

Apprenticeship Programs

- **Bricklayer Pre-Apprenticeship Program**
- **Bricklayer**
- **Marble Finishers and Marble Masons**
- **Pointer Caulker Cleaner**
- **Terrazzo Mechanics and Terrazzo Finishers**
- **Tile Finishers and Tile Layers**



**BRICKLAYERS AND
ALLIED CRAFTWORKERS
LOCAL 3 NORTHERN CALIFORNIA**

BEST HANDS IN THE BUSINESS

The information in this packet is a brief introduction to the trowel trades and the California Division of Apprenticeship Standards State approved programs BAC Local 3 California has to offer.

As a BAC member, you have access to the best training, benefits, job opportunities, and services in the construction industry. These are the products of the collective power that BAC members exercise every day in shaping their future.

Joining a registered apprenticeship program is the best way to learn a skilled trade and build a lifelong career. If you like the idea of working with your hands and earning money while you learn, an apprenticeship with the International Union of Bricklayers and Allied Craftworkers (BAC) could be a great option for you. There is no other way to get a free education while working a rewarding job that supports you and your family.

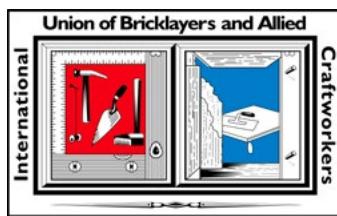
BAC Local 3's mission is to organize all masonry-trowel trades workers within BAC's jurisdiction. Promote

or establish wages, hours, and working conditions for BAC members. Promote or establish programs to meet the health care, retirement, unemployment, and other needs of BAC members and their families. Promote the health, welfare and safety of BAC members and their families.

Make programs available to increase employment opportunities for BAC members. Advance the skills, efficiency, and working knowledge of BAC members through apprenticeship and training programs. Maintain harmonious relationships with other labor organizations.

Improve the government's understanding of the labor movement. Support issues affecting BAC members through voter registration, political education, and citizenship activities involving BAC members and their families.

Promote, foster, and develop BAC's trade jurisdiction. Raise public awareness of the need to improve the lives of workers around the world. Protect and promote the welfare and interests of the International Union, its affiliates, and members.



BRICKLAYER PRE-APPRENTICESHIP PROGRAM



Bricklayer Pre-Apprentices will participate in an 8-12-week program, consisting of hands-on and classroom training. Trainees will learn basic bricklaying techniques, safety procedures and masonry fundamentals.

Classes will take place Monday through Friday at the Mason Development Center in Tracy. Classes are from 7:30 am to 3:00 pm for the 8-12-week duration. Trainees successfully completing the training will receive a \$60-\$100 daily stipend. Travel reimbursement starts at distances greater than 40 miles from the training center. A hotel will be provided for trainees traveling over 90 miles.

A basic bricklayer tool set will be provided to each trainee during the program. Those successful completing the program will retain the tools to start their career. Employment assistance is available upon successful completion of the program.



Bricklayer	
Period	Pay Increase
1	7 Months
2	1 Year 2 Months
3	1 Year 9 Months
4	2 Years 4 Months
5	2 Years 11 Months
6	3 Years 6 Months

When the apprentice has accrued 900 work hours and 78 school hours, they will become eligible for a pay increase. This process continues with each increase.



Bricklaying is one of the oldest and most highly respected crafts of the construction trades. A bricklayer is a skilled craftsperson, who using their talents and training can properly position masonry units, to create efficient, beautiful buildings and other structures. The bricklayer's role in the construction of buildings is normally, but not limited to, building walls. It is extremely rewarding for bricklayers to look back at projects they have been a part of throughout their careers. An apprentice with no prior experience enters our program at a pay rate of 50% of the current journeyman rate.

Refractory Bricklayers occupy a unique niche in the trowel trades. Specializing in this aspect of bricklaying, you will be working at Petroleum Refineries, Power Plants, Chemical Plants, Glass Furnaces, Kilns, and other locations where hot temperatures and extreme environments are prevalent. Historically, these applications have been bricks, so bricklayers continue to perform this work. A sound base in bricklaying is necessary incorporating compound miters, arches, domes, and transitions. With the advent of new materials and application techniques, the refractory bricklayer must have skills other than bricklaying. Welding anchors, forming, and pouring, pneumatic ramming of plastic materials and gunite are also integral parts of the refractory trade. Due to the nature of this trade, projects can involve long hours such as 7 days a week, 12 hours shifts (7/12's). The title, "Refractory Specialist," can be a rewarding and lucrative career for the individuals who are willing to commit themselves to this lifestyle.



POINTER CAULKER CLEANER

PCC is the most diversified trade in the Bricklayers and Allied Craftworkers Union. A Pointer or Tuck pointer replaces mortar between masonry units. The Cleaner aspect is the cleaning of all masonry surfaces. A Caulker applies sealants to expansion joints in new and old buildings. A PCC does much more besides pointing, cleaning, and caulking, including but not limited to Epoxy Injection and Mortar Patching. A PCC craftworker can restore old masonry buildings that have existed for decades, they are also known as restoration masons.

Restoration Masons are responsible for washing down, cleaning, caulking, pointing, and weatherproofing of brick, stone or marble work shall be performed by bricklayers, stone masons and tuck pointers including caulking and cleaning of all types of masonry (including precast masonry and concrete panels) and caulking of all window frames encased in brick, stone, concrete, or other masonry. Additionally, they will be grinding and cutting out of brick, stone, marble, or other masonry joints and sand blasting and steam cleaning.



Pointer Caulker	
Period	Pay Increase
1	7 Months
2	1 Year 2 Months
3	1 Year 9 Months
4	2 Years 4 Months
5	2 Years 11 Months
6	3 Years 6 Months

When the apprentice has accrued 875 work hours and 77 school hours, they will become eligible for a pay increase. This process continues with each increase.



MARBLE FINISHERS AND MARBLE MASONS

Marble Finisher	
Period	Pay Increase
1	6 Months
2	1 Year
3	1 Year 6 Months
4	2 Years
5	2 Years 6 Months

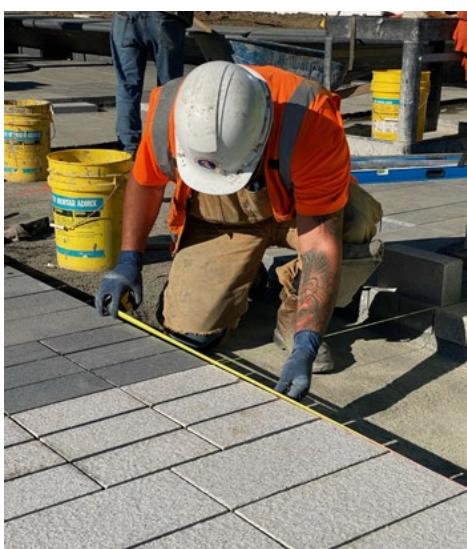
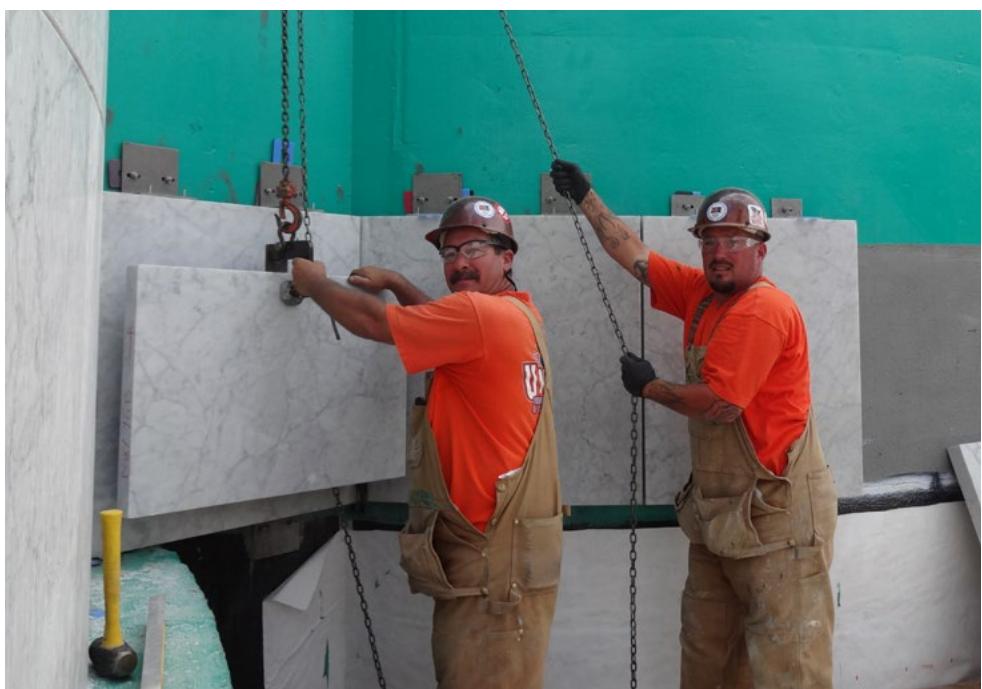
When the apprentice has accrued 700 work hours and 54 school hours, they will become eligible for a pay increase. This process continues with each increase.

Marble Mason	
Period	Pay Increase
1	6 Months
2	1 Year
3	1 Year 6 Months
4	2 Years
5	2 Years 6 Months
6	3 Years

When the apprentice has accrued 750 work hours and 54 school hours, they will become eligible for a pay increase. This process continues with each increase.

Marble finishers perform a variety of tasks which help the Marble Mason. Their duties include grinding and polishing marble and cleaning installed marble surfaces. They also mix mortar, plaster, and grout. Finishers repair chipped, cracked, or broken marble pieces and may also erect scaffolds.

Marble Mason apprentices receive training which will enable them to create impressive structures. Marble Masons perform various work processes including cutting, tooling, and setting marble slabs on floors and walls of buildings. They also trim, polish and cut marble to specified sizes.



TERRAZZO MECHANICS AND TERRAZZO FINISHERS

Terrazzo Mechanics install terrazzo floors, medallions, countertops, steps according to blueprints or other instructions. They are responsible for layout and installation of floating beds, divider strips, pattern designs etc. Other duties include pouring, rolling, grinding, polishing, and repairing terrazzo. Terrazzo's life cycle costs make it the desirable choice for high traffic areas such as universities, hospitals, airports, and sports venues. A Terrazzo Finisher Journeyman enters our Mechanic program at a rate of 75% of the current journeyman rate.

Terrazzo Contractors employ Terrazzo Finishers to assist Terrazzo Mechanics. Their tasks include mixing mortar, chips, and aggregates, clean finished surfaces, stock materials, and perform other duties on new and remodeled construction. Work is physically strenuous. The terrazzo finisher is an integral part of the terrazzo industry, and a prerequisite for advancement to Terrazzo Mechanic. An apprentice with no prior experience enters our program at a pay rate of 60% of the current journeyman rate.



Terrazzo Finisher	
Period	Pay Increase
1	6 Months
2	1 Year
3	1 Year 6 Months
4	2 Years
5	2 Years 6 Months

When the apprentice has accrued 700 work hours and 40 school hours, they will become eligible for a pay increase. This process continues with each increase.

Terrazzo Mechanic	
Period	Pay Increase
1	8 Months
2	1 Year 3 Months
3	1 Year 10 Months
4	2 Years 4 Months
5	3 Years

Once the apprentice has accrued 900 work hours and 80 school hours, they will become eligible for an increase. This process continues with each increase.



TILE FINISHERS AND TILE LAYERS

Tile Finisher	
Period	Pay Increase
1	1 Year
2	2 Years

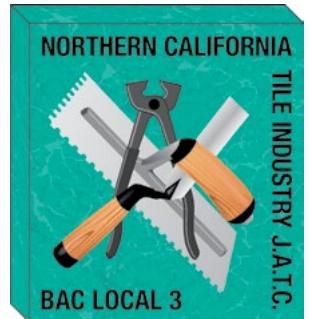
A Tile Finisher will have to complete a total of 2100 on-the-job training hours, obtain 49 Related Supplemental Instruction (RSI) credits, and have current CPR/1st Aid certificates to become a Journeyman Tile Finisher.

Tile Layer	
Period	Pay Increase
1	9 Months
2	1 Year 6 Months
3	2 Years 3 Months
4	3 Years

A Tile Layer will have to complete a total of 5000 On-The-Job training hours, obtain in school 90 Related Supplemental Instruction (RSI) credits, and have current CPR/1st Aid certificates to become a Journeyman Tile Layer.



A Tile Finisher works together with a Tile Layer to create installation of ceramic or stone tiles. The Tile Finisher fills in joints, cleans and polishes finished surfaces, which may include showers, tubs, countertops, floors, stairs, building exteriors, ceilings, and others. They may also perform finish caulking. The Tile Finisher does the setting up of materials at the job and cleans up afterwards. They mix all mortars, by machine or by hand mixing using a mixing hoe. Tile Finishing is continually active work and is often strenuous. Work is both indoors and outdoors and may involve scaffolding.



Tile Layers, also known as Tile Setters, install ceramic or stone tiles that you see in showers and tubs, on kitchen countertops, floors, stairs, building exteriors and other areas. Tile Layers install a thick mortar base of sand, cement, and lime to create a flat or curved surface for the tile installation. They may work in residential construction or on large commercial projects. Work is both indoors and outdoors and may involve scaffolding.



Since its founding in 1865, the International Union of Bricklayers and Allied Craftworkers has represented the most highly skilled trowel trades craftworkers across the United States and Canada including bricklayers, marble masons and finishers, tile layers and finishers, terrazzo mechanics and finishers and (PCC) pointer-cleaner-caulkers. The BAC is the oldest continuous union in North America.

BAC Local 3 Northern California covers the Northern 46 Counties of California. Local 3 is widely recognized for producing highly skilled craftworkers. We offer State approved apprenticeship programs and journeyperson upgrade classes at our state-of-the-art training facilities. BAC members and contractors have access to training opportunities unmatched in the ceramic tile and masonry industries.

Safety and training are two of BAC 3's top priorities. In coordination with its Labor-Management Committees and the International Masonry Institute, BAC 3 offers programs and information that provides members with a broad range of skills and safety training.

Today's BAC members are continuing the proud tradition of craft excellence and union solidarity started by our founders over 150 years ago.



Mason Development Center
25347 South Schulte Road, Tracy, CA 95377
Phone 209-830-7200 • Fax 209-830-7202

Northern California Tile Industry Joint Apprenticeship Training Committee
600 Pinnacle Place, Livermore, CA 94550
Toll Free 866-977-8453 • Phone 510-632-8453 • Fax 510-632-8456