



# LOCAL 3 NEWS

Spring 2019

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

Our BAC 3 Staff welcomed new hire Ryan Ruf as a full time Organizer for Masonry on April 1, 2019. He is a Bricklayer by trade and has been learning from all our Field Representatives. He recently completed his first of many Organizing courses along with Field Representative Steve Espinosa. Please read Ryan's article in this issue.

We have recently completed negotiations for a 2-year Tile Agreement and a 3-year Brick Agreement. Agreements include increases for Tile Layers of \$3.00 per year, and increases for Bricklayers of \$2.80, \$2.50, and \$2.85. The new wages and improved terms were mailed out to members. I thank the following members of the Tile Negotiating Committee: Secretary-Treasurer Troy Garland, Vice Chair Darin Compton, Organizer Dave Tafoya, elected Committee members Javier Casillas, Todd Freitas, Hugo Marquez, Ernie Romero, Jared Varney, and Steve Vogel.

In addition, we have successfully negotiated a Merger of our 3 Brick Defined Benefit Pensions and our 2 Defined Contribution Pensions. The merger has been proposed by the union since Local 3's inception 26 years ago. It is the best thing for the Funds, our Members, and the Contractors. The bargaining parties have agreed to a similar formula for benefit accrual that Tile Pension adopted

and is based on the percentage the plan is funded. When the plan starts to generate a surplus, the increased benefit will start accruing and improvements to the plan could be made. We have begun negotiations for Terrazzo, Refractory, and Marble.

I thank the following members of the Brick Negotiating Committee: Secretary-Treasurer Troy Garland, Vice Chairs Gary Peifer and Darin Compton, Field Representative Steve Espinosa, elected Committee members Matt Kirkes, Tom Lessard, Tyler Simpson, Allan Walls, and Roger Walls.

I am happy to report your Union Representatives tireless work on growing our union is paying dividends. The BAC 3 membership trend for 2015, 2016, and 2017 has been an increase of 100 active members a year. In 2018 we increased actives by 212. This includes a large gain in Apprentices, and we need to do our best to help them through their term and certify them as journeypersons. Retention is still the key to organizing and growth. Please be open minded to working with new members and take the time to teach apprentices, these new members will strengthen our union and trust funds now and in the future.

*(continued on page 3)*



### SANTA ROSA TAILGATE MEETING

Standing L to R: President Dave Jackson, Marco Franco, Ernesto Gonzalez, Pedro Guizar, Ron Estill, Armando Herrera, Luis Alvarez, Ezequiel Gonzalez, Chris Villalobos, Juan Carmona, Mario Lopez, Saul Patino, Tom Lessard, Antonio Reyes, Organizer David Tafoya  
Seated L to R: Jose Gonzalez, Jorge Lopez, Ramiro Lopez, Secretary-Treasurer Troy Garland, Miguel Sanchez, Pedro Hernandez



## LOCAL 3 NEWS

*published by*

Bricklayers and Allied  
Craftworkers Local 3 CA

**www.bac3-ca.org**

10806 Bigge Street  
San Leandro, CA 94577

1-800-281-8781

Sacramento

916-376-9101

### **President**

Dave Jackson

### **Secretary-Treasurer**

Troy Garland

### **Management Committee**

Dave Jackson

Troy Garland

Gary Peifer

Steve Kantoniemi

Darin Compton

### **Field Representatives**

Darin Compton

Steve Espinosa

Steve Kantoniemi

Gary Peifer

### **Organizers**

David Tafoya

Ryan Ruf

### **Office Staff**

Lani Chen

Carmen Olivo-Garcia

Cecilia Aguilera

### **Apprenticeship Offices**

Josh Height

*BAC 3 JATEC Coordinator*

Olga Hurtado, *Secretary*

25347 S. Schulte Road

Tracy, CA 95377

**209-830-7200**

Mark Ansell, *No. CA Tile Industry*

*JATC Coordinator*

Monique Sanchez, *Secretary*

*– New Location –*

**600 Pinnacle Place**

**Livermore, CA 94550**

**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.

## BAC LOCAL 3 NEWS...

### **2019 — BAC P.A.C.T. PROGRAM** **Pickets – Actions – Community – Training**

This program is a reward based voluntary program for members who participate in BAC actions and attend meetings. The program will recognize members who attend meetings and participate in the following BAC Local 3 events.

- **ATTEND A TOTAL OF 4 CHAPTER AND/OR GENERAL MEETINGS IN 2019 AND RECEIVE NEW BAC LOCAL 3 JACKET.** If you have already received a jacket, you will receive a YETI cup and if you received a YETI, you will receive a BAC engraved knife. *(Members must sign in and signatures must be legible)*

- **WE ARE ALSO AWARDING POINTS FOR PARTICIPATING IN UNION ACTIONS AND EVENTS.**

10 points BAC Pickets and Bannering

10 points BAC Actions – Leafletting and other job-site actions

20 points Community – Donation projects, job fairs, phone banks, precinct walks, etc.

20 points Training – COMET, Journeymen Mentorship and Steward Training

20 points Journeymen Upgrade classes taken after stipend max is achieved

**\*\*\*NEW for 2019\*\*\***

- 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 2019, 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 in the TV Raffle!!

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

- Participant must be a member in good standing at the time of awards
- Participant must sign in legible and follow all policies and procedures
- Maximum of 2 meetings credit per month
- BAC Local 3 Retirees are eligible



**2018 BAC PACT TV raffle winner Mark Madewell.**

# NOTES FROM THE FIELD

From Field Representative **STEVE ESPINOSA**

---

## MENTORING APPRENTICES

What is the role of a mentor? Mentoring is something that over the past three decades has been disappearing in our crafts. Back when I was an apprentice, it meant a journeyman would take you under their wing and explain not only how to do something, but more importantly, WHY we are doing it. The journeyman would take the time to listen to the apprentice's questions and reply with knowledgeable answers.

The knowledge, advice, and resources a mentor shares depend on the format and goals of a specific mentoring relationship. A mentor may share with a mentee information about his or her own career path, as well as provide guidance, motivation, emotional support, and role modeling. *"Behind every great student is a great teacher."*

The message I want to convey to all our journeymen and women is that it is crucial to this union that you make every effort to engage with these young people, encourage them, and share your skills and knowledge of your craft. Most BAC journeypersons started out as young apprentices eager to learn and become skilled craftworkers. Knowing that mastering your craft was something that no one could ever take from you and the honor and dignity of working towards a decent living wage and benefits makes it that much more rewarding.

We know that not everyone has what it takes to be bricklayer, tile layer, marble mason, terrazzo, or PCC craftworker. That's why as journeymen and women it is important to do what you can to identify these young hopefuls and offer them the same guidance and wisdom that was given to you. By doing this you will not only be part of creating a skilled craftworker, but you will also be playing a big part of creating a skilled and trained workforce which will

ultimately strengthen the BAC and promote the need for our crafts in the construction industry.

Recently the International Masonry Institute (IMI) has implemented a new program for all craft apprentices that has become a part of the curriculum at the Masonry Development Center (MDC) called **MENTORSHIP MATTERS**. This program teaches apprentices Effective Communication, Active Listening, Receiving Feedback, Asking Questions, Learning Styles and Setting Goals. Ultimately providing apprentices with the communication skills they will need to become productive and skilled journeymen or journeywomen.

As I have mentioned before, it is essential to our Union that we continue to encourage and see to it that apprentices receive the same patience and guidance that most of us got when we were apprentices. Before closing I would like to put out a request to ALL BAC Journeypersons who are currently working on a jobsite with an apprentice, please take the time to include them in whatever you might be working on and explain what you are doing and why you are doing it. Also, if you notice an apprentice who might be spending more time on the saw or doing clean up and laborer work instead of getting their fair share time working with a journeyman and improving on their craft skills. I ask that you bring it to the Foreman or Supervisors attention and express your concerns for this apprentice.

Let's not forget, apprentices are the future of this great Union and doing our part as skilled craftworkers and journeypersons will ensure that the Bricklayers and Allied Craftworkers Union will grow and strengthen long into the future.

*Sincerely, Steve Espinosa*

---

## DAVE JACKSON (continued)

*(continued from front page)*

Our Semi-Annual General Membership meeting was held in Manteca on May 4. There I discussed a new program available from IUBAC and IMI, Mentorship Matters. This program is divided in to 2 separate courses. Communications Workshop for Apprentices, that is targeted at the Mentee or trainee. The skills learned in this course will enable the Mentee to gain the most from verbal and practical instruction from the Mentor. The second course, Six Steps to Mentoring for Journeypersons, is targeted at the Mentor. Here efficient skills transfer, including techniques for demonstrating, evaluating, and providing feedback will be targeted. Brick Coordinator Josh Height has held a workshop which was well received by the Apprentices. If any Journeypersons are interested in taking the course and working as a Mentor, please call the union hall and talk to me or Troy Garland.

I also appointed the new Trial Committee at the meeting, Tile

Layer Dave Orlandi was appointed to a 3-year term, Marble Mason Mario Ramirez to a 2-year term, and Bricklayer/PCC Laurie Harris to a 1 year term. Thank you all for serving.

I thank our North Bay members for participating at our Santa Rosa Membership Meeting on May 14, 2019. See their picture on the front page of this issue.

In closing, I am thankful to our Executive Committee who are committed to helping the Local towards owning its future office. The BAC 3 Building Fund is accounted for separately within the union's general fund. At our April 27th Executive Committee meeting, it was M/S/C to invest \$240,000 in the Building Fund. This brings the current balance to \$700,748. I appreciate your commitment to our local and for taking the time to meet on Saturdays. The Committee includes our local Officers and Chapter Chairpersons.

*Work Safe and Honor All Pickets, Dave*



# NOTES FROM THE FIELD

From Field Representative **GARY PEIFER**

## BAC 3...THE WAY IT SHOULD BE

“The Craft Is Back”, “We Build For You” and “Build-Adapt-Change” are the phrases most BAC members remember when we speak about campaigns to organize and grow our Union. We remember because they branded a specific message to the construction industry about BAC’s long-standing commitment to evolve and insure the craft well into the future.

At the May 2019 BAC 3 General Meeting, a member asked what our Union is doing to recruit and organize new members and women in the trowel trades. BAC local 3, in its commitment to grow our union has maintained an ongoing outreach effort in the truest sense of the word. As craftworkers we have long realized what educators are just starting to understand in today’s world of technology. We understand the reality that not everyone is going to college, that not every college graduate is going to be employed in their field and most importantly, that the construction industry offers good paying careers that are not just another blue-collar job.

In 2008, BAC in conjunction with the North American Building Trades Unions (NABTU) developed the Multi-Craft Core Curriculum or MC3, as it has become known. It was designed to provide young men and women the opportunity to enroll in pre-apprentice classes as an introduction to a career in the UNION Construction Trades. The course is only available with approval of the Local Union Building Trades Councils and places an emphasis on the outreach to women, people of color and transitioning military veterans. It allows the student to “try on” union crafts and the construction industry before selecting a specific career trade.

BAC 3 apprentice coordinator Josh Height recently travelled to Marysville and instilled the values of Union membership and apprenticeship while training students in the basic skills of the craft. The Mid-Valley Building and Construction Trades sponsored MC3

program has been operational for several years and is successfully producing pre-apprentices for the crafts and our Union.

Retired BAC 3 apprenticeship coordinator Michael Height has also been diligently working 2 to 3 days per week to train students enrolled in the Engineering Construction Academy at Lincoln High School in Stockton. Several classes of students enrolled in the academy have been learning the techniques and skills required to lay 8” x 8” x 16” concrete block. They are succeeding in building a 16’ x 50’ warehouse building to store materials, including the mortar to be used by BAC apprenticeship instructors to continue teaching some of the future members of this Union. As you can see from the photos below, once again, it is our Union’s “Skill-Pride-Unified”.

*Be Well Brothers and Sisters, our UNION is at work...*

*Gary*



**Michael Height and Student at Lincoln H.S. Academy**



**Mid-Valley MC3 Program.**



# NOTES FROM THE FIELD

From Field Representative **DARIN COMPTON**

## Building Our Ranks of Skilled Trades Women

In 2018, 9.9% of all construction workers were women; although, 87% of those held construction office positions while only the remaining 13% worked in the field. WHY? One reason is the absolute need to eliminate that old mantra of the 80's and 90's, "college for all" by changing the way young people, including young women view the building trades as a career and to display the opportunities they hold for women. Another is the necessity to highlight successful women in our crafts as role models and mentors! I believe mentorship is an absolute necessity in order to bolster the retention rates of all our young apprentices, especially the women working in the male dominated construction industry. After all, 47% of working women have never worked for a female manager, so for those starting an apprenticeship in the trades a mentoring role model will be essential for success.

Changing the way young people see the building trades as a career has made strides in recent years due to the number of college graduates leaving school with massive debt and no guarantee of employment, while their tradesperson counterparts finish their training and apprenticeship with no debt and earning a progressively higher wage throughout their apprenticeship. The word is getting out; however, that is not enough!

Local 3 staff and our apprenticeship instructors are changing the way future generations of young women view our crafts as a career by performing outreach at both middle school and high school career fairs. Hands on activities enabling young students to try our crafts have often been the hit of the show! Both young women and men like the artistic qualities of our skilled crafts. Some of the Local

3 staff, including myself, attend the California annual Educators Convention to discuss with educators and guidance counselor's apprenticeship opportunities and the trades as a viable alternative career for young women and men. I cannot tell you how many educators and counselors are thrilled to find our table displaying the apprenticeship opportunities available for those who want to pursue a career with their hands and have no interest in college. Local 3 also gives craft presentations at (TOP) Trade Orientation Programs like Rising Sun. These are programs which target at risk youth, women, and others teaching them the soft skills required in construction and giving them a pathway to enter a career in the building trades. I am always very pleased to give these presentations, describe our crafts, and work with young folks interested in joining Local 3.

To increase the success rate of young women and men at BAC we will soon be rolling out a mentorship program. It is my sincere hope that the skilled women of Local 3 will take part and become mentors to guide our women apprentices. More information on the mentorship program will be forthcoming. I would also like to encourage our Local 3 trades women, and any woman interested in the construction trades as a career to visit **TRADESWOMEN.ORG** for information on (TOP) trade orientation programs, support, Women's Building Conferences and information on the promotion and retention of women in the trades.

Women are thus far a nearly untapped resource in a construction market in dire need of more craft persons.

*"Live proud, there is no substitute for skilled labor."*  
Darin

## NEW POLICY — MONTHLY UNION DUES

Currently members who are behind on monthly dues receive a Delinquent Notice, a Final Notice and a Drop/Discharge Notice.

Despite the improved economy, we continue to have hundreds of members delinquent every month. Due to the high costs of administration and mailing; members will now only receive two notices.

Starting July 1st, members delinquent in their dues will receive a Final Notice and a Drop-Discharge notice only. We encourage all members who have issues paying dues timely to fill out an Automatic Dues Authorization Card, which will automatically take dues quarterly/annually from your OE Credit Union account. These forms are available on our website ([www.bac3-ca.org](http://www.bac3-ca.org)), at the Union Hall or from your Field Representative.

### **New Dues Policy Example:**

If your dues are paid through May; and you do not make another payment, you will be mailed a Final Notice in the first week of August. If you still fail to make a payment, you will then be mailed a Drop-Discharge Notice in the first week of September. You will have 7 days from receipt of this notice to contact the Union Hall. Failure to do so will result in a minimum reinstatement fee of \$80.00 and a discharge notice will be sent to your employer. You will also be dropped with the International Union. It is the responsibility of the member to remain in good standing. We would like to thank members who pay yearly and receive a credit for a month's dues and the members who are always in good standing.



# NOTES FROM THE FIELD

## From Organizer **DAVE TAFOYA**

I hope this newsletter finds everyone doing well. Winter has finally gone, with spring rapidly moving toward summer. Remember to stay hydrated and be safe on the project you are working on.

I have been asked numerous times by our members, what is a picket? And why do we picket? “Picketing” is regarded as one of the most valuable “tools” in a construction organizing campaign. There are multiple kinds of pickets, such as area standards picketing, recognition, informational, mass picketing and others. Pickets are sanctioned by the Local Building Trades. Most pickets done by BAC and other trades are “Area Standards” pickets. This means the non-union contractor is not paying its workers’ wages and benefits equal to or higher than our union wages and benefits. Organizers, Union Reps and members carry picket signs in front of all the gates that access the jobsite with the unscrupulous contractor. We often use an inflatable rat, cat or greedy pig to maximize our effect. We generally get great support from other Building Trades who do not cross the picket line in solidarity, as they realize we must stick together to raise the wages and benefits for all construction workers. While this disrupts the jobsite and informs the public, its main objective is to get the non-union workers our wages and benefits.

A strike is not a picket. Please don’t get these two confused. A strike is probably the best-known form of worker direct action against an employer. This generally happens when a construction agreement terminates, and a Building Trades Union has not come to terms with the employer(s). The Union generally goes on Strike

for better wages, benefits and/or working conditions if negotiations have come to impasse.

Mass pickets are used to bring out as many Building Trades members as possible and focus on one project. Local 3 recently stood in solidarity with over 700 Alameda Building Trades workers in a May Day Picket in the city of Oakland and a march to a Rally at the Oakland City Hall. This action was a big success. BAC had a great turnout with our active members and retirees.

BAC Local 3 has been involved in some great job site actions in recent years, along with organizing campaigns that have resulted in the signing of new signatory contractors. Our commitment to Organize and utilize these tactics are crucial to our success. Pickets are only successful if the membership participates and understands these type of job actions. A good union member understands what a picket means and honors all picket lines. If you are contacted to picket, please do your best to attend. All members will receive a stipend, travel pay (Tile CBA), and BAC PACT points. To learn more about pickets and organizing, sign up for our Construction Organizing Membership Education Training (C.O.M.E.T) class scheduled for July 13th, 2019 held at the new tile training center in Livermore. Please call the union hall to sign up. There is a lot of good information to be learned at this class as well as other organizing tactics. I hope to see you there.

*In Solidarity,  
Dave Tafoya*



**KNIGHTS FLOORING PICKET — 5/17/19**

**L to R: Steve Kantoniemi, Dave Tafoya, Steve Espinosa, Terence Connelly, Gilbert Gomez, Darin Compton, Steve Kroninger, Miguel Ontiveros, Troy Garland, Mike Ross and Miguel Quiroz.**





# THE BEST HANDS IN THE BUSINESS!







# THE BEST HANDS IN THE BUSINESS!





# NOTES FROM THE FIELD

From Organizer **RYAN RUF**



Brothers and Sisters,

As a BAC member for the last 14 years I have always taken pride in my work laying up bricks, blocks and stones. Now as your new Organizer I have carried that pride with me. I began to get involved with

our union by going to chapter meetings, followed that with a comet class and then joined the volunteer organizing committee. These gatherings make our union stronger and I encourage all members to include themselves.

Expectations for my new position are high, bringing in new contractors and new members to grow our union is my number one priority. When we control the workforce, we control the wage. As a united group we are stronger and louder, so if we can look at our union like a job site when more hands are involved then we can quicken the production.

For the last month I have traveled along with all of our field representatives throughout local 3's jurisdiction. I

have also been attending building and construction trade meetings; it is here where all trades come together to work on project labor agreements.

Going forward I plan to work with all members, and I expect you to hold me accountable. I pledge to show up, work every day and do whatever is asked of me. I would like to mention our general meeting is in November; I challenge all members to come and claim your seat. Please speak your mind, your voice matters.

Finally, I would like to thank all the office staff and all of the members I have seen in the field over the past month; you have welcomed me with a warm reception and given me a greater sense of pride regarding my new position.



**MAY DAY PICKET AND RALLY IN OAKLAND**

**L to R top: Miguel Ontiveros, Steve Vogel, Steve Kroninger, Dave Tafoya, Ryan Ruf, Darin Compton, Rock McKinley, Steve Espinosa and Gilbert Gomez.**

**L to R bottom: John Xu, Troy Garland and Rodney Rocha.**



# BAC LOCAL 3 NEWS...

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

## MASON DEVELOPMENT CENTER – LOCAL CONTEST 2019

The BAC Local 3 Apprentice Contest was held at the Mason Development Center on Saturday April 13, 2019. There were 34 competing apprentices from across our four trades. The competition was fierce as apprentices battled for a chance to win tools, free dues and a chance to advance to the Western States Apprentice Contest in Honolulu, Hawaii. Also featured were demonstrations and Q&A from Benesys, Kaiser and OEFCU.

The Bricklayer project consisted of a rectangular brick pier terminating at a lower and upper elevation. Fourteen brick

apprentices were allowed five hours to complete the project in accordance with the drawings.

PCC apprentices showcased their skills through a series of projects, that included setting precast, replacement of brick, pointing of brick with varying joint finishes, and vertical and horizontal caulking. Twelve apprentices competed and were judged on each aspect of their trade.

*(continued on next page)*

## BRICKLAYER WINNERS



L to R: 3rd Place – Alex Morua, 1st Place – Presley Prater\*,  
Coordinator Josh Height, 2nd Place – Nicholas Voolstra\*

## PCC WINNERS



L to R: 2nd Place – Jose Guzman-Chavez, 1st Place – Cornelio Valencia\*,  
Coordinator Josh Height, 3rd Place – Ryan Jue\*

\*Western States Apprentice Contest Competitors



# BAC LOCAL 3 NEWS...

## **JOSH HEIGHT** *(continued)*

Four Marble Mason apprentices were challenged to set wall veneer using copper wire and plaster, as well as layout and install paving.

The Terrazzo competition focused the four competing apprentices on layout and installation. They also were judged on their abilities, grinding and polishing.

All the contest projects are available to be viewed on our website [www.bac3train.com](http://www.bac3train.com)

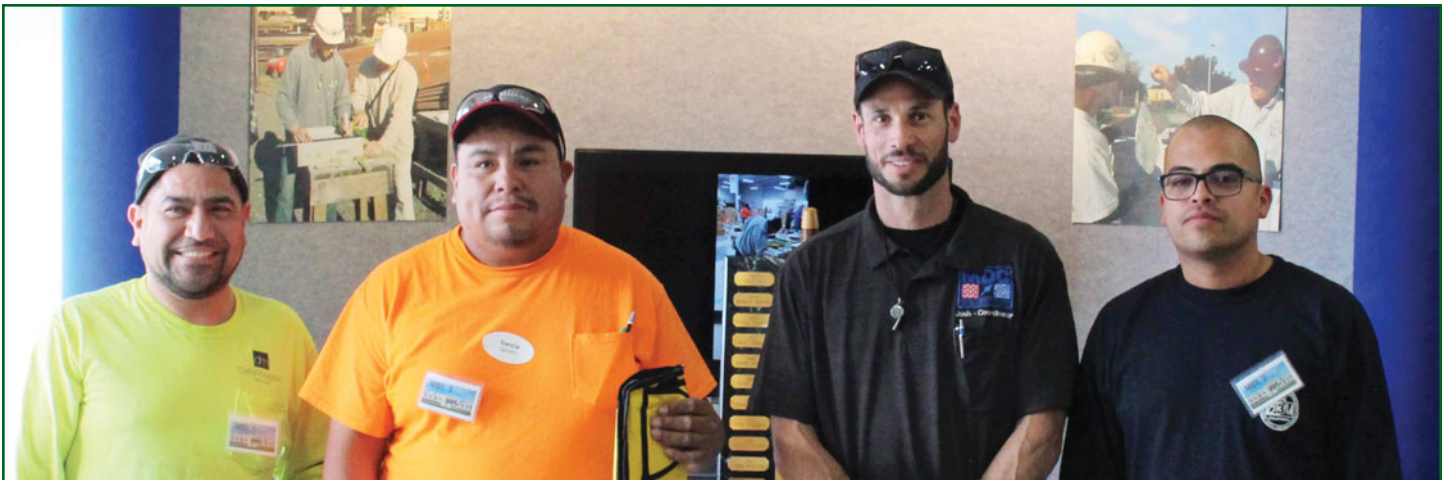
The contest culminated with a mouthwatering barbecue lunch from CaliBama BBQ provided by Local 3 and the Contractors Association. Prizes for contestants were provided by industry

leaders Kraft Tool, DM Figley, Marshalltown, Hubbard, JagClamp, and Crick Tool. Congratulations to all competitors and the top finishers from each trade.

Special thanks to our judges for a job well done and your commitment to apprenticeship, Steve Espinosa, Patrick Martin, Kristian Trotter, Jose Barrerras, James Mayse, Enrique Velasco, Bryan Pritchett, Chuck Woodard, Dave Filippi and Jeremy Schell.

I would also like to recognize our instructors Laurie Harris and Jorge Lopez who briefed all contestants and judges, creating a successful 2019 Local Contest.

## **MARBLE WINNERS**



L to R: 3rd Place – Luis Rosas, 1st Place – Serafin Garcia\*, Coordinator Josh Height, 2nd Place – David Gonzalez

## **TERRAZZO WINNERS**



L to R: 3rd Place – Raul Urtiz, 1st Place – Williams Lopez-Pineda, Coordinator Josh Height, Instructor Jorge Lopez de Arriaga, 2nd Place – Jaime Calderon (not shown)

\*Western States Apprentice Contest Competitors



# BAC LOCAL 3 NEWS...

From JATC Coordinator **MARK ANSELL**

## NORTHERN CALIFORNIA TILE INDUSTRY APPRENTICESHIP TRAINING CENTER

On April 27th, 2019 we held our annual Tile Layer Apprenticeship Run-Off contest for the first time at our new Training Center in Livermore.

We had a great turn out, great food and fun to go along with the skillful competition by some of the best apprentices in Northern

California. All of them with the hopes of becoming the next to be awarded with the honor of being #1 in their field. Along with that are the prizes, free dues and of course the chance to represent our Local at the 2019 Western States Apprenticeship contest in Honolulu, Hawaii on June 22nd.

After all the hard work and stress... when the dust cleared, the Judges and I tallied up all the scores.

1st place – **Manual Vera** of DeAnza Tile  
2nd place – **Juan Bernal** of DeAnza Tile  
3rd place – **Luiz Rivas** of DeAnza Tile

*(continued on next page)*

### TILE WINNERS



1st Place – Manual Vera



2nd Place – Juan Bernal



3rd Place – Luiz Rivas



Best Finisher – Casey Allen



# BAC LOCAL 3 NEWS...

## MARK ANSELL (continued)

A huge congratulations goes out to all three of these Tile Layers for showing what you can achieve by working hard and getting the job done.

There is also a winner for Best Finisher of the day. That went to Casey Allen of Superior Tile & Stone! Everyone involved noticed Casey for his hard work and dedication. Job well done!

I would like to thank all the Judges who took the time to be a part of the event...

Stuart Dando, Superintendent for Pro Spectra Flooring, Lupe Ortiz, Regional Training Director IMTEF/IMI, Robert Panak, Superintendent for Superior Tile & Stone. These guys do not take their jobs

lightly and they show no mercy!

Special thanks to Monique Sanchez, office administrator for keeping the wheels on the bus, to Instructor John Rodriguez and his crew of Finishers for working hard to keep the mud flowing. Also, to BAC 3 for awarding free dues to the top three winners and Best Finisher. We would like to acknowledge the Union and Contractor's Association for supplying the awesome BBQ lunch by CaliBama BBQ.

I am also very grateful to the people and suppliers that gave prizes, help and donations to our apprenticeship school throughout the year. ARDEX Americas, Custom Building Products, Laticrete,

Mapei, Schluter Systems, Tile Setter Toy Store and Stabila Levels.

I would also like to recognize Benesys, Kaiser Permanente and Operating Engineers Credit Union as well, for coming out to show support and providing information.

Work hard to make a great reputation for yourself and remember... Apprentices, turn in your Blue Books in on-time!

For upcoming Continued Education Classes, the School Schedule and more about the Apprenticeship Program, see our website at...

<http://www.nctijatc.org/>



Back Row – L to R: 1st Place Manual Vera, Coordinator Mark Ansell  
Front Row – L to R: 2nd Place Juan Bernal, Instructor John Rodriguez, 3rd Place Luiz Rivas



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

10806 Bigge Street  
San Leandro, CA 94577

## 2019 BAC LOCAL 3 FISHING TRIP

- WHEN:** Saturday, August 17th — Show up between 5:00 - 5:20 AM.
- WHERE:** Berkeley Marina @ 225 University Ave. (parking @ Bait Store).
- RSVP:** You must sign up — call the Union Hall at 510-632-8781  
Payment must be made by August 7th  
\$70.00 check made to **BAC Local 3** (no cash)  
ATM or Credit Card also accepted 510-632-8781
- PROVIDED:** BAC will bring sandwiches, chips, soda, and some beer.  
Rods and tackle provided (you may bring your own)
- BRING :** **Fishing License Required!!**  
(1 day available at bait store, call ahead for availability)  
*Please bring a generous tip for the deck hands.*  
*There is an additional fee to have your fish filleted.*



**BAC LOCAL 3 MEMBERS IN GOOD STANDING ONLY**  
**NO GUESTS DUE TO LIMITED SPACE**



*Salmon fishing is planned this year.*

