



LOCAL 3 NEWS

Winter 2021

From the Desk of **PRESIDENT DAVE JACKSON**

Turn the Page

“2020 – A Year Like No Other” was the title of my last article. As we welcomed the new year, the pandemic raged on and things got much worse than anyone could imagine with the insurrection at the U.S. Capitol. If you read my last article, you might remember my rant on things “we need.” I am hopeful our newly elected leaders will address the needs of our members, our communities, and our nation.

After 4 years of the Trump administrations failed policies that supported “Right to Work”, anti-union members of NLRB and the Superior Court, gutted federal overtime, and refused to pass an infrastructure bill; “we need” to build back better.

Our newly sworn in President Joe Biden and Vice President Kamala Harris have the knowledge and experience necessary to do the job “we need” and will serve with dignity and honor. They will get a handle on a debilitating pandemic by selecting effective leaders in positions who will deal with fact, not fiction. They will address unity, racism, healthcare, security, and freedom. I am especially proud of our “Daughter of Oakland” Kamala Harris and her continuing to break glass ceilings in public service.

Joe and Kamala have always been advocates for Organized Labor and working families. Their plan for Labor during their term includes promoting Project Labor Agreements, streamlining union election timelines for organizing, ensuring the right to strike without fear of reprisal, and passing an infrastructure investment bill with prevailing wage protections.

North America’s Building Trades Unions applauds Biden’s appointment of Boston Mayor Marty Walsh as U.S. Secretary of Labor. Walsh joined the Laborers and became union President, then was named head of the Boston Building Trades council. Walsh served in the Massachusetts House of Representatives and was elected twice as Mayor. What a novel idea to appoint a person from Labor as Secretary of Labor!

Locally, the new year brings retirements for some of our own Local 3 members and Officers. San Francisco Building and Construction Trades Council (SFBCTC) Secretary Treasurer and CEO Tim Paulson has retired as of January 1, 2021. I served with Tim at our local when I became San Francisco Field Representative. Our



L to R – Tim Paulson, Dave Jackson and Steve Kantoniemi

friendship has gotten stronger over the years while Tim built on his Labor Leader career. Tim’s labor positions include Tile Layer, Foreman, Apprentice Instructor, BAC 3 Business Agent, Organizer, San Mateo Central Labor Council (CLC) Political Director, 13 years as SF CLC Executive Director, and the last 3 years at SFBCTC. Tim stepped into the position when leadership was needed and helped update the SFBCTC and how it operates.

(Continued on page 3)



L to R – Steve Kantoniemi, Gary Peifer, Dave Jackson, James Boland (retired IU President), Troy Garland and Darin Compton

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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...

BAC Local 3 – M.R.P.

Member Recruitment Program - Effective 1-1-2021

BAC Local 3 continues to organize new members and create opportunities for non-union workers to benefit from being a union member with higher wages, better benefits, and training opportunities. To engage our membership and new members, BAC Local 3 has implemented a Membership Recruitment Program.

The program will have two different ways to reward new members and existing members. The first is that BAC Local 3 will pay a “signing Bonus” to “skilled” non-union Craftworkers who become members and work for one of our Signatory Contractors. The other method will be rewarding current members who recruit a Skilled Non-Union Craftworker working for a non-union contractor performing BAC covered work. They will be awarded a “Finders Referral Bonus” for each new skilled craftworker they refer to the Union.

The Membership Recruitment Program is effective on January 1, 2021. The BAC Local 3 Management Committee will review the program regularly to determine the effectiveness of the program and institute any necessary changes.

How does it work?

Signing Bonus for Skilled Non-Union Workers:

All newly organized skilled non-union workers will receive a “signing bonus” of \$200.00 after their initiation is paid in full, and 300 hours of employment for a BAC Signatory Contractor. An additional \$399.00 will be awarded to these new members after they have been working for a BAC signatory contractor for 5 months with a minimum of 750 hours. This is contingent on being a member in good standing with BAC Local 3 and the appropriate JATC Apprenticeship Program.

BAC member Finders Referral Bonus:

Existing members who recruit a new member from the non-union will receive \$199.00 after the new member has paid their initiation fee and is still employed by a BAC Signatory Contractor for a minimum of 300 hours.

- A “skilled” non-union worker must have a minimum of one year of experience in the trade when they join BAC Local 3.
- A “skilled” non-union worker who is an apprentice must start at and maintain the following levels: Tile Setter S-10, Tile Finisher F-5, Bricklayer 65%, PCC 65%, Marble Mason 80%, Marble Finisher 70%, Terrazzo Mechanic ATRM-3, Terrazzo Finishers ATRF-3.
- Payments will only be made to members in good standing with BAC Local 3.
- This program is managed by the BAC Local 3 Management Committee and may be changed or amended at any time. All newly recruited members must be approved by a BAC Local 3 Officer or Organizer prior to any signing bonuses or referral bonuses.
- Check stubs maybe requested to confirm hours or there will be a delay until hour reports are available from Benesys.
- The maximum amount paid to each member will by \$599.00 per year due to IRS requirements.

NOTES FROM THE FIELD

From Secretary-Treasurer **TROY GARLAND**

We enter 2021 with unprecedented changes, as will our Union. February 28th will be the last day for Vice-Chairmen and Field Representatives Gary Peifer and Steve Kantoniemi, as they are retiring. These two have an amazing total of over 3 decades of experience as Union Representatives.

I have worked with Gary since 1998. Gary has played a huge role in the stability and success of our Union for over 20 years. His work ethic has never wavered. It was not uncommon to call Gary at 5pm and he would be getting in the truck to head home from Redding or some other far-reaching location. Of course, he always had an unsweetened iced tea to keep him company (no lemon). If there is a problem on a jobsite, he will be there to resolve it. The Union gets requests to do donation jobs occasionally for different organizations. Gary can have a hard time saying no to helping someone out and would be the first

to have his trowel in hand. This is just the kind person he is. He will be missed by all the Building Trades where he plays a leadership role, especially in Sacramento as Vice-President. It is difficult to find a labor leader or politician who does not know Gary. We have all benefited from his leadership and experience on our Trust Funds. If there is an important letter to be drafted or powerful speech to be made, Gary is your man. He is a proud Union Craftworker and Labor Leader, who never forgot how hard our membership works in the field and has always put them first.

Steve has been a member since 1984 and Field Representative for over 14 years. Besides working together for the Union, I had the pleasure of working with Steve at our apprenticeship school as instructors. He was a great instructor and an expert at layout. I would see the apprentices perplexed with a problem using a calculator, while Steve could simply do

the math in his head. Steve has the respect of all the Building Trades delegates from the different trades. Spending a great deal of time in San Francisco, Steve knows his way around and where the projects are. If you want to get somewhere quick in the city, ride with Steve, just buckle up!! Our members have been fortunate to have had Steve represent them, and he has been a big part of our progress over the years.

I could go on and on about these two and how they have made a huge impact on our Union. On a personal level, you do not realize how much time you spend with co-workers until they are leaving. They have always had my back on a professional and person level. I consider them my true Brothers. I wish you both a happy and healthy retirement. Looking forward to seeing you at the Crab Feeds, Fishing trips and other events. All the best.

*"A time to look back with admiration...
A time to look forward with anticipation"*

DAVE JACKSON *(continued)*

(continued from front page)

He has successfully negotiated multiple PLA's that will provide thousands of work hours to our members and contractors. All of us at BAC 3 wish Tim and his wife Joyce a long and healthy retirement.

BAC Local 3's own Vice Chairmen Gary Peifer and Steve Kantoniemi will also retire soon. Gary and I started as Field Reps in July of 1996. Gary has held almost every position our local requires: Bricklayer Journeyman, Foreman, Apprentice Instructor, Field Representative, Organizer, Vice Chairman, Secretary Treasurer, Trustee on Brick JATC, LMCC, Pensions, and Health and Welfare. Gary has served on multiple negotiating committees for Brick and PCC agreements. He is Vice President of the Sacramento Building Trades Council and has negotiated multiple PLA's for the betterment of all local trade unions. I highly respect the way Gary represents our Local

Union, Sacramento area members and BAC signatory contractors. If anyone has a question about construction, unions, or politics in the Sacramento area, Gary has the answer.

Steve and I started our BAC careers working in San Francisco BAC Local #7. Steve is a Master Marble Mason and a well-known Foreman for Cunningham Marble Company. Steve held positions of Marble Finisher, Marble Mason, Foreman, Apprentice Instructor, Field Representative for the San Francisco area, Vice Chairman, Trustee on Brick JATC, LMCC, Pensions, and Health and Welfare. Steve has negotiated the Marble agreement during his 14 years as a union representative and as an active member prior. Steve's determination and "get it done" attitude as a mason has served him well in carrying out his union representative responsibilities.

I am happy to say I have built a strong friendship with Gary and Steve while working together over the years. I wish Gary and his wife Kim, and Steve only the best in a well-deserved retirement. Please read Gary and Steve's article in this newsletter.

Local 3's future is bright with recent hires of union representatives. Our most recent hire is Field Rep Lenny Paredes, who has the task of replacing Gary in Sacramento and is progressing well. He joins Field Rep Colin Johnson, Organizer Ryan Ruf, and Director of Organizing Dave Tafoya. I feel Local 3 is fortunate to have these dedicated, hardworking agents to represent our membership for many years to come.

*Work Safe and honor all pickets,
Dave*

NOTES FROM THE FIELD

From Field Representative **GARY PEIFER**

My Brothers and Sisters of BAC 3

In welcoming our Brother Lenny Paredes to the Staff of BAC 3, I am reminded of our first meeting. In the fall of 1996, I was also a new field representative and was tasked with signing brother Paredes to his BAC membership as an apprentice bricklayer. I told him about the value of becoming a good bricklayer who dedicated himself to the craft and the Union. As he listened, I could tell by his expression the advice was being processed as his questions soon overcame his quiet sense of the unknown. I would later realize; Lenny was and continues to be a quick study of most challenges before him.

As I witnessed Lenny serve his apprenticeship, his level of motivation and confidence was also recognized by

his employer who advanced him to a foremanship shortly after graduation. A leadership role he has upheld until recently accepting the position of BAC 3 Field Representative. Preserving our craft through the training of apprentices has always been an element of his foremanship and it will be a strength in the future leadership of BAC 3 and the masonry industry. I know brother Paredes to be an honest, hard-working family man who values the humanity of the working men and women in our Union.

It is with that demonstrated integrity that I entrust the guardianship of you and our Union to Brother Paredes. Please join me in welcoming a man whom I know will earn your trust and solidarity in the days ahead. I ask that you grant him the opportunity to get to know each of you as

I have; for it will most certainly strengthen his resolve to represent you well regardless of the challenges that lie before us.

In closing, I want to extend my heartfelt thanks to each of you for the support and solidarity afforded me as I served the members of BAC Local 3. Together we have accomplished many goals previously thought of as improbable, if not impossible. You have granted me the rare privilege in realizing my potential by knowing myself through knowing you. For that I remain ever indebted to each of you and this Union. The past twenty-four plus years have gone by in a heartbeat and with some reservation, I have now come to realize the next chapter in my life as a Union Member, Retirement.

Be Well. Gary

From Field Representative **STEVE KANTONIEMI**

To the Brotherhood and Sisterhood of BAC LOCAL # 3,

It has been my honor and privilege to have been a Field Representative and Organizer for Local 3 and its membership for the past 14 years. On March 1st I will be retiring from active Field Rep / Organizer work duties. I joined BAC LOCAL 3 in 1981 and worked the next 26 years as a marble finisher then marble mason for Robert Cunningham & Co. Within my years as a BAC member, I was also an instructor for 10 years teaching and educating new apprentices with the marble mason and marble finisher JATEC Apprenticeship school. This too is something I am immensely proud and honored to have had the opportunity to be part of.

President Jackson and Secretary Treasurer Garland's leadership, mentoring, ability to motivate, push and drive, the empathy and understanding they give, and show heart and dedication to the membership and welfare of the union, are second to none. And in this humble man's opinion, have made this union stronger than it has ever been. For me, they were not just employer and boss, but like father, brother, and friend. To be honest, in no way did I make it an easy road, lots of bumps. I could tell you all how many times I was in the hotseat, but this letter would never end.

My fellow Vice Chair Gary Peifer is also retiring. Gary has been such a big part of the successes this Union has had over the years. He is as hardworking and professional as you can find. I

am honored to have worked with him. I wish him the best in his retirement.

The Union also has an amazing group of gentlemen who are, youthful, tech savvy and have skills along with being expert craftsmen. Dave Tafoya, Ryan Ruf and Colin Johnson are hardworking and dedicated. They all have that motivation and drive, and I am amazed at how fast they are learning to be successful, Field Representative, Organizers and represent our multiple craft union. I know you will all lead the union successfully into the future. In your hands, BAC 3 will continue grow and stay strong. I am going to miss working side by side and teasing all of you.

Lastly, to the beautiful ladies who manage our BAC office; there is so much you all do to keep that office running smoothly and efficiently. Your ability to communicate, reach out, help, and understand the needs of our membership and contractors is top of the list. I know for me; I would have been lost in the dark with a flashlight with no batteries if not for you ladies. Thank you for all the help you have given me over the years.

To have had the opportunity to Represent THE VERY BEST HANDS IN THE BUSINESS in so many different Trades Crafts has truly been my Honor

Wishing you all the very best and future success.

*Steve Kantoniemi,
Vice Chair then Retiree*

NOTES FROM THE FIELD

From Field Representative Lenny Paredes

A CHANGING OF THE GUARD...

Brothers and Sisters,

I would like to introduce myself as the newest field representative for Bricklayers and Allied Craftworkers Local 3 California. My name is Lenny Paredes and as a first-generation trowel tradesman, I have commanded a Union wage for 24 years throughout Northern California.

After completing two years of college, I stumbled upon this trade in 1996. While school was enjoyable, I needed a job and picked up some work boots and a hard hat to start my search. The blood sweat and tears of those years have paid many dividends, most recently by being approached and selected by the officers of BAC 3 to be a field representative. I will be serving all members of local 3, primarily in the Sacramento Valley region.

Over the years, I have met hundreds of highly skilled and knowledgeable people while running work. As I start my second career behind a desk and steering wheel, I would like to thank all the people that trained and mentored me. I especially want to express my gratitude to both the office



Lenny Paredes

and field staff of John Jackson Masonry. You are all part of the reason we were successful on those jobsites. I will most certainly miss the daily bantering on the line that I shared with all of you.

I would also like to recognize the staff of BAC 3 for welcoming me on to your team. A team of officers and field representatives, both past and present that have offered guidance to insure my family a better standard of living. I am truly

grateful for the opportunity and thankful for all that you do. There will be many challenges ahead, but nothing I cannot handle or will endure to serve our union and the masonry and tile industries.

I have been on staff since mid-November attending meetings, inspecting jobsites with the other field reps, and introducing myself. The BAC 3 contractors I have met with have expressed their support for the work BAC and the Building Trades Councils have done and I look forward to being seated on those councils. I am currently enrolled in the IU New Leader training program with other BAC field reps from all areas in North America. We are being taught everything from labor laws to organizing strategies. It is truly another apprenticeship.

I want to assure all of you that I will do my best in representing our Union. Please reach out to me with any concerns or questions you might have, and together we will find the answers. Stay safe out there and wear your mask.

Lenny

From Field Representative STEVE ESPINOSA

Greetings Brothers and Sisters,

I would like to encourage all BAC 3 members to get involved with your Union. Many of you have heard us talk about organizing and how the entire staff works hard to grow and strengthen this Union. We are just a few, but there are so many of our members out there who can be of great assistance and help to contribute to the growth of BAC Local 3.

One easy way to get involved is to attend monthly Chapter Meetings. Those include the San Francisco, Sacramento, San Jose, Oakland, Manteca, Monterey and Fresno Chapters which are all held on-line via ZOOM. At these meetings, you can receive important information about your

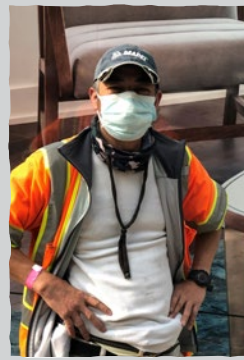
pensions or any possible changes in health coverage, upcoming BAC events such as pickets or banner actions, and work forecast for your craft. It's also a great place to see old friends and swap stories of where and what you've been working on. You should be receiving phone, text messages, and email reminders prior to each meeting with instructions on how to join the meeting. If you are not getting these, then please call one of your Reps or call the Union Hall to update your contact info. In this newsletter you will find a schedule for each chapter meeting.

We are always looking for members to join us in attending City Council Meetings, School Board Meetings and Water District

Meetings to help us encourage Council members to vote for Project Labor Agreements (PLA's) which in turn creates more work for our crafts. Having working members show up at these events really does make a difference.

As we move ahead into 2021, I'm looking forward to seeing more new faces at the chapter meetings and getting calls from members asking what they can do to get involved with BAC 3. Our members are our "Eyes and Ears" on and off the job site, so please feel free to call your BAC 3 Reps to find how you can participate in the growth of BAC Local 3. Thank You

*Stay Safe and Healthy,
Steve Espinosa*



THE BEST HANDS IN THE BUSINESS!





THE BEST HANDS IN THE BUSINESS!



NOTES FROM THE FIELD

From Organizer **DAVE TAFOYA**

I hope all is well and all of you are staying safe during this pandemic. BAC 3 organizers continue to provide manpower for our signatory contractors. We continue to organize and engage the nonunion sector in both private residential and light commercial, as well as our very own “public works” market. This is crucial to increase market share as we continue to see projects being built. BAC 3 members play a key role in our organizing efforts. The BAC Volunteer Organizing Committee (VOC) was established in 2017. A select group of BAC committee members were appointed to the Committee where we share ideas and thoughts regarding our organizing program to help obtain our goals. We meet twice a year; our next meeting is scheduled for March 16th, 2021.

The BAC Management Committee has adopted a Member Recruitment Program (MRP). This is a great way to engage

our members and help grow our union. It also rewards newly organized workers from the non-union if they meet certain thresholds. Please review the program in this newsletter. We look forward to positive results and commitment from the membership.

Organizing plans must be flexible as things change constantly. It is important to stick to your assignments. 1 out of every 100 campaigns end up with a success story. That is a 1 % chance, so we must remember all the awarding moments we get along the way. One of the most significant bills to strengthen workers abilities to Organize in the past 80 years passed the House in recent days. The Protecting the Right to Organize Act, known as the PRO Act, would amend some of the country’s decades – old labor laws. To give workers more power during disputes at work and add penalties for companies that retaliate against workers who organize and give

some hundreds of thousands of workers collective – bargaining rights. This bill also weakens “right-to-work” laws in 27 states that allow “right-to work.” California is fortunate to not be labeled as “right-to-work.” These are good steps to help the labor movement moving forward.

Apprenticeship and training are vital in continuing to help build our union and make it stronger. If you are a journey person on a project and are working alongside of an apprentice, show them the ropes as one day they likely will do the same. Apprentices need to pay attention on the jobsite, attend all scheduled classes and turn in blue books timely. This will ensure a successful path to becoming a skilled journey person.

In closing, remember to be safe out there and always represent BAC 3 to the fullest.

*In Solidarity,
Dave Tafoya*

From Organizer **RYAN RUF**

Market share is the number one goal for BAC Local 3 California organizing; if we have the projects then our members are working. Top-down techniques of organizing contractors is our initial practice. A nice guy method includes explaining the benefits of the union with a skilled and trained workforce but when an impasse occurs, we must use other methods to develop leverage on each campaign. Leverage may be created from additional pathways such as: support from our local City Councils, Supervisors of Education, Workers with no representations and Job actions. As a member, you hold the responsibility to continue installing materials with Pride, Top-quality artistry, and The Best Hands in the Business. We are what we repeatedly do. Excellence, then, is not an act, but a habit. Being skilled hands in the field is only the beginning, we must organize together and do more to capture the market share.

Strategy is where COMET appears. In Construction Organizing Membership Education and Training, the tactics learned will explain what organizing is about and what the end goal is. Nothing happens overnight, but it transpires with education, execution, and repetition. All of us in the BAC 3 family are in this together and it is up to every one of us to take care of our family. Whether it is through mentoring our apprentice as well

as young journey persons, raising the important questions during chapter meetings, or policing our agreements between contractors and the membership. We will unify and coordinate our targets one contractor at a time and secure local work one city at a time. Attend a COMET class and ask me how.

Open shops and non-union contractors are bringing our wages down with their low road bidding tactics on projects that could have been awarded to union signatory contractors. Educating City Councils is a proven method on gaining support. Unfortunately, these council meetings run late into the night and most members are unable to participate. BAC Local 3 staff and volunteers happily speak on your behalf, educating elected officials. The Zoom platform has been a benefit for City Council meetings. Members can speak from the comfort of their home and save time from the wait of other agenda items. Another method is sending an email to City Councils and job actions to get our voice heard. These tactics and more will be covered in COMET.

COMET classes are returning in March 2021, call the office or an organizer to sign up.

*In Unity,
Ryan Ruf*

BAC LOCAL 3 NEWS...

From IUBAC West Region Representative **DARIN COMPTON**

Labors improved path to recovery from the Covid-19 recession

In the fall I wrote an article outlining some of the inequitable effects of the Covid-19 recession on the Western Region of the U.S. construction jobs, and some its most vulnerable groups: 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. That was the outlook in the fall of last year.

Much has changed since early Fall of 2020 which may give view to a light at the end of the Covid-19 recession tunnel for struggling workers. A new administration has gained the white house and a Covid-19 Vaccine has been developed and distribution begun! At the end of 2020, the UCLA Anderson California forecast predicted: “robust economic recovery to begin in spring of 2021.” It must be understood that the positive forecast relies on assumptions of mass vaccinations making recovery in industries heavily damaged by the Covid-19 shut-downs possible. It must also be understood that growth will likely be hindered through the winter due to likely spread of the virus until vaccines can be distributed widely. The UCLA Anderson Forecast predicts: “slow growth of 1.8% for the first quarter of 2021, before robust growth of 6% in the second quarter of 2021. After that, growth rates above 3% well into 2023.” The study predicts the rebound will be led by: “Technology, Residential Construction, and Logistics.”

At the same time the newly inaugurated Biden Administration has vowed to speed delivery of millions of stimulus checks and get more aid to struggling families, while also instructing federal agencies to use the Defense Production Act to increase the nations supply of PPE and Corona Virus tests. In addition to ushering in the labor friendly Biden Administration, the recent election flipped two key Senate seats in Georgia; giving Democrats a majority in both the House and Senate.

These majorities mean the possibility of the passage of the PRO Act. The Pro Act would address major problems with current law and attempts to give working people a fair chance when trying to form a union with their coworkers, bargain for better working conditions, wages and benefits. According to *Working Economics Blog* the PRO Act gives workers more bargaining power on the job by giving:

1. Stronger and swifter penalties when employers interfere with worker's rights.
2. More freedom to organize without employer interference.
3. Winning first contract agreements when workers organize and protecting fair share agreements.
4. Protecting Strikes and other protest activity.
5. Organizing and Bargaining rights for more workers.

While the PRO Act will not solve all problems with our labor law, it would take a large step toward helping the some 48% of workers in the U.S. who would like to have a union compared to the only 11.9 percent that actually have a union.

In addition to the recent key developments which favor labor, the Biden Administration wasted no time in giving notice to Peter Robb appointed Counsel for the NLRB. The NLRB enforces private sector workers rights, and the notoriously anti-union Robb who relentlessly undermined unions and has been called a “toxic figure in the NLRB” by Rep. Andy Levin, and will go down in history as not only the first ever fired NLRB general counsel, but also the first to be asked to resign since the Truman Administration of the 1950's. Robb, sought to curtail the use by unions of “Scabby the rat” the creation of International Union of Bricklayers and Allied Craftworkers Organizer Ken Lambert in the 1990's.

I will conclude with another quote from the Fall Newsletter Article: “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 now clear that the path ahead toward that light at the end of the tunnel will be far more friendly to Labor!

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

MEETING SCHEDULE

As of 4/1/2020 all Chapter Meetings will be via ZOOM APP until further notice.

We will text & call with meeting information a few days before.

1st Tuesday - 6:00 PM – Monterey
2nd Tuesday - 5:00 PM – So. San Francisco
3rd Tuesday - 6:00 PM – Fresno*

1st Wednesday - 5:30 PM – San Jose

1st Thursday - 6:30 PM – Sacramento
2nd Thursday - 5:00 PM – Oakland
3rd Thursday - 6:00 PM – Manteca

No Chapter Meetings in May, July and November. General Membership Meetings in May and November

**Fresno Meeting only held on following months: (Feb., Apr., Jun., Aug., Oct., Dec.)*

BAC LOCAL 3 NEWS...

From Apprenticeship & Training Coordinator **JOSH HEIGHT** **Mason Development Center**

The events of the last 9-10 months have altered the lenses through which we view the world. We have learned that normal is a negotiable term, and behaviors can be modified in order to overcome and persevere.

One thing that has not changed is the amount of time each one of us is allowed each day, 24 hours. Large amounts of that time are spent at work dedicating yourself to responsibilities of the job. Another portion to sleeping, eating and commuting. By the end of the day there is a small piece left for you to fill as you wish.

With so little of your time being unaccounted for sometimes we miss out on opportunities to enjoy tasks we must do. A simple change in perspective regarding our responsibilities can account for an increase in production, energy, focus, and enthusiasm on the job. This renewed outlook has a contagious quality, with those around you finding themselves looking forward to their responsibilities rather than avoiding them.

Apprentices can use these simple lessons to help cope with the stresses of the trade. Share with them the reason you chose the trade and why you enjoy producing a quality project. Respect the time you have, to pass on your knowledge and wisdom, because we all remember the ones who spent their time with us.

The Mason Development Center is open for training and we are always looking forward to training the next generation. We all must remember to train the future to avoid being left in the past.



PCC—Scott Ramos



PCC—Taylor Rocha



L to R: TZF—David Montes—Ortiz, Malik Salam, Edwin Portillo, and Devin Sisson.

BAC LOCAL 3 NEWS...

From NCTI/JATC Coordinator **MARK ANSELL** _____

Hello Members.

I hope this newsletter finds you all well.

Since we are considered essential to the construction industry, we have been doing our best at the training center to maintain health safety guidelines. We have a fully approved protocol and plan in place with zero tolerance to keep you as safe as possible while continuing your apprenticeship program.

If you are sick, experiencing symptoms or have been exposed to someone with Covid-19, please stay home. Call into the apprenticeship office and I will put you on the reschedule list. It seems like most of us have been working and some contractors cannot seem to hire enough people. If you are out of work, call the Union Hall Monday mornings to be put on the out of work list. Also, call the apprenticeship office so we can update your records and mail you a contact list of our signatory contractors. The list is also available on the BAC website (<http://www.bac3-ca.org/links/contractors/>).

At this point in the year, there is an unlikely chance that our annual Tile Apprenticeship Run-off Contest to happen

in April. Changing the date has not been discussed and chances are, we will still be fighting the Pandemic through most of this year.

We have been using Zoom for distance learning classes for the past couple of months. While it has been a challenge, it is a necessary tool moving forward during the Pandemic. We have been sending a select few apprentices home on Mondays with a Chromebook and the instructions they need to spend the week working from home. Be aware, you will be monitored from 6:00 AM to 2:30 PM. To participate in the distance learning you will need to have enough workbook study, access to the internet and have an active email address and password. We will go over this with you on Monday morning in the week you are scheduled.

Do not forget, Bluebooks are due the first of every month. If you do not have the WorkHands app, let us know so we can send you an invite. The app is easier than the Bluebook.

Work hard, stay safe and take care of you loved ones!

Mark Ansell, NCTI/JATC Coordinator



At the Training Center, your Safety always comes First!

Service Awards 2020

25 YEAR:

**Victor Camacho
Jose Luis Casas
Sal Commisso
Robert D'Angelo
Dominic Filippi
Robert P. Jackson
Jorge Garzon
Yu Liu
David Martini
Thomas Moore
Lawrence Oneto
Manuel Padilla
Fredric Palmer
Ubaldo Preciado
Lyle Simmons
Paul Solomon**

40 YEAR:

**Stephen Byers
Fernando Farinha
Dan Forsgren
Dave Gutierrez
Reiner Haessler
William Kreutz
Steve Kroninger
Timothy Paulson
Thomas Peyton
Michael Sichelmeier
Timothy L. Walker**

50 YEAR:

**Gene Leong
James Manfredo
Stephen Rafferty**

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

10806 Bigge Street
San Leandro, CA 94577

2021 - BAC P.A.C.T PROGRAM

PICKETS—ACTIONS—COMMUNITY - TRAINING

This program is a reward based voluntary program for members who participate in BAC actions and attend meetings. The program will recognize members who attend meetings and participate in the following BAC Local 3 events.

**ATTEND A TOTAL OF 4 CHAPTER
AND/OR GENERAL MEETINGS IN
2021 AND RECEIVE NEW
BAC LOCAL 3 JACKET.**

Starting in 2021, if you have received a BAC jacket, you will receive a BAC safety vest with logo. Retirees will receive a different award for the safety vest.

For those of you who have already received a Jacket, we will offer the Yeti cups and members who have received the Yeti will be offered BAC Knives until we run out of stock.

The BAC PACT program also awards points for participating in Union actions and events. These points are accrued each calendar year and awards are given 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 2021, 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
- 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