



# LOCAL 3 NEWS

Fall 2019

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

We have completed negotiations for five BAC 3 Agreements in 2019. I wrote about Tile and Brick in our previous newsletter. I would like to recognize and thank Jorge Lopez De Arriaga, Dan Danielson, Troy Garland, and Darin Compton for their work on the Terrazzo Agreement. I also thank Roger Walls and Troy Garland for their work on the Refractory Agreement. These 4 agreements have been printed and mailed to members working under them.

We are currently wrapping up the Marble Agreement and drafting the language for print. I would like to recognize and thank James Grabill, Chuck Woodard, Colin Johnson, Steve Kantoniemi, Troy Garland, and Darin Compton for their work on the Marble Agreement.

Our negotiation committee's strength at the bargaining table comes from our membership. Your attendance at special call meetings is very important. Collectively we bargain, divided we beg; so, thank you to the members for your input and support through the

negotiation process.

Please take the time to read the articles in this newsletter. Your representatives are continually gaining knowledge and work hard on their articles to keep you informed. All our Officers, Field Representatives, Organizers, and Secretaries are doing a great job representing you.

In closing, I urge you to get involved with your union. Membership involvement creates the strength needed for successful negotiations and to influence public policy beneficial for all our trades. Attend union meetings, a picket or city council meeting when called, attend a retiree luncheon, know your collective bargaining agreement and abide by its terms, teach an apprentice the tricks of the trade that were taught to you. These actions keep our union and our unionized BAC Industries strong.

*Work safe and honor all pickets, Dave*



San Francisco Retiree Luncheon

## LOCAL 3 NEWS

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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, leave a message on extension 18, or by email at troy@bac3-ca.org.

# BAC LOCAL 3 NEWS...

## From JATC Coordinator **MARK ANSELL**

Northern California Tile Industry apprenticeship school has been up and running for nearly one year. It has been a monumental task getting started and adjusting to our new surroundings. I am pleased with the progress we have made and still have a few projects to do in the near future. The apprenticeship school is dedicated to teaching and training our students so they can stay up to date with new products and techniques.

For those of you that don't know, we have hired a second instructor. His name is Rey Barrios. He comes with a very qualified background. He has been in the trade for 20 years and a union member for 14 years. In that time, he has worked in residential and mostly commercial tile and worked at some of our most well known tile companies. I have worked alongside Rey in the field and have total confidence that he will be a great fit to our apprenticeship program!

Ten years ago, Rey was an apprentice in our Tile Layer Apprenticeship Program. He was an excellent student, always helpful and willing to learn. He entered our local contest in 2009, taking 1st place, as well as the Western States Contest in Portland Oregon. He then took 1st place at the

International Masonry Institute's contest in Bowie, Maryland, making him the top Tile Layer Apprentice in the Nation!

Rey was happy to take the job and is eager to teach Tile Layers and Finishers, because it is an excellent opportunity for him to give back some knowledge to the trade. We are happy to welcome Rey to our team.

Recently, the apprenticeship school held a Gauged Porcelain Tile Panel training class. We had a great turn out with many people on the waiting list. Thank you to Nick Mendez with Custom Building Products for supplying equipment, materials and tools, and Lupe Ortiz with the IMTEF for taking time out of his schedule to provide his knowledge and skill to the class.

If you would like to participate in our training classes, keep an eye out for the next Continued Education Training and Workshop flyer. They will be sent by mail and can also be found on our website at [www.nctijatc.org](http://www.nctijatc.org)

Apprentices, please remember to turn in your Blue Books on time; they are due on the first of the month! Please be aware that we will soon be using a new app on our cell phones to make the blue book submissions more user friendly.



**GPT – Gauged Porcelain Tile Panel Training**

# BAC LOCAL 3 NEWS...

From Apprenticeship & Training Coordinator **JOSH HEIGHT**

## COMPLACENCY IS THE CONSENT TO FAILURE

When asking Masonry Contractors to list the most important qualities of a current employee, most would rank personal accountability near the top of the list. This may be in the form of showing up for work every day on time or completing a directed task to standard, ownership is key. This personal accountability can also be a huge driver of success when employees are motivated to excel. If personal accountability does not exist, we must learn to cultivate it. We must remember the skills demonstrated have the greatest chance of being duplicated.

Apprentices must be challenged daily with new and/or challenging tasks that require more thought and attention to detail. These processes will increase the apprentice's work capacity and quality. Building confidence in the skills they possess and attain. They will also begin to feel comfortable taking on more demanding and extensive tasks. Eventually you and the apprentice will become more efficient, accomplishing tasks that at one point seemed arduous.

On the opposite side of the coin, when there is insignificant interest shown in the advancement of the Apprentice, this is

detrimental to everyone involved. If the Journeyman doesn't want to "waste" time training the apprentice, this will lower morale for both, Journeyman and Apprentice. One is mad for not being able to teach, while the other is frustrated for not being taught. This is a toxic relationship that cannot improve without addressing deficiencies. If we are not moving forward, we are slipping back. This is complacency on both of their parts. The Apprentice and Journeyman must both take ownership of the situation to reach their full potential.

One endeavor as Craftworkers is to pass on the skills and talents that were passed on to us by our mentors. Remember none of us knew how to complete many tasks prior to receiving guidance. When our craft culture rewards the success of the team, this will ultimately encourage and require the competence of all team members. This will also build confidence and comradery among the crew, leading to more productive and safer projects. Something everyone can agree on, is good for the bottom line. Encourage cohesion through respect and avoid complacency at all costs. The future is in our hands and luckily, they're **"The Best Hands in the Business."**



Mason Development Center Brick Class August 13, 2019

L to R: Bradley Nelson–*Masonry Design*, Matthew Eleazer–*John Jackson Masonry*, Jin Chung–*Masonry Design*, Jack Hernandez–*Creative Masonry*, Jack Disanto–*Empire Refractory Services*, Alan Campos–*SW Mertz Masonry Specialists*, Terence Connelly–*Giampolini/Courtney*

# NOTES FROM THE FIELD

From Field Representative **GARY PEIFER**

## Our Best Asset Is YOU.

Brothers and Sisters,

While signing a new apprentice recently, I was asked to describe my job duties. After reflecting for a moment, I replied that a Field Representative is hired and serves the membership at the direction and discretion of the locals' President. In that sense, the position is an honor and privilege as you are a direct reflection on the Union and its Members, first, last and always. On a day to day basis, I explained that representatives are principally charged with upholding the BAC International and Local Union's constitution and bylaws while enforcing Local 3's six collective bargaining agreements.

He responded by asking what a typical day involved and I apparently chuckled as he then asked, is there a typical day and how many hours is that. I related that a Union Representative is best described as a journeyman member hired to wear twelve different hats at a time with a day often lasting 10-15 hours and a six-day week not being uncommon. That he is responsible for securing work hours by all lawful means for the members of the Union as a craft and that starts with knowing the contractors, both General and Sub-Contractors, Union and Non-Union. As a representative, time is spent researching construction industry reports, business journals and member sightings to compile information on current and future projects. That information being necessary to conduct field investigations, meetings of involved parties, labor law compliance and labor disruption if necessary. All focused to influence those empowered to award the work to BAC 3 signatory contractors and our members.

When he seriously asked how many hats all that took, it became apparent we had signed another member that would benefit the future of BAC by asking questions and becoming involved in our Union. I resumed our conversation by relating that the field reps and

officers started their masonry careers as apprentices and while some became foreman and superintendents after becoming journeymen, it wasn't a requirement for becoming a field representative. I further explained that many BAC representatives and members are labor trustees on the pension and health and welfare trusts to ensure member benefits have value and are sustainable. That all BAC reps are also delegates and sometimes officers on multiple Building and Construction Trades Councils that are politically active and negotiate Project Labor Agreements to Unionize both private and Public works projects. We, along with the members, negotiate the Collective Bargaining Agreements for our crafts and are also trustees on the Joint Apprenticeship Training Committees to direct the training programs and recruitment through career out-reach in Jr. and Sr. high schools, community colleges, and Building Trades approved MC 3 craft training programs for adults.

In concluding our first meeting and signing his membership oath, I stressed that as UNION craftworkers, we all have strengths that we bring to the workplace each day in solidarity and it's that team effort that continues to grow and strengthen our Union. While shaking his hand and welcoming him to BAC he asked me what I liked best about being a field representative and officer. I told him that was the easiest question he had asked and replied, *"building a Union that benefits you and your family as a BAC member."*

In closing, I want to extend my respect to BAC 3 bricklayers Dave Jones Sr., Dave Jones Jr. and Robert Miller for their outstanding display of craftsmanship and stamina in the Spec Mix Bricklayer 500 Regional Contest. Brothers your presence and competitive spirit is to be commended by all in our industry. Thank you all for a great contest.

*Be well and be safe. Gary.*



**Dave Jones Sr.**



**Dave Jones Jr.**



**Robert Miller**

# NOTES FROM THE FIELD

From Field Representative **STEVE ESPINOSA**

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## KNOW YOUR CBA

Greetings Brothers and Sisters,

For those of you who do not know what “CBA” stands for, it’s your “**Collective Bargaining Agreement.**” All our crafts have one and as members you should have a copy of it. Just as important, you should read it and understand what is in it. If you don’t already have a copy of your CBA for your craft, please call or drop by the BAC 3 office to pick one up or have a copy sent to you. They are also available on our website: [www.bac3-ca.org](http://www.bac3-ca.org). If there is something in your CBA that you don’t understand or find confusing, I encourage you to contact any BAC 3 Field Representative for assistance. Or better yet, you can attend your Local Chapter Meeting and get all your questions answered there.

While all our CBA’s are similar in fashion, they are all crafted differently to suit the needs of each craft. Depending on the economy and negotiations, a CBA can be negotiated for as short as one year or up to five years and negotiations can and usually do become a long and hard-fought process. Contract negotiations usually start months before the contract expires and consist of

numerous meetings with Union officers and our members to get feedback and address concerns the members might have. Then the negotiation process starts between your Union’s Negotiating Committee and the Contractors, to ultimately come to an agreement that both sides are comfortable with.

As I mentioned, you as a member of BAC 3 have a voice in this process and I encourage all members to get involved in the contract negotiation process for your trade. The first step in doing this is by attending your Local Chapter Meetings. **IT’S YOUR UNION – IT’S YOUR VOICE.**

In closing I hope you all had a good summer. Work is steady for all crafts and next year is looking very good for all as well. Remember if you ever have questions about your CBA or anything else concerning your Union, please don’t hesitate to contact anyone of us at BAC 3. Stay healthy, stay happy and stay true to your craft.

*Steve Espinosa,  
BAC 3 Field Representative*

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From Field Representative **DARIN COMPTON**

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## Maintaining Work-Life Balance

In July of this year the US was officially in its longest ever economic expansion, breaking the previous record of 120 months of economic growth from March of 1991 to March of 2001, creating a massive shortage of skilled and trained construction workers. The growing shortage of construction workers started around 2012 and has grown steadily worse. This labor shortage has pushed many workers, our Local 3 brothers and sisters included, to log more hours per day, week, month and year for nearly a decade.

Physical work for long and inflexible hours predictably creates conflict between work and life. A healthy work-life balance can be especially important for workers in the construction industry. The lack balance can cause stress, family conflict, job burnout, health and fatigue issues, and erode both safety and performance on the job site. Add to the long work hours the increased commuting time spent on the road; construction workers spend perhaps more time than ever before away from their home and family. This increased time away means it is as important as ever to set aside time for family, friends, and life.

Here are a few ways to beat stress and regain work-life balance: try to find satisfaction outside of work by making time for your hobbies, relax at home with family and friends (a good support

system of family and friends is important for overall health). Take a vacation, unplugging and recognizing the need for personal time is essential. Stay active and treat yourself right, being in physically good shape increases stress tolerance, reduces sick days, and increases productivity. Don’t rely on drugs or alcohol to cope with stress in life! Remember the BAC Member Assistance Program (MAP) is available to members and their families in need.

At work reduce stress by setting manageable goals each day. Be efficient with your time and communicate effectively with your coworkers and employer when you need assistance with workloads or deadlines. Working together is always more productive! Consider taking a Journeyman upgrade course (there are many opportunities which include a \$199 stipend) to learn another skill which could add variety to your work week and reduce monotony.

The key is Balance. Not only is a work-life balance achievable it is a worthwhile goal which results in happier, more productive and healthier lives.

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



# THE BEST HANDS





# IN THE BUSINESS!



# NOTES FROM THE FIELD

## From Field Representative **STEVE KANTONIEMI**

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With the recent opening of Chase Center / Warriors Arena, I am compelled to give a huge “*Shout Out*” to all the different BAC crafts and contractors who worked long and hard on this Event Center Arena. I believe Chase Center will stand out as one of, or the very best Sporting / Event Center in the Nation. Complicated and unique CMU work done throughout the Center below and above ground, installed by Brick Masons working for Bratton Masonry and Spencer Masonry.

Beautiful Terrazzo Flooring and Pre-Cast Terrazzo Steps and Risers on all the public walkways, stairways and open areas, installed and finished by BAC Terrazzo Mechanics and Finishers. as well as Marble Masons and Finishers working for American Terrazzo Co.

Large scale and Dimensional Stone wall veneer, curbs and ramp ways set and installed throughout the open to public Center Plaza, by BAC Marble Masons and Finishers working for Cleveland Marble Co.

Perfectly lined up Thin Brick Veneer job that can be seen driving or walking around the enter Chase complex installed by BAC

Craft Members working for Thin Brick specialist, American Tile & Brick Veneer Inc.

And to all our Tile Setters, Tile Finishers, Marble Masons and Marble Finishers who worked throughout the entire complex below grade above grade. Hats off to all of you for some Amazing and Dazzling Tile & Stonework set and installed by the following BAC companies,

California Tile (CTI), DE Anza, Della Maggiore Tile, Della Maggiore Stone, KZ Tile, Rinaldi Tile and Marble Co., and Valley Waterproofing. If I missed any of our BAC Companies, I do apologize. I will be submitting the Chase Center / Warriors Arena as the “Best Overall” Project in the Nation for the International Union Craft awards later this year.

Again, Great job by all our BAC members who worked on this project. Your work truly shows you are **THE BEST HANDS IN THE BUSINESS!**

*Sincerely,*  
*Steve Kantoniemi, BAC LOCAL # 3*

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## From Organizer **RYAN RUF**

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Our jobs are often overlooked and not given the esteem we deserve, nevertheless the blue-collar workforce fundamentally built our civilization. So, this question I will raise to you my fellow brothers and sisters, how do we maintain our relevance? We wake up before sunrise, and after our long commutes most of us get home after sunset. We build projects from the ground up, as we are there, we make friendships with local vendors and fellow construction workers, then move on to the next project leaving our mark with quality and beauty, but still overlooked and most likely forgotten. When a craftworker sees a building, they can understand work hours essentially put into the job, but a passerby only sees the building as the end creation. They do not recognize the labor put into it, because when we leave the job our relevance leaves with it.

Engagement with the public is our catalyst. I saw firsthand, with fellow building trade workers in the state capitol, that a direct approach of going to the offices of state senators and assembly members we can be seen, heard and remembered.

We need to start showing up plain and simple. To let them know that we are still here, that we want community workforce agreements, project labor agreements, and a prevailing wage. We must get the word out to our city councils, our state legislatures, and our federal representatives, because they work for us and we refuse to be invisible. Bannering, pickets and demonstrations are how we get our message and voice heard. Although we will never be able

to outspend big corporations who’s only interest is to profit their shareholders, we have the power to out vote them.

Many projects have a non-union workforce, making it imperative to say something if you see any workers being oppressed, no matter the trade. If you see any workers performing our work say something to your rep or call the hall. A lot of us including myself have a non-union background and I can justly say that there is a lack of safety and low health concerns in their culture. Exploiting the worker is a part of their principles.

Our work is pattern recognition and making sense of what we see, thus if you are driving by a dozen jobs in your own community while on the road to a project 50 miles away from home, the only sense to make out of it is we are invisible in that community, so I say go to your city council tell them you want a community workforce agreement, local projects should have local hires and pay the prevailing wage. When you don’t show up you become irrelevant.

We need to get our voice heard as well as display that we can show up in numbers and the November general meeting is a great occasion for that. We must assemble, continue to go to your chapter meetings and let’s pursue the course of action with a “**yes, we will**” mindset.

*Organize, Ryan*



# NOTES FROM THE FIELD

## From Organizer **DAVE TAFOYA**

Brothers and Sisters, I hope all is well.

BAC Local 3 recently stood strong with the State Building Trades at the State Capitol. We were there to support **Assembly Bill 5** for multiple days of lobbying and

demonstrating our first amendment rights. AB 5 stops companies from hiring workers as “*Independent Contractors*” and requires them to be employees, which ensures that these workers receive minimum wage, overtime protections and forces these

companies to pay worker’s compensation and payroll taxes.

There was extreme pressure to carve-out gig economy companies like Uber and Lyft and construction platforms such as Handy. Handy Technologies is a platform that dispatches construction workers such as electricians, plumbers, painters, glazers, roofers, concrete workers and tile layers. The misclassification of construction workers as independent contractors means substandard pay for hard work. If nonunion contractors are given a means to misclassify their workers, they will make it virtually impossible for our signatory contractors to compete. This makes AB 5 extremely important to our Union.

BAC Organizers and members brought out the BAC inflatable fat cat and the greedy pig to support the State Building Trades and other Unions on the capitol lawn for days. The show of support was phenomenal by all that attended. BAC local 3 members also participated in the demonstration and got a firsthand look of exercising their voice to the law-making politicians that have a say in the State of California.

I would like to thank brothers Robert Menke, Brian Tamblin, Swaney Cobb and Jeremy McDole. Our actions were rewarded by the State Assembly voting 56 to 15 and the State Senate passing the Bill 29 to 11. Governor Newsom issued a signing message for AB 5, calling it “*landmark legislation for workers and our economy.*” He has now signed the Bill into law.

Being active and getting involved is critical to our success. It is all too often we see strikes, pickets and demonstration, because Unions are under attack. But when we stand together, in Solidarity, no matter what Union you are a part of, we win. We all must remember that the election year is upon us and to support the candidates that are in favor of labor.

I want to wish everyone a safe and happy holiday season.

*In Solidarity, Dave Tafoya*



**BAC Fat Cat with Organizers Ryan Ruf and Dave Tafoya**



**BAC Greedy Pig with Organizer Ryan Ruf, Swaney Cobb, Jeremy McDole, Brian Tamblin and Robert Menke.**

# BAC LOCAL 3 NEWS...

## BAC LOCAL 3 2019 FISHING TRIP

On Saturday August 17th, BAC 3 held its 8th annual fishing trip. The Golden Eye 2000 launched out of the Berkeley Marina with 30 BAC members. This year we added the El Dorado with another 15 BAC members.

The Golden Eye passed under the Golden Gate to find rough water to chum for Salmon. The bite was slow, so the skipper brought us back in the bay for halibut and stripers. A decent number of keepers and some shakers were caught.

The El Dorado ran up the coast and trolled for salmon. The day started with some good action with the protected "Silver" Salmon, so the skipper moved further north up the coast where the salmon bite improved. A sea lion was now stealing salmon forcing the El Dorado to move even further north where more salmon were caught.

It was a rough day on the ocean but ended up being a great day of fishing. Next year with good participation, we plan on getting two boats again. Let the competition begin. Thanks to all our BAC Fishers; see you next year!!



Leo Fortes Pot Winner



Back left Pablo Gutierrez & Ernie Romero. Bottom left Ben Brown & Johnny Luna.



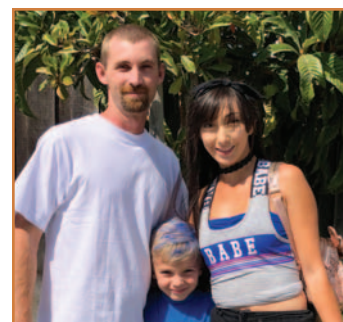
BAC Crew on the El Dorado



BAC Crew on the Golden Eye

# BAC LOCAL 3 NEWS...

## 19th Annual BAC Picnic – Six Flags – September 28, 2019



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

10806 Bigge Street  
San Leandro, CA 94577

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## 19th Annual BAC Picnic – Six Flags – September 28, 2019

