



# LOCAL 3 NEWS

Winter 2019

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

BAC 3 has completed 20 years of fundraising for the Sullivan Kraw Scholarship Fund. The Annual Crab Feed fundraiser receives support from our members, trust fund service providers, and signatory contractors. This is a fun way to provide our extended union family financial support to attend college. Longtime supporting members Greg Miranda and Ponch Ruiz have steadily increased the amount of family and friends attending each year; last month Greg brought 18 and Ponch brought 28, both are pictured on page 9. Thank you to all BAC 3 staff for all the work to hold this event, especially Secretary Treasurer Troy Garland and Bookkeeper Carmen Olivo-Garcia.

I truly enjoy reading the essays submitted by each Scholarship applicant, following are a few excerpts:

Andrea Williams, Retired Bricklayer Paul Jeffrey's granddaughter wrote: *"Through my grandfather's experiences he learned to work hard and efficiently, traits that he passed down to my mother and on to me. I have learned through my grandpa's work ethic the importance of getting a job done right the first time. He taught me that doing your best at everything you do will make your opportunities grow and benefit you in the end. These are things the union taught my grandpa through his apprenticeship and long bricklaying career."*

Alyssa Cao, PCC Bing Cao's daughter wrote: *"my father has found a stable job as a construction worker with BAC 3 for 25 years. The union enforces and protects rights that my hard working father*

*deserves. For example, if work was slow, the union would assist my father in finding a job at a new worksite...BAC 3 has also provided me with opportunities to meet other people who are also part of the union, which portrayed a feeling of a second family. The union hosts annual gatherings that allow union members and their families to socially bond with each other."*

Maleni Morales, Tilelayer Martin Morales' daughter wrote: *"I am the proud daughter of a BAC 3 union member...BAC 3 has been a great support to my family. It has provided us a sense of stability which has been crucial in handling the ups and downs life has posed throughout time, by advocating for members such as my dad, and making sure he is being paid a fair wage...my motivation is a vision replaying through my mind, myself draped in a black gown, cap on head, as I stand tall and proud gripping on to my degree surrounded by my family as I mouth 'We did it.'"*

Please read the complete essays at [www.bac3-ca.org](http://www.bac3-ca.org)

I would like to thank IUBAC President and Local 3 member Jim Boland for making the time to swear in our local Officers to their new term in office. All of our Officers, Field Representatives, Organizers, and Secretaries will continue to work efficiently and professionally. We have much to accomplish in 2019 and I am committed to continue representing you and our industry to the best of my ability.

Work Safe and Honor All Pickets, Dave



Left to right — Field Rep. Steve Espinosa, Vice-Chairman Steve Kantoniemi, Vice-Chair Gary Peifer, President Dave Jackson, IU President Jim Boland, Sec/Tres Troy Garland, Vice-Chair Darin Compton and Organizer Dave Tafoya



## 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 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 and Steward Training

- Other Union activities may be approved by the Management Committee.

Participating in Union actions will help BAC increase market share and create 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 legibly and follow all policies and procedures
- Maximum of 2 meetings credit per month
- BAC Local 3 Retirees are eligible

## NEW FOR 2019!!

**BAC IS NOW TEXTING MEMBERS  
FOR CHAPTER MEETINGS  
AND OTHER BAC FUNCTIONS**

**IF YOU ARE NOT RECEIVING TEXTS,  
PLEASE CALL THE UNION HALL TO HAVE  
YOUR MOBILE PHONE NUMBER UPDATED  
IN OUR BAC WORKS SYSTEM.**



# NOTES FROM THE FIELD

From Field Representative **DARIN COMPTON**

## Build Strength Through Participation

Building strength through relationships and political participation in order to advance pro-labor political policy and a pro-labor legislative environment is not a new idea. Involvement by labor unions in politics is a sound means of promoting fair wages for workers at prevailing rates through project labor agreements with skilled worker requirements, etc. Most recently, political lobbying and campaigning by the building and construction trades have produced city wide project labor agreements in San Francisco, Sacramento and San Jose all promising to capture jobs for working families at fair wage rates.

Late in 2018, I was asked by David Bini, Executive Director of the Santa Clara San Benito Counties Building and Construction Trades Council, to run endorsed by the SCSBCBTC as a District 29 Delegate to the California Democratic Party. The potential value to BAC Local 3 members and the Building Trades was apparent. Assembly District Election Meetings (ADEMS) are held every two years. 7 women and 7 men are elected Assembly District Delegates (ADD) at the meeting to represent the assembly district they are registered as a Democrat in for 2 years. AD Delegates to the Democratic State Central Committee (DSCC) are responsible for planning and attending informal meetings throughout the region and working with other DSCC Delegates throughout California to represent their community. AD Delegates vote on behalf of the community they represent at CDP regional meetings and the California Democratic Party Convention. On January 13, 2019 at the District 29 ADEM myself and a progressive slate of 6 other men and 7 women were elected.

The idea of union members expanding their political participation to represent labor is nothing new either. Local 3 member and former tile layer Tim Paulson exemplifies the possibilities. Tim was a Local 19 tile layer and later a field representative who rose to the challenges of Executive Director of the San Francisco Labor Council representing 140 unions, later taking over Mike Theriault's position as Secretary

Treasurer of the San Francisco Building and Construction Trades Council in 2018. Tim is also Chairman of the Labor Caucus of the California Democratic Party and sits on the Executive Committee of the State Federation of Labor.

We are all very busy with work and family; but there are many ways you can become involved and represent working folks: join your neighborhood association, attend your BAC 3 Local Chapter Meetings, attend Local 3 COMET Class, attend school board and city council meetings when representation is needed by the building trades and above all: register and vote! Representing working folks is the most important thing we as union members can do for ourselves, our families, our fellow members and the labor movement as a whole!

*Live Proud, there is no substitute for skilled labor!*

Darin



**BAC 3 member Tim Paulson with SF Mayor London Breed and SF Building Trades Affiliates days before the final vote of the SF City Wide PLA.**



**Newly elected Assembly District 29 Delegates to the California Democratic Party with Omar Torres District 7 Regional Director.**

# NOTES FROM THE FIELD

## *From Field Representative* **STEVE ESPINOSA**

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Greetings Brothers and Sisters,

I'm hoping you are all doing well in the beginning of this new year and that you are looking forward to a productive and prosperous 2019. It seems every year comes with change, sometimes good other times not so good. I'm sure we can all agree that change is a necessary constant in our lives.

Many of us are creatures of habit and just prefer things to remain the same way they are all the time. I myself am one of those creatures. I think most will agree that without change there can be no growth and without growth, we as craftworkers will be unable to adapt to what lies ahead in the future of our trades. I'm sure you have already seen how technology has drastically changed all our lives in so many ways and how technology can be a blessing and a curse at the same time.

From self-driving cars to drones that deliver packages to spying doorbells at your home. With this new technology there have been many advancements in the way most of you perform your tasks at work, for example grouting and floating materials in the tile trades, dust free cutting and laser cleaning in the masonry trades. The biggest advancement that we see right now is artificial intelligence (A.I.). Although A.I. has been around a long time, only in the past decade have we seen it move deeper into the construction industry. As I write this article, these new methods are being developed to

monitor jobsite activities such as identifying manpower and material needs and availability. A.I. will also be able to constantly scan for safety hazards long before they become an issue. This doesn't mean that there will be a robot walking around the job, but there will be some type of scanning device that is placed throughout the jobsite that can identify and mitigate these situations and probably dozens more.

Now is the time for our members and especially the young apprentices to study and learn as much as possible about A.I. technology as it advances quickly into the trades, because I believe that this is worthy of our attention. I don't want any of you to feel like I am putting all of this on the members when in fact the International Bricklayers Union and the International Masonry Institute are currently following this trend in construction technology. They will keep us all informed with its progress and how we as craftworkers can utilize A.I. to further our advancement in construction and the progress and strength of this union.

I hope I haven't freaked everyone out and you are thinking that its WAR OF THE WORLDS all over again. I just feel that it is never too early to start looking towards the future to maintain the integrity of our lives and the strength of this union.

Sincere regards to all our BAC Craftworkers

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## *From the Desk of Organizer* **DAVE TAFOYA**

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I would like to wish everyone a Happy and Prosperous New Year! 2019 is here and work is looking good moving forward. The need to "Organize" is imperative as we look to capture projects in all areas of this "booming" construction market. We all know from commuting to work or traveling with family on the weekends, that there is a lot of new buildings being built along with the construction of new homes. The need for construction workers is in high demand for all trades.

BAC local 3 has great opportunism through our apprenticeship programs and state of the art training facilities to teach eager individuals on how to become great craftsmen or craftswomen. Our apprenticeship programs will teach you while getting paid to learn, develop skills and become a certified journey worker that you can carry with you anywhere. For many, this is much better than developing a college tuition debt. Studies show that approximately 70% of all college students upon graduating have major debt and going to college is not for everyone. The Tech world is taking over our younger generation. Within the next five years there will be increasingly more baby boomers retiring, and we need the younger men and women to work in all the trades, including ours. Craftworkers have the distinction of being able to say, "I built that," or "I worked on that building."

The International Union of Bricklayers and Allied Craftworkers was established in 1865 and is still the longest continuous operating trade

union in North America. BAC is not going anywhere, so if you have that friend or family member, let them know how proud you are of being in a "Union" and let them know what we are about. I would like to encourage all our members to attend upcoming apprenticeship competitions being held this spring at both the Masonry Development Center (MDC) and the new Tile Training Center so keep an eye out in your newsletter for dates. Recently Local 3 has been sending out text messages, so I hope all of you are receiving them.

Local 3 has been having great turn outs at our chapter meetings. It is good for our members to participate in our Union. The Manteca chapter meeting set a record last month in December 2018, with forty members in attendance. I want to thank all that showed up. These turn outs are huge because we know that our Organizing efforts are working in developing new members in our forty-six-county jurisdiction.

By the time you are reading this I hope you have called the hall and put your name on the list for our upcoming COMET training class (Construction Organizing Membership Education Training) on February 23rd, 2019 @ 8 am at the MDC. Space is limited to twenty a class. We will be having COMET training classes throughout the year so if you are not able to make this one shoot for another. Stay on the Out of Work list if you're not working and work safe.

In Solidarity, Dave Tafoya



# NOTES FROM THE FIELD

## *From Field Representative* **STEVE KANTONIEMI**

Most likely, all our members live close by a large Shopping Center/ Mall. Many of these are undergoing large redevelopment, renovations or additions. Even with large retail stores such as SEARS, MACY'S and JC PENNYS struggling to survive or shutting down completely, Malls and Shopping Centers are growing in square footage and are incorporating green technology, updated visual elements along with open public spaces. Not to mention, family/adult entertainment centers, such as hi-tech cinema theaters, bowling alleys and Dave & Busters Entertainment Centers... When these Shopping Malls do an expansion or renovation, there is always a large amount of our brick, marble and tile trades work involved.

Sometimes our work will go all union, sometimes not. This usually depends on who the owner(s) and developer(s) are and if they are a national company. In some cases, they have construction companies traveling around the country doing their trade work. These companies generally pay their workers sub-standard wages and benefits. They often work at night, which takes away from many of our organizing tactics. Some of these non-union mall projects have been in my own back yard, including the Great Mall of Milpitas and New Park Mall.

Your BAC Field Representatives and Organizers visit these malls regularly and meet with Mall Managers and Developers to discuss our concerns. Many times, we are told the contractors and sub-contractors are hired through their Corporate office on the East Coast. We have had some success stripping and bannerizing these

Shopping Centers and continue to get some leverage through our Local Building Trades Councils. We must be diligent to keep the pressure on these projects, especially early in the contracting process. If you see construction being performed on a Shopping Center or Mall, please let us know, so we can follow up.

One recent success story is the Large Hillsdale Shopping Center project. This is all new construction at the North side of shopping center where Sears and a large parking lot used to be. The addition and renovation on the North Parcel of the Mall will cover 12.5 acres and almost 292,000 square feet of dining, retail and entertainment. Also, being built is an 870 seat Cinopolis Luxury Movie Theater and a Pinstripes Bowling Alley Entertainment Center. This is an ALL UNION project.

Part of this project recently opened to the public. The Dining Terrace, which features many restaurants and overlooks the construction of the new mall expansion and public plaza, along with a hi-tech show fountain.

I would like to compliment Superior Tile and Stone's Marble Masons, Finishers, Tile layers and finishers for all the excellent stone veneer and high-end tile work being done on the project. Fitzgibbon's Masonry is also performing quality work installing the CMU.

Happy New Year to all  
Best Regards  
Steve Kantoniemi

## **Supervisor Certification Program**

*This training program was held at the MDC on January 18-19, 2019.*



Left to right — Jose Vasquez, Charles Woodard, Eric Bloom, Ryan Ruf, Aaron Hess, Robert Bishop, Enrique Prado, Kristian Trotter, Jose Prado, Mark Taylor, Dustin McBride, Juan Rojas, Alexander Morua, Jordan Parskevopoulos, and Joshua Height.





# THE BEST HANDS







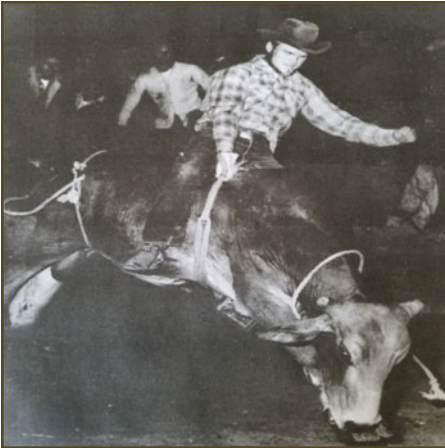
# IN THE BUSINESS!





*From Field Representative* **GARY PEIFER**

## **PERRY O'LAUGHLIN** **Bricklayer, Bullrider, BAC Union Contractor...**



### **Brothers and Sisters,**

It is with a shared sense of sadness that I must inform you of the loss of BAC 3 masonry contractor Perry Scott O'Laughlin who passed away on December 16, 2018. Born January 24, 1945, Brother O'Laughlin grew up on the family ranch east of Florin Township (Sacramento) where he learned to ride horses, bulls and in general the rigors of hard work. As a teenager, Perry played football and excelled at sports which created a competitive spirit that would foster a lifetime of goals and achievements.

After graduating High School in 1963, he joined BAC Local 9 California as an apprentice bricklayer and was employed by signatory Townsend and Schmidt Masonry where his commitment to the craft and hard work led him to become the general superintendent. As the story goes, Perry would ride bulls in the evening after working all day and on more than one occasion, he would report for work the next day, on time sporting a black eye, cuts, and some bruises from a "rough ride."

In 1987 Perry opened PTS Masonry. When asked what the letters meant, he would often candidly reply, "Past Townsend and Schmidt." The company, Perry's Truckee-Sacramento Masonry, was originally located in both Truckee and Sacramento but consolidated operations into Sacramento

where it experienced steady growth and earned PTS the reputation of being a quality-oriented contractor. He has also been recognized for his commitment and participation to the apprenticeship program and subsequently his ability to mentor not only apprentices but younger contractors in the masonry industry.

PTS Masonry was one of Perry's many passions with his family being the prime source of his pride and joy. His three children, Ty a bricklayer, Trace a tile setter, and Tami a business woman would have been an ample legacy for most fathers, but when he met and married Sharon, which blended 4 more children, he was said to have smiled and remarked, "The More, The Merrier." With that marriage of 27 years, he became affectionately known as Gmpa and Grandpa Perry to 16 grandchildren and 10 great grandchildren, who are truly

a testament to a life well lived. It also provided the opportunity to expand the player roster on the annual New Year's Day family football game the "Toilet Bowl" as it was affectionately called. Not for the quality of play, but for the abandoned toilet in the field where it was held.

A forever LA Dodgers and Dallas Cowboys fan, Perry was also an avid fisherman, hunter, pilot and die-hard championship softball player and team sponsor. His whole-hearted team approach to life and the dedication to his family and friends will be dearly missed as evidenced by the close to 300 people who attended his celebration of life. As most who knew him will tell you, his smile was a clear indication that despite the odds, everything was going to be alright.

Rest well our Brother, for you've done yourself, your family and the Union proud.





# BAC LOCAL 3 NEWS...

## 20th ANNUAL CRAB FEED – BIGGEST EVER!!

On Saturday, January 26th, BAC 3 held its 20th Annual Crab Feed. This year was our biggest year ever with over 500 supporters signed up and over 450 attendees. The Crab Feed is the only event that funds our BAC Local 3 Scholarship Fund for our members. This year, we raised over \$7,000 dollars in raffle sales and over \$25,000 in attendance and donations. Since its inception, the scholarship has given out over a quarter of a million dollars.

this year the raffle prizes were the best yet. We had two 70" smart TV's (donated by **Benesys**), A's tickets (donated by **Linquist**, Sunglasses (donated by **VSP**), a camp stove, smoker (donated by **Kraw Law Group**), Nintendo Switch (donated by **OEFCU**), X Box, knife set, 3 fishing poles (donated by **VTD**), tools, kitchen aide mixer (donated by **Aabco Printing**), bicycle (donated by **Kaiser**), tent, pan set, luggage, gift cards (donated by **Venuti and Assoc.**), and much more...

We would like to thank the scholarship board members, sponsors and attendees and wish all this year's scholarship recipients the best of luck in furthering their education. Please join us next year for great prizes, food and fun.





# BAC LOCAL 3 NEWS...

**From Apprenticeship Coordinator JOSHUA HEIGHT**

## Mason Development Center

The New Year is here, and plans are being developed for our 2019 Local 3 Apprentice Contest. The contest will be held on Saturday, April 13 at the Mason Development Center in Tracy. The competition will include Bricklayer, PCC, Marble and Terrazzo apprentices. Contestants will be judged on their capacity to interpret the drawings, skill and competency with their tools, and ability to construct the projects according to the specifications. Competition will be intense as apprentices compete for awards in the top 3 positions for each trade. Family members and guests are encouraged to attend.

Perspective drawings of the Competition Projects will be available to view on the Apprenticeship website February 13, 2019 @ [www.bac3train.com](http://www.bac3train.com) Competitors will get a first look at the actual Project Drawings the day of the competition. The contest will take place from 8:45 a.m. until 2 p.m. Lunch will be served following the contest provided courtesy of BAC Local 3. The April 13 contest will be an excellent opportunity for you to visit our training center and show support for our apprentices.

There will be a brief ceremony following the competition acknowledging the 33 journeyworkers certified in 2018. We would like to congratulate them on their achievement and commitment to the masonry craft.

### BRICKLAYER

Anthony Guerrero – John D. Wait Masonry  
Jordan Paraskevopoulos – John D. Wait Masonry  
Joseph Prater – John Jackson Masonry  
Raul Silva – Cornerstone Masonry

### PCC

Alejandro Caro – Valley Waterproofing  
Boudsy Chanthaboury – F.D. Thomas

Salvador Garnica – Valley Waterproofing  
Tomas Gomez – Tom Lewis Restoration  
Walter Gomez – Tom Lewis Restoration  
Christopher Holt – Pacific Sealants  
Daniel Ochoa – Performance Waterproofing  
Mario Perez – Tom Lewis Restoration  
Jose Prado – Alpha Waterproofing  
Deyon'te Proby – Western Specialty  
Nicholas Richardson – Performance Waterproofing  
Anna Rodriguez – Pullman SST  
Brayan Sanchez – Pullman SST  
Carlos Valle – Pacific Masonry Restoration  
Nathan Wolfe – Pullman SST

### MARBLE MASON

James Grabill – D&J Tile  
Phil Mansfield – Walters & Wolf  
Javier Pena – Columbia Stone  
Brett Spinks – Cleveland Marble  
Shane Wilmoth – Columbia Stone

### MARBLE FINISHER

Jose Alvarado – Rinaldi  
Jose Calderon – Columbia Stone  
Ivan Cambron – Columbia Stone  
Mark Madewell – American Terrazzo  
Francisco Monarrez – Cleveland Marble  
Daniel Santos – D&J Tile

### TERRAZZO FINISHER

Devin Anderson – Associated Terrazzo  
Brian Dohring – American Terrazzo  
Manuel Lopez – Pineda-American Terrazzo



### APPRENTICE BRICK CLASS – ARCH LAYOUT AND CONSTRUCTION

Left to right — Alexander Morua, Jonathon Suliven, Cole Blackwell, Jonathan Harrison, Jack Hernandez, Alvin Mann, Cody Piper, Presley Prater, Matt Prater, Johnny Delgado, Jose Diaz.



# BAC LOCAL 3 NEWS...

## From Apprenticeship Coordinator **MARK ANSELL**

Your Northern California Tile Industry Apprenticeship School has been up and running since late October 2018. While many apprentices have been to school already, I know some of you are still waiting. Thank you for being patient while we rebuilt our new facility. It has been many, many years in the making. We have added more students to the weekly classes and are now going to have school all year round. This way we can keep everyone on schedule and be sure that no one falls behind. When you reschedule your classes, there is a chance you may be missing out on pay raises as well. Get those RSI and OJT hours!

Last October 6th 2018, two of our Tile Layer apprentices competed in the 2018 BAC/IMI International Apprentice Contest at the International Masonry Institute in Bowie, Maryland. The contest was followed by the Awards Dinner at the Washington Hilton in Washington, DC. Our apprentices, **Roberto Paniagua** and **David Perez** were the two who represented our Local 3 apprenticeship for the Tile Layers. I am proud to say as usual, our apprentices were on point impressing the crowd with their dazzling skills, knowledge and speed! It makes me proud to hear the comments, complements and congratulations as our boys shined once again. Impressing everyone! **A big congratulations to David Perez for taking first place!** Also, a big congrats to **Roberto Paniagua**. Roberto put on a show of

skill that impressed the audience. These two Tile Layers showed professionalism, talent and Mad Skills! The Awards Dinner was also a very impressive affair with a lot of pride when all the contestants were shown on the big screen. Thank you to all that were involved!

We recently had the Supervisor/Foreman Certification two day class and I'm happy to say we had a great turn out. We will be working on another class for the near future and will be contacting those members that are on the waiting list. Congratulations to those who attended and passed the course.

There are still spaces available for the other "Continued Education Classes" coming up in the next few months. You can ask your supervisor or call the Apprenticeship school for more information. Keep your eyes open for the next flyer, there just might be something you need or can help you to advance your future.

Remember, *"The future belongs to those who prepare for it today"*.  
- Malcolm X

**Let's not forget, Blue Books are due at the first of the month.**

You can find out more about the Apprenticeship Program, the Continued Education class, the class schedule, events and announcements by visiting our web site at [www.nctijatc.org](http://www.nctijatc.org).

## Supervisor Certification Program

***This training program was held at the Tile Training Center on January 4-5, 2019.***




IMI West Region Director Lupe Ortiz and Attendees: Ramon Arriaga, Juan Banuelos, Eric Bloom, Edward Crowley III, Vicente Garzon, Manuel Hurtado, Jordan Mondragon-Arellano, Francisco Morales, Carlos Ochoa, Juan Ochoa Tinoco, Jerry Ray, Efrain Rodriguez, Jose Cruz Rodriguez, David Salas and Paul Stevenson.



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

10806 Bigge Street  
San Leandro, CA 94577

Breakfast Provided



## BAC Local 3 COMET Training Class

Support YOUR Union!  
Earn BAC PAC Points!  
RSVP 1800 281-8781

Sat. Feb. 23 @ 8:00 am

Support YOUR Unions Organizing Efforts

25347 S Schulte Rd. Tracy, Ca. Breakfast Provided

Construction Organizing Membership Education Training

\$100 Expense Stipend