



INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 3 NEW YORK

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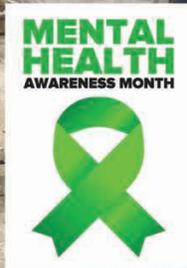


THE CRAFTWORKER



Work Safe

Be Healthy



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Message from

The President

As Union members, we each know the critical importance of a worker's safety on the jobsite. This issue of The Craftworker Journal is dedicated in part to bringing attention to safety and health issues. Having safety training courses such as an OSHA10/30 or Red Cross First Aid and CPR, are vital to our moment-by-moment safety and well-being on the dangerous worksites we often find ourselves. The Williams-Steiger Occupational Safety and Health Act of 1970 requires, in part, that every employer must furnish their employees a place of employment which is free from recognized hazards that are causing or likely to cause death or serious physical harm to the employee. We are committed to working with our signatory contractors to help ensure you have the safest possible working conditions every day that you go to work. As BAC members, we are especially susceptible to falls from the numerous ways in which we perform our jobs, whether from scaffolds, hydro mobiles, high lifts or swing stages just to name a few. Falls are the leading cause of construction deaths with over 300 fatalities reported in 2021 alone. That is an alarming figure and we certainly do not want any of our members or anyone we know to be part of a statistic like that.

Another dangerous exposure many of our members are susceptible to is silica dust, whether from dry cutting the varied masonry materials, mixing mortars and grouts or even just sweeping floors. The IUBAC has been on the front lines in recent years of bringing awareness to this dangerous condition and even having some related OSHA regulations amended for all workers' protection. Please keep this in mind for yourself and your coworkers when necessary. Another critical issue that the IUBAC is helping to address is the danger of heat exposure. We all know how hot it can get in the summers of WNY so please take every precaution to recognize, prevent and treat heat exposure. This article alone and the ones to follow cannot adequately address all the safety issues necessary but we are here when needed and encourage you to contact your Chapter Field Representatives and Apprentice Coordinators or even myself directly for any assistance or questions you may have. There are plenty of resources from the Local and our International to help and many are just a click away from a website. You and your family deserve to know that our goal is to educate our membership and to provide you with any tools or information necessary that will help make your job as safe as it can be so you can return home each day just as you arrived.

I also want to take this opportunity to address another safety concern as it relates to mental health issues. This is

a growing concern and should be given the same attention to fall protection since our members are just as prone to becoming an alarming statistic to a potentially dangerous situation. May is National Mental Health Awareness Month and this year's theme interestingly enough is "Take Some Time To Look Around, Look Within". That is what I am encouraging you to do since 1 in 5 Americans suffers from some form of mental health issues. That means it is likely that there are family members, neighbors, coworkers and maybe even yourself that are facing some of these difficult challenges. Mental health can cover a broad range of personal health issues from anxiety to depression, post traumatic disorders to schizophrenia and can lead to alcohol and drug addictions and abuse and even suicide. Many construction workers, like athletes, live with constant pain and may be taking pain medications, whether prescribed or not. A common unintentional consequence of taking these pain meds is addiction and abuse. Without help this can also lead to death. These physical, emotional

and psychological issues have become even more pronounced since the COVID epidemic and that is why it is important to bring to your attention now. Unfortunately, there is a negative stigma to mental health issues which can prevent those who need help from seeking the assistance they need in such a critical time.

The BAC certainly does not consider itself a mental health professional anymore than we consider ourselves doctors but we

do want to provide assistance and awareness if possible, when needed. As a BAC member, you have access to the Member Assistance Program (MAP) services provided by our International Union. Active and retired members and their families can call toll-free to talk to a MAP licensed mental health professional for a confidential crisis intervention, professional referral and information services even if you are uninsured. None of this information is shared with the Local and this could be a critical first step for you or someone you love during a difficult time. Please feel free to find out more information on the IUBAC website at: www.bacweb.org or call MAP at: 1-883-627-8255. You can also text MAP to 50607.

So, I encourage you whether on the jobsite or at home to be safe and healthy. Take some time to look around and look within.

In Solidarity!

Rick Williamson



MAP



Member Assistance Program

UNITED STATES and CANADA
1-833-MAP TALK
1-833-627-8255 (toll-free)

SECRETARY/ TREASURER'S report

By Jason ReQua

Brothers and Sisters,

The weather is starting to warm up and jobsites will be starting to ramp up quickly. With the amount of work available to our signatory contractors, I would like to write a bit about workplace safety and the history of OSHA.

It is likely this year that our members will have the opportunity to work an abundance of hours with many members seeing overtime during the week and weekends. While this is an incredible chance for us to bolster our funds and increase year end take home amounts, it also poses a risk for our members to be subjected to extenuating risk of injury and health concerns. While our members diligently perform to meet deadlines it is imperative that they do so in a safe manner that allows every member to return home in the same way that they left for the day. It is no coincidence that the more members work, the greater the chance for an incident to occur. I encourage everyone to keep safety in mind.

We as craftworkers often see health and safety as something that slows us down or even stops us from being productive. How often have you said to yourself "taking safety measures will take too long" or "this will only take a second, no one will notice"? Many of us have had the impression that OSHA is something that gets in our way as both employees and employers. I would like to take a minute to talk about the history behind

OSHA and why it is so very important.

According to the U.S. Department of Labor website, the Occupational Safety and Health Act was signed into law by President Richard Nixon in 1970, after President Lyndon Johnson was unsuccessful during his presidency. Prior to OSHA being passed into law, during the 1960s, 14,000 workers were dying on the job each year while disabling injuries increased by 20 percent. These statistics pushed the politicians' thought process towards the need for safety in the workplace. When passed, OSHA covered 56 million workers, and today covers over 130 million. In 2022, 4,764 workers were killed on the job in the U.S. While this number is incredibly better, it is still very alarming.

I hope that every BAC member has taken the OSHA 10-hour course within the last 5 years. If you have not, please consider reaching out to our office to find out when one is scheduled. Also please visit the BAC International's website at bacweb.org and the IMTEF website at imtef.org for more information and safety materials.

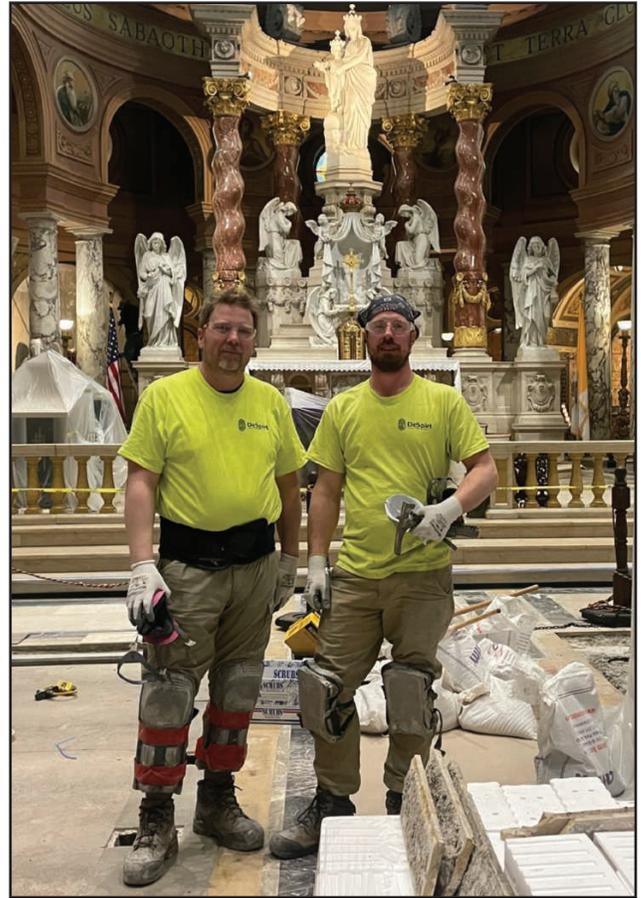
While working diligently this year please try to keep this in mind...It only takes a split second for an accident to occur that can result in anything from missed work hours to not going home to friends and/or family. I pray for a very safe and lucrative year for all of you.



By Frank Pietrowski

CHAPTER REPORT

The work outlook for the 2023 season looks promising as there are an abundance of jobs. Contractors have a backlog of work that was pushed back due to the supply chain and labor shortage. Due to the mild winter, projects progressed with little disruption. As we continue to negotiate Project Labor Agreements with the State and developers, the trades have amassed a large amount of work. To name a few key projects: the new Bills Stadium, The Ralph C. Wilson, Jr. Centennial Park, Niagara Falls School, Canalside Gateway Building and the Evans Water Treatment facility. These projects alone total about \$1.8 billion of work. In addition, there are Capital Improvement projects at schools and a \$700 million Amazon facility in Niagara Falls. Also, the passing of the Infrastructure Bill in 2021 will create projects in roadwork, bridges, airports and water treatment facilities. This Bill will rebuild America's critical infrastructure and increase



DeSpirt Mosaic's Keith Trode & Evan Witul rehabbing the floor at Our Lady of Victory Basilica

our competitiveness for many years to come. All of these projects mentioned ensure there will be plenty of work for our members for some time to come. As I see it this will be a great opportunity to organize new members and grow our Union. The demand for skilled tradesman and women from all over the country has created quite a competitive market for us. We as a Union need to continue to Mentor all apprentices and continue to engage our workforce to survive this demand into the future. Throughout my 28 years in the Local I have seen many people come and go, some members leave and then return the trades, many retire and there are those who chose a different direction altogether. This trade can be very demanding on the body, but is also very rewarding as we are building our communities. I look forward to seeing everyone this upcoming season and as always, don't hesitate to call me with any questions or concerns. Have a safe work season!

**Tiede Zoeller Tile at Albright
Knox Art Gallery Expansion**



**Thomas Johnson Masonry's
Dennis McCarthy Sr. Building
a Limestone Pier at Niagara
Falls Welcome Center**



**Morris Masonry at Albright
Knox Art Gallery Expansion**

**Pilbrico Bricklayers Tim
Birkmeyer & Tom Doty
keying up 7'x40' Kiln**





By Steven Harvey

CHAPTER REPORT

Greetings all BAC Members. The 2023 work season is upon us. Many BAC Craftworkers have been busy in the Southern Tier throughout the winter months and the spring and summer seasons appear to have a large volume of work as well. This season should provide work opportunities for everyone but also may create challenges as projects start.

BAC members worked diligently in the Southern Tier to complete projects this winter. The Victory Building and Binghamton Fire Station are now complete provided many hours for members in all crafts of our industry. Alumni Hall at SUNY Oneonta has been completed with exception of a few stair treads. BAC Craftworkers worked hard and nearly completed the masonry at The Ithacan Project over the winter months as well. The masonry at the Horseheads Athletic Field and SUNY R&D Pharmacy Addition should be wrapping up by spring, leaving only the tilework and sidewalks to complete. These are just a few of the projects BAC Members worked hard on to complete throughout the winter.

Spring and summer will have an abundance of work as well. Projects such as the Multi-Disciplinary Building- Cornell, Balch Hall- Cornell, Chess Hall- Cornell, Catherine Court College Town, The Asteri Project, C.M.O.G., and the Ithaca CSD provided hours of employment

for BAC Local 3 craftworkers throughout winter and will continue to for most of 2023 and into 2024. After some delays, UHS Mercy Hospital is starting the masonry and concrete and should continue well through Summer. The Elmira Wastewater Treatment Facility is a \$100 million project that is just breaking ground and will offer work opportunities for the BAC membership for this year and next. The masonry at Whitney Point High School will be starting late summer of 2023. These are some of the larger projects continuing to keep BAC Craftworkers employed this Spring and Summer.

As trained and experienced craftworkers become harder to find, one challenge to be aware of this season is safety. Owners and Construction Managers trying to complete their projects may utilize less experienced and less safe open shop contractors. Just because you don't work for these contractors it doesn't mean you can't be hurt by them. A weekly Toolbox Talk is a great way to make workers aware of potential hazards and risks on the jobsite, and also starts dialogue about safety on your job. A good resource to find "Tool Box Talks" is www.cpwr.com. This is one of many websites that you can use to educate yourself and your fellow craftworkers and help keep your jobsite a safe one this season.

As I have mentioned, the winter work season was steady for most BAC Craftworkers in the Southern Tier. There are many projects that will keep BAC Craftworkers busy throughout the Spring and Summer. The best way to get on a project is to call the OUT of Work List (607) 754-1453 or stop in our Whitney Point office where I try to maintain an updated Job Board. Please be aware of safety and take precautions on your job as unexperienced and untrained workers may be more present this year. In closing, I would like to wish everyone a safe and prosperous season and I look forward to seeing you at April's Mega Meeting.



Robert Lacaprara



Ronald Hulbert



Ira Waterman



Aaron Peterson



Jaryd McDonald



Shane Woodin



Jon Jump



Christopher Shickling



Karl Colburn



Mathew Harrigan



Wesley MacDonald



Mathew Peterson



Shawn Brann





Rochester

By Guy DeBack



CHAPTER REPORT

Hello Brothers and Sisters,

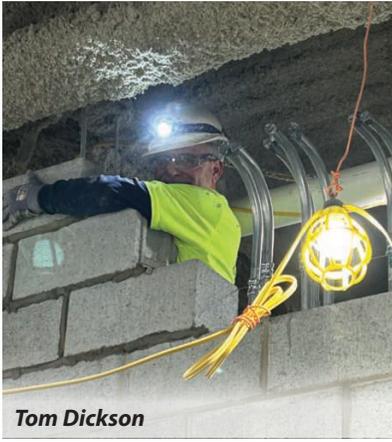
We hope the past holiday season and mild winter have your spirits up and anxious to experience another good work season. The Rochester area is going to be very busy this season with the amount of work that has been bid and more going through the process of coming to the bid stage. The University of Rochester Strong Memorial Hospital is planning the addition of a nine story tower to expand their Emergency Department. This will include an additional 100-plus inpatient beds. Also a new parking structure. Once hospital board approval has been met, we will see this come out to bid. Preparatory work has already commenced for this project. The Li-Cycle plant on the former Eastman Kodak site is going strong with concrete pours (LeChase/Quality Structures). Genesee County Jail block work is underway (LeChase/Quality Structures). The first phase of the Van Lare treatment plant is moving along (MSH) as the second phase is coming to bid. University of Rochester Orthopedic Campus at Marketplace Mall has more exterior granite (MSH) and interior tile work (EG Sackett) to be done. Masonry work at the Canandaigua VA is also underway (Serviam) (MSH). Sidewalks at Letchworth State Park are on the schedule for this year and our tile contractors are going full steam. All of these projects come with a schedule and we will once again find ourselves working hard with possible

long hours in our future. Those long hours and expedited schedules will make it a little hectic.

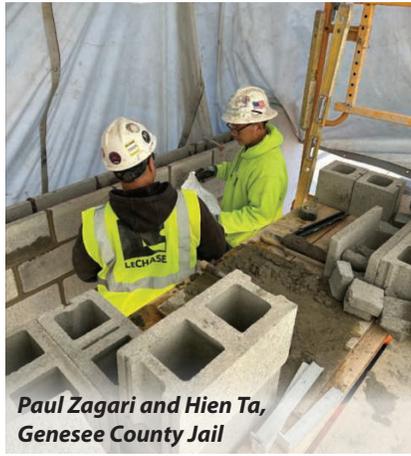
Tight schedules tend to make it harder to focus on Health and Safety. Our contractors and family members will absolutely demand this focus as our number one priority at all times. We all should demand that of ourselves as well. I would encourage our Journey workers to keep this in mind and guide our apprentices to follow safe practices. Our Foremen and Forewoman should have this as a top priority as they are Representatives of our Union and our contractors. Safety training is vital to our members success of having a long and prosperous career. Think of how fortunate we are to have safety programs unlike our unrepresented craftworkers in the non-union sector. I personally have seen the difference between the two in the span of my career. I will not go as far to say that nonunion contractors don't care about their employees, however, for whatever reason, safety may not always be at the forefront of their thoughts. Safety programs are an expense to contractors and training facilities like ours. With that expense comes a savings that is immeasurable, your life and wellbeing. Think about that as you start every task during your work day and even when you are working around your own home. What can we do to prevent injury to ourselves and possibly others working with or around us.

If you find yourself ill-equipped of good safety practices, be sure to reach out to us at the union hall or to your employer for training. These are great subjects to bring up at union meetings as we may have other members with the same concerns or questions. No one can fault you for wanting to learn and excel in this business and it should be no different when it comes to safety education. We commend our members for putting Health and Safety at the forefront of everything they do and instilling the value of this in our apprentices and organized members as they come into our family of Craftworkers.

We hope to be 100 percent accident-free this year and every year moving forward. This is achievable if we all do our best and take advantage of any safety training that is available to us.



Tom Dickson



**Paul Zagari and Hien Ta,
Genesee County Jail**



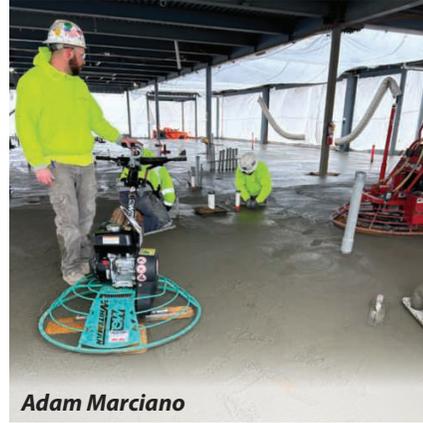
Mike Evans



**Thomas Shortino, Thomas Fischer,
Ardis Wadley, Genesee County Jail**



Rob Fess



Adam Marciano



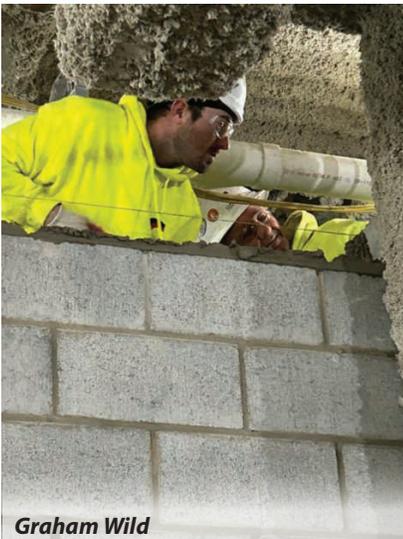
Marcos Vazquez, U of R Ortho Campus



Julius Morrison



Brennan Egling



Graham Wild



Jeffrey Temperato



Daniel Widener

New BAC 3 NY Employees

There have been several significant changes in the BAC 3 NY staff lately and it should prove to make us a stronger and more unified Local for many years to come.

Justin Summerfield was hired in late October 2022 as the Southern Tier Chapter Apprenticeship and Training Coordinator. Prior to that, he spent three years as a brick instructor and is in his 4th year of the BAC/IMI Instructor Certification Program (ICP). Justin is a 15-year member, working as a bricklayer, plasterer and stone mason. He also serves as a Trustee on the Ithaca Benefit Funds.

Kaydane Grant began as the Rochester Chapter Apprenticeship and Training Coordinator at the end of December 2022, just before training classes began. He is a 22-year member working as a bricklayer in the field. Kaydane was also a brick instructor for four years and is in his fourth year of ICP. Kaydane's first challenge was to find replacement bricklayer instructors for himself and Guy DeBack, as well as a new tile and PCC instructor. Through Kaydane's efforts, we were able to bring on Brennon Zenoski and Jeff Colvin as new bricklayer instructors, Anthony Ilardo as the new PCC instructor and Jeff Cullen as the new tile instructor. Thanks to these craftworkers for stepping in to help make us the "Best Hands in the Business".

Andy Hanrahan started as the Buffalo Chapter Apprenticeship and Training Coordinator on March 1, 2023 after being a brick instructor

for the last four years. He is a 28-year member of the BAC 3 NY where he worked mainly as a bricklayer foreman. Andy attributes his success as a Union bricklayer to being an apprentice himself years ago and being mentored by journeymen like Donnie Zimmer. He is a Trustee on the Buffalo Benefit Funds and is going into his third year of ICP.

Justin, Kaydane and Andy are off to a great start and have already made some significant changes to the programs. We appreciate them taking on this tremendous responsibility of training the next generation and future of our Local. They will each also hold the position of being a Field Representative in their respective Chapters, visiting jobsites and helping put journey workers on projects with our contractors.

Guy DeBack was hired as of January 1, 2023 as the Rochester Chapter Field Representative and is a 34-year member working as bricklayer and cement mason. He was a brick instructor for 7 years prior to this and is in his fourth year of ICP. He was appointed as a BAC 3 NY Vice President in March 2023, to fill the term left vacant by Scott Stringer, who retired earlier this year. Guy has also been appointed as a Trustee on the IARF (Individual Annuity Retirement Fund) and the JATC (Joint Apprenticeship and Training Fund) for the Rochester Chapter. He is well respected by the membership and contractors in Rochester and is a great addition to our team.



Justin Summerfield



Kaydane Grant



Andy Hanrahan



Guy DeBack

Congratulations!

Congratulations to Scott Stringer, Bob Mion Jr. and Duane Vorhis, on their recent retirements. They have a combined membership in the BAC of over 100 years in the Southern Tier Chapter.

Scott has been a member since 1994 as a journeyman bricklayer and cement mason. He was voted in as a BAC 3 NY Vice President and hired as a Field Representative in 2006. He held both of those positions until his retirement this past February. Scott also served as a Trustee on the Rochester Benefit Funds and JATC (Joint Apprenticeship Training Committee) for the majority of that time. He will always be known by his passion for Union labor and his generosity, especially to our members in need.

Bob has been a member for 37 years, working in the field as a tile, marble and terrazzo mechanic and also has experience in bricklaying, PCC and cement masonry. He has served as the Northeast Regional Training Director for IMI/IMTEF since October of 1993. BAC 3 NY has certainly benefitted from him being in that position.

Duane is also a 37-year member working as a bricklayer and cement mason, many of those years as a foreman for Welliver-McGuire. He also served as a Trustee on the Ithaca Funds for many years helping to protect the benefits for those participants in the Funds. Duane was a true leader amongst his peers and our Local is much stronger and united because of the work he did on and off the job.

Thanks to Scott, Bob and Duane for all you have done for the benefit of BAC 3 NY. We wish you all the best as you get a rest from all the stress!

Congratulations to Rochester Chapter member, Art Miller, who recently took on the role of Northeast Regional Training Director for the IMI/IMTEF. Art is a third-generation member of Local 3 NY where he has been a member for 25 years as a bricklayer, cement mason and tile setter. He was employed by Local 3 NY for a few years as the Rochester Chapter Apprenticeship and Training Coordinator and Field Representative. In his new position, Art will oversee 12 BAC Locals in the Northeast, working with the apprentice programs and journey worker training. We know that Art will represent Local 3 NY well and we wish him great success in his new job.



If you believe your identity has been stolen or is at risk, contact ID Resolution at 877-308-9169. As a member of the BAC Local 3 NY your name has already been provided to them.

International Masonry Institute Event

The Rochester Chapter of the BAC Local 3 NY recently hosted a Hands-on-Masonry event presented by Brian Trimble of the IMI (International Masonry Institute). There were 19 architects who attended the seminar on “Back to the Basics of Masonry Construction” and the apprentices who were here for training were able to demonstrate to them many of the essential bricklaying techniques. The architects were very impressed and thoroughly enjoyed the hands-on experience and commented that our trade is much more difficult than it looks. Thanks to the apprentices for taking the time to display their skills and promote the use of masonry for the projects these architects design.



BAC/IMI Masonry Camp

Nearly 50 “campers” attended the BAC/IMI Masonry Camp held at the International Training Center in Bowie, MD, again this year. The campers are a mix of BAC members and young architects and designers who work on collaborative projects utilizing all the facets of the BAC trades during a weeklong educational program. The BAC 3 NY was proud to be represented by three of our own members who were able to be part of this remarkable experience. Thanks to Buffalo Chapter PCC journeyworker, Viki Kirsch, Rochester Chapter Bricklayer, Brennon Zenoski and Southern Tier Chapter Cement Mason, Stephen Kocik for attending and sharing their skills as craftworkers to this vital program. The goal is for both the BAC members and the architects and designers to consider all the different aspects of a project from design to build, from concept to construction, to help make a cohesive effort for a successful project. Hopefully this learning experience encourages these young architects and designers to consider building with all the varied masonry products for years to come for all our BAC members to build.

*Left to right:
Rochester Chapter, Brennon Zenoski;
Buffalo Chapter, Viki Kirsch;
IUBAC President, Tim Driscoll;
IUBAC Secretary/
Treasurer, Jerry Sullivan;
IMTEF National Training
Director, Tony DiPerna;
IMI/IMTEF President, Caryn Halifax,
Southern Tier Chapter, Stephen Kocik*



Funds Reports

Buffalo Funds Office

All Buffalo Health & Welfare reimbursement forms can be found on the BAC 3 NY website: www.bac3ny.com, or in the box attached to the outside of the building next to the garage doors, or we can mail them to you, or email them to you, or fax them to you, or you can stop by the office during office hours.

Please contact Lisa at (716) 842-1318 or lmoore@baclocal3ny.com for Health & Welfare reimbursement questions. Reminder that Lisa is part time so it might take a day for her to respond to your email.

Please contact Carmen at (716) 842-1318 or coneal@baclocal3ny.com for all other Funds related questions.

Make sure you work at least 500 hours in calendar year 2023 so you will be eligible for the 2024 General Fund Benefits (vision insurance coverage, life insurance coverage, supplemental workers compensation payments or supplemental disability payments and additional Extended Benefit money to use for reimbursements).

Rochester Chapter Funds Office

Important Updates – It is extremely important for the Funds Office to have your dependent and beneficiary information on file. Please make sure to make changes and updates as life events happen. Please make sure to keep the Funds Office up to date on any address, phone number or email changes. Please contact the Funds Office prior to a divorce, there is very specific information the Funds Office needs in regards to your retirement funds.

Health/Annuity Transfers – You can make a choice to put \$2 from your H&W to your Annuity or \$2 from your Annuity to your H&W. This is available as an option twice a year, effective January 1st and July 1st. A mailing will go out around mid-late May.

Member Assistance Program – The International Union would like to remind members of the Member Assistance Program (MAP). MAP has helped members since its beginnings in 1998 with interventions, information and referrals that have helped them overcome crises that can affect personal lives and job performance.

Active and Retired BAC members and their families may call the IU BAC toll free at 1-888-880-8222 and ask to speak confidentially to a MAP licensed mental health professional. These services are at no cost to the member.

<https://bacweb.org/member-service/member-assistance-program-map>

Ithaca Chapter Benefit Funds

BAC Local 8 NY Health Plan

Recap of significant Plan Changes:

- For the eligibility period beginning 10/1/2023 and ending 9/30/2024, participants will need to work 1200 hours to be eligible for coverage. Self-pay rules remain the same.
- Beginning 1/1/2023 the HRA deductible is now \$300/individual or \$600/family. Reimbursement from the HRA is now 70% of allowable charges up to the BCBS out of pocket max.

BAC Local 8 NY Pension Plan

Statements for the Plan year ending 4/30/23 will be mailed at the end of June. Please contact the Funds Office immediately after receipt with any questions or concerns. The Local 8 NY Pension Plan year is May 1st through April 30th. 1,200 hours worked during the plan year is equal to 1 pension credit.

BAC Local 3 NY IARF

(Annuity) Quarterly statements are available for viewing and download via your online account at <https://participant.empower-retirement.com/>. If you have not already registered through this new website, it is recommended you do so as soon as possible. If you would like paper statements, please call Empower customer service at 1-855-756-4738 and request to change your statement delivery method.

We have shirts and stickers in stock at the Funds Office. Stop in to get yours and flaunt your union pride!

A reminder: all Ithaca plan descriptions, disclosures, and forms can be found on our website: www.bacithaca.com

Like us on Facebook: www.facebook.com/bacithaca

ORGANIZER'S Report

By Robert Sotir

I hope this report finds everyone healthy and safe, working or ready to go to work. Since the last edition of *The Craftworker* in October 2022, our Local has signed 15 new journey worker members which is pretty significant in the slow season of our work. Also, I have been in contact with 85 prospective members from all of the Local's jurisdictional trades in all three Chapters. I have also spoke with 16 prospective contractors, two of which became Signatories to our CBA (Collective Bargaining Agreement). During this time, I attended 39 Career Fairs at different Schools and BOCES Programs throughout our region with the help of the three Apprentices Coordinators, the Field Representatives and Organizing Committee members. We have held Fall Open Houses, one at each Training Center and have three Spring Open Houses coming up in April. We will be inviting many of the potential contacts to attend these Open Houses and we have numerous inquiries from our website that we will also be inviting to attend. In each Training Center we conducted three COMET Classes (Construction Organizing Membership Educational Training) for a total of nine, to cover all of our Apprentices in training and some rank and file members and all the Local staff. I would encourage you to attend future COMET classes when offered in your Chapter to see the importance of organizing and how you can be part of that.

We have had significant assistance from our three Volunteer Organizing

Committees (VOC) and I would like to recognize and thank them for their efforts:

- Buffalo Chapter: Mark Sell, Robert Kelichner, Marty Jones, Viki Kirsch, Kevon Parson, Andrew Marino, Tammy Law, Jenny Brown, R.J. Rebmann.
- Rochester Chapter: Brennon Zenoski, Joe Vitto, Robert Miller, Blain Bartlett, John Myers, Amber Kenyon, Kirsilyn (Ryn) Harris.
- Southern Tier Chapter: Karl Colburn, Henry Kacyvenski, Marcus Oldroyd.

Any member, journey worker and apprentice, is welcome to join our Volunteer Organizing Committees. The qualifications and expectations are: All Members must be in good standing, must attend VOC meetings, participate in organizing events such as Career Days, Open Houses and Job Actions, distribute information flyers, reach out to workers and help where needed with other miscellaneous duties and possibly make phone contacts with prospective members. For those who help out this way after one year, they will receive a nice BAC 3 NY VOC jacket.

We recently created a QR code that we now include with all of our distribution packets and advertisements. The QR code takes them to our Local website. When an interested individual scans that code, we receive a notification. The VOC members are helping by calling these individuals who might be interested in joining the BAC 3 NY. In recognition for their efforts, the monthly dues for



these VOC members are credited in three-month increments. Each quarter, the VOC member's participation is reviewed and if all of the above requirements have been met, the term is extended for another three months. The VOC usually meets after the Chapter meetings. If you are interested in any way or have questions, please feel free to contact me.

I also collaborate with Organizers from the other Building Trades Unions in our jurisdiction for a variety of events, actions and needs. Organizing new members from the nonunion contractors is vital to the growth of our Union and gaining market share for all of our trades work. If you are aware of any potential members for any of our covered trades or meet them on a job, please let me know so we can make contact with them. I would ask, as these newly organized members work with you on the jobsites, that you welcome them and make them feel part of our brotherhood and sisterhood of the BAC 3 NY. If they are not working with us, they will be working against us! Thanks for your help in our organizing efforts and I look forward to seeing you soon.



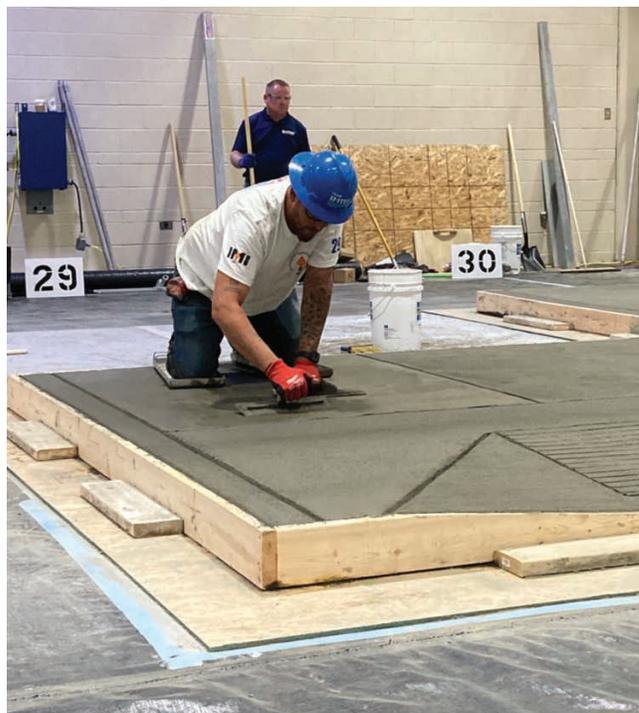
BAC 3 Represented at 2022 BAC/IMI International Apprenticeship Contest

Three of BAC 3 NY's top apprentices proudly represented us at the 2022 BAC/IMI International Apprenticeship Contest held last October in Boston, MA. Over 70 apprentices from BAC Locals across the USA and Canada participated in the highly competitive contest in each trade. Rochester Chapter 4th year apprentice, John Fogarty and Southern Tier Chapter 3rd year apprentice, Stephen Kocik had tied for first place in the concrete competition at the NE Regional Apprenticeship Contest earlier in the year in Philadelphia, PA. It was no surprise from what they had accomplished at the Regional that they placed in the International contest with John taking First Place and Stephen taking Third Place in the difficult concrete project. That is a pretty impressive accomplishment for them and our Local Union to have two of the "Best Hands in the Business" as part of our apprenticeship program.

Lyndsay Brown, a 4th year brick apprentice in the Rochester Chapter, had qualified at the NE Regional as well and she was one of over 20 brick apprentices to compete at the International Contest. Though she didn't place in the top three, her point total was very close and numerous spectators commented on the quality of her brick project. Lyndsay can be proud to say she is among the best in her trade and to be that competitive at this level is a great accomplishment in itself.

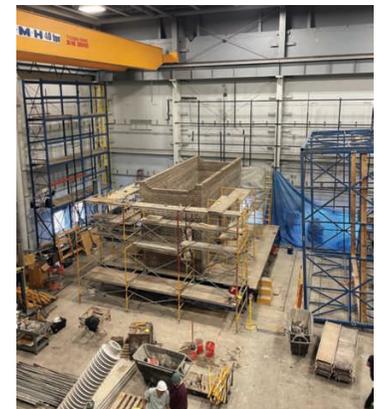
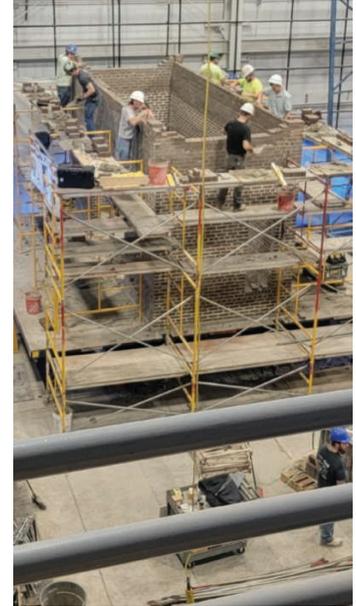
Congratulations to John, Stephen and Lyndsay for doing such an extraordinary job on behalf of the Local. Thanks to Frank Pietrowski and Art Miller for volunteering as Contest Judges. Thank you also to the Apprentices Coordinators, Instructors and Journey workers in the field who have helped these three and all our apprentices become skilled craftworkers in their own right. The future of BAC 3 NY looks bright and promising with apprentices like this in our membership.





Local 3 Apprentices Build Seismic Test Structure at UB

Local 3 Apprentices recently spent 1½ weeks building a test structure for the UB Engineering Department at Ketter Hall. It was made of double wythe unreinforced masonry 23'x9'x12' high, constructed on a shake table and is the largest ever built in the United States. The project was designed to represent existing structures in areas where seismic activity is present. The building has openings, a 2' parapet, a roof and was retrofitted with anchors and tiebacks. The test will provide data on how URM structures can be constructed to sustain earthquakes on existing and new buildings going forward. 8,500 bricks were laid and approximately 3½ pallets of type O mortar were used. Local 3 Brick instructors Andy Hanrahan and Dennis Whytas took the lead on guiding the apprentices throughout the project. IMI Job Corps instructor Robert Kelichner, with the help of his students, mixed mortar and stocked brick for the structure. On Thursday, March 23rd, more than 170 sensors were attached to the structure to collect data and the testing began. Professor Andreas Stavridis, lead investigator for the project, took the structure through multiple shakes throughout the day. Unfortunately, the structure sustained severe damage as the shakes became stronger. Stavridis noted that without the steel members inside the structure, it would have collapsed completely. The data collected will help them understand why it happened and will lead to ways to improve the behavior. Plans to build another structure are in the works for next year. Local 3 apprentices participating in the project were Dennis McCarthy Jr, Korey Roche, Joe Rodems, Casey Evans, Jimi Watkins, Shaun Nolan, Justin Bennet, Eric Knop, Connor Ford, Austin Carlson, Ben Restivo and Razvan Tuduc.



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APPRENTICESHIP & TRAINING REPORTS

Buffalo

Hello to all members of BAC Local 3. As the new Apprentice Coordinator in Buffalo, I am eagerly looking forward to helping our apprentices become “The Best Hands in the Business”.

I came on board in March and have watched tile instructors Joe Schmidt and Nick Hudson pass along knowledge to both first year and more experienced learners. There are 8 tile setter and 4 tile finisher apprentices. All of those apprentices have been given great training. Thanks Joe and Nick!

The 2023 construction season is underway and looks promising. Most, if not all our apprentices from all divisions of training are working or will be soon. The Scout motto is “Be Prepared” and I’d like everyone to “Be Prepared” this season.

Apprentices:

- Be prepared for work - be punctual and ready for the day (shift), have the tools you need. That could be as simple as having a tape measure, a pencil, and a razor knife on you at all times.
- Be prepared to learn - keep your eyes and ears open and ready for information.
- Be prepared to take and accept constructive criticism.
- Be prepared to get frustrated – learning a trade is not easy and getting frustrated means you want to do better.
- Be prepared to feel pride in all that you will accomplish.

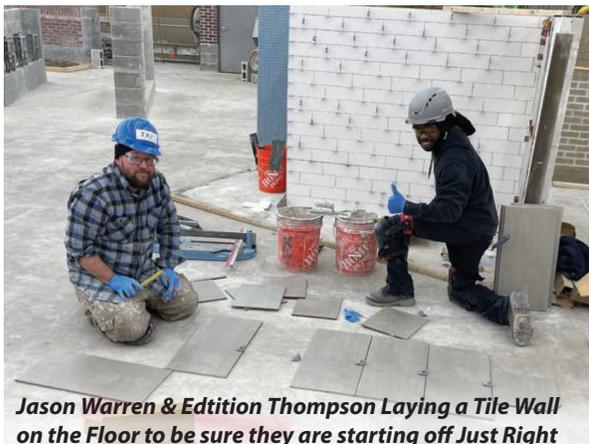
Every Journey worker –

“Be Prepared” as well:

- Be prepared to teach our willing apprentices. (Even tricks that took you years to learn. Don’t worry, they won’t steal your job.)
- Be prepared to be patient. Remember, you were just starting out once too.
- Be prepared to show a new apprentice something you showed another just yesterday.
- Be prepared to remember all the challenges you had learning your trade.
- Be prepared to feel rewarded when you see the craftworker you helped mold go on to succeed.

Let’s all work safe together while we continually pass along skills and knowledge of our trades for generations to come.

Andy Hanrahan



Jason Warren & Edtition Thompson Laying a Tile Wall on the Floor to be sure they are starting off Just Right



Euclid Patching Demonstration

The Bricklayer & Allied Craftworkers Local 3 Buffalo Chapter held interviews in November of 2022 for Brick, PCC, Tile Setter & Finisher Apprentices. We received approximately 52 applications. From those who were interviewed, we accepted into our program six Brick apprentices, 13 PCC apprentices, eight Tile Setter apprentices and four Tile Finisher apprentices. These additions to our apprenticeship program raised our total to 53 apprentices once training was complete. At this time, I would like to thank all the interviewers for their help throughout the process.

At the time of this report, all of our brick apprentices are employed, as well as 90% of our PCC apprentices. Having nearly full employment this early in the construction season is a great sign that this will be a good year for Local 3 members!

I would like to recognize these six members for completing their classroom and on the job training and upgrading to journeymen in their respective trades:

- Tristan Miller, PCC – Graduated 06/21/2022
 - Mitchell Larkin, PCC – Graduated 06/30/2022
 - Scott Webster, Bricklayer – Graduated 07/08/2022
 - Brandon Bishoff, PCC – Graduated 07/27/2022
 - David Buck, Bricklayer - Graduated 09/20/2022
 - John Isham, Bricklayer – Graduated 10/26/2022
- Congratulations!!!

In our Brick & PCC apprenticeship classes, Mark Sell, Dennis Whytas, Andy Hanrahan and Scott Hartwig conducted all of our training. In addition, Mark & Scott conducted an OSHA 30 class in January and an OSHA 10 class in February. Scott did four weeks of caulking and water-proofing with both the Brick and PCC apprentices. We had a representative from SIKA do a Power Point class with the Brick apprentices, as well as representatives from Euclid & Tremco with hands-on demonstrations of their products during our PCC Training. Both demonstrations were very informative and well done. I would like to thank Dennis Ebert from FSR for setting up those demonstrations for our apprentices. PCC and Tile apprentices were certified in CPR, First Aid, JLG and scissor lift training. As always, if there is a skill that our contractors would like to focus on with our apprentices, we are open to try to accommodate that. All in all, the Brick and PCC training went very well.

As all of you are aware, Andy Hanrahan took on the role of Buffalo Apprentice Coordinator as of March 1st. I will be moving to a full-time Field Representative position. I have complete confidence that Andy will do a great job going forward!

Todd Flynn



JLG Certification Training



4th Year Apprentice Joe Rodems



2nd Year Tile Setter Robert Dunlap



Apprentices Robert Dunlap, Josh Tyler & Cody Smith with their Newly Tiled Wall in the Buffalo Training Center



Buffalo February class picture

APPRENTICESHIP & TRAINING



Jason Warren Preparing to Tile a Mock Up Wall



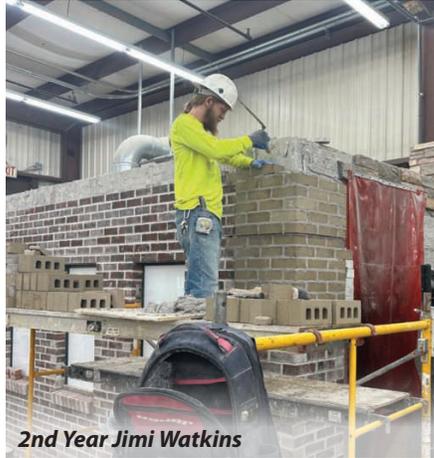
2nd Year Kevon Parson



1st Year Justin Gekas



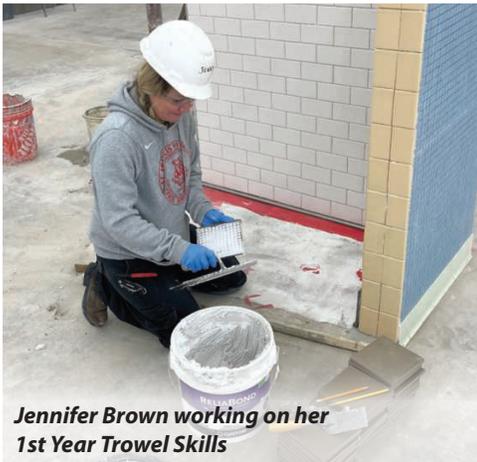
4th Year Josh Crispell



2nd Year Jimi Watkins



4th Year Justin Bennett



Jennifer Brown working on her 1st Year Trowel Skills



1st Year Apprentices Jason Hearst & Jaylen Estabrook



1st Year Tile Setter Jason Warren



2023 Buffalo Apprentice Tile Class

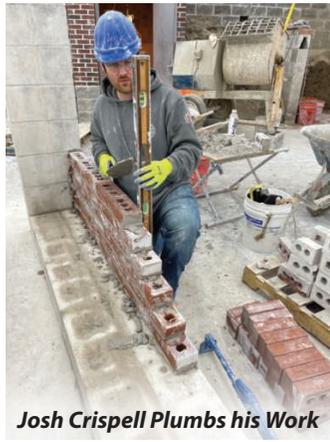


Kevon Parson Practices Laying 6 inch Block

APPRENTICESHIP & TRAINING



1st Year PCC Louis Tozzo



Josh Crispell Plumbs his Work



CPR & First Aid Training



2nd Year Dennis McCarthy Jr.



Edtition Thompson preparing a wall opening in Mock Up



John Sharkey Spreads Sand During a TREMCO Coating Demonstration



2nd Year Tammy Law



John Sharkey & Devin Knoop Enjoying their Training



3rd Year Casey Evans and 2nd Year Colin Liddle



Instructor Nick Hudson Explaining Elements of the Job to Apprentices

Buffalo st. patrick's Day parade

Thanks to all the hearty souls from BAC 3 NY and their guests who braved the cold and wind to march in the 28th Annual "Old Neighborhood" St. Patrick's Day Parade in Buffalo. Hope to see you all again next year with many more. Pray for warmer weather!!!!



ROCHESTER

By Kaydane Grant

TRAINING CENTER



We have just wrapped up Apprenticeship training at the Rochester chapter training center for this year!

We had four new instructors, Jeff Cullen for tile, Anthony Ilardo for PCC, as well as Jeff Colvin and Brennon Zenoski for brick and block. I want to offer a special thank you to each of them for stepping up to the challenge. They were all first-time instructors and each of them did an amazing job! We look forward to having them all return for next year's training. I also want to say thank you to Guy DeBack, our field rep and vice president, and Mike Needham our plaster instructor (as I call him a "walking encyclopedia") for all of their help and guidance getting our instructors up to speed on how things work. Finally, a very special thanks to Megan, our secret weapon, who does a lot of work behind the scenes to make sure things run smoothly, and for the mighty task she took on to help the apprentices sort their blue books out. Next year, there should be no excuses from any of them when it comes to filling out their blue books.

We try to run the training center as similar to a jobsite as possible. Every day we begin with sign-in at 7am and start off with a safety or "toolbox talk" as we call it on the jobsite. These toolbox talks cover a wide range of issues that may affect them on the jobsite related to health and safety, not only for

themselves but also their coworkers. If the jobsite is not safe or if there is something that could pose as a hazard, we talk about how to assess the situation and come up with solutions to correct the hazard. One example would be proper ways of lifting and why it is very important to their health. Trying to prove how strong you are can end your career and your livelihood. If something is too heavy, ask for help. Do not try to play the hero, always lift with your knees, not with your back. Another example would be weather, which can impact your health. The weather is changing now and before you know it, summer will be upon us and those 90 degree days, so it is important to make sure you take breaks, drink lots of water to stay hydrated, and know the signs of heatstroke. Some early symptoms of heat exhaustion are dizziness, headache, weakness and nausea. We want everyone to go home to their families so stay safe out there and look out for each other.

I would like to congratulate the following journey workers for their advancement from Apprentice status:

Scott Kline – PCC
Demetrius Legno – Bricklayer
Josh Porter – Tile Finisher
Taylor Weilert – Bricklayer
John Fogarty - Bricklayer



Ryan Zimmer, Mike Szymanski, Dylan Schall, Mohammad Rahimi



Seth Doctor



Dove Green

APPRENTICESHIP & TRAINING



Alexander Howland



Vitorio Juene



Bradley Sanford



Dayvon Henry and John Hampton



Lyndsay Brown, Taylor Weilert



Clifton Bradshaw



Clifton Bradshaw and Brennon Zenoski



Daniel Delamarter,
Troy Kolb



February class

APPRENTICESHIP & TRAINING



Tyler Bosh



Jacob Mantelli



March Class Photo



Harrison Bondgren



Alexander Pavlov and Chris Kenyon



Tyler Bosh, Seth Doctor



Nathan Kent and Mike Szymanski



Gabriel Mendoza, Benjamin Hoyen



Jorden Powell



Benjamin Clark Jr



Dayvon Henry

SOUTHERN TIER TRAINING CENTER



*By Justin Summerfield,
Apprenticeship Coordinator*

Greetings Local 3 NY brothers and sisters from the Southern Tier Training Center. We have had a total of 40 apprentices attend their related training this year. There are 30 in the BMP program, 4 in the concrete program, and 6 in the tile program. We had 5 apprentices attend Pre-Job Training for their chosen craft in Bowie, Maryland at the IMI/IMTEF National Training Center. I would also like to remind all our members that various trainings are available to members in good standing at <https://imtef.org/calendar/>, or you can contact your local training coordinator.

This year we spent time on various types of trainings ranging from math and measuring skills in the classroom to skills assignments with brick, block, stone, tile, caulking, and concrete. Other trainings that were offered to the apprentices

were OSHA-10, First Aid/CPR, MEWP, and Schluter Systems product training taught by Schluter's Zach Lanham.

I would like to thank our instructors for their time, dedication, and patience for passing on their knowledge to our apprentices. Mark Byam (Brick/Block), Mark Farrell (Brick/Block), Rob Lacaprara (Tile) and Jake LaBarre (Concrete). I would also like to thank all our apprentices that attended. It truly was a pleasure to have all of you in class this year.

Congratulations to Journeyman Bricklayer Patrick Shoemaker for his advancement from Apprentice status this year!! All of your hard work and perseverance has paid off. Keep up the Good Work!

I would like to wish all our members a healthy and safe working year.



4th year Apprentices Brad Fassett and Stephen Kocik Building our Mock up bathroom for the tile apprentices



2nd year Troy Fenstemacher Starting Brick Corner Lead



American Red Cross First Aid CPR AED Class

APPRENTICESHIP & TRAINING



2nd year Apprentices Dallas Roe and Matthew Borne Cutting Stone



4th year Jacob Foster Raking out Brick Joints



4th year Jacob Foster Striking His Stone Wall



2nd year Robert Richardson Building Block Corner Lead



2nd year Lucas Messmer Brick Block Pattern



3rd year Zach Spear Laying Stone



3rd year Aaron Santiago Laying Stone



1st year Brian Saccaggi Working on Straight Block Lead

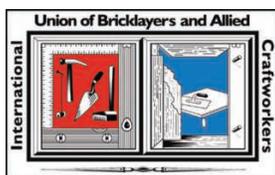
Maternity Leave Benefit

In an ongoing effort to assist our current sister members and to attract more women into our trades, the International Union of Bricklayers and Allied Craftworkers was pleased to announce last year that it is now providing a maternity leave and child care benefit to support pregnant women craftworkers and any new mothers. This benefit is available to any women BAC craftworkers, who have performed at least 1,000 hours of “Covered Employment” in the 12 months preceding the onset of their pregnancy-related disability or birth.

The benefit consists of \$600.00 per week for up to 6 weeks immediately following a traditional birth or up to 8 weeks following a C-section. The benefit may be available for up to 26 weeks if unable to work. The child care benefit is a 10% discount at KinderCare Education centers nationwide.

This benefit is available through the IMI/IMTEF, and you can find further information and the secure application on the website at: www.bacweb.org.

Click on the “Members Benefits” tab and scroll down to the IMI/IMTEF Maternity Benefit.



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2023 CHAPTER MEETINGS

SOUTHERN TIER ITHACA

Training Center - 4:30PM

May 4th

June 1st

ROCHESTER

Training Center - 4:30PM

May 11th

June 8th

BUFFALO

Training Center - 4:30PM

May 18th

June 15th



Saturday April 29th
10:00am

WHITNEY POINT
training center



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