



LOCAL 3 NEWS

Winter 2020

From the Desk of **PRESIDENT DAVE JACKSON**

I am happy and proud to report the completion of, and the improvements to our merged Brick Pensions in 2019. Along with the improvements we made to the Tile Pension in the last few years, all local 3 members are in a very stable position for accruing pension benefits and securing a pension check for life.

The newly merged Brick 3 Pension now includes all bricklayers, pointer cleaner caulkers, marble masons and finishers, refractory workers, terrazzo mechanics and finishers. I thank all the trustees, Labor and Management, who worked together for the betterment of the working members, retirees, and signatory contractors. The Labor trustees involved in the merger include Troy Garland, Gary Peifer, Steve Kantonemi, Greg Miranda, John Tays, Tyler Simpson, Steve Espinosa, and myself. Management trustees include Ron Bennett, Bob Filippi, Giuseppe Patania, Jeff Barber, Tony Rossi, Dave Filippi, Elias Ghattas, Randy Statham, Angelo DeMaria Jr., and Eddie Lourenco.

As 2019 and our recent Pension issues are now past, we must turn our attention to our Health and Welfare funds. Both Brick and Tile funds have performed well the last 5-6 years, but we have seen many large claims and specialty drug costs chipping away at our hard-earned surplus. We have also enjoyed relatively small premium increases the last few years, which will not last forever. Nobody can predict future premium increases and increased healthcare costs in general.

We will work diligently with our Health and Welfare trustees and providers to stabilize increasing costs while maintaining current coverage. We must all do our best as participants of the plan, members and dependents, to take advantage of all the preventative care provided to keep ourselves and our families healthy. Doing this will help keep our plans stable and viable.



I will be writing future articles about our health and welfare plans and discussing them at meetings. The topics will include the reasons of the high cost of Health and Welfare for building trades workers in Northern California, BAC 3 in particular. Important topics including the solutions your trustees have already put in place, and the search for future solutions both members and trustees can utilize. Please stay informed and make the most of the healthcare provided by our plans. More information is always available at Benesys Administrators websites: www.bac3tilebenefits.org and www.bac3-brickbenefits.org.

We will be losing an important part of our Local 3 Leadership on March 1, 2020. Our current Vice Chair, Lead Organizer, and Field Representative Darin Compton has accepted a position with the International Union as a West Region Representative.

Congratulations Darin on your new position with the IUBAC. IU President Tim Driscoll got it right recognizing your talent and recruiting you (“stealing our talent” as Tim put it). When Darin stepped into the Field Rep position, he learned and carried out the duties and responsibilities of the job faster than anyone I have seen. Thank you, Darin, for your hard work and dedication on behalf of our members.

The IU’s gain is local 3’s loss. All of us at Local 3 need to continue to perform at a high level; I am fully confident our staff can and will do that. I can take solace in Darin’s departure because he will be working in California and the Western States, and I know he will stay close and work with our officers and members going forward. All my best to you Darin in your new position and any future position.

Work Safe and Honor All Pickets, Dave



President Dave Jackson and new IU West Region Representative Darin Compton.

LOCAL 3 NEWS

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

BAC LOCAL 3 NEWS...

Mandatory Harassment and Discrimination Training

The State Building and Construction Trades Council sponsored legislation for new prevention of harassment and discrimination requirements for California Building Trades Apprenticeship Programs. Assembly Bill 2358 was adopted unanimously by the California Legislature. This bill requires that all apprentices and instructors receive antiharassment and antidiscrimination training.

This training is not limited to apprentices. Senate Bill 1343 also requires Journeypersons to take this course if they work for an employer with at-least five employees. Since virtually our employers meet this threshold, all our journeypersons must complete the training.

BAC Local 3 and our Signatory contractors have agreed to use our Apprenticeship programs as the vehicle for this training and our Labor Management Committees as the funding source. We will be using an on-line training course called "Workplace Harassment: The Real Deal." Please sign-up as soon as possible and complete the course if you have not been trained.

The instruction sheet to your right will explain how to sign up and take the course.

Here are a few FAQ's.

[Do all BAC members have to take the training?](#)

YES, all working BAC Apprentices and Journeyworkers!!

[Is the training video offered in Spanish?](#)

YES / Si, se ofrece en español

[If I am a Foreman or Supervisor, do I need to take the 2-hour training?](#)

YES, if you are in a supervisory role. Please contact the Union Hall for instructions on how to complete the mandatory 2-hour training.

[If I already completed a harassment training through a BAC Signatory Contractor, do I have to take it again?](#)

NO, BAC Contractor offered harassment training is acceptable as long as it meets the necessary standards.

[If I lose my certificate, can I get a replacement?](#)

YES, they are available from the JATC for apprentices and the Union Hall for Journeyworkers. The Union has a list of all members who have completed the training.

BAC LOCAL 3 NEWS...



Bricklayers and Allied Craftworkers Local Union No. 3 Mandatory Harassment Prevention Training

WHO NEEDS TO TAKE HARASSMENT PREVENTION TRAINING?

MANDATORY FOR ALL ACTIVE BAC MEMEBERS

(NOTE IF YOU HAVE ALREADY COMPLETED A HARRASSMENT TRAINING COURSE PROVIDED BY A BAC SIGNATORY CONTRACTOR, WHICH MEETS STATE REQUIRMTNETS, YOU DO NOT NEED TO COMPLETE THIS COURSE)*

HOW CAN I TAKE THE CLASS?

ONLINE! IN A SAFE PLACE! ON YOUR PHONE OR OTHER DEVICE!

1. Go to this Website: www.OnlineLogin.ca
2. Click on the field.
3. Enter 222562253 for English and click .
4. Enter 222562254 for Spanish and click . (EN ESPANOL)
5. Click .
6. Enter your First Name and Last Name then name select your country/state from the dropdown menu.
7. Use the calendar icon to enter your Birthdate.
8. If you need your course in Spanish, change the Language to Espanol.
9. Choose your Password and confirm it.
10. Enter the last 4 digits of your social security number.
11. Click .
12. Make a note of the Username the system gives you then click .
- If you log out and need to log back in, you will need your Username and Password.
13. Click the green button to begin your course.
14. After you finish the course, you will be able to print out your certificate.

The course is one hour in length. Please note that there are Question and Answer portions of this course so you will need to pay attention to the videos and slides. Also, not all responses may appear on the screen on smaller devices so you may need to scroll down on the list of answers to see all available answer options.

NOTES FROM THE FIELD

From Field Representative **DARIN COMPTON**

A New Decade Brings Change

Dear BAC Local 3 members,

I hope the 2020 New year finds you well! As always with the passage of time we are tested with new challenges and with those challenges comes change! Shortly after we ushered in the new year, I was contacted by IUBAC President Tim Driscoll and asked to consider a move to a regional representative position with the International Union of Bricklayers and Allied Crafts. After much consideration, soul searching, and conversation with my wife Tami; I decided to take on the role with the IU with the hope that in this new position it will be possible for me to reach further and make a greater impact for all BAC members. I must say, I am truly grateful to have worked with the motivated, dig in and get it done staff, here at Local 3. I will leave knowing the talented team which Local 3 President Dave Jackson and Secretary Treasurer Troy Garland have assembled can overcome any hurdles on the horizon of this new decade. I am scheduled to begin my new position with the International Union on March 1st, 2020 but I will be available to Local 3 during the transition period and beyond. My new duties will enable me to continue working closely with Local 3 as well as other locals in the western region.

All that being said, we are still very busy here at Local 3. There is a lot of work ahead for us politically speaking in this important election cycle. In a short time, we as union members have an opportunity to beat back attacks on working families, boost our economy, and create thousands of good construction jobs by simply voting with your financial future in mind for candidates and measures that support working families. The 1st step in securing the future of your working family is to be sure you are registered to vote at: vote.org. Registering to vote only takes a few minutes and is one of the most important things you can do for your family, and your union brothers and sisters. The 2nd step in securing our future is to support labor friendly candidates and ballot measures that will

represent workers and provide funding for quality construction jobs. A complete list of building trades endorsed candidates and ballot measures can be found online at the BAC 3 website, or at scbtc.org. Labor friendly political candidates continue fighting to devote funds to infrastructure for modernizing airports, transportation hubs, roads, schools, water projects, and working to ensure these projects are built under project labor agreements (PLA'S). Projects that are built under a PLA with prevailing wage, skilled and trained workforce, and local hire language, assure that local contractors and local workers have a fair opportunity to capture work and share in the profits. Projects without PLA's can often go to out of state low bidders and can result in labor delays, cost overruns and profits leaving the state!

Local and state building trades councils carefully research both candidates and issues which will benefit working families. The building trades **Committee on Political Education (COPE)** meets every election cycle to interview candidates and discuss ballot measures and is a valuable resource for information for voting union members and their families. The COPE interview process focuses on issues of importance for working folks. When the process is complete COPE participants decide whether or not to endorse a candidate based on interview answers and a candidates' past voting record as it relates to labor issues. A similar evaluation process is conducted for ballot measures and other issues on the ballot. The results are then passed along to the local building trades as a guide. The Santa Clara San Benito Counties Building and Construction Trades website contains a link with a county by county voting guide to labor friendly candidates and bond measures for both you and your family. Voting information can also be found on the BAC Local 3 website. Vote labor, live better!

Live proud, there is no substitute for skilled labor!
Darin



California Labor Federation Pre-Primary Convention Los Angeles, CA COPE 2020 Endorsement recommendations being considered.

BAC LOCAL 3 NEWS...

IUBAC President and Local 3 member James Boland Retires

James Boland, President of the International Union of Bricklayers and Allied Craftworkers (BAC), has retired effective December 31, 2019, following more than 24 years of service as an International Union officer, including nearly a decade as President.

A native of Ireland, Boland immigrated to the United States in 1970 to find work and a better life for himself and his family. After joining BAC in 1977, Boland worked in the San Francisco Bay Area in brick, block, stone, and marble before becoming a Business Agent for Local #7 in 1988. In 1992, he became President of Local 3 California, an office he held for two years until being called to serve the International Union as Assistant to the President for Trade Jurisdiction and Regional Director for California and Nevada. In 1995, Boland was elected to his first term as a member of the IU Executive Board; he became

Secretary-Treasurer in 1999, and President in 2010.

“Jim took the helm of our Union in its bleakest hour since the Great Depression,” remarked Secretary-Treasurer Tim Driscoll. *“Jim’s passion for working people and his own capacity for hard work stabilized the organization and built it in to the strong and vibrant Union that it is today. And his own experience as an immigrant drove him to ensure that ours will be an inclusive and diverse Union for the future, welcoming of all comers.”*

Secretary-Treasurer Timothy J. Driscoll has become the International Union’s President effective January 1, 2020. Driscoll, a second-generation bricklayer, joined BAC Local 3 Massachusetts in 1985. Tim’s service with the International Union began in 1995 when he joined the IU’s Government Relations department, later becoming Assistant to the President.

In 1999, he was promoted to Director of Trade Jurisdiction. In 2010, Driscoll was first elected as Executive Vice President, the office he held until his appointment as Secretary-Treasurer in January of 2017.

Incoming President Driscoll is pleased to announce that he will appoint Robert Arnold as Secretary-Treasurer to fulfill the remainder of his own term, effective January 1, 2020. Arnold, the National Director of Apprenticeship and Training for the International Masonry Training and Education Foundation since 2012, is a member of BAC Local 21 Illinois.

Effective February 1, 2020, the International Masonry Training and Education Foundation (IMTEF), welcomes Anthony DiPerna, President of the Bricklayers and Allied Craftworkers (BAC) Local 3 New York, as National Director of Apprenticeship and Training.



Retired IU President Jim Boland swears in BAC 3 officers. L to R: Vice Chairmen Steve Kantoniemi, Gary Peifer, President Dave Jackson, Jim Boland, Sec/Tres Troy Garland and Vice Chairman Darin Compton.

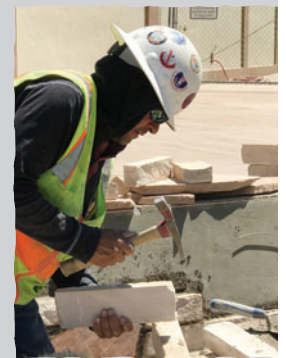


THE BEST HANDS





IN THE BUSINESS!



NOTES FROM THE FIELD

From Organizer **DAVE TAFOYA**

2020 is here and the construction market is looking good, most construction market niches, and regions have bounced back from the depths of the Great Recession between 2007-2009. We all hope this trend continues. BAC local 3 has seen a bounce back and continues to grow our membership and contractor base. I noticed a rise in membership attendance at our November 2019 General meeting that was held in Oakland. The meeting was a great turnout with more members than I have ever seen, along with our chapter meetings especially, Manteca, San Jose and Oakland. I hope to see our other chapter meetings grow as well. Keep an eye out for texts and robocalls as the method is working. Be proud to call yourself a Union member and if you can participate, please do so. This is important because Unions set the standards for education, skill levels, wages, working conditions, and quality of life for workers. The way I look at Unions is in the bigger picture and having an end game, such as being able to retire with dignity and receive a pension.

BAC local 3 is committed to educating our members in the why's and how's of organizing. We are having **C.O.M.E.T.-2** (Construction Organizing Membership Education Training) on March 14th,



BAC Local 3 C.O.M.E.T. 2+
Saturday March 14, 2020
25347 S Schulte Rd. Tracy, Ca.
8:00 am; rsvp 1 800 281-8781

"Local 3 member activists taking union organizing to the next level. Building off of lessons learned in COMET 1; members dedicated to the cause can help build OUR union benefitting all!"

- Breakfast Provided
- \$100 Transportation Stipend
- Earn BAC PACT Points

Construction Organizing Membership Education Training

2020. This is an advanced course from **C.O.M.E.T.-1**. I would like to invite all members to participate. Please call the Union Hall as space is limited.

Recently, BAC local 3 held a picket in Manteca. We had 40+ picketers and I would like to thank all members that showed up including our other union crafts showing up in solidarity; and walking the picket line in support of this job action. These types of job actions not only send a message to the General Contractors and the targeted contractor, but also educate workers on the

benefits of being part of an organization that has been around for a long time and not going anywhere.

I would like to thank Vice-Chair / Lead Organizer Darin Compton for all his hard work and dedication to BAC Local 3. I wish him well in his new position with the IU. 2020 is an important election year so make sure you exercise your right to vote. Please check out our local's website for our endorsement recommendations.

In Solidarity, Dave Tafoya



BAC Local 3 picketing Capital Commercial Flooring in Manteca.

NOTES FROM THE FIELD

From Organizer **RYAN RUF**

Thank you to all members that have shown up to our recent pickets, city council meetings and demonstrations.

BAC local 3 has been reaching out to members for support in our communities. East Bay cities like Martinez have approved a Project Labor Agreement with the Contra Costa Building Trades Council to ensure jobs will be conducted with local hires, on the job training for apprentices, veteran focused employment and the payment of the prevailing wage for that area. The Antioch and the El Cerrito city councils have both voted unanimously to begin negotiations with the Contra Costa Building Trades Council for a city-wide Project Labor Agreement with similar language. This is just the beginning!

As we keep attaining new Project Labor Agreements, we must also continue to reach out to our elected officials and let them know what we expect. In Concord, the City selected the developer Lennar to build the Concord Naval Weapons Station reuse project. The city council's vision included a mandatory set of workforce benefits in addition to 40% local hire, apprenticeship, veteran training, and employment. Negotiating a Project Labor Agreement (PLA) in good faith with the Contra Costa Building Trades would achieve these goals. Sadly, Lennar's corporate out of state forces are making this less of a reality every day. The City's workforce goals cannot be

met without a Project Labor Agreement and despite their promise to meet these goals, Lennar has refused negotiating to meet any of these obligations. We must continue to pressure Lennar, organize and hold our politicians accountable.

With the rise of homelessness and the necessity for affordable housing, an area standard prevailing wage is vital. The reason we need affordable housing is because of low wages. We need good paying jobs on all projects with the mindset that workers should earn a wage where they don't require affordable housing.

Low road contractors like Brix Masonry who have unsafe work environments and make profits off the backs of labor are our targets. If you see an exploited workforce report them to your field representative or call an organizer. Brothers and Sisters, we will continue to picket like our recent action at 2000 Bryant Street San Francisco; where Brix Masonry was briefly kicked off the job for violating Cal OSHA scaffolding and silica dust guidelines. Picketing is a solid tool. When other trades refuse to cross a picket line, that is showing solidarity at its finest. To our benefit, Brix Masonry employees did not cross the picket line.

Going forward, I encourage all members to sign up for upcoming COMET classes, attend chapter meetings and reach out to Local 3 organizers to find out how you can get involved.



Picket in San Francisco against Brix Masonry.

BAC LOCAL 3 NEWS...

From Apprenticeship & Training Coordinator JOSH HEIGHT

APPRENTICESHIP

It hasn't been long since we welcomed in the second decade of the second millennium, and here spring is just around the corner. Training is our passion at the Mason Development Center with over 12,000 hours of training taking place over the course of 2019. This year we are planning to continue our pursuit, by improving existing training and increasing enrollments to meet industry demands. We will also be offering a broad range of upgrade courses for our journey level members. These trainings will provide an opportunity for members to receive expanded training in their trade. Scheduled courses for this year include, Aerial Work Platform, Foreman Training, Forklift, Scaffolding and more. Check the MDC website at: <http://www.bac3train.com/upgrade-training/> for more information.

The Local Apprentice Contest is scheduled for Saturday, April 18th at the Mason Development Center in Tracy. The contest will feature apprentices in the Brick, Marble, PCC, and Terrazzo trades. Perspective drawing models of the contest projects are available to view on the website at: <http://www.bac3train.com/local-contest/>

Members and their families are encouraged to attend and show their support of the next generation of skilled craftworkers.

We were able to support the certification of over 50 new Journeymen in 2019. These recent certifications will allow for continued success and expansion of our industry. Congratulations on your hard work and dedication. Please contact the apprentice office to confirm your attendance at the Journeyman Ceremony following the Contest.

If you know of someone interested in joining Local 3 have them contact the Apprentice Office at 209-830-7200, or apply in person at the training center, 25347 S. Schulte Rd. Tracy. The more robust our programs remain the brighter our future will be.



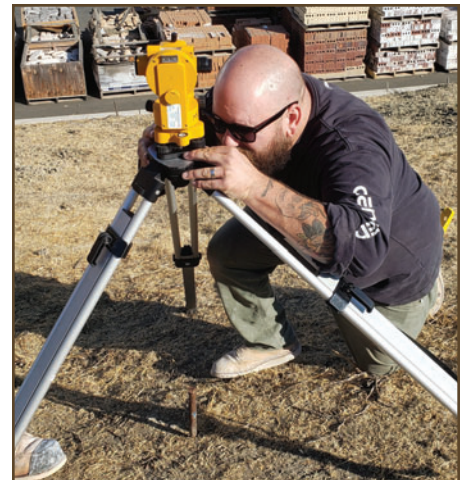
Brick Apprentices—Riley Williams (Left), Philip Key (Right)



PCC Certified Journeyman—Martin Uribe



Brick Apprentice—Alejandro Ariza



Brick Certified Journeyman—Matthew Prater



Terrazzo Finisher Apprentice—Daniel Ruvalcaba

BAC LOCAL 3 NEWS...

From JATC Coordinator **MARK ANSELL**

Greetings Brothers and Sisters!

Here we are again; spring is near and so is the April 4th, 2020 Northern California Tile Industry Apprenticeship Run-Off Contest. If you are an S-11 and want to claim **“Tile Layer Top Dog”** for 2020, this is your chance! We still have openings so contact me at (510) 703-4990 or our office at (510) 632-8453. The contest will be held at the NCTI Apprentice Training Center at 600 Pinnacle Place in Livermore. Bring the kids and family for fun, excitement and an awesome Barbecue!

If you are a Tile Finisher and need floating credits in order to advance, give us a call. We also have openings for the contest and need help with Saturday Continued Education Classes.

If you haven't yet signed up for Continued Education Classes, we have several coming up:

Membranes/Substrates

Mortars Application & Coverage

Membranes/Applications

Gauged Porcelain Tile/Panels

Grouts & Applications

Contact Monique or me at the office to get on the schedule. Keep yourself up to date on the newest products. Get involved with hands-on instructions and demonstrations by the suppliers and our staff. If you would like a copy of the flyer, let us know and we will get one to you ASAP.

We have two classes coming up for Advanced Certification for Tile (ACT). Contact us at the Training Center if you need to get set up or would like more information. For those of you who have already started your ACT, these classes get full quickly, so call soon. We will set up more classes and test dates as needed.



Steven Beltran

Apprentices, if you haven't started using our new Work Hands app and are still writing in and turning in your Blue Book, call the office and we will send you an invitation to join. It has received very good reviews and it will make it easier once everyone is up and rolling.

You can also find out about the Apprenticeship Program, Continued Education and the class schedule on our website at www.nctijatc.org

Remember, success is the result of hard work and since work is a large part of your life — enjoy what you do and be successful at it!



Carlos Orellana

From Field Representative **GARY PEIFER**



Shane Aust

Brothers and Sisters, it is with deep sadness that I must inform you of the untimely passing of our Brother Shane Aust on February 11, 2020 at the age of 38. Brother Aust joined Local 3 in June of 2018 as an S-10 apprentice tile setter and was employed by Ballard Tile Company of Fresno. He entered his apprenticeship to *“learn the trade the right way”* at the insistence his father Dave Aust, a former BAC Local 1 Fresno tile setter.

When asked about his employ at Ballard Tile, owner Jim Ballard related that Shane was an ambitious, conscientious apprentice who displayed a confident skillset and worked diligently at the craft. He also noted that Shane was well liked by all the other employees, prone to smiling

and an occasional joke.

His Union Brothers have expressed a deep sense of loss and have attested to the never-ending good nature of Shane despite the challenges of work or life. They have respectfully asked that all Local 3 members include Shane and his family in their prayers. A Moment of Silence will be observed in Honor of Brother Aust at the BAC Local 3 February Chapter meetings. We will miss you Brother. May the grace and mercy of the Lord be with you and your family as you Rest in Peace.

Make every day count and smile once in a while.

Gary.

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

10806 Bigge Street
San Leandro, CA 94577

2020 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 “only” in 2020 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. The 4th award for 2020 is a safety vest with BAC Logo. All awards have limited supplies.
- Starting in 2021, we will have a choice between a BAC jacket and one other prize. We will also offer the Yeti, Knife and Vest until we run out of stock.

We are also awarding points for participating in union actions and events. These points are accrued during a calendar year and awards are given

out to members who reach enough points.

- **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, Steward, etc.
- **20 points** – Journeymen Upgrade Classes taken after stipend max is achieved.
- 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 2020, members who achieve the following points will receive the following:

- **30 Points** — \$100.00 gift card
- **40 Points** — \$150.00 gift card
- **50 Points** — \$ 200.00 gift card
- **Members who have 40 or more points will be entered in the TV Raffle!!**

BAC P.A.C.T. RULES

- Members must sign in at every meeting and signatures must be legible for credit
- The Bac PACT Program Attendance and Points are accrued in a Calendar Year
- Participants and winners must be members in good standing
- Members must sign in legible and follow all policies and procedures
- Maximum of 2 meetings credit per month / must attain 4 meetings in one calendar year
- BAC Local 3 Retirees are eligible