



# LOCAL 3 NEWS

Summer 2023

## From the Desk of **PRESIDENT TROY GARLAND**

After over 33 years of service to BAC Local 3 and its members, Lani Chen is retiring. Lani started off her career with BAC as the Tile JATC Secretary back in 1989, and shortly thereafter started working in the office for BAC Local 3. Lani has worked for a half dozen BAC Presidents and numerous Field Reps, Organizers, and other staff over the years. She has always been helpful to our members and instrumental in keeping our office running smoothly. All BAC Local 3 staff and members extend our heartfelt gratitude to Lani for her years of exemplary service. We wish Lani all the best in her new chapter in life.

We held a well-deserved retirement party for Lani on June 23rd to congratulate

her retirement. We presented Lani with a crystal vase that was appropriately engraved with the following: *"The Officers, Staff and Members of Bricklayers, Tilelayers and Allied Craftworkers Local 3, California recognizes, Lani Chen, In appreciation of 33 years of selfless dedication and commitment to raising the standard of living for BAC Local 3 members and their families. Thank you for your hard work and contribution to our staff; it has been a pleasure working with you. Congratulations on your retirement."*

With Lani's retirement we needed to hire another Secretary. It is my great pleasure to welcome Andrea Ceballos to our office staff. Andrea started on July 5th and is getting acquainted with our

staff and members. Lani has graciously agreed to work a few days a week to get Andrea acclimated to our processes and procedures. I am confident that Andrea will be an asset to BAC Local 3 and its members. If you call the Union Hall, please extend her a warm welcome.

*(continued on page 2)*



## Congratulations Lani



## LOCAL 3 NEWS

*published by*

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Craftworkers Local 3 CA

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LOCAL #3 NEWS invites written comments, ideas, pictures or questions. Send yours to the Editor, Secretary/Treasurer 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...

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

#### BAC PCC Negotiations

We finalized PCC Negotiations with a membership meeting on June 3rd. The membership agreed with the terms and gave input on allocations. The 3-year agreement included increases of \$2.80 the first year, \$3.00 the second and \$3.00 for the final year. There were also increases to foreman pay, travel, subsistence, and other language changes. I would like to thank our negotiating team of Sec/Tres Ryan Ruf, Field Representatives Colin Johnson, David Calderon and PCC member elect Zachary Davis. They all did an excellent job representing our PCC members of BAC.

#### BAC Retirees

We started out our five Retiree Luncheons with San Jose on June 21st. We appreciate all our retirees who have paved the way for our Union and membership. There are a few of our many retirees recognized in this newsletter. Congratulations to all our 25-year, 40-year and 50-year members for 2023 listed below:

## SERVICE AWARDS IN 2023

*from January 2023 to December 2023*

### 25 YEARS:

Jose Aguiar

Francisco Alvarez

Rosario Barone

Bob Bishop Sr.

Donald Brown

Manuel Cazarez

De Ping Chen

Jose Cortez

Alberto Cruz

Joshua Franzen

Jose Herrera

Patrick Kirvan

Rogelio Montes

Siu Hung Ng

Ferrel Olayo

Juan Paniagua

David Pierson

Robert Prater Sr.

Bryan Pritchett

Rigoberto Ramirez

Ramiro Ramirez

Christopher Robinson

Lorenzo Rodriguez

Ralph Romero

Clint Ronsse

Wayne Sharp

Curtis Tom

Jimmy Veyna

Dennis Ward

### 40 YEARS:

Ernest Carrasco

Mario Castro

Randy Fleming

Victor Garcia Jr.

Mike Gillitzer

Song Kim

Jeffery Lostak

David Rhodes

Larry Stokes

### 50 YEARS:

Randall Ballard

Jeffrey Case

Peter Dame

Michael Green

Harvard Goldhammer

Stephen Marriott

Gregory Miranda

Carlo Moglia

John Mondino

Antonio Nascimento

John Scott

Robert Sinclair

Richard Tipton Jr.

Biagio Vultaggio

S. Mark Wuelfing

# BAC LOCAL 3 NEWS...

## SAN JOSE RETIREE LUNCHEON



72-Year Member Joe Mannina



Dan Forsgren and John Paradiso



David Gonzales and Jesse Reynoso



Manny Sears



San Jose Retiree Luncheon on June 21st.

# BAC LOCAL 3 NEWS...

## From the Desk of Secretary Treasurer **RYAN RUF**

This summer the San Leandro office has had several visits from our retirees. We welcome all members and prospective members to come to our office, but we ask that you make an appointment first, so we can prepare for the visit. The reason for most visits was to pick up 25-year or 40-year jackets and to say hello to the BAC staff. Members should begin to prepare for retirement at least one year prior to your expected retirement date. The first step should be to contact our administrator Benesys so you can fill in the proper forms, the second step is to contact the International Union regarding your International Pension Fund. Any members that may need assistance are welcome to call the office at (510) 632-8781.

Newly retired Tile Layer Dan Martin came in to update his membership information and donate a ceramic tile mosaic of an eagle to the union. Brother Dan began his career with Superior Tile and Stone back in 1986, not long after becoming a journeyman, Dan would find a new employer with California Tile Installers. Dan worked for CTI for over 30 years and has only words of praise towards them. The tile mosaics Dan created as an apprentice are for everyone to see at our San Leandro Office and our Tile Training Center in Livermore. We would like to thank Dan for donating his outstanding mosaics and congratulate Dan on his well-deserved retirement.

We will send all members their 25 and 40 years of service pins by US Mail but to receive your jacket for this accomplishment we will not send through the mail. Members can meet with a field representative, plan to pick it up at a chapter meeting, or make an appointment at the office. Former BAC Local 3 Secretary Treasurer Brother S. Mark Wuelfing came to pick up his 50-year jacket. Cheers to Mark on reaching his 50-year Life Member status.

Just stopping by to say “hello,” former BAC Local 3 President Steve Rafferty and his wife made a detour to the San Leandro



**President Troy Garland with Dan Martin**

office while driving through the entire state of California. It was genuinely nice to talk with Brother Steve and listen to his Local 3 memories.

American Author Colleen Hoover said “*Never forget those who paved the way before you. Never stop trying to better the world for those who will inhabit it after you.*”



**50-Year member Mark Wuelfing**



**Emily and Steve Rafferty**



**California Apprenticeship Council mosaic donated by Dan Martin**

From Organizer **MANNY ENRIQUEZ**

## WORKER'S RIGHTS

Brothers and Sisters,

In recent months, we have detected that some companies are **NOT** paying the correct salary when a government job has been awarded to them. Public works projects must be paid at a prevailing wage scale. While visiting some nonunion jobs, the workers understand that they are paid a prevailing wage but do not realize that they are paid the wrong classification. For example, a bricklayer may be paid as a brick tender or a cement mason, both wages are lower than a bricklayer's wage. This may be an honest mistake or an intentional method to cheat the worker of their wages.

Non-union workers may not know the appropriate salary they are due. BAC Local 3 negotiates the prevailing wage for the Northern California jurisdiction. The prevailing wage rates are usually based

on rates specified in collective bargaining agreements. All workers employed on public works projects must be paid the prevailing wage determined by the Director of the Department of Industrial Relations, according to the type of work and location of the project.

It can be too easy for cheating contractors to lie or not inform non-union employees about their wages. Without representation, there is a fear of job loss or suffering retaliation, therefore most workers stay quiet. Worker Rights such as breaks may not be informed to the worker; in California, an 8-hour shift requires an uninterrupted 10-minute paid break in the first 4 hours of work, another uninterrupted 10-minute paid break in the second half of the shift, and an unpaid 30-minute lunch break.

It is best to speak up about underpayment of wages with a supervisor, nonetheless,

the fear of being fired is still present. I encourage you to raise your voice with any BAC Representative if you feel unsure about your wage. It is the responsibility of the contractor to pay the correct wages and follow the laws and rules. If an investigation is necessary, be sure to send a copy of your paystub as soon as possible.

Many of the non-union workers on prevailing wage jobs settle for less on their paycheck since they are conditioned to earn less, this is not fault to the worker and the blame falls solely on the greedy contractor. Even though they are not union members, we cannot let cheating contractors get away with wage theft. If an unorganized worker you know suspects that their pay is not adequate, please direct them to a BAC Representative.

*Emmanuel "Manny" Enriquez*

## DERECHOS DE LOS TRABAJADORES

Hermanos y hermanas,

En los últimos meses, hemos detectado que algunas compañías **NO** están pagando el salario correcto cuando un trabajo de gobierno se les ha otorgado. Los proyectos de obras públicas deben pagarse según la escala de salarios prevalecientes. Mientras visite algunos trabajos sin unión, los trabajadores entienden que se les paga un salario prevaleciente pero no se dan cuenta de que se les paga en la clasificación incorrecta. Por ejemplo, a un bricklayer se le puede pagar como un brick tender o cement mason, ambos salarios son más bajos que el salario de un bricklayer. Esto puede ser un error honesto o un método intencional para estafar al trabajador de su salario.

Los trabajadores sin unión pueden no saber el salario apropiado que se les debe. BAC Local 3 negocia el salario prevaleciente para la jurisdicción del norte de California. Los salariales prevalecientes generalmente se basan en las tarifas especificadas en los

acuerdos colectivos de negociación. Todos los trabajadores empleados en proyectos de obras públicas deberán recibir el salario prevaleciente determinado por el Director del Departamento de Relaciones Industriales, de acuerdo con el tipo de trabajo y la ubicación del proyecto.

Puede ser demasiado fácil para los contratistas estafadores mentir o no informar a los empleados sin unión sobre sus salarios. Sin representación, existe el temor de perder el trabajo o sufrir represalias, por lo que la mayoría de los trabajadores se quedan callados. Los derechos de los trabajadores, como los descansos, pueden no ser informados al trabajador; en California, un turno de 8 horas requiere un descanso pagado ininterrumpido de 10 minutos en las primeras 4 horas de trabajo, otro descanso pagado ininterrumpido de 10 minutos en la segunda mitad del turno y un descanso de lonche de 30 minutos no pagado.

Lo mejor es hablar sobre el pago insuficiente

de salarios con un supervisor, sin embargo, el temor de ser despedido sigue presente. Lo animo de alzar su voz con cualquier representante de BAC si usted no está seguro de su salario. Es responsabilidad del contratista para pagar los salarios correctos y seguir las leyes y normas. Si una investigación es necesaria, asegúrese de enviar una copia de su talón de pago lo más antes posible.

Muchos de los trabajadores sin unión en trabajos con salarios prevalecientes se conforman con menos en su cheque de pago ya que están condicionados a ganar menos, esto no es culpa del trabajador y la culpa recae únicamente en el contratista codicioso. Aunque no sean miembros de la unión, no podemos permitir que los contratistas estafadores se salgan con la suya con el robo de salarios. Si un trabajador no organizado que usted conozca sospecha que su salario no es adecuado, diríjalo a un representante de BAC.

*Emmanuel "Manny" Enriquez*

# BAC LOCAL 3 NEWS...

## San Francisco Central Labor Council SF Giants Labor Night

BAC Local 3 purchased 25 seats in the bleachers' section at Oracle Park for a San Francisco Giants baseball game, and these tickets were raffled off at our June Chapter Meetings.

On Wednesday, June 21st, BAC 3 Members from across the Bay Area attended the San Francisco Giants baseball game at Oracle Park. 59 degrees, clear weather, and the first pitch at 6:45pm the Giants hosted the San Diego Padres with 33,332 in attendance. Union members of the San Francisco Central Labor Council included Service Employees International Union Local 1021, International Brotherhood of Electrical Workers Local 6, United Association Local 38 Plumbers and Pipefitters, and Sprinkler Fitters Local 483 to name a few.

The first run of the night was in the bottom of the 5th inning, two batters later, a base hit to right field sent the runner from second base to home though he was called out, Giants Manager challenged the call, and it was overturned. This led to the Padres' manager strongly disagreeing and being ejected from the game. The Giants would score two more runs in the fifth inning which would secure the win over the Padres with a final score of 4-2.

Congratulations to all raffle winners and thank you San Francisco Central Labor Council for coordinating this event.



**Alfred McAfee and  
Armando Monarrez**



**James Winn, Gerry Martin  
and son**



**Ramiro Lopez and  
Chris Villalobos**



**Andres Rosales and daughter**



**Selvin Umanzor and  
Carlos Herrera**



**Field Rep Colin Johnson with BAC Local 3 members**

# NOTES FROM THE FIELD

## From Field Representative **DAVID CALDERON**

Greetings of solidarity, while in the field I found a high rise in Oakland has nonunion companies doing our work, so BAC Local 3 had to take action!

Friday, June 16th the membership was called upon for a job action at 1900 Broadway in downtown Oakland involving Sustainable Flooring. This nonunion company was awarded the tile work after the owner of this private project terminated the contract with one of our signatory tile companies. Although there is a lot of union presence on this jobsite, the project included other nonunion trades: electricians, pipefitters, and painters. State certified union programs offer the best training and safety standards putting us as the best choice to get the job done while giving the membership a livable wage with great benefits and retirement.

BAC Members arrived at 4:30am and stood up for our union with picket signs and the inflatable Greedy Pig. I'm happy to report that we were successful in shutting this project down for the day. I would like to thank all our Union affiliates who honored our job action and did not cross our picket line, we appreciate your solidarity. I would also like to thank our membership who came out to support and stand together.

I was amazed at how many people didn't know that we don't cross a picket line, this is one of the first things I learned as an apprentice, and we need to spread the word amongst our brothers and sisters that a **GOOD UNION MEMBER DOES NOT CROSS A PICKET LINE!**

**SKILLED LABOR ISN'T CHEAP  
CHEAP LABOR ISN'T SKILLED**



**Marble Mason Apprentice Chris Brettell  
on the picket line**



**United Brotherhood of Carpenters, Iron Workers, Roofers, and Laborers honoring our picket line**



# THE BEST HANDS IN THE BUSINESS!







# THE BEST HANDS IN THE BUSINESS!



# NOTES FROM THE FIELD

## From Field Representative **LENNY PAREDES**

Back in February of this year Yahoo News had an article about a possible upcoming construction labor shortage. I did not think this article was accurate as countless BAC 3 members were down hours. Some of the low hour count was due to the rain we desperately needed in the first couple of months and the rising interest rates delaying some projects.

I recently reread the article again this week and here were a few bullet points:

- It mentioned that the construction industry needs to attract an estimated 546,000 additional workers nationwide on top of the normal pace of hiring in 2023 to meet the demand for labor.
- 1 in 4 workers are older than fifty-five.
- Entry level workers are less experienced and therefore less efficient.
- Forecasters predict the demand for labor will need to increase by 3,620 jobs for every \$1 billion in construction spending nationwide.
- In 2024, the industry will need to attract 342,000 new workers on top of the normal hiring.



**New Member John Porter with Bratton Masonry at the Modesto Courthouse.**



**Paul McCloskey Laying the first course of block at the Napa County Jail with Bratton Masonry.**

Now with favorable weather for the upcoming months, BAC will have its own labor shortage. The biggest shortage will be a demand for bricklayers and will continue through the summer and into the fall as our signatories all have an extensive back log of work throughout the 46 BAC counties.

Your BAC Staff and apprentice coordinators attend many career fairs throughout Northern California to attract younger members. Last year, the JATEC board of trustees created an 8–12-week paid bricklayer pre-apprenticeship program to provide new apprentices with a more comprehensive understanding of the job and some trowel skills. We also watch the non-union companies and will actively try to strip them, the bestselling points we try to convey are better wages, benefits, and safer jobsites.

Currently, unless work outlook changes, if anyone knows of a bricklayer wanting to join the union, please reach out to your local Field Representative and we will do our best to get the new bricklayer candidate a job with union wages and benefits. There may be some long workdays ahead so take care of yourself and your brothers and sisters, stay hydrated and stay safe.

*BAC 3 – The Best Hands in The Business.*

# NOTES FROM THE FIELD

## From Field Representative **COLIN JOHNSON**

This spring BAC and the International Masonry Institute (IMI) held a “Masonry Restoration Day” at The Presidio of San Francisco on May 18th. Sunup Mathew, Director of Industry Development and Technical Services from IMI, put the event together along with Mason Development Center, and Jennifer Correia, who represents ARG Conservation. BAC and IMI with the Presidio Trust, hosted engineers and architects from across California and the East Coast.

The attendees received an overview of typical masonry wall assemblies at the former Army Barracks buildings, which were constructed in the late 19th century. The Presidio Trust discussed historic masonry wall systems, their performance over time, common deterioration causes/effects, and general treatment approaches that are required for restoring historic

masonry buildings. The Presidio Trust also presented an in-progress project to show the methods for adaptive reuse and for preserving historic unreinforced masonry systems. The attendees also learned about compatible masonry repair and replacement best practice options for several types of masonry involving brick, terra cotta, stone, and cast stone. BAC Local 3 signatory contractor Pacific Masonry Restoration (PMR) was in attendance to help answer any questions about the restoration process and provide a hands-on experience.

Paul Littler, an Associate at Holmes, is the project lead for the building that is undergoing restoration. Mr. Littler gave a presentation on how the Fiber Reinforced Polymer (FRP) is being applied to the interior masonry walls inside one of the barracks buildings. Before the hands-on



**Juan Lopez and Rudy Mojica demonstrating the fundamentals of tuckpointing**

demonstrations began, Mr. Littler gave the group a short tour of the Presidio Hotel, that has already undergone restoration, and an exterior tour of the Walt Disney Museum that has also been restored.

The Trust designated an area between the historic barracks for the hands-on demonstrations. Along with PMR, apprentice coordinator Josh Height and PCC instructor James Mayse from the Masonry Development Center were in attendance. Josh brought a brick mockup to demonstrate how a wall is constructed and the group was able to actually lay bricks and observe the processes and advantages of building with brick. PMR demonstrated the process of repointing mortar joints and James Mayse answered questions from the group. The group was shown how to use the tools and point several joints. James also discussed the advantages of the different products used in masonry restoration.

Events such as this are an important tool in the advancement of masonry in construction. Getting our materials in front of engineers and architects is key to educating the public on the benefits of using masonry materials and the longevity these materials possess. BAC Local 3 will continue to work tirelessly with the IMI and the International Union to host events and promote the use of masonry and the masonry trades.

*Colin Johnson*



**MDC Coordinator Josh Height explaining the basics of bricklaying.**

# NOTES FROM THE FIELD

## From Field Representative **JORDAN MONDRAGON**

Hello Brothers and Sisters,

As we welcome summer, I hope that everyone is doing well. Those who are not working, please call the Union Hall every Monday and add your name to the out-of-work list, make sure we have your updated phone number and address in our database.

BAC Local 1 Hawaii hosted the Western States Apprenticeship Contest; the contest has been ongoing since 1963. Held at the Honolulu Community College on the island of Oahu, eight BAC Local 3 apprentices traveled to this event on June 10th. The apprentices who competed are (Tile) Miguel Plancarte and Stephen J. Belasco, (Marble) William Black and Sergio Mendoza, (Brick) Victor Espinal and Erick G. Moreno Flores and (PCC) Christopher Barcenas Barreras and Daniel Bojorquez. We are extremely proud of our apprentices who put on a great show and impressed everyone.

It was a successful day for a contest with perfect weather. All the apprentices gave their best at this competition. I am happy to announce that BAC Local 3 placed in three of the crafts that were competing. Miguel Plancarte placed third in Tile, William Black placed second in Marble, and Daniel Bojorquez placed second for PCC.

All our apprentices were in the running as the scores were remarkably close to other BAC west region locals, this made perfectionists of the judges to the point of double checking each project.

Special thanks to all our apprentices for their hard work and professionalism. We also want to recognize our Apprenticeship Coordinators and Instructors from the Tile Apprenticeship School and the Mason Development Center.



**Christopher Barcenas Barreras tooling his project.**



**Daniel Bojorquez completing a stone patch.**



**Erick Moreno Flores finishing his brick project.**



**Miguel Plancarte establishing the slope.**



**Sergio Mendoza setting his paver stone.**



**William Black leveling his mortar bed.**

# NOTES FROM THE FIELD

## Western States Apprenticeship Contestants



Marble apprentices William Black and Sergio Mendoza with President Garland



Tile apprentices Miguel Plancarte and Stephen Belasco with President Garland.



Brick Apprentices Erick Moreno Flores and Victor Espinal with President Garland.



PCC apprentices Daniel Bojorquez and Christopher Barcenas Barreras with President Garland.

# BAC LOCAL 3 NEWS...

From NCTI/JATC Coordinator **MARK ANSELL**

Becoming an apprentice is a time-honored tradition in many industries. Apprenticeship programs give entry-level trainees hands-on experience and an opportunity to work on the job under others who have mastered their trade.

The typical apprenticeship can take several years to complete, young professionals who are eager to move forward in their careers might feel impatient during the process. However, the time and effort you put into your work will have lifelong rewards as you become a master of your trade.

This tradition has been proven once again as the apprentices of NCTI competed in the annual Tile Apprenticeship Contest on April 22nd. There were eleven contestants, all knowing the top two layers would be invited to the Western States Apprentice Contest in Honolulu, Hawaii.

The local results: 1st Place – Miguel Plancarte, Della Maggiore Tile. 2nd Place – Stephen Belasco, Rinaldi Tile. 3rd Place – Julio Alanis Bernal, De Anza Tile. The first and Second place winners attended the WSAC in Hawaii to represent BAC Local #3 Northern California.



**Miguel Plancarte**

The competition was tough and impressive. It was a tight race with only 6 contestants completing the project on time. Both of our Local 3 apprentices worked hard and fast coming down to the last second.

Miguel Plancarte finished 3rd place and Stephen Belasco finished 5th place. I was told by the hosting committee; the judging was very close with 1st place being within 4 points and 2nd place within 2 points.

Congratulations Miguel and Stephen! You both put on a great show. We are all very proud to have you in our program and to watch your competitive spirit on display.

The training center has two Continued Education classes coming in the next two months, both are full at this time. Keep your eyes open for a new flyer and check the website for future Continued Education Classes [www.nctijatc.org](http://www.nctijatc.org). Signing up for classes can be done easily on the website. If you need help, call the office at 510-632-8453.

Like I always say; Teach the younger people well so they talk good about you!



**Stephen Belasco**

# BAC LOCAL 3 NEWS...

**From Apprenticeship & Training Coordinator JOSH HEIGHT**

## Apprenticeship

The term apprenticeship is broadly defined as an agreement to learn a trade or art under another's supervision. The journey the apprentice embarks upon and ultimately completes is signified by passage to Journeyman. The Mason Development Center proudly guides the apprentice along this path as they develop. Jobsite training is where skills are increased, and habits are formed. A healthy balance of skills and knowledge attained through their apprenticeship is the goal upon completion. This results in a journeyman member who can contribute to their union and contractor, while continuing to improve throughout their career. Apprenticeship will remain our best path to success.

Some of our successful apprentices were recently on display during the Western States Apprentice Contest. This year's event was held in Honolulu, HI on the island of Oahu. Six of the top finishing apprentices from the local contest were selected to compete.

Erick Moreno-Flores — Bricklayer Creative Masonry

Victor Espinal — Bricklayer John Jackson Masonry

Daniel Bojorquez — PCC Pullman/ SST

Christopher Barcenas-Barreras — PCC Alpha Restoration

Sergio Mendoza — Marble Mason Western Tile and Marble

William Black — Marble Mason Black Granite and Marble

A special recognition to William Black who finished in 2nd place at the competition in the Marble category and to Daniel Bojorquez who secured a 2nd place finish in the PCC competition. Congratulations to all the contestants for displaying their determination and commitment to craftsmanship. We are extremely proud of you!

The training center is continuing recruitment for the Bricklayer pre-apprentice program. Interested parties are encouraged to apply by contacting the apprentice office. We are also excited to announce upgrade courses for journeymen. We will be hosting Scissor and Aerial Lift training on October 14th. You must be within 6 months of expiration to be eligible. Registration will be available online. The Historical Masonry Preservation Course will be held October 16-21 at the training center in partnership with IMTEF. This course will be focused on PCC members in supervisory positions. The following week on October 27-28 we will hold a Rainscreen class for all members. Signup will be available online.

Continue to encourage and support your apprentices. The return on your investment will be the future of the trade. Stay safe, stay hydrated and enjoy your summer!



**L to R: Christopher Barcenas-Barreras, Erick Moreno Flores, Daniel Bojorquez, Victor Espinal, William Black, Sergio Mendoza**

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

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**From Vice Chairman *DAVE TAFOYA***

Greetings brothers and sisters, I am happy to announce that we hosted another C.O.M.E.T class on May 20th at the Sacramento Hall. We had eight rank and file members attend. Construction Organizing Membership Education Training is a great course, the topics discussed range from private sector union's beginnings and present-day trends. The program is designed to generate rank and file support for our ongoing organizing efforts. We will

continue to have C.O.M.E.T. classes in the coming months. Members will receive BAC PACT points along with a \$100-gift card for attending. Thank you to all the members that attended.

On another organizing topic we have signed a tile contractor in the Sacramento area. Progressive Surface Solutions signed our Tile Agreement on June 1st, 2023. We are looking forward to building a relationship with PSS. We are always

looking to grow and gain market share. This allows Local 3 members to build towards a healthy future.

As we look ahead into the summer months, work looks good for all the trades we represent across our 46-county jurisdiction. The construction of projects will need qualified BAC members to display their craftsmanship to ensure they are built right.

*In Solidarity, Dave Tafoya*



**L to R: William Cross, Javier Hernandez, Samuel Villa, Samuel Camacho, Derald Dreager, Michael Nieto, Dave Tafoya, Vicente Ramirez and David Dreager**

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