



# LOCAL 3 NEWS

Fall 2021

From the Desk of **PRESIDENT TROY GARLAND**

## Rebuilding – Education/Trust Funds – COVID

Our Union has gone through some major staffing changes in 2021 with the retirement of Dave Jackson, Gary Peifer and Steve Kantoniemi. Steve Espinosa has also resigned his position as Field Representative on July 30th. I along with our entire staff wish Steve the best and appreciate all that he has done for the members of BAC 3. Please take the time to read Steve's article in this newsletter. I want to sincerely thank Steve for all his work for our membership. We wish him all the best.

The first step in rebuilding our staff was the hiring of Colin Johnson in March of 2020 to cover Steve Kantoniemi's area of San Francisco, San Mateo and the North Bay. Lenny Paredes was hired in November of 2020 to take over Gary Peifer's jurisdiction in the Sacramento area. These two Gentlemen are doing an outstanding job and I appreciate all their hard work.

Our newest additions to the BAC team are Jordan Mondragon who started on July 26th and is covering the Santa Clara and Monterey area. On September 20th David Calderon was hired as a new Field Representative for Alameda, Contra Costa, Napa and Solano Counties. Welcome aboard David. Lastly, we now have a new brick organizer. Emmanuel "Manny" Enriquez will be our organizer for our brick trades to grow our membership and contractor base. His start date will be on October 11. Please extend them a warm welcome. I am confident that they will serve the members of BAC well.

We interviewed nearly 20 members for these positions. They all did an outstanding job and any one of them would have been an asset for our Union. I want to thank them all for taking their time on a Saturday to interview and their ongoing dedication to our Union.

### Education and Trust Funds:

During our recent interviews for our open positions, one of our routine questions was "what could the union do better?" All interviewees thought the Union was moving in the right direction, but when pressed a common answer among many of the interviewees was more information or education. Education in this context was not apprenticeship or Journeyman upgrade training, but how the Union operates including our trust funds. I was recently contacted by a member who was certain that they needed to vest in their defined contribution plan. This is not accurate. These were a few examples of why information and education to our members is needed. This will include more articles and discussions on these topics and future guest

speakers who are professionals on these topics. This is a good opportunity to give you a very short overview of how our Local Pension Trust Funds are structured.

### BAC Local 3 Pension Trust Funds:

The Brick and Tile pension funds both have a defined benefit and a defined contribution plan. The defined benefit pension (DB plan) pays a "monthly" benefit upon your retirement. You must be vested in this plan to be eligible. Federal law is 5-year vesting. You must work a certain amount of hours each year to obtain a vesting credit(s). An hourly contribution is made for each hour you work based off your trade's wage schedule. This pension is calculated by work hours; simply being a member does not add to your pension. When you retire the administrator will use a formula based on hours worked for each plan year to calculate your pension benefit. If you are married when you retire, you and your spouse will have an option regarding how benefits will be paid to participants and beneficiaries. Most feel this is the most important pension, as having a monthly income in retirement creates more financial stability, opposed to a lump sum upon retirement.

The Defined Contribution Plan or (DC Plan) is tax-deferred, like a 401(k), in which you contribute a fixed amount per hour. This plan differs from the DB Plans as it is immediately vested upon your first contribution. Your contribution amount depends on what collective bargaining agreement you are working under and what the allocation is for the area you are working in. You will receive a statement quarterly from Benesys to see what your balance is. There are a few exceptions for early withdrawal of a portion of these funds prior to retirement. These withdrawals or loans must follow the plans guidelines. When you retire you will have a lump sum available to you. You will have some options on how you would like to receive these funds.

The tile and brick pension trust funds that oversee these plans are totally separate. The brick trust funds include Brick, PCC, Marble and Terrazzo members. Both plans are overseen by Labor (Union) and Management (Contractors) Trustees. The Trustees are fiduciaries, which means both labor and management have a "legal" obligation to the fund and "you" the participant (member). All Multi-Employer Trust Funds are overseen by ERISA Law. This Federal Law regulates what the plan can and cannot do. Besides the Union and Contractors

*(continued on page 4)*

## LOCAL 3 NEWS

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Bricklayers and Allied  
Craftworkers Local 3 CA

**www.bac3-ca.org**

10806 Bigge Street  
San Leandro, CA 94577

**1-800-281-8781**

**510-632-8781**

Sacramento  
**916-376-9101**

### **President**

Troy Garland

### **Secretary-Treasurer**

Ryan Ruf

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Troy Garland

Ryan Ruf

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Dave Jackson

Gary Peifer

### **Field Representatives**

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### **Organizers**

David Tafoya

Emmanuel "Manny" Enriquez

### **Office Staff**

Lani Chen

Carmen Olivo-Garcia

Cecilia Aguilar

### **Apprenticeship Offices**

Josh Height

*BAC 3 JATEC Coordinator*

Olga Hurtado, *Secretary*

25347 S. Schulte Road

Tracy, CA 95377

**209-830-7200**

Mark Ansell, *No. CA Tile Industry*

*JATC Coordinator*

Monique Sanchez, *Secretary*

600 Pinnacle Place

Livermore, CA 94550

**510-632-8453**

LOCAL #3 NEWS invites written comments, ideas, pictures or questions. Send yours to the Editor, Secretary/Treasurer Ryan Ruf, Local 3 News at the address above, leave a message on extension 18, or by email at [rruf@bac3-ca.org](mailto:rruf@bac3-ca.org).

# BAC LOCAL 3 NEWS...

## *From Sec./Treas.* **RYAN RUF**

Valued Members,

As we continue to work through this pandemic, health and safety remain our primary concern throughout the Local. What began as two weeks of quarantine, has escalated to covering your face and getting vaccinated. We as a country have seen this before: the Spanish flu of 1918, when Americans had to cover their face to prevent the spread of influenza and the smallpox virus; this fever had been around since 600 AD, but was declared eradicated in 1980 through global vaccinations.

What comes next is realizing the new normal. If private developers, city government and employers want workers on their site to be vaccinated they have that right.

BAC 3 agrees that we must do our part to stop the spread with events like the in-person chapter meetings that were changed to online zoom meetings to comply with local health orders. Now, members are asked to get vaccinated or risk not being able to work. While you make this decision for yourself, please keep in mind that you can make a good living while serving the greater good.

### **The importance in politics going forward**

As we prepare for another election cycle in 2023, candidates have begun to reach out to the Building Trades and Labor Councils for endorsements. BAC 3 will continue to recommend candidates and incumbents that support labor. We want community leaders that help us secure more work and

obtain higher wages.

I have recently been questioned why does the union get involved in politics? The history of unions being engaged in politics dates to the original formation of the unions during the 1860s'. We cannot move anything forward without the right legislatures in office. We need to connect with other labor unions and stand united, so our goals are met for local hire, prevailing wage, and skilled & trained workforce language on all projects.

We must maintain a dialogue with government officials whether we endorse them or not. Before COVID-19, it is safe to say most people didn't know who their county health director was or the fact that they have the power to shut down businesses, create mandates and initiate criminal or civil proceedings against violators. This is an appointed position by the county executives so if we want a change, we need to band together and get our labor allies in these county seats.

In closing, keeping accurate membership records is one of my duties as Secretary Treasurer. If you have a change of address, phone number, email or beneficiary, please call the Union Hall to take care of it. Changing your information may also be done using the BAC portal app or visiting the International Union of Bricklayers and Allied Craftworkers website at [bacweb.org](http://bacweb.org) and selecting the member portal tab.

*Sincerely with respect and appreciation,*  
*Ryan Ruf*

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# BAC LOCAL 3 NEWS...

## From Vice Chairman **DAVE TAFOYA**

Greetings Brothers and Sisters.

All too often we have nonunion contractors land a public works project, because they cheat workers. We set the prevailing wage in the crafts that we represent, and it is extremely important we make sure our contractors are bidding on a level playing field. All public works projects have certain requirements, including at least 20% of all hours on the project are to be performed by an apprentice. We routinely send our registered apprentices to non-union contractors. While this seems counterintuitive, it allows us to monitor these projects more closely and protect our training programs from non-union parallel programs. It is also a great way to introduce a non-union contractor to the union and what we have to offer. In many cases our apprentices are subjected to violations made by the rat contractor. I recently filed two complaints with the Department of Industrial Relations against non-union contractors on behalf of our apprentices. Both complaints were successful giving both our apprentices over \$4,000.00 in wages and penalties. I would like to thank our apprentices who have been willing to take this challenge. It is not easy working for a non-union contractor as an apprentice.

As of now, everyone is aware of our multistate organizing campaign against rat contractor J. Ginger Masonry. This organizing campaign was initiated in December of 2020 and continues to escalate. We started bannering multiple job sites in the downtown Sacramento

area and also started hand billing the public to help spread the word about how this company operates. To increase pressure on J. Ginger Masonry, these same tactics are also being done by BAC Local 4 in Southern CA and BAC MWADC in Arizona. I want to thank all our members who participated in these actions, its because of you these types of jobsite actions are possible. Go to our BAC facebook page for pictures of our recent job site actions.

We also had a picket recently in Tracy, CA against McCurley Day Masonry. This type of job site action is carried out to disrupt the schedule of the project. This is only successful when our brothers and sisters with other building trades unions stand with us in solidarity and not cross our picket line. If you see a Building Trades picket, please honor it. We should give them the same support that they give us.

In closing, we held an in-person C.O.M.E.T class held at the MDC on September 18th. This class was well attended by our Local 3 membership. This class is designed to educate our membership on how important organizing is to our Union and how our members play a key role in our organizing efforts. The labor movement is the real deal across the country, and we must do our best to continue the fight.

*In Solidarity, Dave Tafoya*



**Top row: Zenaido B Lopez, Jorge Barrios, Raul Flores, Luis Perez Garibay, David Martinez, Crisanto Olivares, Ruben Gozalez, Dave Tafoya and Lenny Paredes.**

**Bottom row: Cruz Bravo, Ryan Ruf, Jordan Mondragon and Alfredo Garcia Cruz.**

## **TROY GARLAND** *(continued from page 1)*

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there are professionals who oversee and help the plan operate legally and productively. These professionals include Trust Attorneys who make sure the plan follows State and Federal Law and assists all Trustees and other professionals in their decisions to ensure the fund is in compliance. A Trust Collection Attorney is also used for employers who are delinquent in trust fund payments. An Actuary calculates the funding percentages and gives guidance on how the fund is doing using different mathematical calculations based on the experience of the plan. An Auditor also works on the fund. They routinely perform audits and file reports required by the state and federal government and give the Trustees a clear picture of the financials. The Trust Funds Investment Consultant gives guidance on the plan's investment strategies and asset allocations. Lastly, Benesys is our Administrator who puts all the pieces together and administers the fund.

This is a very simplified overview of our local pension plans. Keep in mind that the plan rules and benefits vary depending on which plan and each member's work history. The good news is our plans are performing very well. While we always want to improve our pensions, we are very fortunate to have local DB and DC Plans. There are many locals that have DB plans severely underfunded with very low benefits and/or they only have a DC plan. In fact, the Tile members in Local 4 Southern California lost their DB pension plan many years ago. I was asked by Local 4 to provide some information on our Local Tile DB plan because it has one of the highest funding percentages in the country.

### **COVID-19 and Vaccinations**

As you all know, COVID requirements and vaccinations are very political and controversial issues. I and the other officers of Local 3 believe strongly that vaccination is the best way to beat the pandemic and protect our membership and their families, and I urge everyone to get vaccinated. However, I am acutely aware of the different opinions within our membership regarding vaccination mandates, especially on jobsites. The Union cannot take a position on the vaccine mandate issue that satisfies every member's beliefs or opinions. Let me be clear, the Union does not have the legal authority to dictate to Property Owners, General Contractors, or Construction Managers regarding their COVID protocols and vaccination requirements. The Union can, and has been, bargaining with signatory contractors as to their vaccine requirements, but again does not have legal authority to determine the contractors' policies unilaterally. In all of this, the Union has been attempting to support members as best we can. We have assisted numerous members regarding missing work and other related matters due to COVID. Many of these questions were referred to our legal counsel due to complicated guidelines

and ever-changing legislation. Please call the Union Hall for any questions you may have.

Many owners such as Kaiser, Genentech, Sutter, and some larger General Contractors have implemented some type of mandatory vaccination requirements. This has prompted concerns among our signatory contractors regarding their ability to obtain enough manpower to complete projects in a timely manner while meet these vaccine requirements. The tile contractors asked to meet regarding these issues and discuss vaccinations regarding our membership. On August 24th, I proposed a Vaccination Incentive Program that would pay a stipend to all members who have been vaccinated or will get vaccinated by a certain date. The stipend would be paid from our LMCC similar to how we currently pay a \$199 stipend for completion of a training course. At the end of the meeting, I felt we had a tentative agreement. However, I found out shortly after that a group of contractors took issue with the paying members to get vaccinated. Currently, these negotiations have ceased without any agreement with the tile contractors regarding a vaccination policy.

I reached out to the brick contractors to inform them of our discussions with the tile contractors regarding our proposed incentive program. They were interested with the concept of the incentive program. Therefore, I drafted a Vaccination Incentive Program Policy for their review. After working with the Brick Contractors Association President and legal counsel the program was finalized and implemented on October 1, 2021. You should have received the policy in the mail to explain how you can receive your \$200 stipend. Please read the instruction carefully, as proof of vaccination must be sent correctly for you to be eligible. If you are an apprentice, go to [www.bac3train.com](http://www.bac3train.com) for more information. If you are a journeyman, please go to [www.bac3-ca.org](http://www.bac3-ca.org).

For those of you who remain hesitant about the vaccine, I urge you to reconsider. I say this from the perspective of our members safety. I have heard many people say that COVID doesn't seem real until you know someone who tests positive, or no one takes it seriously until a friend or family member gets very ill or dies. The Union has a larger viewpoint because we represent more than 2,000 members and their families. Many BAC members have had sick family members, some with lingering symptoms or even lost loved ones. We have received calls from our members families informing us that we have lost one of our own BAC members. Regardless of what our personal opinions are, I think we can all agree that family and friends are the most important things.

Although we may have different opinions, we are not really divided, because when it matters, we are united.

*Be well, Troy*



# NOTES FROM THE FIELD

## From Field Representative **JORDAN MONDRAGON**

I would like to introduce myself as a new Field Representative for the Bricklayers and Allied Craftworkers Local 3 California. My name is Jordan Mondragon and as a first generation of tile setters, I have been in the union for almost 18 years working throughout Northern California.

Over the years, I have met hundreds of highly skilled and knowledgeable workers while as an apprentice, journeyman, and foreman. As I start my second career, I would like to thank all the people that trained and mentored me. I specifically want to express my gratitude to both the office and field staff of Superior Tile and Stone. You are all part of the reason we were successful on the job sites. I will mostly miss the daily work on the line that I shared with all of you.

As a new field representative, I began to get more involved with our union by attending



**New Field Representative  
Jordan Mondragon**

chapter meetings via Zoom, union events and COMET class. These gatherings make our union stronger, and I encourage all members to include themselves. For

the last month, I have accompanied all our current field representatives in the field throughout local 3's jurisdiction. I have also been attending building and construction trade meetings and pre-job meeting for Project Labor Agreements. There is a lot to learn in my new role.

I would also like to recognize the staff of BAC 3 for welcoming me to their team. I am truly grateful for the opportunity and thankful for all they do for the membership. There will be many challenges ahead, but nothing I cannot handle.

I want to assure all of you that I will do my best in representing our membership and moving our union forward. Please reach out to me with any concerns or questions you might have.

*Stay Safe and Healthy,  
Jordan Mondragon*

## From Field Representative **STEVE ESPINOSA**

Brothers and Sisters,

Life takes us down many roads like the one that brought me to the Bricklayers Union over 30 years ago and then the road that led me to my position as Field Representative for BAC Local 3 a little over 3 years ago. Now I have decided to take another road and that is to resign from my position as Field Representative of BAC Local 3. Over the past three years, I have learned a lot about how this local operates and what it takes to keep all its members and contractors working and benefiting from what a successful union has to offer. I have had the pleasure of meeting and working with so many dedicated people who work hard to keep this local growing successfully.

This has been a difficult decision for me to make, and one I have been wrestling with for some time now, but I feel this is the best decision for myself and most importantly my family. This local has had a lot of staff retire over the past seven months but be assured that President Garland and the entire BAC 3 staff continue to support its members and each other with the dignity and respect we all deserve. As for my future plans, I will probably return to the passion that led me to this local and that's masonry, until I retire in a couple more years. It's important to feel good about what you do because at the end of the day family and happiness are all that matters.

*Fraternally, Brother Steve Espinosa*



**Steve Espinosa, wife Kimberley and  
Grandson James Matthew Frey**





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# THE BEST HANDS IN THE BUSINESS!





# NOTES FROM THE FIELD

## From Field Representative **LENNY PAREDES** **BAC Spotlight**

To the Brothers and Sisters of BAC 3

In my 25-year career as a bricklayer, I've worked on several high-profile jobs in the Sacramento area. From sports complexes like Sutter Health Park formerly Raley Field and the Stockton Arena. I've also worked on Thunder Valley, Hard Rock and Red Hawk Casinos.

Now from my new position behind my BAC 3 desk comes Sky River Casino. Wilton Rancheria tribe will welcome the \$400 million casino to the region. It is currently under construction at Highway 99 and Grant Line Road in Elk Grove, California. The 110,000 square foot casino will offer slots, table games, high limit gaming, poker and many dining options.

While I like to play some blackjack from time to time; the real reason I'm spotlighting this job is for the number of hours BAC members will accrue during construction. This, like many projects will be an all-union build backed by a Project Labor Agreement.

The first signatory on the site is John D Wait Masonry from Lodi, California. They were awarded roughly 2 million dollars' worth of masonry on the project. Their work includes elevator shafts and stair wells that go 76 feet tall. JDW Masonry is currently building the central utility plant with 8" and 12" block. Also included in

their bid are site walls, a water feature, seat walls and precast. Foreman Derek Piper says BAC has 15 guys working upwards of 56 hours a week.

Other signatories that were awarded contracts are FD Thomas doing waterproofing and ProSpectra doing the tile. I haven't heard the official contract amounts, but ProSpectra has roughly 6 million in flooring for the project. The current schedule has ProSpectra starting the final week of December.

Phase one of construction is the casino. Phase two will include a 600,000 square foot hotel that will rise 12 floors and calls out for 300 rooms. Also in phase two will be a pool, spa and convention center. A 4-story parking garage is also part of the master plan.

In the upcoming newsletters, I will try to spotlight other jobs in the Sacramento community. These include the Federal Courthouse under construction in downtown Sacramento, the Billion-dollar Aggie Square project in east Sac., or the Billion-dollar California Northstate University in Natomas at the old Arco Arena site. While work seems slow at the moment, the future looks plentiful in the upcoming months and year. Stay safe and look out for your brothers and Sisters.

—Lenny



Filming our new apprenticeship video – BAC members working for Cal-Tex Masonry.



# NOTES FROM THE FIELD

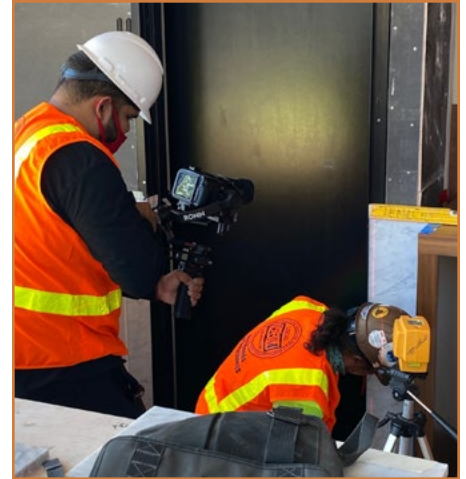
## From Field Representative **COLIN JOHNSON**

Recently, BAC 3 commissioned a promotional video to be made for future trade shows, cohorts, and other recruiting venues. Final Cut Media out of Modesto was selected by the JATC Board of Trustees to do the filming. The video will first showcase the Masonry Development Center (MDC) in Tracy and the Tile Training Center (NCTI) in Livermore. This video will help BAC Field Reps for our recruitment of future members to our trades.

The film crew visited both training centers over several days and filmed as well as interviewed current apprentices performing their chosen trades. Several of the apprentices and the instructors were interviewed about how they got into the trades, and how the program has helped them in the field. Brick apprentice Karlan Ricks-Chambers, PCC apprentice

Alejandro Escobar as well as Tile Layer apprentices Victor Aleman and Giuseppe Balistreri, and Tile Finisher apprentice Erik Garcia were the students interviewed. Instructors John Rodriguez and Rey Barrios who teach our tile trades, Laurie Harris who teaches bricklaying and marble, and James Mayse who teaches PCC were interviewed about the trades they teach and their experiences at the schools interacting with the students.

After the filming wrapped at the schools, the film crew joined Field Representative Lenny Paredes and myself in our respective areas to film journey level men and women as well as apprentices working in the field. Signatory contractors from each of our BAC 3 trades were extremely accommodating with letting the film crew onto their jobsites and showcasing



**Filming Troy Tenorio with Rinaldi Tile and Stone**



**Filming Greg Kelly mixing material with Rinaldi Tile and Stone**



**Sergio Romo with Western Specialties assisting with drone filming.**

“The Best Hands in The Business.” We were able to capture our members performing their respective trades across our Northern California jurisdiction.

The men and women showcased in the video are in every aspect of the word, “Stars” of the show. From the thirty-year journeyman to the brand-new apprentice, these members represent all 2,200+ current and retired members that make up The Bricklayers and Allied Crafts of Northern California, Local 3. This video will serve as a testament to that fact and will be an inspiration to other future members of our Local.

*Fraternally, Colin Johnson*



# BAC LOCAL 3 NEWS...

## From Apprenticeship & Training Coordinator **JOSH HEIGHT** Establishing the First Course

A bricklayer is an asset. When properly trained, the journeyman can help streamline projects, offering timely project completions and eliminate potential errors. All while delivering a quality project.

Upon arrival they will quickly assess the new jobsite and create a mental checklist of concerns. Their immediate questions and concerns are as follows:

- Where are we working on the site?
- Who is my on-site contact?
- Where will the materials be staged?
- Can the delivery reach the staging area?
- Where are the utilities, power/water?
- Are there any issues with access or interference from other trades?

These are common concerns. After answering these questions, they can move on to the next phase of CMU construction. The following order is recommended:

- Determine elevation and wall line reference.
- Layout wall lines, confirm dimensions with drawings.



**Brick Apprentice–  
Bradley Nelson  
assisting the actor  
during the block laying  
segment of the film.**



**Don Robles,  
MEWP upgrade training  
at the MDC.**



**Adolfo Roman-Amaya practicing  
lay-to-the-line techniques with a student  
at the SJAACA Hands-On Career Fair**



**Devin Sisson overseeing a student grinding  
terrazzo at the SJAACA Hands-On Career Fair**

- Layout bond from established corner and continue through openings and around the building until you reach the end of wall, or your starting point.
- Layout openings, ends of wall and penetrations.
- Confirm rebar layout is correct
- Establish heights at corners and trig locations
- Make cuts/ stock materials/ lay first course

These are fundamentals of construction that take place at the start of most block projects. While the tasks are straightforward, errors at this stage of the project can be haunting. These initial steps stand to dictate the final product. They affect productivity, quality, and morale. Planning can improve all aspects of this process. Proving how you start has strong implications on how you will finish.

Remember these fundamentals when working with apprentices. If you are tasked with mentoring the apprentice, you are laying the first course. When you take time to explain, you are laying out their future and yours. Making you one of our most valuable assets.

Over the past couple of months, the BAC Apprenticeship programs has been in the process of creating a promotional video that will attract enrollments across the trades. Filming has taken place during apprentice training classes with segments devoted to each of our trades. Recently, a hired actor portrayed a day in the life of an apprentice. Jobsite filming is next on our schedule in order to catch the trades in action. The final step is post-production; this will include editing of the raw footage and adding sound and visual effects. We look forward to having the finished product in our recruitment arsenal, and plan to debut the video soon at a career fair.



# BAC LOCAL 3 NEWS...

From **NCTI/JATC Coordinator MARK ANSELL**

Greetings all,

I hope this letter finds you and your families well and work has been busy for everyone. If you are experiencing difficulties finding work, it is very important that you call into the union hall to be put on the out of work list. You can also call your union reps to see which contractors have been hiring and are looking for help. If you need a list of signatory contractors, log into our website at [www.nctijatc.org](http://www.nctijatc.org) to see the list or contact the apprenticeship office and we will send one to you.

Covid-19 has been impacting everyone. It has been challenging times for all of us, some more than others. At the Nor Cal Tile Industry Training Center, we take the health and safety of everyone that comes in the door very seriously, and we follow a strict plan to mitigate the outbreak. Because of this we have been without incident since fully reopening in January. If you come to the Training Center, please understand we have a strict no tolerance policy. We are once again in the process of updating our Covid -19 Prevention Plan. This plan and policy will be posted inside the training center if you would like to be informed.



**Schluter Systems visiting the class for a Hands-On demonstration.**

On the brighter side, we have started a new teaching curriculum which is being used nationwide under the International Masonry Institute (IMI) and International Masonry Training and Education Foundation (IMTEF) for all BAC Apprenticeships. Most of the curriculum is the same, but the teaching method has been updated. We have new workbooks and power point presentations for every unit of study. Some of the hands-on projects have been changed as well. There are new up to date TCNA and ANSI books, and we are putting the new curriculum and tests on the Chromebooks to

be used in class and at home study. This is a huge adjustment for everyone, so bear with us while we make the switch. Let us know if you are having trouble with these changes, we will be happy to help you through it.

Do not forget to turn in your Blue Books or WorkHands hours in on time. Please remember to communicate with the people at the Training Center, on the Job Site and with your family and friends. You will be a better worker and a better person for it, you have my word!

*Mark Ansell*



**Erik Garcia, DC Tile and Eric Arteaga, De Anza Tile grouting epoxy.**



**Giuseppe Balistreri, Rinaldi Tile practicing his sheet membrane skills on a B-415 shower receptor.**



BRICKLAYERS AND ALLIED  
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