let your work speak for itself and respect your fellow BAC members.

BAC will be negotiating two Collective Bargaining Agreements this year. The PCC agreement will expire June 30th and the Metal / Marble Re-finishers CBA will expire on November 30th. Notices will be sent to members prior to negotiations for input.

United We Bargain – Divided We Beg

## Mandatory Harassment and Discrimination Training

All Journeypersons and Apprentices must have a certificate of completion for Harassment Training. The certificate is good for 2 years. This is a one-hour course available in English and Spanish. There is a two-hour course for Supervisors.

BAC members can use the on-line training course called "Workplace Harassment: The Real Deal." If you have taken this course from your employer, it is acceptable if it meets the necessary standards.

Please sign-up as soon as possible and complete the course if you have not been trained or your certificate is expired.



Scan to sign up for  
Journeyperson Course



Scan to sign up for  
Supervisor Course



**SCAN THE QR CODE  
TO REGISTER TO VOTE**





# BAC LOCAL 3 NEWS...

## 24th Annual BAC Local 3 Crab Feed





# BAC LOCAL 3 NEWS...

From Vice Chairman **DAVE TAFOYA**

## Terrazzo Spotlight

Greetings Brothers and Sisters,

Terrazzo is showcased on the countertops, floor, or staircases, as a multicolor glossy product broken up by metal divider strips, you may see this at any airport, stadium, casino, or high foot traffic area. This material consists of chips of marble, quartz, granite, glass, or other suitable material, poured with a cementitious binder for chemical binding. After it is cured, it is ground, polished, and finished to produce a uniformly textured surface. This craft has



**Pedro Ambiz-Ochoa, Gabriel De Luna, Brian Dohring, Noel Anzora Arias, Alfonso Alvarado, Michael Larsen, and Instructor Jorge Lopez.**



**BAC Logo process**

always been popular with architects. One of the most well-known examples of terrazzo flooring is the Hollywood Walk of Fame.

A class of Terrazzo apprentices from the Mason Development Center showcased their talents at our new Sacramento Hall. Terrazzo Instructor Jorge Lopez stated that these types of projects are a good way for apprentices to measure their ability. On January 23rd thru the 27th 2023, the terrazzo class started installing our BAC 3 logo in the lobby of the Sacramento Hall. I want to thank everyone for their hard work. Apprentice Brian Dohring completed his Related Supplemental Instruction (RSI) class hours on this project.

I tip my hat off to Brian, who earned first place for Terrazzo at the 2022 International Apprenticeship Contest. I attended last September and was able to see our members compete on the national stage. BAC 3 did very well, receiving 1st place in Terrazzo, Marble, and Tile.

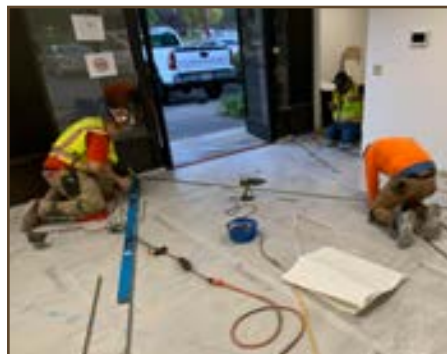
Terrazzo is a durable product that can withstand harsh conditions, to learn more come to the Local contest April 15 at the MDC and catch a glimpse of the hardworking process of Terrazzo.

Be a mentor on all your projects as our apprentices are our bloodline of the Union.

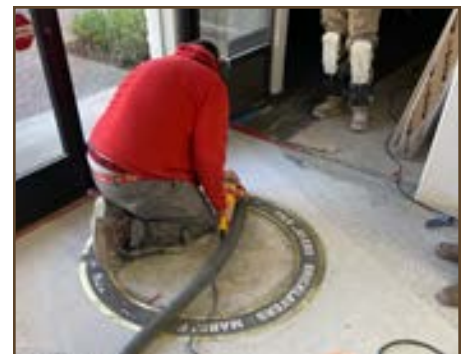
*In Solidarity, Dave T*



**Brian Dohring spreading crack isolation membrane.**



**Preparing the area to pour one of the two colors of Terrazzo.**



**The initial grinding process for the Local 3 Logo.**



# NOTES FROM THE FIELD

## From Field Representative **JORDAN MONDRAGON**

Hello Brothers and Sisters

I want to thank the members who attended the San Jose City Council Meetings in January. The city had two vacancies on the council for Districts 8 and 10. Santa Clara Building and Construction Trades Members were there to protect our labor interests. Domingo Candelas was appointed to District 8 and Arjun Batra was appointed to District 10. Domingo will be a good ally on Labor issues. Arjun Batra, not so much. Having a presence helps combat the non-union and their special interest groups.

Job actions have always been effective in combating the non-union. In Santa Clara County, a campaign bannering Precision Tile is underway. We are always looking for volunteers from the membership, out of work members and retirees can call the office or a BAC representative for more information.

Construction workers union and non-union, share the same jobsite safety concerns. One of the biggest safety issues for our trades is silica exposure. It is important to know what is the correct Personal Protection Equipment (PPE) for silica dust and to know when you are at-risk to silica.

More than 2 million construction workers are exposed to crystalline silica dust every year in the United States. Exposure can cause silicosis, a serious and potentially fatal disease with no cure! Workers are also at risk of lung cancer and chronic obstructive pulmonary disease.



**Field Rep Jordan Mondragon, Jose Luis Chiprez, Augustin Estrada, and Organizer Manny Enriquez.**

Exposure occurs when working with materials that contain silica. These include Brick, Block, Tile, Marble, Granite, Quartz, Stone, and Cement. Silicosis typically develops after 10-20 years of silica exposure, although in some cases it may develop after 5-10 years of exposure. Occasionally, it may occur after only a few months of heavy exposure.

The only way to protect yourself is through the proper tools and PPE:

- Saws stationary and portable **must** have a dust collection system or water delivery system. The dust collection must provide air flow and have a HEPA filter with a minimum of 99% efficiency.
- Hand-held grinders equipped with a dust collection system must provide twenty-five cubic feet per minute or greater of airflow per inch of wheel diameter and have a filter with 99% efficiency. Polished surfaces such as Granite, Marble, or Quartz the grinder must be equipped with integrated water delivery system.
- Hand-held mixers or drills, use hand tools equipped with dust collection system.

“For protection from silica dust, a respirator is the way to go.” (Silica Dust Rules and Regulations - PK Safety) The silica dust respirator you choose should have a NIOSH rating of N95 or higher. Please take this information and apply it in the workday. Under the Occupational Safety and Health law, employers have a responsibility to provide a safe workplace; but remember only you are responsible for your health.

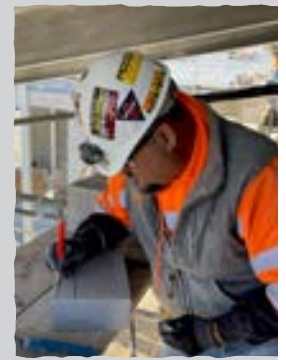
Be safe on the job!

*Sincerely, Jordan Mondragon*



**Bannering Crew BAC 3 Retiree Steve Kroninger and Jose Chiprez**





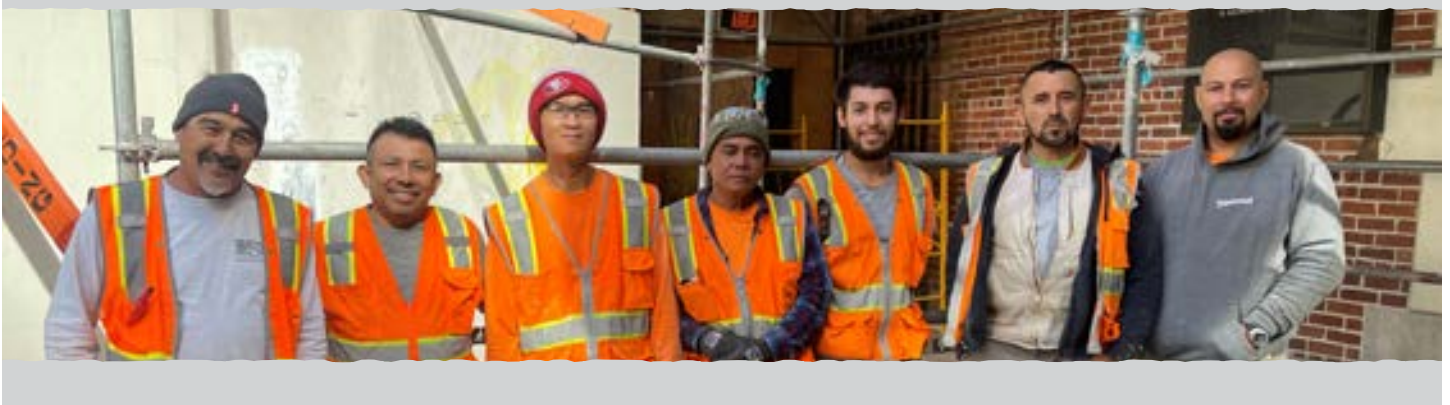
# THE BEST HANDS IN THE BUSINESS!







# THE BEST HANDS IN THE BUSINESS!





# NOTES FROM THE FIELD

## From Field Representative **DAVID CALDERON**

Brothers and Sisters, on January 7th, 2023, we called upon our membership to stand in solidarity with the Contra Costa Building and Construction Trades Council. We were there to support the term sheet vote for the Concord Naval Weapons Station at the Concord City Council Chambers. After a long day of reading the term sheet and a lot of public comment, the meeting was rescheduled to continue.

We again reached out to our membership for the continuation of the hearing on January 28th, 2023. I am proud to report that BAC Local 3 showed up in force and solidarity with our many union brothers. It was a great turnout on our behalf, and I would like to personally thank everyone who came out to stand with us. Unfortunately, the council voted 3-2 to let the term sheet expire on Jan. 31st. This setback means that other developers will now get a chance to put their bid in for this mega project. This is nothing new and the struggle to develop this land has been going on for almost 20 years.

The Concord Naval Weapons Station is potentially one of the largest Project Labor Agreements (PLA's) that California has ever seen. Its entirety could amount to 40 years' worth of work for

all unions as this agreement would ensure that all work covered will be done with union hands. This build-out would essentially create a new city district for Concord. The massive property of the former U.S. Navy site between Highway 4 and Willow Pass Road will develop schools, retail space, commercial buildings, a village center, and more than 3,000 acres of green open space.

The latest plan calls for a five-phase development, to be completed over 40 years, which would build homes and 6 million square feet of commercial space while restoring Mount Diablo Creek.

This project would mean a great deal to our Contra Costa members, who may work closer to their home for several decades to come. Although the term sheet did not pass, we will continue to work on this project and ensure it is built with Union Hands! Thanks again to the Contra Costa Building and Construction Trades along with every one of our affiliates who supported our efforts. We will continue to stand together to command a decent living wage for our union brothers and sisters.

*In Solidarity, David Calderon*



**BAC members at Concord City Hall, January 28th.**



# NOTES FROM THE FIELD

From Field Representative **LENNY PAREDES**

## World Of Concrete 2023

Like years past BAC Local 3 attended the World of Concrete in Las Vegas. The 3-day trip started with an organizing meeting with staff from Local 3, Local 4 Southern California, Local 13 Mountain West ADC and the International Union. We discussed strategies and tactics on how to organize non-union companies.

The International Union of Bricklayers and Allied Craftworkers was a proud sponsor of the Masonry Madness Day at World of Concrete. There was a Masonry Skills competition, Fastest Trowel on the Block, and the Bricklayer 500. During this event, I was able to meet other BAC representatives and officers from locals throughout North America.

The main reason I attended this year was to watch a BAC Local 3 apprentice competing in the Masonry Skills competition. Representing BAC 3 Northern California and Creative Masonry was first-year apprentice Erick Moreno. Erick competed against 13 other first-year apprentices from around the nation.

Erick was given a set of drawings and had to build what was sketched out. He started with a couple courses of block laid to the dimensions of the project. He then laid his brick atop the block and completed

the project under the 3-hour time limit. This young bricklayer wasn't fazed by anything. His bricks were clean and so was his workstation. The judges came through and scored each project with deductions taken away for not being plumb, level and straight. Though he didn't place, I think Erick will be a tough competitor for the upcoming Local and Western States contests.

Nationwide, BAC had a great showing with union apprentices taking 1st and 2nd place in the first-year category. 1st, 2nd, and 3rd with the second-year students. The third-year class placed 2nd and 3rd. That's a huge compliment to all the instructors and the International Masonry Training and Education Foundation (IMTEF) for their continued training for the membership.

The main event was the Spec Mix Bricklayer 500. BAC member, Michael Schlund from Wisconsin Local 6 laid 759 bricks in an hour winning the competition; taking home a new Ford F250 4x4 truck, along with more than \$10,000 in additional cash and prizes.

While attending the World of Concrete, the Western Regions of BAC locals threw a surprise retirement party to Ray Keen who retired at the end of 2022. Ray was a BAC



**Masonry Skills Competition**  
— 1st year apprentice Erick Moreno and MDC coordinator Josh Height

member, principal local union officer and IU Regional Director serving the BAC for 31 years. Replacing Brother Keen will be Darin Compton. Many of you knew Darin as a tile setter, field representative, trustee, vice-chairperson, and lead organizer for Local 3. Congratulations Darin and good luck on your next journey with the IU.

I can speak for organizers Emmanuel Enriquez and Wayne Jordan who accompanied me on the trip and say it was a great trip networking with our brothers and sisters from across the states. The International Union should be proud of the showing their members had at the WOC.

Best Hands In The Business



**International Masonry Institute Booth**



**Belden Brick Company supplied the brick for the Spec Mix Bricklayer 500**



# BAC LOCAL 3 NEWS...

From NCTI/JATC Coordinator **MARK ANSELL**

With the New Year here, I hope everyone stayed healthy and had plenty of good times with family and friends. As we move forward into 2023, we leave behind a couple of challenging years. Let's use this new opportunity to make the best out of every situation and think of the tough times as a learning experience so we can move ahead with a positive attitude. It will pay off for yourself and everyone around you.

Our Training Center has upcoming Continued Education classes on schedule. Some of these journeyman classes may be attended by apprentices, check with the school to know if you are eligible. I have contacted the tile suppliers and they are all excited to be part of the BAC Local 3 education. Stipends are provided but limited to \$597.00 in a calendar year. Check our website at [www.nctijate.org](http://www.nctijate.org) or scan the QR code for more information and to register. You can also call the Training Center at (510) 632-8453 if you have any questions.

The Nor Cal Tile Industry Training Center will be hosting our annual Tile Apprentice Run-Off contest on Saturday, April 22nd, at 8 am. Everyone is invited, bring the kids for a jump house and BBQ. The apprentices will be competing for prizes and bragging rights as #1 Tile apprentice in Northern California. This year's winners will compete at the Western States Apprenticeship Contest which will be held in Oahu, Hawaii. In the last five years, BAC Local 3 Northern California has had the #1 Tile Layer apprentice in the Nation, twice. Please encourage these apprentices to work hard so they can succeed. Teach them, show them, pass on your knowledge, and keep our great trade alive. We can all remember someone that impressed us and passed a little knowledge our way.

Apprentices don't forget Bluebooks and WorkHands are due on the 1st of every month. It is mandatory to fill them out even when you are not working.



**Continue Education Class,  
Self-Leveling Underlayment's**



**Custom Building Products with BAC 3 members  
for the Membranes and Applications workshop.**



**BAC 3 Finisher apprentices at  
2022 Tile Run-Off Contest**

**Scan me for NCTI  
Training Schedule**





# BAC LOCAL 3 NEWS...

## From Apprenticeship & Training Coordinator **JOSH HEIGHT**

The Mason Development Center wishes you a happy and prosperous new year! We're off to a great start and have some exciting upcoming events in 2023. The bricklayer pre-apprentice program is continuing to recruit and train. Upgrade training courses are available to strengthen our existing Journeyman members. While we continue the tradition of the annual local contest, we're adding a ceremony to celebrate our recently certified journeymen.

Recently hired Bricklayer Instructor Robert Miller is guiding Pre-Apprentices through an 8-week training regimen focusing on fundamentals of masonry, such as laying brick and block to a line. Two cohorts completed the training in 2022, and we have another cohort planned to start on March 27, 2023. We are actively recruiting, so if you know anyone who may be a good fit have them contact the apprentice office. Information available at [bac3train.com](http://bac3train.com).

Journeymen attended MEWP (Mobile Elevated Work Platform) operator training at the MDC at the beginning of December. In January the two-day Foreman course was completed by 10 BAC journeymen with aspirations of improving their ability to effectively manage jobsite safety, quality, and production. As a related training, Mentorship and Foundations of Safety Leadership are being offered as part of the suite of courses required for the IMI Supervisor Certification Program, being held on February 25, 2023. On March

4th we will be hosting Forklift operator training for Journeyman members. Registration is available online at [bac3train.com](http://bac3train.com).

The Local Apprentice Contest is scheduled for April 15, 2023, at the MDC in Tracy. Contestants will showcase their skills in each of our trades, Bricklayer, PCC, Marble, and Terrazzo. Top finishers will have the opportunity to advance to the Western States Apprentice Contest, which will be held in Honolulu, HI, on June 10, 2023. Please come out and support these apprentices as they develop their skills and shine a positive light on the industry. Models of the contest projects are available online at [bac3train.com](http://bac3train.com).

There were many apprentices who took the next step in their career and achieved Journeyman certification in 2022. We are hosting a ceremony at the Double Tree Pleasanton, on March 18, 2023, to celebrate these 26 individuals who showed their dedication and commitment by successfully completing the program. They are great representatives of their trade and the future of the local.

When given the opportunity to work with apprentices, protect your investment and show them what it means to be a skilled craftworker. With the continued efforts of our journeymen in the field combined with the high level of instruction at the training center, we place ourselves on path to success.



**Mason Development Center students receive their OSHA 10 certifications.**



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

10806 Bigge Street  
San Leandro, CA 94577

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## 2023 - BAC P.A.C.T. PROGRAM

### PICKETS—ACTIONS—COMMUNITY—TRAINING

The 2023 BAC PACT Gift will be a YETI Tumbler with our BAC Logo. You may still request a 2' Foot Stabila Level, or BAC Brown Jacket instead of the tumbler cup but only while our supplies last.

#### **BAC P.A.C.T. RULES**

- Maximum of 1 meeting credit per month
- Members must sign in at every meeting and signatures must be legible for credit.
- The BAC PACT Program Attendance and Points are accrued in a Calendar Year.
- Attendance and Points will only accrue for approved actions.
- Participants and winners must be members in good standing.
- Members must sign in legible and follow all policies and procedures.
- BAC Local 3 Retirees are eligible.

- For online Zoom Meetings, members are responsible to provide their correct name as an attendee.
- Attend 4 meetings for a gift
- One gift a year.
- Gift is forfeited if not collected within 6 months of the following year.

#### **BAC P.A.C.T. POINTS**

The BAC PACT program also awards points for participating in Union actions and events. These points are accrued each calendar year and awards are given to members who reach enough points.

- BAC Pickets and Bannering 10 points
- BAC Actions – Leafleting and other job-site actions 10 points
- Community - Donation projects, job fairs, phone banks, precinct walks, etc. 20 points

- Approved Training – COMET, Steward, Foreman Training, etc. 20 points
- Journeymen Upgrade classes taken after stipend max is achieved. 20 points
- Other Union activities may be approved by the Management Committee.
- Tile members who pass an ACT class will receive a Safety Sweatshirt (LMCC funded)

Participating in Union actions will help BAC increase market share and creates more job opportunities for our members.

In 2023, 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 or more points will be entered in the TV Raffle!!
-