



LOCAL 3 NEWS

Spring 2020

From the Desk of **PRESIDENT DAVE JACKSON**

I hope this newsletter finds you, your family, and friends healthy and safe. As I write this article, we have been under Shelter in Place Orders in Northern California for 63 days.

I understand we must live with new safety guidelines at work, in public, and at home until this COVID-19 pandemic is under control or there is a vaccine. Although this is a major disruption in our lives, we will get through this together. Please let us know if there is anything we can do to help you through these trying times. Please review all the information in this newsletter and on our website (www.bac3-ca.org). We are all looking forward to start operating normally again.

BAC 3 CA office is closed until further notice. All staff are working remotely and going to the office only when necessary. We are still performing all normal work and Field Reps are still checking jobsites. The Management Committee has adopted a resolution to amend daily procedures during COVID-19 times so we can continue timely operations.

The first Shelter in Place Orders were handed down on March 17 and that's when jobs began shutting down. We received work hours reports for March 2020, and brick was at 75% normal compared to (2019) hours and tile work hours were at 65%. We estimate April hours to be in the 50% range.

Restrictions on non-essential construction was eased on May 4 in the 6 Bay Area counties. This will open most jobs and allow members to get back to work around the Bay; jobsites need to live up to the new rules and guidelines set by local authorities. We hope to see May work hours come back up to about 75% of normal. Field Representatives and Organizers will keep monitoring jobs

and the Management Committee will continue monitoring work hours and finances.

Labor and Management has relaxed Defined Contribution Pension hardship withdrawal rules for COVID-19 for all Crafts. We have also drafted and executed Pension Protection Program MOU's for Brick, PCC, and Terrazzo CBA's. At least 15 Signatory Contractors are paying members through the Paycheck Protection Program (SBA Loans).

The meeting for Nominations and Election of Delegate's for this year's IU Convention were unable to be held due to COVID-19 restrictions for in-person meetings. Therefore, the IU developed a procedure for locals to use by US Mail; however, the packet for nominations was large and confusing. Then a streamlined procedure was adopted for those who only wanted to nominate the Elected Officers, or Delegates by Virtue of Office. This is what our Local has done for the last 4 Conventions. The Management Committee and Executive Committee have made the motion to nominate the elected officers. The ballots for nominations of delegates were mailed May 8 and ballots are due at the post office on Friday, May 22. Because work hours and income are down, we are asking you to vote yes on the question, and a majority of yes votes will conclude Nominations and Election of Delegates.

Most business meetings are currently held on Zoom or a similar video conference platform. We held our first Chapter meetings on Zoom in May for Oakland and Manteca, thank you to those of you who attended. We will hold all our June Chapter meetings on Zoom and will continue with Zoom until we can meet in person again.

Work Safe and Honor All Pickets, Dave

COLLECTING UNEMPLOYMENT / GET ON THE OUT OF WORK LIST

With the passage of the CARES Act and other special provisions due to COVID-19, the rules for collecting unemployment are more confusing than ever.

The (EDD) Employment Development Department states the following:

Did you look for work while on UI? NO

No, you did not contact any employers, submit any applications, or search for job openings during the entire week. Union members should answer "no" to this question if you are not registered with your union and/or are not meeting

your union's reporting and dispatch requirements.

Note: Due to the impact of COVID-19, you are not required to look for work each week to be eligible for benefits.

This is just one example of numerous and sometimes conflicting EDD Guidelines. While the EDD rarely contacts our office for records. ***We recommend that all members who are collecting Unemployment call the Union Hall every Monday to get put on the Out of Work List.*** The Union will not falsify or fabricate our records for any state or federal agency.

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...

2020 CENSUS YOUR PARTICIPATION MATTERS!!! It Determines Funding for Construction and Much More....

A complete and accurate count in the 2020 census is vital to working families in every corner of our country. This information, required every 10 years by the Constitution, is used for important decision-making that affects working people—not only at the federal level, but also at the state and local levels of government. It is the basis for decisions on reapportionment of seats in the U.S. Congress, and in state and local legislative districts.

Census data also is used to determine the allocation of billions of dollars in funds for federal, state, and local programs, and such services as school construction, housing and community development, and road and transportation planning. As the COVID-19 crisis continues to evolve, state and local governments need a fair and accurate distribution of these funds.

The AFL-CIO and Building Trades Councils support the U.S. Census Bureau in its goal of assuring a complete and accurate

count. Historically undercounted and hard-to-count populations must be seen and counted for this process to work.

They urge all affiliates to encourage their members to fully cooperate in the Census 2020 count, and to let their members know that all census information submitted by individuals is completely confidential and is not shared with other agencies.

All unions, state and local Building Trades Councils should work with local Census Bureau staff in their communities to guarantee a full and accurate count—nothing less.

ALL IT TAKES
IS 5 MINUTES.
BE COUNTED.



LEARN MORE AT:
[2020CENSUS.GOV](https://2020census.gov)

LABOR COUNTS
CENSUS 2020

LET'S MAKE SURE WE GET COUNTED TO ENSURE WE GET THE MOST FUNDING FOR CONSTRUCTION POSSIBLE IN NORTHERN CALIFORNIA!

DO THE RIGHT THING! GET COUNTED! GO TO: <https://my2020census.gov/>

REGISTER TO VOTE – GROW OUR UNION

Being Registered to VOTE is critical to getting our Labor Friendly Candidates elected. Politicians who support labor create more work opportunities for BAC members.

One example is the upcoming elections for Concord City Council. The Contra Costa Building Trades has endorsed Edi Birson and Carlyn Obringer for City Council. The Building Trades was working on a Project Labor Agreement for the Concord Naval Weapons Station with the city and Lennar the Developer. This massive 5-billion-dollar project includes 13,000 housing units and millions of square feet of office, retail, and campus space. The Building Trades had been at loggerheads with Lennar for several months over how much

union labor the developer would use.

Edi and Carylyn supported the Building Trades voting against extending the exclusive agreement with Lennar who was not willing to negotiate a fair PLA. With other developers now considering the project, we need Edi and Carlyn on the Council to ensure we obtain a fair PLA.

These battles are happening all over Northern California. We need our members registered and voting for endorsed candidates. It could mean more work hours for you and your family.

And it's so easy!!

Go to: www.registertovote.ca.gov

OR <https://registertovote.ca.gov/>

From IUBAC West Region Representative **DARIN COMPTON**

CHALLENGING CALIFORNIA

Resilience creates images of heroism in the face of hardship, the struggle to move forward despite the adversity laid down before us. The people of Northern California and the San Francisco Bay Area have in the past century risen to challenge after challenge pushing forward through adversity and hardship. Northern Californians have proved to be resilient, resourceful, innovative, and hardworking. The spirit of ingenuity and creative work ethic of Silicon Valley has attracted the most imaginative and innovative minds from throughout the country and indeed from throughout the world to launch the state's economy to the 5th largest in the world! Original and unconventional thinking will no doubt help us rise to the new challenges facing us today.

The people of Northern California, sometimes not uniquely, have endured and pushed through countless trials in the last century: The 1906 Earthquake, The Spanish Influenza Pandemic of 1918-19, The Great Depression, WW2, The Loma Prieta Earthquake of 1989,

and more recently the wildfires of 2018 which ravaged much of rural Northern California. All these trials seem far in the past as we are faced with what may be physically, emotionally, and economically the greatest challenge of our time: The COVID-19 Pandemic. Lessons must be learned from the past, and parallels from previous solutions drawn to solve today's challenges.

Resistance to "Stay at Home" orders and the possibly premature desire to open some portions of our country bear striking resemblance to the public health mandates of the 1918-19 Spanish Flu Pandemic. The rapid infection rate of the Spanish Flu in San Francisco resulted in a "Mandatory Mask" in public ordinance as an attempt to stem the tide of infection. Within a year during the Spanish Flu Pandemic the City of San Francisco's infection rate rose from 169 confirmed cases to nearly 45,000 confirmed cases and 3,000 deaths. San Francisco suffered more than any other U.S. City according to U.S. public health data. As I write this the State of California

has suffered over 81,000 cases and 3,334 deaths from COVID-19. Economically the national unemployment rate has risen to a shocking 14.7 percent, the worst since the "Great Depression." The economic recovery will be slow and challenging to say the least! Right now, throughout the world, a host of countries are transforming and reopening under the "New Normal," carefully reopening schools, recreation, and commerce while maintaining social distancing guidelines and other safety precautions. The Northern California Bay Area is also beginning to cautiously relax guidelines after being among the first in the nation to enact a "Shelter in Place" order. If there is one place in the world with the resources, creative work ethic and resiliency to adapt and find a way to work through this challenge, it is Northern California. While it is difficult to predict what the future holds for us both physically and economically in the short term, if we take guidance from history and learn from our past, there is some solace in knowing we have been here before!

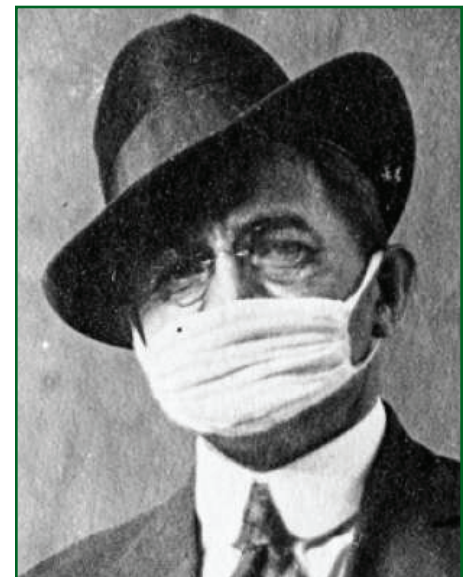
Work safe, live safe!

"Live proud, there is no substitute for skilled Labor"

Darin



San Francisco State during the 1918 Pandemic.

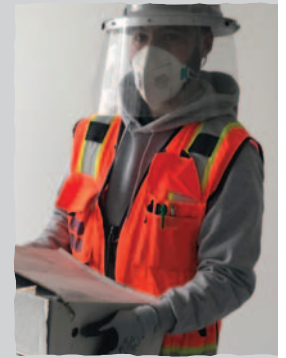
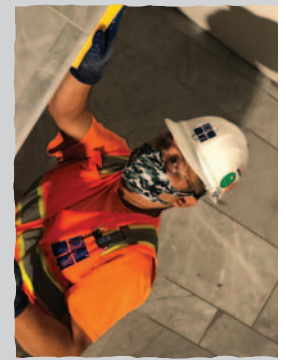


Man in San Francisco in 1918.

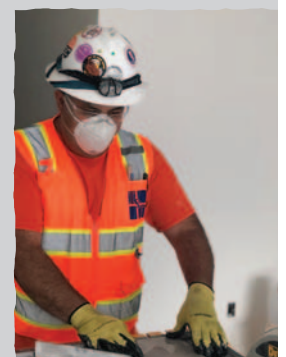


THE BEST HANDS





IN THE BUSINESS!



BAC LOCAL 3 NEWS...

CHAPTER MEETINGS NOW BEING HELD ONLINE

We held our first Chapter Meeting online starting with Oakland on May 14th. The meeting was attended by more than 20 members. To keep meetings going during this crisis, while keeping members safe has made it necessary to hold all future Chapter Meetings online until we can resume in person meetings safely.

We are using the online ZOOM application. You can call in and participate vocally or use your cell phone, tablet, or computer to fully take advantage of the ZOOM video format. This is the preferred way to participate in the meeting so you can see communications and documents.

The picture at right shows the ZOOM application, which allows you to mute your audio or turn off the video if that is your preference. We run the meetings in the same manner as we would normally. Unfortunately, we cannot provide the pizza or cold beverages!!, but we will make do until we get through this.

NOTE if you are not getting a text alert for your chapter meeting, please call the Union Hall immediately to update your cell phone number. Texting is a very effective way communicate quickly to our members.**



All future chapter meeting meetings will be held online on the regular day and time until we can meet again in person. You will receive a text for your chapter with the link to download the zoom application and a password.

SEE YOU ONLINE!

- Monterey – First Tuesday, June 2nd, 6:00 pm
- San Jose – First Wednesday, June 3rd, 5:30 pm
- Sacramento – First Thursday, June 4th, 6:30 pm
- San Francisco – Second Tuesday, June 9th, 5:00 pm
- Oakland – Second Thursday, June 11th, 5:00 pm
- Fresno – Third Tuesday, June 16th, 6:00 pm (even months only)
- Manteca – Third Thursday, June 18th, 6:00 pm

NO CHAPTER MEETINGS IN JULY.

From JATC Coordinator **MARK ANSELL**

Greetings Brothers and Sisters.

I hope in these challenging times you have all been healthy and safe. As of April 29, 2020, the Shelter in Place order to reduce the spread of COVID-19 has been extended in Alameda County. At this time the Apprenticeship school is considered non-essential and will remain closed until further notice.

When we do reopen the apprenticeship school, we will be following policy according to **Cal/OSHA regulations for workplace** and the order by the **Alameda County Health Officer**. We will be implementing a zero-tolerance policy and procedures. We have purchased

the necessary equipment and supplies to implement and control exposure of Covid-19 at the Apprenticeship school. Please be prepared to follow the new policies when you attend classes. Don't be surprised if we scan your forehead before entering the building. Apprentices who have symptoms (i.e., fever, cough, or shortness of breath) should notify the apprenticeship office and stay home. These new policies and procedures are for the health of you, your family, and the people around you.

On the lighter side, we have had to postpone all continued education classes as well as our annual run-off contest. When we start back up, we will be

rescheduling Continued Education classes along with ACT testing and if everything goes as planned, we will be having our Apprenticeship Contest on August 22nd!

Apprentices who are not using the "WorkHands" app and are still writing and emailing your Blue Books, call the office and we will send you an invitation to join.

Remember, even if you are **"not" working you must turn in your Blue Book!**

For updates and schedules about the Nor Cal Tile Industry Apprenticeship Program go to our website at www.nctijatc.org

Stay safe, keep your distance, and respect the people around you.

BAC LOCAL 3 NEWS...

BAC REFRACTORY BRICKLAYERS

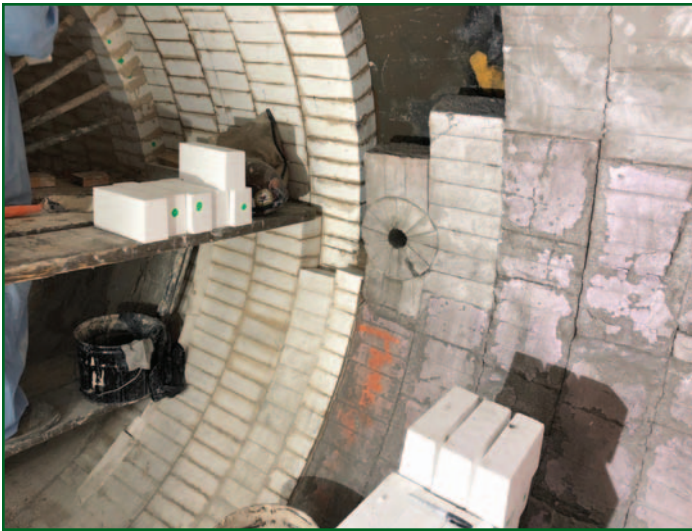
Our refractory Bricklayers are highly skilled mechanics. The majority of our bricklayers will never see the inside of a furnace. This is a very specialized industry, as you can see by the photos. BAC Journeymen bricklayers Tony Nava in white Tyvek and Doug McMaster in the blue Tyvek working for JT Thorpe are shown installing fire brick at the Chevron Refinery in Richmond CA.

This project was performed earlier this year on the SRU reaction furnace. The project consisted of replacing over 180 degrees of 3 sections inside the furnace. Bricklayers also replaced the inside unit backwall and tube sheet.

Material is 9"x 4" and 5"x 3" inch fire brick laid in Korundal mortar. Pogo sticks were used to support the hard brick up against the backup lining. The

Brick are 90% High Alumina PREMIUM Refractory Brick, are ideal for extreme temperature environments >3000F. The project took 5 days to complete running 2 shifts.

I would like to thank Tony, Doug and all our refractory bricklayers for continuing to prove that there is no substitute for skilled "union" labor. Special thanks to Harold Ortega for the story.



From Apprenticeship & Training Coordinator JOSH HEIGHT

MASON DEVELOPMENT CENTER

We all received an unexpected interruption of plans earlier this spring with the unprecedented shutdown order issued by our State and Federal leadership. The apprenticeship program as well as our union and contractor partners have been in the process of adjusting to the developments. While everybody wants to return to work, we need to keep health and safety our top priority. Many companies are now implementing new policies and procedures to navigate and operate safely within the stated guidelines. If you are currently unemployed as an apprentice, make sure to place your name on the out-of-work list and submit your monthly hour reports (blue books) even if there are no hours to report.

The Local Apprentice Contest which was scheduled for mid-April as well as the subsequent Western States Apprentice Contest have been rescheduled for later this year. The Local Apprentice Contest is currently scheduled for September 19th, 2020. Brick, Marble, PCC and Terrazzo apprentices will compete for: top scores from judges, prizes, and a chance to compete at the Western States Apprentice Contest held in Southern California. Following the contest, we will recognize our 2019 certified Journeymen and present them with a custom embroidered Journeyman Jacket. It was an amazing year with over 50 apprentices completing the requirements and earning their journeyman certification.

The training center is currently closed due to local restrictions and is not holding training classes. If you have any questions about apprenticeship or other upgrade training, please contact us by email olga@bac3train.com or phone- 209-830-7200. You may also visit the website www.bac3train.com to view any updates to the training schedule and preview the contest projects for later this year. The training center has plans to return to training as soon as possible and will likely be introducing new health and safety protocols to protect staff and apprentices.

Stay healthy, help those around you, and continue to lead by example when training our future journeyworkers.

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

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UNITED STATES and CANADA
1-888-880-8222

**COVID-19 AND STRESS
MANAGEMENT STRATEGIES:**

- Focus On Your Own Resilience And Problem-Solving Abilities.
- Implement New Routines To Regain A Sense Of Control.
- Practice Kindness And Compassion.
- Be Mindful.
- Make An Effort To See Positives, Boost Optimism, And Foster Hope.
- Limit Alcohol, Substances, And Media Consumption.
- If In Doubt, Reach Out.

More information at:
<https://bacweb.org/>

**Coronavirus (COVID-19)
HELPFUL LINKS FOR MENTAL HEALTH,
SUBSTANCE ABUSE, AND OTHER
SOCIAL SERVICES AND RESOURCES**

The unprecedented Coronavirus (COVID-19) pandemic has brought with it a new wave of uncertainty, stress, and fear. Naturally, many IUBAC members and their families are struggling with maintaining their emotional stability in ways they may never have before. In addition, those who are predisposed to mental health and substance abuse challenges, may be more triggered than ever. This can be demoralizing if you are unsure of where or how to seek help, especially in light of current social distancing guidelines. The Bricklayer's Member Assistance Program (MAP) is here to support you in getting connected to critical mental health, substance abuse, and social services during this time. Please see the following links:

- <https://www.211ca.org/>
- <https://www.dhcs.ca.gov/Pages/DHCS-COVID%E2%80%9119-Response.aspx>
- <https://www.dhcs.ca.gov/pages/obtainingmentalhealthassistance.aspx>
- <https://namica.org/>
- <https://www.samhsa.gov/find-treatment>