



LOCAL 3 NEWS

From the Desk of **PRESIDENT DAVE JACKSON**

Fall 2020

2020 – A Year Like No Other

Every New Year is filled with promise, and this year started no different. The economy was strong with billions of dollars of construction work on the books. The growth of our local union continued and organizing plans and campaigns were in place. Most of our members were working. Then we heard about the COVID-19 pandemic, and it soon affected everyone and forced us to change the way we live and work. The Bay Area shelter in place orders came into effect on March 17, and all but “essential” workers and those who could work from home continued working regular hours. Our local union and our Building Trades Councils worked hard to establish all construction as “essential” work. This allowed willing and able members to return to work under newly implemented safety protocols.

As more construction sites opened, most Americans learned to live with wearing a mask and social distancing. Then on May 25, Minneapolis police officers arrested George Floyd, a 46-year-old black man, after a convenience store employee called 911 and told the police that Mr. Floyd had bought cigarettes with a counterfeit \$20 bill. Seventeen minutes after the first squad car arrived at the scene, Mr. Floyd was unconscious and pinned beneath three police officers, showing no signs of life. The death of George Floyd touched off the Black Lives Matter movement and civil unrest which began in Minneapolis and throughout the United States on May 26. I am ashamed to report some racial tensions have taken place on Northern California construction sites; these incidents have been addressed by the General Contractors and all affiliated Building Trades unions resulting in a zero-tolerance policy.

The state had a drier winter than normal, and a recent hot stretch of weather has led to an unusually dry summer. Starting on August 16, close to 12,000 strikes of dry

lightning over a 72-hour period caused more than 560 new wildfires in California. Since the beginning of the year to September 17, there have been nearly 7,900 wildfires that have burned over 3.4 million acres in California. We all recognize this pattern over the last few years needs to change. The loss of life, livelihoods, and property is unsustainable. I have seen neighborhoods destroyed, and all that was left standing was the fireplaces and shower stalls. I have seen the homes and businesses in these same areas being rebuilt with the same wood materials that ignited so easily and burned so quickly. In Florida, they build homes out of masonry to withstand hurricanes. When will the building industry in the West see clear to build homes out of masonry to withstand fires?

We need leaders at Local, State, and Federal levels who will recognize a pandemic and put an action plan in place to prevent the widespread infections and deaths we have witnessed. We need leaders who will create national guidelines for policing and eliminate systemic racism. We need leaders who recognize and accept scientific facts, slow down global warming, and work

together on Forest Management. We need leaders who recognize future disasters will happen and make rebuilding destroyed homes and new homes out of materials that will save lives and property. We need leaders who will advocate for the working people of this nation, allow them to join a union and support Prevailing Wage laws. These are all issues very important to me and will influence how I vote in the General Election this November.

Please vote this year to make your voice heard on the issues that are important to you, your family, and your job.

I know we are all ready for some good news. Work hours are recovering since the beginning of the pandemic and look good for most trades through the end of this year. Please read the article on constructions full recovery in this newsletter. Keep active and stay in contact with family and friends the best you can. Attend a union meeting on Zoom to keep in touch with members and your representatives. Please let your union know if there is anything we can do to help. Stay safe and healthy.

Work Safe and honor all pickets, Dave



BAC members working for Stuart Dean

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 - BAC P.A.C.T PROGRAM

NEW CHANGES FOR 2020 DUE TO COVID

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 3 CHAPTER AND/OR GENERAL MEETINGS “ONLY” IN 2020 AND RECEIVE NEW BAC LOCAL 3 JACKET. DUE TO COVID AND ZOOM MEETINGS THE ATTENDANCE HAS BEEN REDUCED TO 3 AND A MAXIMUM OF ONE PER MONTH.

- If you have already received a jacket, you will receive a Yeti cup and if you received a YETI, you would receive a BAC engraved knife. If you have received a BAC knife, you will receive a \$100 gift card for 2020. All awards have limited supplies.
- Starting in 2021, if you have received a BAC jacket, you will receive a BAC safety vest. Retirees will receive a different award. We will also offer the Yeti cups and knives until we run out of stock.

WE ARE ALSO AWARDING POINTS FOR PARTICIPATING IN UNION ACTIONS AND EVENTS. THESE POINTS ARE ACRUED DURING A CALENDAR YEAR AND AWARDS ARE GIVEN OUT TO MEMBERS WHO REACH ENOUGH POINTS.

- BAC Pickets and Bannering 10 points
- BAC Actions – Leafletting and other job-site actions 10 points
- Community – Donation projects, job fairs, phone banks, precinct walks, etc. 20 points
- Approved Training – COMET, Steward, Foreman Training, etc. 20 points
- Journeymen Upgrade classes taken after stipend max is achieved. 20 points
- 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

- Maximum of 1 meeting credit per month / must attain 3 meetings in 2020
- 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
- Attendance and Points will only accrue for approved actions
- Participants and winners must be members in good standing
- Members must sign in legible and follow all policies and procedures
- BAC Local 3 Retirees are eligible
- For online Zoom Meetings, make sure the host has your correct name as an attendee
- All awards must be claimed by June 30th of the following year

BAC LOCAL 3 NEWS...

From IUBAC West Region Representative **DARIN COMPTON**

Economic Recovery from Virus Related Recession Not Equal for All

While most hope for a “V” shaped recovery to the Covid-19 induced recession, that is a sharp down turn followed by a sharp upturn; according to the Washington Post: “some economists are calling this a “K” shaped recovery because of the diverging prospects for the rich and poor. They say policy failures in Washington are exacerbating the problem.”

The recovery of the US economy from the Covid-19 recession has two stories; wealthy investors doing quite well as the S&P 500 stock index is within a few points of a record high, and the NASDAQ doing equally well. Janet Yellen former Federal Reserve Chair said: “It is important to remember the stock market is not the economy. The economy is production and jobs, and there are short falls in virtually every sector of the economy.” With the partial reopening of America, the US labor market appears to have begun its long recovery, but still must recoup a startling 11.5 million jobs to reach pre-pandemic levels.

Though most states have deemed construction as essential, construction is certainly not immune to pressure from the virus. US construction starts fell 30.7% in Q2 of 2020 due to virus-related pressure on construction and the GDP dropped 30%. Non-residential building experienced the largest decline in the Covid-19 recession down 41.9%. It is estimated that construction starts will not return nationally to 2019 levels until late 2023 (California by 2022) according to Construct Connect, a universal platform which connects contractors with projects while tracking those projects. Non-residential construction composes a large portion of BAC signatory contractor performed work.

The IUBAC Western Region is made up of the 13 western most states, and although construction is deemed essential in all 13 western region states, some areas were both hit harder and are predicted to take longer to recover from the virus related downturn. California is forecast to suffer an 11.6% loss in construction starts (when compared to 2019) by the end of 2020. Increases in California construction starts of 7.3, 16.9, 7.2, 6.4 percent are predicted over 2021-24 with a return to 2019 levels by 2022. Hard hit and predicted to recover last in the western region are Arizona, Washington, and Wyoming which are not forecasted to return to 2019 construction start levels until 2025 or beyond according to Construct Connect. Unfortunately, Arizona and Wyoming are “Right to Work” states, making recovery for workers in these states predictably even more difficult.

According to Construct Connect, delayed construction projects in Northern California totaled 225 on May 1st, with 163 delayed 30-180 days and 62 (or 38%) delayed indefinitely. I feel the risk of the 38% indefinitely delayed projects never being built, makes this number a benchmark to watch. On September 1st there were 405 delayed construction projects in Northern California, 300 of

which were delayed 30-180 days and 105 (or 26%) indefinitely delayed. The reduction in percentage of indefinitely delayed projects possibly indicating the effects of the Covid-19 recession declining on construction spending and starts.

There is no crystal ball, and without one it is difficult to tell if we have begun the slow recovery from the Covid-19 recession. It is clear that recovery has not been equal for all, and that inaction by Congress and the President to support small businesses will continue stagnation of middle- and lower-income wage earners, and will continue to slow the US economic recovery. Former US Chief Economic advisor Gary Cohn has stressed the need for economic action and said that “stock market gains are a red flag signaling small businesses are being crushed. The stock market continues to reflect big business increasing their market share. If a small business closes, a larger business fills the void. Make no mistake, despite signs of economic recovery small business owners are a long way from business as usual. They are reaching the end of their PPP funds and any cash reserves. We need to maintain small business support if they are going to survive. We need to contemplate what this means for main street going forward.”

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

Table 5: U.S. States, Total Construction Starts — ConstructConnect

States (alphabetical by 2-letter code)	Actuals (Level in \$ Millions USD)		Forecasts (Year versus previous year % change)				
	2019	2020	2021	2022	2023	2024	
Alaska - AK	\$1,594	-10.2%	16.9%	10.6%	5.3%	5.6%	
Alabama - AL	\$12,772	-23.0%	17.0%	9.3%	9.2%	6.2%	
Arkansas - AR	\$6,438	-9.8%	-3.3%	11.3%	9.3%	6.2%	
Arizona - AZ	\$70,615	-14.4%	-11.4%	8.9%	9.3%	5.7%	
California - CA*	\$65,013	-11.6%	7.3%	16.9%	7.2%	6.4%	
Colorado - CO	\$20,093	-13.8%	4.8%	13.6%	8.9%	7.3%	
Connecticut - CT	\$6,980	-17.4%	12.1%	17.7%	1.9%	3.7%	
District Of Columbia - DC	\$4,153	-47.4%	43.9%	8.6%	4.2%	5.3%	
Delaware - DE	\$2,675	-23.7%	6.1%	14.1%	4.5%	5.3%	
Florida - FL*	\$61,741	-20.8%	13.7%	11.9%	10.1%	7.0%	
Georgia - GA	\$30,907	-31.1%	16.5%	14.9%	9.5%	6.0%	
Hawaii - HI	\$3,009	-30.4%	63.5%	23.6%	0.9%	4.7%	
Iowa - IA	\$7,875	-17.4%	-12.2%	9.8%	7.8%	6.2%	
Idaho - ID	\$5,381	-20.2%	3.9%	8.9%	9.2%	6.5%	
Illinois - IL	\$22,061	-15.2%	10.2%	10.8%	6.3%	5.0%	
Indiana - IN	\$13,977	-12.8%	5.2%	12.5%	8.9%	6.4%	
Iowa - IA	\$6,383	-12.4%	14.3%	10.5%	9.0%	5.4%	
Kentucky - KY	\$9,528	-42.1%	36.2%	15.7%	5.7%	5.3%	
Louisiana - LA	\$12,070	5.7%	-11.8%	12.7%	7.8%	6.3%	
Massachusetts - MA	\$17,451	-37.4%	22.6%	22.0%	3.2%	4.9%	
Maryland - MD	\$10,926	-1.1%	21.4%	11.8%	5.5%	4.9%	
Maine - ME	\$2,585	10.1%	9.3%	11.5%	3.0%	4.1%	
Michigan - MI	\$17,762	-18.8%	18.5%	9.9%	7.9%	6.1%	
Minnesota - MN	\$18,114	-25.8%	9.4%	13.0%	6.4%	5.8%	
Missouri - MO	\$12,090	4.5%	-23.3%	9.1%	6.6%	5.3%	
Mississippi - MS	\$4,744	-2.5%	-11.8%	6.7%	8.2%	6.6%	
Montana - MT	\$2,637	-1.6%	-2.1%	9.7%	8.8%	6.2%	
North Carolina - NC	\$33,166	-26.0%	14.4%	12.9%	8.0%	6.6%	
North Dakota - ND	\$3,090	-10.6%	0.5%	11.3%	8.5%	6.7%	
Nebraska - NE	\$4,914	2.5%	-6.3%	7.7%	7.7%	6.7%	
New Hampshire - NH	\$2,661	-35.5%	35.6%	20.6%	3.7%	5.3%	
New Jersey - NJ	\$13,331	-24.1%	19.8%	16.4%	3.2%	4.6%	
New Mexico - NM	\$3,784	-8.5%	-8.9%	7.0%	7.0%	5.9%	
Nevada - NV	\$10,049	-22.4%	10.1%	22.3%	7.4%	6.2%	
New York - NY*	\$38,658	-22.0%	15.7%	17.6%	14.4%	5.1%	
Ohio - OH	\$20,491	-21.8%	9.2%	12.8%	6.4%	5.5%	
Oklahoma - OK	\$8,736	-12.3%	15.8%	7.0%	9.0%	6.9%	
Oregon - OR	\$10,087	-21.1%	11.3%	14.2%	8.4%	7.0%	
Pennsylvania - PA	\$21,220	-28.5%	33.8%	18.6%	3.3%	4.7%	
Rhode Island - RI	\$1,107	-4.6%	20.0%	21.0%	2.3%	5.4%	
South Carolina - SC	\$16,629	-20.2%	9.4%	12.0%	8.5%	5.9%	
South Dakota - SD	\$3,413	-21.9%	4.9%	8.3%	9.7%	6.6%	
Tennessee - TN	\$18,916	-8.6%	-3.2%	9.2%	10.0%	6.1%	
Texas - TX*	\$130,110	-35.0%	21.8%	8.8%	9.8%	6.1%	
Utah - UT	\$10,641	4.0%	11.1%	10.4%	8.6%	6.7%	
Virginia - VA	\$22,220	-24.8%	15.1%	7.7%	8.1%	5.7%	
Vermont - VT	\$769	-6.6%	-10.6%	22.1%	2.3%	5.6%	
Washington - WA	\$78,520	-19.1%	-10.2%	13.0%	6.9%	6.6%	
Wisconsin - WI	\$14,908	-19.3%	-4.1%	14.2%	5.7%	5.2%	
West Virginia - WV	\$2,314	-29.2%	-11.0%	10.9%	5.6%	4.9%	
Wyoming - WY	\$2,681	-62.4%	37.6%	9.9%	7.7%	5.7%	
United States	\$824,010	-21.3%	9.6%	12.6%	8.1%	6.0%	

*In three American states, in one of the four shaded states, New York, Florida, Texas or California. Sum of first column may not exactly equal total due to rounding.

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BAC LOCAL 3 NEWS...

From Organizer **RYAN RUF**

Brothers and Sisters of our BAC Family, the support for organized labor in our country is on the rise. According to Gallup, an opinion poll company, Americans' 65% approval of labor unions is once again the highest it has been since 2003. Americans' support for unions is politically separated, as it has been since 2001. Democrats' current 83% approval of labor unions is the highest on record since then. At the same time, 45% of Republicans and 64% of Independents approve of unions. To ensure we obtain the most support, Political Endorsement Committees of the Building Trades Council have worked diligently to find the best candidates for labor throughout the interview process of Mayors, City Council Members, School Board Members, District Supervisors and State Assembly Members.

The achievements of an organization are the results of the combined efforts of everyone. Individual commitment to a group effort is what makes a team, a company, a society, and a civilization work. There is no substitute for work and the only place success comes before work is in the dictionary.

Organized labor provides a voice for workers on health care, workplace safety, economic security, and decent wages, which is something all Americans deserve. Wages have become insufficient to cover growing living costs. Nonunion employers continue to slash benefits to increase profits, thus making life harder for working people. The future depends on what we do in the present. Union members need to act now.

Apprentices, Journeypersons, and Foremen of BAC Local 3 are all mentors. Through leadership, you can be the change that you wish to see. Leadership is not just one quality, but rather a blend of many qualities; and while no one individual possesses all the talents that go into leadership, each member can develop a combination to make them a leader.

We must push for more Project Labor Agreements; it is a proven method to secure our work, our wage and above all our financial security. Together we will continue to promote more masonry in the building of schools, prevailing wages for our jurisdictions, training for all our

covered crafts and recapture lost markets. If you do not ask, you do not receive.

One market we intend to recapture is the residential. Building relationships with developers in the private sector is the pathway to success, in addition educating Architects and Engineers to incorporate qualified contractors and installers language in their plans. Furthermore, laying out skilled and trained workforce requirements in city-wide PLAs with the local governments is good for the community.

Lastly, member retention is vital. Brothers and Sisters out of work please contact the Union Hall to learn about organizing opportunities within our Local. Organizing efforts can be done from your home, such as attending Zoom city council meetings. With the country's majority approval of Unions, it is more important than ever to make the most of this momentum. Do not settle for anything less than your best, and you will be amazed at what you can accomplish in your lives.

*In solidarity and with respect,
Ryan Ruf*

GET OUT THE VOTE!!



Not Registered?

Go to www.registertovote.ca.gov

It only takes a few minutes!!

Deadline to Register?

15 days before Election Day.

Not sure if you're registered? Check your status:

<https://voterstatus.sos.ca.gov/>

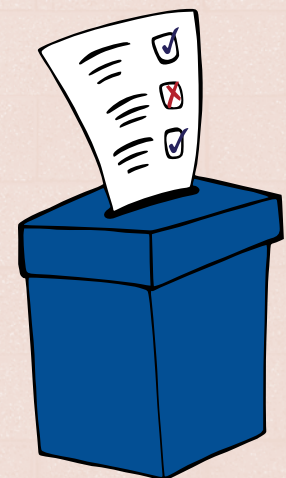
General Information and FAQ's

<https://calvoter.org/>

FOR ENDORSED CANDIDATES IN YOUR COUNTY:

Go to our website and click on the "ENDORSEMENTS" tab

WWW.BAC3-CA.ORG

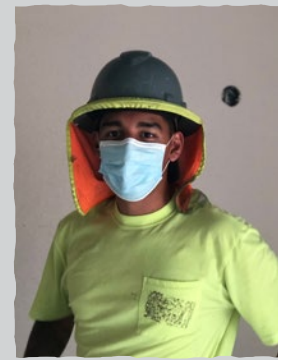


These endorsed candidates have been interviewed by the Building Trades. These candidates support PLA's, apprenticeship, prevailing wages and labor unions. Vote for the candidates that support BAC Local 3 members and their families.



THE BEST HANDS IN THE BUSINESS!





THE BEST HANDS IN THE BUSINESS!



BAC LOCAL 3 NEWS...

From Apprenticeship & Training Coordinator **JOSH HEIGHT**

Whenever we are presented with a problem, we have the opportunity to make a choice. We may choose to shift our focus from the problem to the solution. This choice highlights our ability to transform negative situations to positive outcomes. Remaining positive during times of crisis is a critical tool, that will influence your decision making and affect the attitudes of those you engage with.

Apprentices are also heavily influenced by their environment, especially in times of crisis. We should strive to present them with challenges and solutions that will foster their growth and development.

Recently our PCC Apprentices were presented with the problem of blight and graffiti affecting the Downtown Waterfront area of the City of Stockton. The Plaza was dedicated in honor of Dean DeCarli,



PCC Apprentice Alejandro Ayala



PCC Apprentices Left to Right Onias Ayala, Luis Gutierrez, Darrin Houston, Instructor–James Mayse, and Alejandro Ayala

by the City in 2001 and features Brick planters, Precast columns, bases and wall caps, Pavers and Concrete. The area had been affected by vandalism and graffiti on many of the masonry surfaces, which detracted from the original design features of the project.

Removal of the graffiti was embraced as an opportunity, by our PCC Instructor, James Mayse, who had the foresight to incorporate the cleaning in our training. Our PCC curriculum currently places emphasis on cleaning during week 4 of the 12-week program.

Efforts were coordinated through the San Joaquin County Building Trades Council and City of Stockton, with materials used for graffiti removal donated by Dumond

Chemicals. Apprentices were briefed on proper safety procedures and practiced application and washing techniques at the Mason Development Center prior to commencing the project.

Under the supervision of their Instructor, Apprentices were able to remove graffiti from multiple areas throughout the plaza, restoring much of the original design and beauty of the Plaza. The Apprenticeship program would like to recognize Alejandro Ayala, Onias Ayala, Luis Gutierrez, and Darrin Houston for their efforts with the clean-up, which furthered their training while enhancing BAC's relationship with our community.

Apprenticeship, turning problems into solutions.

From NCTI/JATC Coordinator **MARK ANSELL**

Hello Brothers and Sisters,

The Tile Training Center continues to move forward despite continuing setbacks due to COVID restrictions. We are currently moving forward with Distance Learning and are doing as much Hands-On work as the County of Alameda will allow. Scheduling continues to be challenging. We are prioritizing apprentices that are past their graduation date or closest to the end of their apprenticeship.

Some of you may be hearing from us in the upcoming days to attend a class. It is imperative that you inform your Supervisor of the days you are scheduled for class. This will make it much easier

for the contractor to relocate manpower during your absence. We will also be emailing your contractor to inform them of your absence from work.

Please know that we are completely compliant and have all the necessary PPE, Policies and Procedures in place to start back up when we get the green light to go.

Hang in there and be patient with us as this is a new experience for everyone.

Do your part and stay safe for everyone.
Mark Ansell, NCTI/JATC Coordinator

NOTES FROM THE FIELD

From Organizer **DAVE TAFOYA**

BAC members and the Robert Family Development Center

BAC Local 3 was asked by Sacramento Mayor Darrel Steinberg to provide the labor for the newly renovated Roberts Family Development Center to help make a better more functional facility.

The Roberts Family Development Center's Mission is to provide services to the Greater Sacramento area that meet the individual needs of each family member. Their services provide a holistic approach focusing on Preschool thru 12th grade academic support and enrichment, parent education and engagement, and community involvement and advocacy.

BAC 3 initially built a concrete block wall at the facility to protect the students and the facility when it opened in 2000. The current renovation, overseen by Rudolph & Sletten Sr. VP. Holm turned out to be a substantial donation project.

I reached to the members of BAC, they did not disappoint. BAC members installed 8x8 quarry tile and 6-inch base in the kitchen area. The kitchen floor was grouted with epoxy. The bathrooms were floated with a deck mud mortar bed and we waterproofed the walls. The walls in the restrooms, 12x12 Tile was installed with 6x12 base.

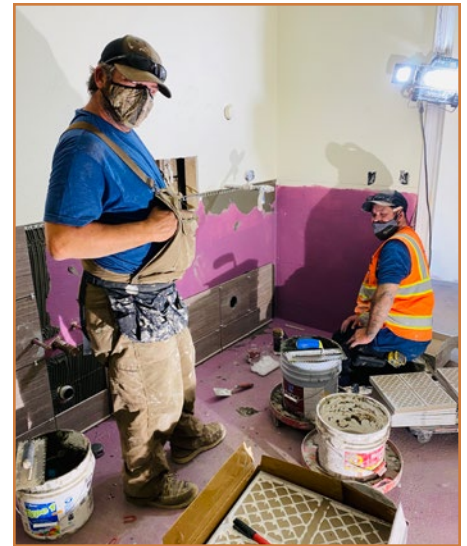
BAC received a lot of praise for our work, but most importantly we have given something back to community that will improve families lives for decades to come. I want to thank, Terry Stanger, Robin Welch, Jason Grant, Pedro Cervantes, Kevin Jones, Manuel Lopez "papa", Crisanto Olivares, Zach Grennhalgh and or course Gary Peifer who mixes a mean batch of deck mud.



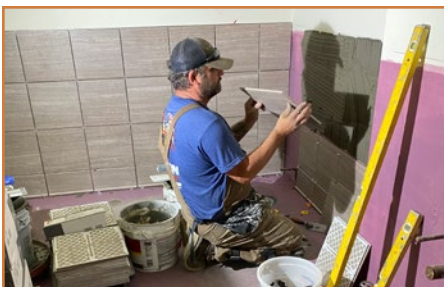
L to R: Crisanto Olivares, Robin Welch, Terry Stanger, Manuel Lopez "papa" and Jason Grant.



Jason Grant



Robin Welch and Terry Stanger



Robin Welch



Robin Welch



Robin Welch and Jason Grant

NOTES FROM THE FIELD

From Field Representative **GARY PEIFER**

WHATS IN A NAME

Brothers and Sisters, as we shared our solemn condolences with family and friends of departed Union brother and signatory contractor Perry O’Laughlin, I was deeply concerned at the potential closure of a Union shop. PTS Masonry was an established company that had provided Union members a sense of stability and security for decades in the Sacramento region.

When PTS Manager Randy Statham informed me that Perry’s wife Sharon had decided to continue operations pending the potential sale of the company, I was relieved but apprehensive, as new ownership could still mean the loss of a Union shop. A shop that had weathered and survived many a storm, including the recent “Great Recession”.

Fortunately, for BAC 3 bricklayers, that apprehension was short lived when PTS Masonry was envisioned as an opportunity by an established and motivated young construction partnership. The day to day face of that partnership being a young US Army veteran by the name of Josh Estrella.

Graduating from an internship in his father’s construction company and high school in 2004, Josh attended Cal Poly Institute to study construction management and serve a geo tech internship for soil compaction and retention. He entered the US Army in January 2006 and was deployed for 4 tours in Iraq, 2 in Afghanistan and an additional tour as a Special Ops Ranger team leader during his 7 years of direct-action military service.

Josh returned to civilian life as an engineering assistant and graduated from the Sacramento State University construction project management program in 2016. He utilized his degree at NexGen Utility Mgt. while focusing on project consulting that led to the formation of Utilion Construction Management



PTS Masonry I-5 Soundwall



Josh Estrella Owner PTS Masonry

and Engineering Services, the partnership that purchased PTS Masonry in 2019.

As a husband, father, and BAC 3 signatory contractor, Josh is a hands-on person. From his participation at the training center and vocational career fairs to his trusteeship on the Union pension and health and welfare funds, he has become fully engaged in the Union masonry industry. As a signatory contractor, his stated commitment to a sustainable living wage and the benefits befitting the skilled labor required to produce the quality projects we build is a testament to BAC 3’s craftworkers.

As we recognize the one year anniversary of Josh Estrella’s ownership and positive leadership at PTS Masonry, I ask you to join me in congratulating him, his staff and the BAC 3 bricklayers that have diligently worked to insure the future success of PTS Masonry as a UNION Contractor.

Be well. Gary.

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

10806 Bigge Street
San Leandro, CA 94577

From Field Representative **COLIN JOHNSON**

2020 ELECTION — YOUR VOTE MATTERS

The upcoming elections in November are crucial for the building trades. With elections happening at the National, State and Local levels, we as Union members, need to have our voices heard, and maintain officials in office who are Pro Labor. Electing these candidates helps ensure that upcoming projects stay in union hands and getting PLA's (Project Labor Agreements) signed by city and state officials will increase work hours for BAC members.

Registering to vote is the first step in getting this process going. Visit www.registertovote.ca.gov: The next step is deciding the best way for you to vote. Whether that be in person, or by mail is a decision more of us are going to face this year. You can visit <https://www.sos.ca.gov/elections/voting-info/ways-vote/> to find the polling station nearest you if you would like to vote in person. Please remember to be patient and respectful when voting in person, as the process may take longer than usual with the restrictions COVID-19 has put on everyone.

If you decide to vote by mail, request a vote-by-mail ballot by **October 27, 2020**. When you return your ballot by mail it must be postmarked on or before **November 3, 2020** and received by your county elections office no later than **November 20, 2020**. Voting early helps ensure your ballot is received on time. You can also return your ballot in person to your county elections office or any polling place in your county before 8:00 p.m. on **November 3, 2020**.

Please visit our website www.bac3-ca.org for a full list of candidates in your area endorsed by the Local Building Trades and BAC 3. These candidates are key to increasing Union work hours and market share in the work force. Currently there is over \$5 billion worth of projects upcoming in Northern California. We must all do our part to keep as many projects in our members hands as we can. Voting these officials into office is the first step in keeping Local 3 at the front of the construction industry. Let's all get out there and do our part. ***Remember, EVERY VOTE COUNTS!!***

Work Hard, Be Safe,
Colin Johnson

