



**INTERNATIONAL UNION OF BRICKLAYERS  
AND ALLIED CRAFTWORKERS  
LOCAL 3 NEW YORK**

**VOL. 1 / ISSUE 9  
SPRING 2025**



# THE CRAFTWORKER



# BUILDING OPPORTUNITIES

## INSIDE THIS ISSUE

Message from the President .....	2	<b>CHAPTER REPORTS</b>
Secretary/Treasurer's Report .....	4	Buffalo .....
Organizer's Report .....	20	Ithaca .....
Apprenticeship & Training .....	26-35	Rochester .....
		16

## POINTS OF INTEREST

Bills Stadium Update .....	11
St Patrick's Day Parade .....	13
Local Union Apprentice Contest .....	22
Chapter Christmas Parties .....	23
Union Service Awards .....	24



# Message from *The President*

## **Building Opportunity**

**B**uilding Opportunity". That is the theme for this Spring's edition of our Craftworker Journal. As in the past, we focus on the apprenticeship training that has just been completed in all three Chapters of our Local. But the real hands on training now begins as the apprentices move from the classrooms and training centers to the jobsites. We all know that our Country and especially locally, there is a severe worker shortage in nearly every industry and most definitely in construction. With the rapid and endless changes in our economy, the political and social environment, and with the advancement of technology and the introduction of new materials and processes in construction, we must continue to adapt and progress to not only succeed but to survive. We are fortunate to have an abundance of work currently and for the foreseeable future. With that said, training the next generation of BAC members has never been so critical in my estimation.

In the following pages, you will meet many of the apprentices of Local 3 NY, that are so vital to not only meeting the demands of the workload, but who will become the future success and strength of our Union. Our apprentices may be the most valuable asset we have, and it takes every member on every job to invest their skills, knowledge and experience into making them succeed. Each year I have the privilege to speak to the apprentices in each Chapter and I have always emphasized the opportunity they have before them whether as a first-year apprentice who has yet to be on the jobsite to the fourth-year apprentice close to completing their time. There are two sides to an opportunity and each one of us is where we are today because we were first given an opportunity and then we took that opportunity and made a career out of it. Not one of us was born a bricklayer or tile setter or cement mason, plasterer or restoration worker. But at some point, we were each given an opportunity to be trained and to hone our skills. There was a contractor that was willing to hire you and give you an opportunity to prove yourself and your worth. Someone, whether an instructor in the training center or a journey worker on the jobsite, took the time to

"build" into you and now you have that same building opportunity with an apprentice or maybe even another journey worker who doesn't have the skills that you do.

The theme for this year's IUBAC Convention is "Building Tomorrow Together", and that is what we have the opportunity to do each and every day on the jobsite or in the training centers or during a Union meeting or picnic. We are building opportunities for others to earn a good wage and have good benefits and to provide for their families with dignity and pride for years to come just as you have. We are building more than just schools and stadiums, but homes and communities. And our Union needs to look more like the neighborhoods, towns and cities we live in. We provide an opportunity for anyone willing to learn the job, get a job and keep a job. The varied trades work we perform can be difficult and in dangerous conditions and requires safety awareness and skill in your craft. It isn't for everyone. Each one must make the best of the opportunity given to them. So, support and encouragement from other members can go a long way in determining if some can make it in our crafts. So, take the time and consideration to build into other Local 3 NY brothers and sisters. Give them an opportunity to prove themselves as you have. Their success is your success. We each rely on the next generation behind us to help secure our pensions and access to health care. Being part of the valued history of the BAC means many have paved the way before us and many more will follow. It is up to each of us now to maintain the growth and stability of our Local.

Thomas Edison once said "Opportunities are dressed in overalls and calloused hands, they build the world from the ground up." Just as we build walls one brick and block at a time, let's build our membership, one apprentice at a time. Now is the time for everyone one of us to build on the opportunities we each have.

Be Skilled, Be Proud, Be BAC Local 3!

In Solidarity!

Rick Williamson, President



# Mensaje del Presidente

## Creando oportunidades

**C**reando oportunidades". Ése es el tema de la edición de esta primavera de nuestro Craftworker Journal. Como siempre, nos centramos en la formación de aprendices que acaba de completarse en los tres capítulos de nuestro Local. Pero la verdadera formación comienza ahora, con los aprendices pasando de las aulas y centros de formación a las obras de construcción. Todos sabemos que en nuestro país, y especialmente a nivel local, hay una grave escasez de trabajadores en casi todas las industrias y definitivamente en la construcción. Con los rápidos e interminables cambios en nuestra economía, el entorno político y social, y con el avance de la tecnología y la introducción de nuevos materiales y procesos en la construcción, debemos continuar adaptándonos y progresando no solo para tener éxito sino para sobrevivir. Tenemos la suerte de contar con una gran cantidad de trabajo actualmente y en el futuro previsible. Dicho esto, capacitar a la próxima generación de miembros del BAC nunca ha sido tan crítico en mi opinión.

En las siguientes páginas, conocerá a muchos de los aprendices del Local 3 NY, que son tan vitales no solo para satisfacer las demandas de la carga de trabajo, sino que se convertirán en el éxito y la fortaleza futuros de nuestro sindicato. Nuestros aprendices son uno de los activos más valiosos que tenemos, y es necesario que cada miembro en cada trabajo invierta sus habilidades, conocimientos y experiencia para que tengan éxito. Cada año tengo el privilegio de hablar con los aprendices de cada Capítulo y siempre he enfatizado la oportunidad que tienen ante sí, ya sean los aprendices de primer año que aún no han ingresado al lugar de trabajo o los aprendices de cuarto año cerca de completar su tiempo. Cada oportunidad tiene dos caras y cada uno de nosotros está donde está hoy porque primero se nos dio una oportunidad y luego la aprovechamos e hicimos una carrera a partir de ella. Ninguno de nosotros nació siendo albañil, colocador de azulejos, albañil, yesero o restaurador. Pero en algún momento, todos tuvimos la oportunidad de formarnos y perfeccionar nuestras habilidades. Había un contratista que estaba dispuesto a contratarte y darte la oportunidad de demostrar tu valía. Alguien, ya sea un instructor en un centro de capacitación o un trabajador calificado en el trabajo, se tomó el tiempo para

"construirte", y ahora tienes esa misma oportunidad de desarrollo con un aprendiz o tal vez incluso con otro trabajador calificado que no tiene tus habilidades.

El tema de la Convención IUBAC de este año es "Construyendo el mañana juntos", y eso es lo que tenemos la oportunidad de hacer todos los días en el lugar de trabajo, en los centros de capacitación, durante una reunión sindical o un picnic. Estamos creando oportunidades para que otros puedan ganar un buen salario y tener buenos beneficios y poder sustentar a sus familias con dignidad y orgullo durante los años venideros tal como lo ha hecho usted. Estamos construyendo más que solo escuelas y estadios, sino también hogares y comunidades. Y nuestra Unión necesita parecerse más a los barrios, pueblos y ciudades en los que vivimos. Ofrecemos una oportunidad a cualquier persona dispuesta a aprender, conseguir y conservar un empleo. Los diversos oficios que realizamos pueden ser difíciles y peligrosos, y requieren conocimientos de seguridad y habilidades en su oficio. No es para todas. Todos deben aprovechar al máximo la oportunidad que se les brinda. Por lo tanto, el apoyo y el ánimo de otros miembros pueden ser decisivos para determinar el éxito de alguien en nuestra profesión. Así que, dediquen tiempo y consideración a los demás hermanos y hermanas del Local 3 NY. Denles la oportunidad de demostrar su valía, como lo hicieron ustedes. Su éxito es su éxito. Todos dependemos de la próxima generación que nos respalda para ayudarnos a asegurar nuestras pensiones y el acceso a la atención sanitaria. Ser parte de la historia de BAC significa que muchos nos precedieron y muchos más nos seguirán. Ahora nos corresponde a cada uno de nosotros mantener el crecimiento y la estabilidad de nuestra unión.

Thomas Edison dijo una vez: "Las oportunidades se visten con overoles y manos callosas, construyen el mundo desde cero." Así como construimos muros, ladrillo y bloque a ladrillo, construyamos nuestra membresía, aprendiz a aprendiz. Ahora es el momento de que cada uno de nosotros aproveche las oportunidades que tenemos.

¡Sea hábil, sea orgulloso, sea BAC Local 3!

En solidaridad,

Rick Williamson, Presidente

# SECRETARY/ TREASURER'S report

By Jason ReQua

I hope this article finds all our members doing well. With our apprentice training season wrapping up for the year, I would like to take a minute to recognize our training programs. Our programs require a lot of hours of planning, preparation, and commitment to train the next generation of craft workers for BAC Local 3 NY. Our training is world class due to the coordination of our JATC in conjunction with our three coordinators and the instructors at each of our three training centers. This article will highlight the instructors that pass their skillset and knowledge of their perspective craft onto our future work force. I cannot thank these incredible instructors enough!! Without the hard work that is required of them, we surely would not have the caliber of apprenticeship programs that we have. Please acknowledge our instructors when you see them out on the job sites.

## **Buffalo Chapter:**

**Rich MacDonald** is a 19-year member who instructs Brick/PCC. Rich has worked for Horizon Masonry Restoration for over the last 9 years and has taken on a leadership role there, along with other contractors throughout his career.

**Dave Schuh** is a 25-year member who instructs Brick/PCC. Dave has worked for Highland Masonry and Restoration 8 years along with other contractors prior.

**Dave Buck** is a 7-year member who instructs Brick/PCC. Dave worked in the masonry industry for years prior to becoming a member. Dave works for the University of Buffalo currently.

**Rodney Lockhart** is a 27-year member who is currently an instructor at Job Corps Iroquois. Rodney worked in the field primarily for Thomas Johnson.

**Scott Hartwig** is a 27-year member who instructs Caulking and Waterproofing and OSHA. Scott has worked for Niagara Sealants for the last 9 years along with other contractors prior.

**Mark Sell** is a 28-year member who instructed Brick/PCC and OSHA for 7 years prior to becoming the MC3 instructor in the Buffalo area. The MC3 position is a pre-apprenticeship curriculum that provides Multi Craft Core Curriculum to candidates that are interested in going into one of the building trades apprenticeship programs.

**James Conway** is a 14-year member who instructs Tile. James has worked for Tiede Zoeller for 5 years along with other contractors prior.

**Mike Wachowicz** is a 10-year member who instructs Tile. Mike has worked for DeSpirt Mosaic and Marble along with other contractors throughout his career.

**Joe Schmidt** is a 30-year member who instructed Tile for 16 years. Joe worked for Tiede Zoeller prior to going to work at the University of Buffalo. Joe is heading into retirement and will be sorely missed inside our apprenticeship program. Congratulations on retirement Joe!

## Rochester Chapter:

**Jeff Colvin** is a 24-year member who instructs Brick/Block. Jeff has worked for several contractors, but primarily Manning & Squires, and Quality Structures.

**Brennon Zenoski** is a 7-year member who instructs Brick/Block. Brennon has worked for Manning & Squires from his first day with Local 3 and now has a role as a foreman for them.

**Anthony Ilardo** is a 25-year member who instructs PCC and OSHA. Anthony has worked for several contractors, but primarily with Montanosa and Highland Masonry & Restoration.

**Mike Needham** is a 40-year member who instructs Plaster and OSHA along with a focus on our math curriculum. Mike is retired and is dedicated to the training of our future journey workers.

**Jeff Cullen** is a 13-year member who instructs Tile. Jeff has worked for EG Sackett Co. since his first day here at Local 3 and has taken on a leadership role as a job foreman.

## Southern Tier Chapter:

**Mark Byam** is a 22-year member who instructs Brick/Block. Mark has worked most of his 22 years with Rittenburg Construction.

**Mark Farrell** is a 40-year member who instructs Brick/Block, Concrete, and PCC. Mark has worked most of his career with CG Hollister.

**Rob Lacaprara** is a 39-year member who instructs Tile. Rob has worked most of his career with Martino Tile.



**Rodney Lockhart**



**Mark Sell**



**James Conway**



**Scott Hartwig**



**Joe Schmidt**



**Jeff Colvin**



**Brennon Zenoski**



**Anthony Ilardo**

# SECRETARY/TREASURER'S report

*By Jason ReQua*

**E**spero que se encuentren bien. Con el cierre de nuestra temporada de capacitación de aprendices, quisiera destacar nuestros programas de capacitación. Requieren muchas horas de planificación, preparación y compromiso para capacitar a la próxima generación de artesanos para BAC Local 3 NY. Nuestra capacitación es de primera clase gracias a la coordinación de nuestro JATC, junto con nuestros tres coordinadores y los instructores de cada uno de nuestros tres centros de capacitación. Este artículo destacará a los instructores que transmiten sus habilidades y conocimientos de su futuro oficio a nuestra futura fuerza laboral. ¡No puedo agradecerles lo suficiente a estos increíbles instructores! Sin el arduo trabajo que se les exige, seguramente no tendríamos programas de aprendizaje de la calidad que tenemos. Por favor, reconozcan a nuestros instructores cuando los vean en sus lugares de trabajo.

## **Buffalo Chapter:**

**Rich MacDonald**, miembro desde hace 19 años y actual instructor de Brick/PCC, ha trabajado para Horizon Masonry Restoration durante los últimos nueve años y ha asumido un rol de liderazgo allí, junto con otros contratistas a lo largo de su carrera.

**Dave Schuh** Es miembro desde hace 25 años y actualmente imparte clases de Brick/PCC. Dave trabajó 8 años en Highland Masonry and Restoration, junto con otros contratistas.

**Dave Buck** Es miembro desde hace 7 años y actualmente imparte clases de Brick/PCC. Dave trabajó en la industria de la albañilería durante años antes de convertirse en miembro. Actualmente trabaja para la Universidad de Buffalo.

**Rodney Lockhart** Es miembro desde hace 27 años y actualmente es instructor en Job Corps Iroquois. Rodney trabajó en el campo principalmente para Thomas Johnson.

**Scott Hartwig** Es miembro desde hace 27 años y actualmente imparte clases de calafateo e impermeabilización, así como de OSHA. Scott ha trabajado para Niagara Sealants durante los últimos 9 años, junto con otros contratistas.

**Mark Sell** Es miembro desde hace 28 años y ha impartido clases de Brick/PCC y OSHA durante 7 años antes de convertirse en instructor de MC3 en el área de Buffalo. El puesto de MC3 es un programa de preaprendizaje que ofrece un currículo básico multidisciplinario a candidatos interesados en acceder a un programa de aprendizaje en oficios de la construcción.

**James Conway** Es miembro desde hace 14 años y actualmente imparte clases de Tile. James trabajó para Tiede Zoeller durante 5 años, junto con otros contratistas.

**Mike Wachowicz** Es miembro desde hace 10 años y actualmente imparte clases de mosaicos. Mike ha trabajado para DeSpirt Mosaic and Marble y otros contratistas a lo largo de su carrera.

**Joe Schmidt** Es miembro desde hace 30 años y fue instructor de Tile durante 16. Joe trabajó para Tiede Zoeller antes de incorporarse a la Universidad de Buffalo. Joe se jubila y lo extrañaremos en nuestro programa de aprendizaje. ¡Felicidades por tu jubilación, Joe!

## Rochester Chapter:

**Jeff Colvin** es miembro desde hace 24 años y actualmente imparte clases de ladrillo y bloque. Ha trabajado para varios contratistas, principalmente para Manning & Squires y Quality Structures.

**Brennon Zenoski** Ha sido miembro durante siete años y actualmente imparte clases de ladrillo y bloque. Brennon ha trabajado para Manning & Squires desde su primer día en el Local 3 y ahora es capataz.

**Anthony Ilardo** Es miembro desde hace 25 años y actualmente imparte clases para PCC y OSHA. Anthony ha trabajado para varios contratistas, principalmente con Montanosa y Highland Masonry & Restoration.

**Mike Needham** Es miembro desde hace 40 años y actualmente imparte clases de Yeso y OSHA, además de especializarse en nuestro programa de matemáticas. Mike está jubilado y se dedica a la formación de nuestros futuros oficiales.

**Jeff Cullen** es miembro desde hace 13 años y actualmente es instructor de Tile. Trabaja para EG Sackett Co. desde su primer día en el Local 3 y ha asumido un rol de liderazgo como capataz.

## Southern Tier Chapter:

**Mark Byam** Es miembro desde hace 22 años y actualmente imparte clases de Brick/Block. Mark ha trabajado la mayor parte de sus 22 años en Rittenburg Construction.

**Mark Farrell** Es miembro desde hace 40 años y actualmente imparte clases de ladrillo/bloque, hormigón y PCC. Mark ha trabajado la mayor parte de su carrera en CG Hollister.

**Rob Lacaprara** Es miembro desde hace 39 años y actualmente imparte clases en Tile. Rob ha trabajado la mayor parte de su carrera con Martino Tile.



*Mike Needham*



*Jeff Cullen*



*Mark Byam*



*Mark Farrell*



*Rob Lacaprara*

# NEGOTIATIONS UPDATE



As for the writing of this article, we continue with our negotiations with the BAC 3 NY signatory contractors and employers' associations. We have had three meetings so far and have proposed additional language to our Collective Bargaining Agreement (CBA) to protect your rights and safety as well as our proposal for wage and benefit increases. We have kept the membership informed of the status of the negotiations of our proposals and their counter offers by text and with our Chapter meetings. Our next scheduled meeting is for May 9, and we hope to have settled our Agreement soon after. Our current CBA expires on April 30, so we have extended that until negotiations are complete. The wage and benefit expiration date is July 1, by design in case we have a situation like this to have further time to finalize the Agreement. Collective bargaining serves as a cornerstone for labor unions like ours in the construction sector, providing members with enhanced wages, benefits, and working conditions. Collective bargaining is instrumental in securing the rights and welfare of the membership of the BAC 3 NY.

Through collective bargaining, we can negotiate for competitive wages that reflect the skills, experience and contributions you each have. Studies indicate that unionized construction workers often earn significantly more than their non-union counterparts. This wage premium not only benefits you and your families and our contractors but also contributes to broader economic stability by increasing consumer spending and reducing reliance on public assistance programs. We are the foundation of the middle class that this Country was built upon and continues to rely on. There is a community benefit because of the work you do. Beyond wages, collective bargaining agreements often encompass comprehensive benefits packages. Members of BAC 3 NY, for example, have access to health and welfare benefits, including medical, vision, and dental coverage, vacation and sick pay, tuition and childcare reimbursement and Life Insurance for themselves and their families. Your Health and Welfare Funds provide a wide range of benefits that can be utilized in the ways that work best for you and the wide range of our membership. Additionally, these agreements secure contributions to defined benefit Local and International pensions and a defined contribution annuity plan, ensuring our members can look forward to a secure and dignified retirement.

Our Union will always prioritize the safety and well-being of our members. Our collective bargaining agreement includes provisions for safer working conditions, reducing the risk of workplace injuries, helping to ensure you go home to your families after

you have worked all day the same way you left for work in the morning. Moreover, union representation provides members with protection against unjust dismissal, ensuring job security and fair treatment in the workplace. This is so vital especially now when Federal services such as the National Labor Relations Board (NLRB), the Mediation and Conciliation Service, diversity, equity and inclusion goals and the right to bargain have been eliminated or reduced. At the local level, we will continue to provide the representation you and every other member deserves, and we will promote opportunities for anyone who seeks a career in our Local.

Our collective bargaining also facilitates access to skilled training and development opportunities for apprentices and journey workers alike. This Craftworker Journal highlights the importance of our apprenticeship training. BAC 3 NY journey workers can also attend upgrade and specialized training at our Local Chapter Training Centers as well as our IMI/IMTEF International Training Center. Speak with one of the Chapter Apprentice Coordinators or Field Representatives about the numerous training classes you can attend as a journey worker. Furthermore, unions foster a sense of community through events and activities that promote solidarity and camaraderie among members. Attending Chapter meetings and picnics, parades and Christmas parties are great ways to unify our membership.

Collective bargaining stands as a vital mechanism through which we will always advocate for the rights and interests of our members. By securing fair wages, comprehensive benefits, safe working conditions, and opportunities for growth and training, collective bargaining not only enhances the lives of our members and their families but also contributes to the strength and resilience of the neighborhoods, communities, towns and cities they live, work and play in. Along with Jason ReQua and myself, all the Field Reps., Apprentice Coordinators and Organizers have been part of the negotiations meetings so they will have the experience and knowledge to continue our collective right and goal to bargain on behalf of BAC 3 NY. Just as importantly we have had several "rank and file members" who are Chapter Negotiating Committee members to be part of this process. Special thanks on behalf of the Union to Rodney Lockhart and Tom Gilmore from the Buffalo Chapter and Al Hulme, Jeff Cullen and Lary Glod (Vice President) of the Rochester Chapter for your input and support as they have also attended the meetings. United we stand, divided we fall!

In Solidarity,  
Rick Williamson



*By Frank Pietrowski*

## **CHAPTER REPORT**

I hope this message finds you all well after a long chilly winter. Today, I want to discuss three crucial topics that are vital to our union's success and the well-being of each of us: Growth, mentoring of apprentices, and the importance of health and wellness in our busy lives.

Growing our membership is fundamental to enhancing the strength and influence of our union. Each new member brings unique perspectives and talents that contribute to our collective voice. With more members on our team, we can push harder for better wages, benefits, and improved working conditions that genuinely reflect the needs of all workers. We should actively invite our coworkers to join our cause, sharing personal stories about how union membership has been effective in our careers. Let us tell them the numerous benefits they will gain, such as specialized training that will enhance their skills at the International training facility in Bowie, Maryland.

Mentoring our apprentices is a powerful way to shape the future of our workforce to ensure the continued success of our union. Mentors guide apprentices in technical skills, workplace ethics, and safety practices, encouraging them to reach their full potential. Investing in our young members creates a skilled workforce that ensures a bright future for our union. Mentorship matters classes are available at the international training center as well. With this training, the mentors have the training necessary to guide their apprentices effectively.

In an increasingly fast-paced world, prioritizing

health and wellness is more essential than ever. Many of us face daily stressors that can impact our mental and physical health, affecting our performance both at work and at home. A healthy workforce is not only more productive but also more engaged and safe. Providing easy access to mental health resources including counseling services is a top priority on the Buffalo Bills stadium project.

By creating a culture that encourages open conversation about mental health, we can decrease the stigma and promote understanding. Furthermore, providing easy access to mental health resources including counseling services and helplines can make a significant difference. It is important that our members know they are not alone and have support when they need it. I encourage you all to participate in regular health screenings and educational sessions on nutrition, physical fitness, and work-life balance.

In summary, by focusing on growth, mentoring apprentices, and prioritizing health and wellness, we are taking significant strides toward building a stronger and more connected union. These areas are not just initiatives, they are essential components of our collective journey toward a better future for all members. Let us work together to embrace these opportunities and ensure that our union continues to thrive. Thank you all for your unwavering dedication and for being an integral part of our union family.

Your efforts truly make a difference!

In Solidarity

# Buffalo 2025 Winter Work

By Todd Flynn

**S**o far, 2025 has been a good year for winter work in Buffalo and the surrounding areas.

With the new Highmark Stadium project taking most of the focus in Western New York this season, there were many other masonry contractors going strong through the tough winter. This has been the first winter in many years that so much construction work has been available.

The work forecast for the Bricklayers & Allied Craftworkers looks to be loaded with many projects across the seven counties in our jurisdiction. With this in mind, now is the time to recruit new journey workers into our ranks. Every member should lend a hand in the recruitment effort!

Safety is always a priority... please work safe out there!!



*Casler - Medina High School*



*Manning Squires Hennig -  
Canalside Gateway Building*



*R.E. Kelley - Stewart Title Insurance Co.*



*Manning Squires Hennig -  
Southtown Water Treatment Plant*

# Buffalo Bills Stadium Update

By Todd Flynn

As 90% of all contracts have been awarded for this project, the BAC 3 NY is well represented on the new home of Buffalo Bills at Highmark Stadium. This Stadium is an extremely large and high-profile project. The masonry portion began at the beginning of August and has been going strong ever since. Thomas Johnson, Inc. has committed all their masons and a good number of travelers to the stadium project. Tiede Zoeller Tile Corp. was awarded the tile package and is scheduled to start in the very near future.

Other BAC Local 3 NY contractors that have been awarded contracts at the stadium are FSR, Lupini and MTN, just to name a few. This project is the largest in Buffalo's history with over 1000 workers at the site daily. Since the start, safety of all contractors has been a main priority. With that said, I hope that everyone continues to work safely and can enjoy a profitable summer!



*FSR Employees Caulking at Highmark Stadium*



*Brandon Sweat Making Cuts at the Stadium*



*Brendon Deering & Phil Lamb*



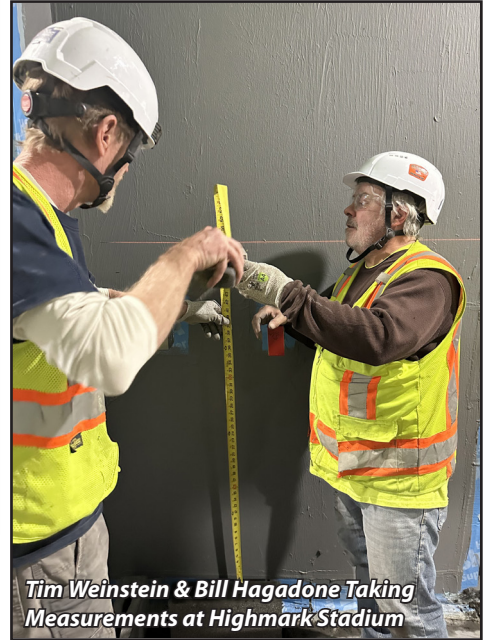
*Joe Rodems*



*Nick Esposito*



*Chad Outten*



*Tim Weinstein & Bill Hagadone Taking Measurements at Highmark Stadium*



*One of the Many Block Walls at the New Highmark Stadium*



*Highmark Stadium*



*Jordan King & Greg Lambert*



*Future Seating & Field*

# 2025 ST. PATRICK'S DAY PARADE

By Todd Flynn

The participation at the 2025 Old First Ward St. Patrick's Day parade in Buffalo topped last year's numbers. Local 3 NY members, their families and friends showed up in force to walk in this year's parade. We had several members from Rochester and a number of travelers that are working at the new Bills Stadium participate in this year's parade as well.

I would like to extend a big Thank You to all of the members that came out and helped decorate the float and trucks. Thanks to all of your efforts, everything looked great!

The parade started an hour earlier this year, which meant that our pre-gaming at the training center was cut short. Once we arrived at the staging location on the bridge, Local 3 NY members continued to steadily show up. Hotdogs and hamburgers were grilled on the bridge and as always, there was plenty of food for all!

Although the wind and rain were a bit of a challenge, a great time was had by all! Again, Thank You members!!!!!! It was by far the largest showing yet for the BAC Local 3!! This event grows year after year, and we hope even more members and families will join us in 2026 for this great event!!





By Justin Summerfield

## CHAPTER REPORT

**G**reetings all BAC 3 NY Members. The 2025 work season is upon us. Many BAC Craftworkers have kept busy in the Southern Tier throughout the winter months. Spring and Summer appear to have a large volume of work as well. The upcoming construction season should provide work opportunities for everyone.

Projects including the Aurora Inn, CIS Cornell, Waverly High School, Binghamton Airport, Chenango Forks High School, and Cortland High School provided hours of employment for BAC Local 3 craftworkers throughout winter and will continue for most of 2025. The Elmira Wastewater Treatment Facility is a \$100 million project that will be starting back up this spring will offer work opportunities for the BAC membership for this year. Some other projects starting up this spring are going to be Vestal School District Admin Building, an addition and restoration work on the old Bath Middle School, Ithaca High School, Harpursville High School, Schoellkopf Field at Cornell.

As trained and experienced craftworkers become harder to find, one way to combat this is through apprenticeship training. Apprenticeships offer a unique blend of perks that can benefit the apprentice, the union, and the contractor for both the short and long term. Completing an apprenticeship isn't just a badge of honor for the apprentice but also an accomplishment for the journey workers/mentors that worked with and passed on the trade knowledge to the apprentice, because when an individual completes their apprenticeship, we all win!



Apprentice Troy Fenstemacher with Journey Worker Josh Jordan

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 Line (607) 786-8945 or stop in our Whitney Point office. Please be aware of safety and take precautions on your job as unexperienced and untrained workers may be more present this year. I would like to wish everyone a safe and prosperous season and I look forward to seeing you at April's Mega Meeting.



Eric VanGorder



*Bryan Bazewick*



*Shawn Brann*



*Louis French*



*Lucas Messemer*



*Mark French*



*David Reap*





By Guy DeBack

## CHAPTER REPORT

**B**rothers and Sisters, welcome to spring and a substantial amount of work for the coming year.

Our contractors have a lot on their plates for the year. RIT has exterior renovations going on through the summer. Masonry and concrete will be a go at the U of R Tower project this year. Fairlife still has concrete pours as well as other smaller scope of work items there. The MCC ATC project is gearing up. Andrews Terrace apartments renovation is still going strong. Edwards Vacuum slab on grade pours. RBTL interior and exterior renovations. JSL apartments. Oakhill CC renovations and expansion. Rundel Library renovations and numerous smaller projects throughout the Rochester area.

If you are not currently working, please call me as I am happy to assist you in finding employment with one of our contractors. Please, if you know of qualified individuals to add to our membership, have them contact us.

With the abundance of work and advanced



*Catenary JSL Apartments*

schedules that we are all accustomed to these days, we have a lot of other things going on around us that may or may not have an impact on our daily thoughts or concerns. We have varying political views which seem to be more at the forefront of conversation these days. We have troubling times with the economy and inflation on the rise. We also have upcoming contract negotiations for our Collective Bargaining Agreement at Local 3 NY which may or may not be agreed upon at the time you are reading this. Regardless of our views on politics and inflation, our focus should never be faded from the importance of our UNITY as a union and the importance it has to our trade. It has been that UNITY itself that has enabled us to be in the position that we can negotiate for our future and that of the generations to come. Our Brothers and sisters voice is just as significant as our own. May our prosperity be successful with our current negotiations and our UNITY further strengthened because of it.



Andrews Terrace Apartment renovations RE Kelly QSI 2



Amber Kenyon Empire Blvd Estate EG Sackett



Dan Wolf and Liam Gilmartin Alta Vista Catenary



Devon Reid, Jacob Rdg, James Thompson at Fairlife QSI 2



Alta Vista Catenary USC



Dayvon Henry Empire Blvd Estate Garden Grove



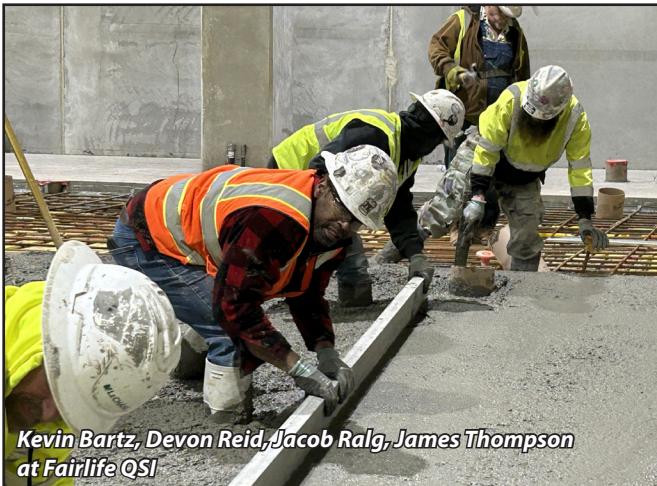
*Fairlife QSI, FABCON, RE KELLY*



*John Hampton and Cliff Bradshaw Alta Vista Catenary*



*Karl Smothers at Fairlife QSI*



*Kevin Bartz, Devon Reid, Jacob Ralg, James Thompson at Fairlife QSI*



*Liam Gilmartin Alta Vista Catenary*



*Michael Bubba Borrelli Alta Vista Catenary*



*Patrick Gavin Rob Fallon Alta Vista USC*



*Frank Nicometi  
National Cemetary MSH*



*Larry Glod, Dylan Smith at Churchville  
Chill schools EG Sackett*



*Raffaele Saieva National  
Cemetary MSH 1*



*Rundel Library Catenary*



*The Mayflower restoration Catenary*



*Tom Sulli  
Empire Blvd Estate EG Sackett*



*U of R Tower MSH RE Kelly*



*Wyatt Struble Catenary Alta Vista*

# ORGANIZER'S *Report*

*By Robert Sotir*

**D**ear brothers and sisters. The federal infrastructure bill that was passed a couple of years ago was a big factor in the abundance of work we have today. There are more jobs (especially good paying jobs, prevailing wage jobs) than most of us have ever seen. Last year we organized more people than in recent history. Organizing works. But we also had many members retiring and we still need more people. We have many workers coming from out of state, some are already BAC members, and some are relocating here and signing with our Local. We still prioritize organizing local nonunion journey workers who perform our Trades first. There are still many unorganized masons out there mainly because their earnings have increased substantially over the past 2-3 years and they don't want to leave their current employment. Many of them don't realize that they are benefiting tremendously from our efforts in setting the standards for wages and benefits and safety. Unscrupulous non-union contractors are well aware of this and take full advantage of the opportunity to unfairly exploit our standards using them to bid and charge for work while refusing to collaborate with us in developing the standards or paying workers accordingly. I'm asking any of you that may know any unorganized workers in our Trades to be the bridge in connecting us to them, and passing these facts to them in an effort to unite all of us in fighting for better standards instead of working against each other. I know some of you already do this and you're much appreciated.

I'd also like to thank the Volunteer Organizing Committee Members from the three local Chapters for their efforts in helping with this and some of the Career Fairs we participate in.

The list of VOC's includes (excluding our Field Reps and Apprentice Coordinators):

Buffalo Chapter -Marty Jones, Viki Kirsch, Robert Kelichner, Kevon Parson, Mark Sell, Tammy Law, Richard McDonald, Zack Klug

Rochester Chapter -Blaine Bartlett, Nathan Kent, Joe Vitto, Caitlyn Garofolo, Alex Howland, John Myers

Southern Tier Chapter -Troy Fenstemacher, Karl Colburn, Ricky Zimmerman, Joshua Sewell, Eric Spisak.

Hope to see you at our Chapter meetings and summer picnics! Please call if you would like to be part of a Chapter VOC.



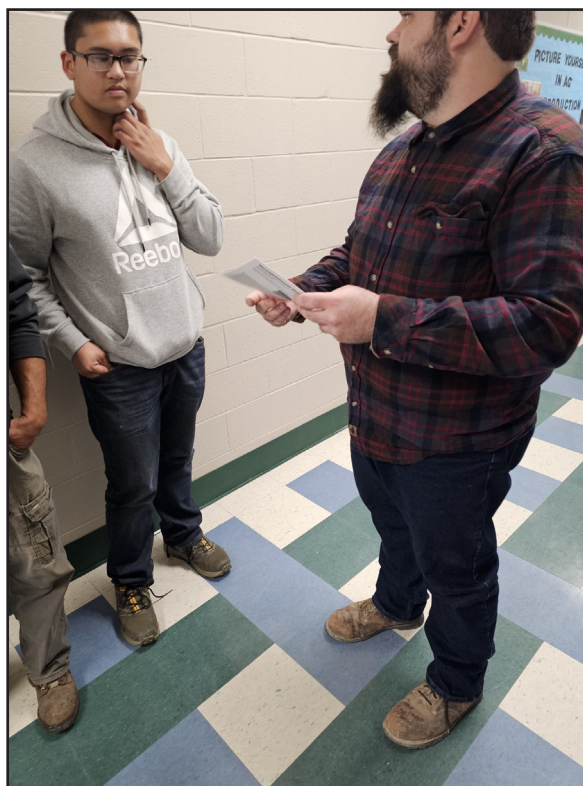
**Alex Howland & Caitlyn Garafolo  
at Livingston County Job Fair**



**Robert Sotir at Spencerport BOCES Career Fair**



**Kelvin Manchester at Mt. Morris  
Genesee Valley BOCES Career Fair**



**Joe Vitto at Orleans 2 BOCES Career Fair**



# Inaugural Local Union Apprenticeship Contest

The BAC 3 NY held its first Local Union Apprenticeship Contest last Friday at the Rochester Training Center. Congratulations to the following apprentices who placed and qualified to now compete in the NE Regional. We wish you the best of luck representing "The Best Hands in the Business".

## Concrete

1st Place - Stephan Edwards (So.T)

## Bricklayers

1st Place - Jimi Watkins (Buffalo)

2nd Place - Jacob Millard (So. T)

3rd Place - Eric Measer (Rochester)

4th Place - Nate Kent (Rochester)

## Tile Setters

1st Place - Cody Smith (Buffalo)

2nd Place - Andrii Melnyk (Rochester)

## PCC

1st Place - Kevon Parson (Buffalo)

2nd Place - Eli Prosser (Rochester)

3rd Place - Alexander Howland (Rochester)

Please congratulate these apprentices and thanks to all who competed. This event was a huge success with over 100 people in attendance including apprentices, instructors, family members, Union members, several contractors, the Iroquois Job Corp students, staff from the NYSDOL, Mayor of Rochester Malik Evans and Monroe County Executive Adam Bello. 15 Apprentices from the Buffalo, Rochester, and Southern Tier Chapters competed in several of our Trades to qualify to compete at the BAC Northeast Regional Competition in Atlantic City on May 22. Those who place in that contest will then move on to compete at the IUBAC National Apprenticeship Contest on September 30, in Detroit, MI. Special thanks to all the instructors who have been training our future journey workers and those who helped judge the contest. We are already planning for next year's Local Contest!!



2025 Apprenticeship Competition Participants

Buffalo Winners



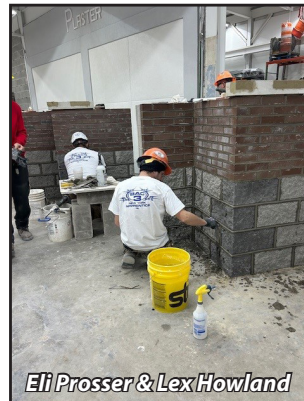
Rochester Winners



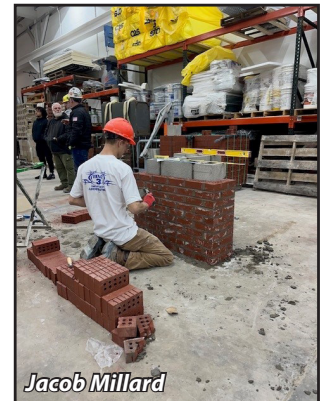
Southern Tier Winners



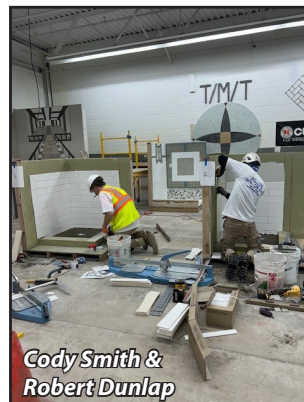
Stephan Edwards



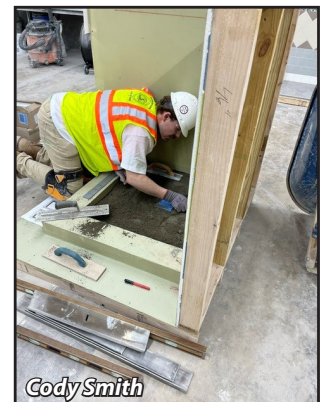
Eli Prosser & Lex Howland



Jacob Millard



Cody Smith & Robert Dunlap



Cody Smith

# Chapter Christmas Parties and Member's Family Holiday Party

Once again, the Chapter Christmas parties were a huge success with many members attending along with some guests. As always, there was plenty of food and drink, great conversation and catching up with friends and members and good fun. This year a crossbow was raffled off for each Chapter. Let's hope those lucky winners haven't hurt themselves or others. Next year promises to be the same so plan now to attend. If you have never made your Chapter's party, you are missing a great time. We also held a Member's Family Holiday Party at the Buffalo Chapter this year. We held

one in Rochester last year and plan to have one in the So. Tier this year. The "real" Santa Claus and Mrs. Clause came to visit and handed out gifts to all the kids that attended. There were crafts and games and plenty of good food for the kids and the adults.

All the children were delighted and numerous parents said "Thank you" for the great time. Thanks to all who helped out in the set up and clean up along with hosting our guests. Hope to see you all next year. Until then just remember, "He knows when you are sleeping and he knows when you are awake...."





# UNION SERVICE AWARDS *Congratulations*

10/2024 - 04/2025

## 40 + YEARS

**William Ellison**  
**David Wiesmore**  
**Charles Gardner**

**Harry Taylor**  
**Jeffrey Herman**  
**Joseph Reynolds**

## 25 + YEARS

**Bruce Hopkins**  
**Gerard Wagner**  
**Thomas Chiselko**  
**David Schuh**

**Richard Nice**  
**Jonathan Fox**  
**Michael Tucker**  
**Edward Duryea**

---

## BAC 3 NY Local Union and Chapter Officers

October 1, 2024 - September 30, 2027

### Union

Rick Williamson: President  
Jason ReQua: Secretary/Treasurer  
Frank Pietrowski, Guy DeBack, Larry Glod: Vice Presidents

### Rochester Chapter

Joe Vitto: Chapter Chair  
Brennon Zenoski: Recording Secretary  
Kaydane Grant: Sergeant-at-Arms  
Al Hulme, Jeff Cullen: Negotiating Committee Reps.

### Buffalo Chapter

Todd Flynn: Chapter Chair  
Robert Sotir: Recording Secretary  
Mark Sell: Sergeant-at-Arms  
Tom Gilmore, Rodney Lockhart: Negotiating Committee Reps.

### Southern Tier Chapter

Mike Beamer: Chapter Chair  
Justin Summerfield: Recording Secretary  
Sherman Wood: Sergeant-at-Arms

### IATC (Joint Apprenticeship Training Committee)

#### Union Trustees

Rick Williamson  
Jason ReQua  
Frank Pietrowski  
Todd Flynn  
Guy DeBack  
Justin Summerfield

#### Employer Trustees

Jim Logan  
Dennis Ebert  
Kim Gaylord  
Brian Donnelly  
Brad Walters  
Jay Niedzialkowski

### IARF (Individual Account Retirement Fund)

#### Union Trustees

Rick Williamson  
Jason ReQua  
Frank Pietrowski  
Guy DeBack

#### Employer Trustees

Jim Logan  
Kim Gaylord  
Brian Donnelly  
Brad Walters  
John Healy

# Funds Reports

## **Buffalo Funds Office**

**Update Your Beneficiary Information Today!**

**Keep Your Beneficiary Information Up To Date!**

If you have recently gotten married, welcomed a baby, gone through a divorce or suffered a death in the family, it is probably time to update your beneficiary. Imagine how your spouse may feel if your benefits were unintentionally left to someone else. Your ex-partner could happily receive a large sum of money while your new family members receive nothing. These situations can and do happen. Update your beneficiary today!

Note: The Fund Office, Local Union and International Union all have different Beneficiary forms that need to be completed and are your responsibility.

## **Rochester Chapter Funds Office**

**The 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 regarding your retirement funds.

**Member Portal** - To access the portal, go to [www.bac3ny.com](http://www.bac3ny.com), find the “Membership” tab and select “Current Members”. Locate the “MEMBER LOGIN: (Rochester)” link, you will be directed to the Member Portal. If you have not signed up, locate the “No Account? Sign-Up” link below the “Sign in” button, input the registration information and submit. The member portal can be used to view your HRA & WRA balances, claim and insurance payments as well as hours paid in. If you have an issue with signing up or are having a hard time logging in, please contact the Funds Office.

**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 late May or early June.

**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**

*Noteworthy News:*

- WE HAVE MOVED! Our new office is located just a few doors down from our old location at 605 W. State Street Ithaca, NY 14850. We are upstairs in suites 3 and 4.
- The Ithaca Funds will soon be introducing a plan participant portal for you to view basic benefit plan information such as your wage replacement account (PTO) balance, pension credits, and work history. Please be on the lookout for important forms in the mail that we will need completed and returned to us for this new tool to be a success.
- Get “fast, hassle-free health care” by using the telemedicine app “MDLIVE” for certain medical conditions available to you with your Excellus BCBS Health Coverage. Visit [www.mdlive.com](http://www.mdlive.com) and create your account today!
- The BAC Local 8 Pension Plan year ends 4/30/2025. Look for your monthly statement in the mail at the end of June and contact us immediately with any discrepancies.
- For those that self-pay monthly for health insurance, premiums are now due on the 15th of the month for the following month’s coverage. Please plan accordingly.

*A few friendly reminders from the Funds Office:*

- All Ithaca plan descriptions, disclosures, and forms, including the Paid Time Off Application, can be found on our website: [www.bacithaca.com](http://www.bacithaca.com)
- Update your beneficiary designation for your Ithaca chapter Benefits if needed (this is separate from the union beneficiary designation). You can find the form on our website.
- Please let our office know directly of any life changing events (Marital status, births, deaths, Address, or phone number changes, etc.)
- You can reach us by phone at 607-272-3853 or by email [ashleyt@bac3ny.com](mailto:ashleyt@bac3ny.com)

Like us on Facebook: [www.facebook.com/bacithaca](http://www.facebook.com/bacithaca)



# APPRENTICESHIP & TRAINING REPORTS Buffalo

## TRAINING CENTER *By Andy Hanrahan*

**H**ello to all members of BAC Local 3 NY and more!

The 2025 training season came upon us quickly and started with a few changes. The shop had quite a few instructor vacancies that needed to be filled before training even began. Dave Schuh and Dave Buck joined Rich MacDonald and Scott Hartwig in January and got right to work. James Conway and Mike Wachowicz came on staff for Tile and started in March.

The morning stretch session has been a part of the curriculum at the training center for 2 seasons now. Younger workers may not realize its importance, but we that are a bit older really appreciate the warmup. Professional athletes warm up before using their bodies, why shouldn't craftworkers? A short warm up gets our bodies ready to start the day. It gets your blood moving and your muscles ready to perform. More and more jobs require it, and eventually all jobs will make it mandatory. Even if it's not yet required, why just get out of your vehicle and go to it full steam? Warm up on your own time for a bit. Your body will thank you.

Brick training was in January with a very full shop. Over 30 apprentices were in there which made for busy days. The instructors challenged the apprentices to a variety of tasks, according to each learner's ability. The students were taught skills from basic spreading of mortar, laying to the line, to level work and more. Caulking and waterproofing practice went on continuously for 6 weeks. First Aid/CPR training, JLG/Scissors Lift training, and OSHA 30-hour training along with other classes were all taught in January.

PCC/Restoration training was in February with another month of a full shop. Like in January, over 30 apprentices were in the shop daily. Besides some of the same basic skills that were taught

last month, the PCC/Restoration apprentices were shown some other tasks that they will be performing in the field. They used grinders with HEPA Vacuums, did quite a bit of pointing, replaced a lot of brick, replaced angle irons, installed flashing and more. Everyone was given the opportunity to go up on the swing stage and feel what it's like firsthand to work from a rig. First Aid/CPR training, JLG/Scissors Lift training, Blueprint Reading, and OSHA 10-hour training along with other classes were all taught in February. The four instructors made a great team. Thanks Guys!

Tile Training was in March. There were 12 Apprentices in the shop this season. New Instructors James Conway and Mike Wachowicz came on staff. With their many years of combined knowledge and experience, the already great tile program is in good hands and will continue to train future BAC Local 3 Tile Apprentices. "J" and Mike had the students practicing a variety of skills that they will need to have out on the job. These needed skills include but are not limited to, mixing Thin-Set, spreading Thin-Set, hand cutting tile, cutting tile on a table saw, proper measuring, snapping lines, tile layout, grouting tile, "mud work", waterproofing and more. Thanks to you both. Retired Tile Instructor Joe Schmidt came in and offered guidance and support throughout the month as well. Thanks Joe!

Apprentices are given tasks or projects that are based on the ability of everyone. Creating a project that is "just hard enough" is what makes the apprentices skill set grow. Let's all remember that none of us were born with the tools in our hands. We all had to learn, even if it was a long time ago, and the apprentices are our future. So, Journey workers in the field, take that moment to help out the learner who is having difficulty. Apprentices,

take that moment to learn what is being shown to you. Both parties will be happy, and we all are better off into the future.

Our physical health is extremely important for us. It not only helps us on the job, but also lets us enjoy our lives outside of work. Our mental health is just as important. Alex Jacobi is a Mental Health Professional who works with BAC Locals across the country. She came to the Donnie Zimmer Training Center in January and February and discussed the importance of maintaining our own personal mental health as well as helping others who may be in need. The sessions were informative, caring, compassionate, and eye opening. The world around us is ever changing, and it is not the same as it used to be. It is 2025, not 1925. Death by suicide is the leading cause of construction worker fatalities nationwide. That is a startling fact but is unfortunately true. Let's all try to "move the needle" a bit and reduce that number. If you, a family member, a coworker, or someone you know is having difficulties, there is a completely confidential number that you can call. 1-833-MAP-TALK (1-833-627-8255). Let's try to take care of ourselves, and one another.

Training has been completed for 2025, and the Local 3 NY apprentices are ready to show off their skills. We have a very diverse group of apprentices, reflecting what our population and communities around us look like. With the large amount of work needing to be completed this year, the apprentice numbers are following accordingly. There currently are 34 Bricklayer Apprentices, 30 PCC/Restoration Apprentices, 11 Tile Setter Apprentices, and 1 Tile Finisher Apprentice. All these apprentices are ready to either start or continue along the path to becoming Journey workers. Those 76 future craftworkers are the future of Local 3 and need every BAC member to help guide them on their journey.

I would like to recognize the following members for completing their apprenticeship and turning over to Journey workers:

Austin Carlson & Eric Knop, both Brick: March 2025

Austin Noel & Dennis McCarthy, Jr.: April 2025  
**CONGRATULATIONS!!!**

Let's all continue to work together safely, while passing along skills and knowledge of our trades to all the future Craftworkers of BAC Local 3 NY.



*1st Year Apprentice  
Jeremy Matla showing off  
some hammer skills*



*1st Year Apprentice  
Keron Wellington trying his  
hand at laying block*



*1st Year Apprentice  
Wade Wierzbis always  
happy to be learning*



*1st Year Apprentice  
Zach Perrine practicing  
8 inch block*



*2nd Year Apprentice  
Cameron Bunkis getting  
that 8 inch half ready*



*2nd Year Apprentice  
Dan Doty does a nice job  
laying brick*



*2nd Year Apprentice  
Tylor Klein has just  
finished his wall*



*3rd Year Apprentice  
Cody Noel put up a  
large brick corner*

# APPRENTICESHIP & TRAINING



*4th Year Apprentice Ben Restivo tried an arch for the first time*



*Austin Carlson is proud of his work*



*Brand new Apprentice Aundrea Sayles laying 8 inch block*



*Brand new Apprentice Dalton Gonzalez is learning to grout tile*



*Dave Buck guides Brody Pembleton & Brandon Sweat on teaming up on 12's*



*Instructions being given about grinding*



*Instructor Mike Wachowicz explaining the correct tools for the job*



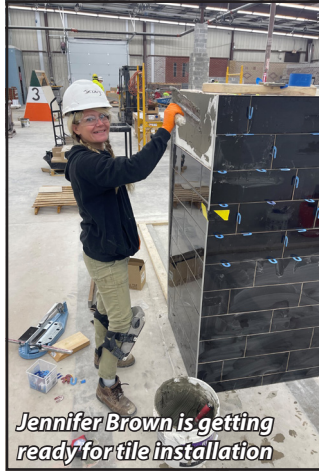
*Jah Clayton, Dalton Gonzalez & LaShanè Burrell installing terrazzo strips*



*Jason Warren & Nick Sadowski working on the compass*



*Jason Warren is in his 3rd year of training*



*Jennifer Brown is getting ready for tile installation*



*Jessie Weichmann puts in the closure*



*Jimi Watkins finishes off a new portable mock-up*



*JLG scissor lift training*



*JLG scissor lift training*



*Kassie Matteson is working at the new Bills stadium*

# APPRENTICESHIP & TRAINING



*Kevon Parson will be a Journey Worker before long*



*Master Terrazzo Mechanic Jason ReQua observing the grind*



*Meech Reed working on his mock-up*



*Michael Oertly created this optical illusion*



*Michael Oertly prepared his area for mud*



*Tion Thompson gets the next tile ready*



*Nick Sadowski setting up his mock-up*



*Steven Filson trowels down the material*



*Nick Sadowski is enjoying his 2nd Year of training*



*Buffalo's February Class*



*The Training Class - Proud of their work*



*Buffalo's January Class*

# ROCHESTER

By Kaydane Grant

## TRAINING CENTER



**H**appy new year to everyone!! We are hopeful for a better and more prosperous 2025. Training has just wrapped up for this year, but the training center is always open for any member that wants to come in and work on his or her craft. Currently, we have 50 active apprentices, consisting of 10 Tile Setters, 3 Tile Finishers, 10 PCC and 27 Brick and Block Apprentices. We may increase our number of apprentices depending on work demands. You can do your part by making sure the apprenticeship ratios are being observed on the job site. Feel free to call me if you are not sure what that should be.

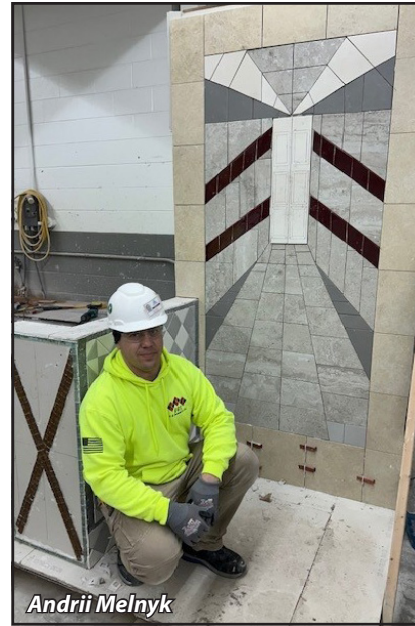
I want to recognize the 19 journey workers that completed their apprenticeship last year and this year to date and wish them a long and fulfilling career in this business. You have learned and achieved skills that no one can ever take away from you. We are all proud of your accomplishment and know that you are proud of yourselves as well. From Brick and Block we have Alex Pavlov, Joseph Zerdoner, Moses Barber, Zachary Allen, Chris Kenyon, Nicholas Fairfield, Bradley Sanford, Seth Doctor, John Rondon, Jacob Mantelli, Tim Turner, Nate Goodrich, and Dayvon Henry. From Tile Setters we have Chris Thornton, Dylan Schall, Mike Szymanski, and Ryan Zimmer, and from the Tile Finishers, we have Gabriel Mendoza.

Our instructors are the best at what they do, and I just want to let them know that I appreciate the challenging work that they do in helping our apprentices develop their skills, on their way to becoming productive journey workers. Thank you, to the man that does everything and more, Mike Needham our Plaster instructor, Jeff Cullen our Tile instructor, Anthony Ilardo our PCC instructor, and Brennon Zenoski, and Jeff Colvin our two Brick instructors. I am glad to have you all on my team, we have accomplished a lot in such a short time and still have a lot more work to do.

Every member should think about what an APPRENTICESHIP is to them, and what it means for

our industry. APPRENTICESHIP (A STRUCTURED PROGRAM WHERE YOU LEARN A TRADE THROUGH ON THE JOB TRAINING AND RELATED INSTRUCTION). Training is every January, February, and March for Tile Setter, Finishers, PCC, as well as Brick and Block. One month of training works out to be one hundred and sixty hours per year, this includes the teaching of our curriculum from IMI. The Curriculum includes every aspect of masonry, from materials, and tools they will be using on the job, proper handling and storage, how to spread mortar properly, how to read a tape measure, laying out bond, laying to the line, and how to use a level. In addition to all those things, we offer OSHA, CPPR/ AED training, and talk to them about finances. During training, apprentices spend ninety percent of their time in the shop using their tools. We accomplish a lot in twenty days with these apprentices, **but we need you journey workers and foremen to do your part.**

Without you making the effort to make sure these apprentices are getting time with their tools, and learning the craft, we will be at a huge disadvantage. Again, we only have these apprentices for one month a year for training, and some never pick up a trowel before coming into our training center. Remember you did not just get up one day and become a journey worker Tile Setter or Bricklayer, someone actually had to take time to train you how to do the basics, and help you develop the skills you needed to become an efficient and well-rounded journey worker. We have t-shirts for our apprentices that read "TRAIN ME LIKE YOUR PENSION DEPENDS ON IT". This slogan is so accurate now more than ever. With a record number of journey workers retiring, well-trained apprentices will be needed to fill those openings. We cannot be expected to teach them everything they need to know during one month of training per year. They need to have their tools in their hands on the job...it is referred to as "ON THE JOB TRAINING".



*Andrii Melnyk*



*Caitlyn Garofolo and Alexander Howland*



*Christopher Priestly*



*Ethan Armoto*



*Jaheem Dukes*

# APPRENTICESHIP & TRAINING

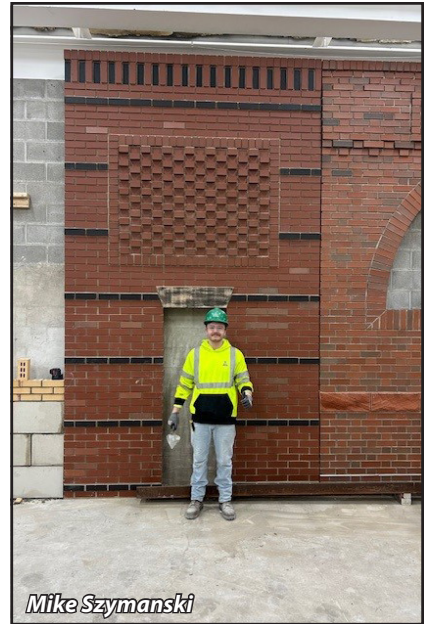
# APPRENTICESHIP & TRAINING



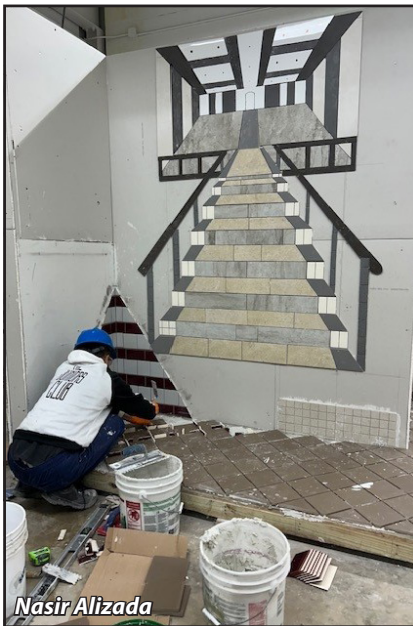
*Davyne Johnson*



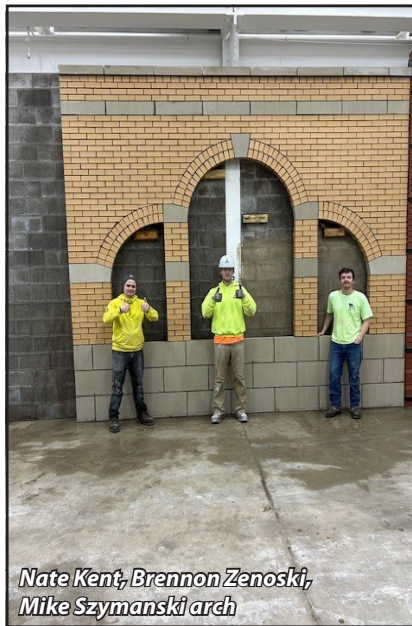
*Josh Heath*



*Mike Szymanski*



*Nasir Alizada*



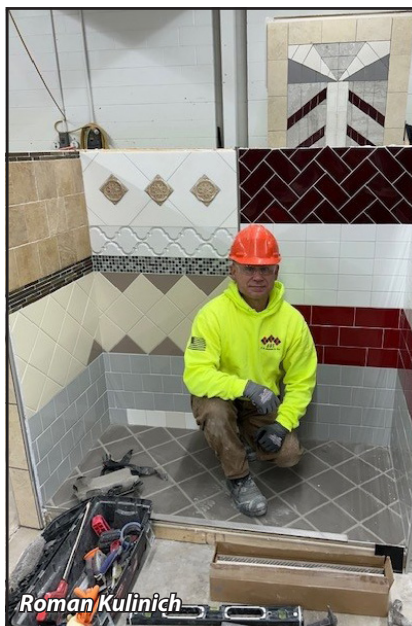
*Nate Kent, Brennon Zenoski,  
Mike Szymanski arch*



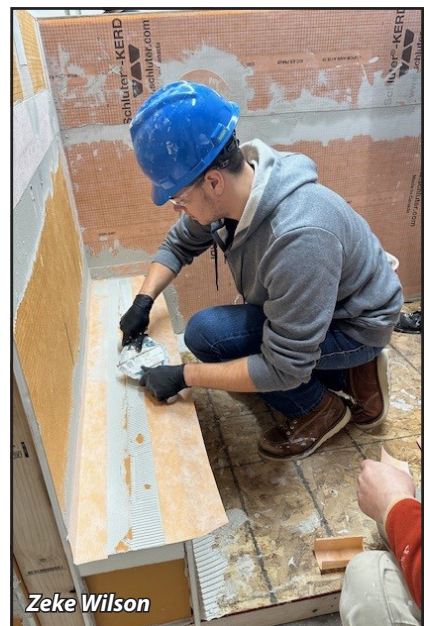
*Nevaeh Mack*



*Romaine Vernon*



*Roman Kulinich*



*Zeke Wilson*

# APPRENTICESHIP & TRAINING



Jaydn Sample



Kaeden Laureano and Zeke Wilson



Troy Kolb



OSHA 30 Class



Tyler Bosh



Rochester February 2025 Class



Rochester January 2025 Class

# SOUTHERN TIER TRAINING CENTER



By Mike Beamer

The 2025 Training Season in the Southern Tier was very productive. We had several contractors and journey workers come in to talk with the apprentices and provide some sound advice on what to expect for the new apprentices and what the experienced apprentices should work on to improve their skill set. March was the month for all the new apprentices. Of the twenty-two new apprentices that accepted our offer for the apprenticeship, we had fourteen that attended training, and we have two that will join us this summer after their college graduation. We now have 16 new apprentices for the upcoming work season.

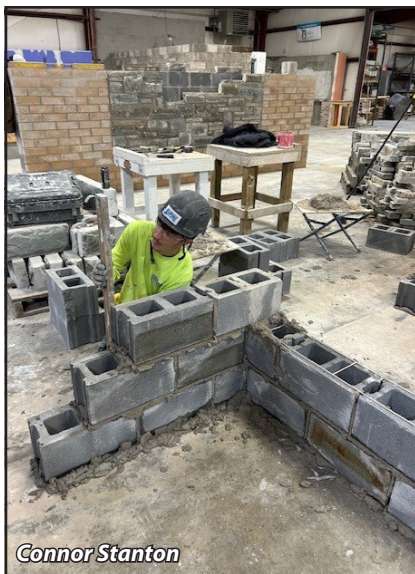
We are proud to announce that we had two members that upgraded to Journey worker this training season – Tim Vanderpool and Aaron Santiago. They’ve done a great job throughout their apprenticeship training. Congratulations Tim and Aaron!!

During this training season, we were honored to have Art Miller from IMI instruct a stone class as requested by one of our signatory contractors. Both journey workers and apprentices attended Art’s training and all attendees were very impressed and walked out with greater knowledge of the craft. We also offered First Aid and CPR training given by the Red Cross as well as OSHA 10 training

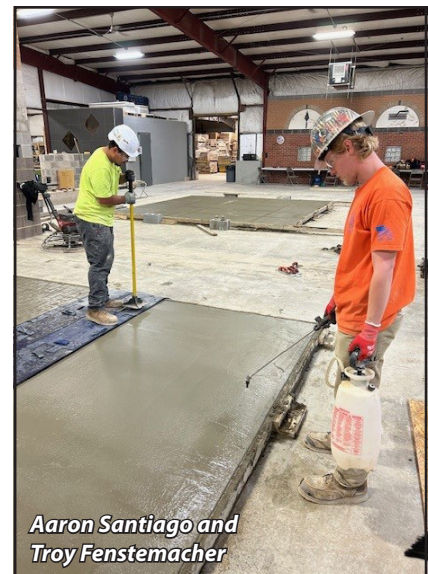
for new apprentices. We held demonstrations by Schluter Systems and SOLA Level as well as visits from BOCES of Broome County NY and the Job Corps students from Oneonta NY. The Job Corps is currently instructed by IMI Tile Setting Instructor and BAC Local 3 NY member Eric Spisak. In April we will host thirty students from Chenango Valley High School for hands-on experience with all the trades we offer. Ashley from the Ithaca Funds office spoke to our apprentices during each of the three months to explain the benefits to everyone and Melissa Gale from the DOL came all three months to explain blue books and all other DOL requirements for the apprenticeship to all the apprentices.

We would like to thank the companies that made donations to the program for this training season - Paragon Supply Syracuse NY, Schluter Systems, SOLA Levels, Northern Block Cortland NY and Phelps Cement Products Phelps NY. These material donations allowed us to do more hands-on projects in the training center that we otherwise would not have had the opportunity to do and saved us some money.

Remember that it is every member’s responsibility to help mentor these new and experienced apprentices to be successful. Our future is dependent on their present success. Best Wishes and work safely to all this work season.



Connor Stanton



Aaron Santiago and  
Troy Fenstermacher

# APPRENTICESHIP & TRAINING



*Albert LaBoy*



*Jacob Cline and Lucas Messemer in front of their project*



*Aaron Santiago*



*Stephan Edwards*



*Troy Fenstemacher and Aaron Santiago*



*Connor Stanton, Stephan Edwards, Jerome Steen in front of their project*



*Southern Tier Funds Administrator Ashley educating the apprentices*



*Southern Tier February 2025 Class*



*Troy Fenstemacher and Aaron Santiago*



*Lucas Messemer, Connor Stanton, Jerome Steen, Jacob Cline, Robert Richardson, Stephan Edwards*

# CYBER SECURITY TIPS

Cybercriminals know it is easier to trick people than break through security technology. This means we are all at risk!

1. Do not click on links or open any attachments in emails, texts, or social media posts from unfamiliar senders. Be wary of any strange or unexpected messages, even if it is from someone you think you know. If a message looks suspicious but appears to be from a business or person you know, contact them directly to see if the message is legitimate.
2. NEVER give out your personal log on or password to ANYONE. Do not let anyone remote log onto your devices. Do not reuse passwords. The longer the password, the safer it is. Change your password immediately if you think you have been compromised.
3. Do not conduct any transaction involving personal information while using public Wi-Fi.
4. Do not post personal information on social media that scammers can use to trick you.
5. Ignore unsolicited phone calls, robocalls and texts.
6. Set up a lockscreen with a unique password and PIN for all your mobile devices.
7. You can report scams online to the Federal Trade Commission.



As a member of the Bricklayers and Allied Craftworkers Local 3 NY, you have access to Identity Theft Repair & Restoration Services through ID Resolution. If you believe your identity has been stolen or you are at risk, contact ID Resolution at [877-308-9169](tel:877-308-9169).



# BAC TOOL SALES



See the full range of union-made tools for every BAC craft, plus apparel and accessories for the whole family at amazing BAC member discounts.

Visit: [bacweb.org](http://bacweb.org)

Select "Member Benefits" then "Tool Sales"

Or ORDER by PHONE toll-free

U.S. 1-888-880-8222

Canada 1-800-388-8395





**We are all in this together.**  
 And together, we can wipe out the stigma surrounding mental health.

**BE ALERT FOR THESE WARNING SIGNS:**

- Increased tardiness and absenteeism
- Decreased productivity
- Decreased self-confidence
- Isolation from peers
- Agitation and increased conflict among co-workers
- Decreased problem solving ability
- Legal and illicit substance abuse
- Near hits, incidents and injuries
- Increased feelings of being overwhelmed

Construction workers are statistically at a higher risk for mental health issues than virtually every other profession. If you or someone you know is feeling depressed or suicidal, both you and they are not alone. There are others in our industry who can relate, and more importantly, others who can help. For urgent assistance, please reach out to the **National Suicide Prevention Lifeline** right away.

**BUILDING A ZERO SUICIDE INDUSTRY.**

ALLIES IN THE FIGHT FOR SUICIDE PREVENTION & MENTAL HEALTH PROMOTION



[www.constructionworkingminds.org](http://www.constructionworkingminds.org)



[www.mantherapy.org](http://www.mantherapy.org)





U.S. Department of Labor



# Job Safety and Health IT'S THE LAW!

## All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

## Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related inpatient hospitalization, amputation, or loss of an eye.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

On-Site Consultation services are available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

**Contact OSHA. We can help.**

*This poster is available free from OSHA.*



1-800-321-OSHA (6742) • TTY 1-877-889-5627 • [www.osha.gov](http://www.osha.gov)

# INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS

## LOCAL #3 CONTACT INFORMATION

### **RICK WILLIAMSON**

President  
585-641-0750, Ext. 3  
Cell# 716-604-2334  
rickw@bac3ny.com

### **JASON REQUA**

Secretary/Treasurer  
585-641-0750, Ext. 4  
Cell# 585-615-7072  
jasonr@bac3ny.com

### **GUY DeBACK**

Vice President/  
Rochester Field Rep  
Cell# 585-825-9147  
guyd@bac3ny.com

### **KAYDANE GRANT**

Rochester Apprentice  
Coordinator/Field Rep  
Cell# 585-745-6889  
kaydaneg@bac3ny.com

### **FRANK PIETROWSKI**

Vice President/Buffalo Field Rep  
Cell# 716-604-2940  
frankp@bac3ny.com

### **TODD FLYNN**

Buffalo Field Rep/Chapter Chair  
Office# 716-842-1013  
Fax# 716-842-1059  
Cell# 716-604-2332  
toddf@bac3ny.com

### **ANDY HANRAHAN**

Buffalo Apprentice Coordinator/  
Field Rep  
Cell# 716-560-0737  
andyh@bac3ny.com

### **ROBERT SOTIR**

Union Organizer  
Cell #585-410-3297  
roberts@bac3ny.com

### **JUSTIN SUMMERFIELD**

Southern Tier Field Rep  
Cell# 607-342-4909  
justins@bac3ny.com

### **MASON CARRICAN**

Southern Tier Field Rep  
Cell # 607-302-2212  
masonc@bac3ny.com

### **MIKE BEAMER**

Southern Tier Apprentice  
Coordinator/Field Rep/  
Chapter Chair  
Cell# 607-237-1086  
mikeb@bac3ny.com

### **KARRIE WHELEHAN**

Office Manager/Bookkeeper  
585-641-0750, Ext. 2  
karriew@bac3ny.com

### **MEGAN MaMOONE**

JATC Administrator  
585-641-0750, Ext. 1  
meganm@bac3ny.com

### **ROCHESTER FUNDS OFFICE**

33 Saginaw Drive  
Rochester, NY 14623  
Office# 585-385-1160  
Toll Free# 800-941-5598  
Fax# 585-385-9119

### **TINA BARRY**

Funds Administrator  
tbarry@baclocal3ny.com

### **DEB BENNETT**

Benefits Assistant  
dbennett@baclocal3ny.com

### **BUFFALO FUNDS OFFICE**

1175 William Street  
Buffalo, NY 14206  
Office# 716-842-1318  
Fax# 716-842-1347

### **CARMEN O'NEAL**

Funds Administrator  
conéal@baclocal3ny.com

### **RACHEL BOHN**

Benefits Assistant  
rbohn@baclocal3ny.com

### **ITHACA FUNDS OFFICE**

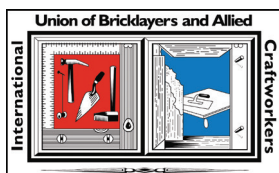
701 West State Street  
Ithaca, NY 14850  
Office: 607-272-3853  
Fax: 607-272-2966

### **ASHLEY TILEBEIN**

Funds Administrator  
atilebein@baclocal3ny.com

### **ADAM PESTA**

Benefits Assistant  
apesta@baclocal3ny.com



### **INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS**

620 F Street N, Washington, DC 20004  
Phone: 1(202) 783-3788  
Toll Free : 1(888) 880-8222  
Email: askbac@bacweb.org

### **THE EXECUTIVE BOARD**

#### **PRESIDENT**

Timothy J. Driscoll

#### **SECRETARY-TREASURER**

Jeremiah Sullivan, Jr.

#### **EXECUTIVE VICE PRESIDENT**

Keith Hocesvar



33 Saginaw Drive  
Rochester, NY 14623

FIRST-CLASS  
PRESORTED  
U.S. POSTAGE PAID  
ROCHESTER, NY  
PERMIT NO. 1694

# THE CRAFTWORKER

IS BROUGHT TO YOU  
BY THE  
BAC LOCAL #3  
NEW YORK  
UNION OFFICE



[bac3ny.com](http://bac3ny.com)



## 2025 CHAPTER MEETINGS

**SOUTHERN TIER ITHACA**  
Training Center - 4:30PM  
May 1st  
June 5th

**ROCHESTER**  
Training Center - 4:30PM  
May 8th  
June 12th

**BUFFALO**  
Training Center - 4:30PM  
May 15th  
June 19th

**No Chapter Meetings  
July & August**



**Saturday October  
25th at 10:00am**

**BUFFALO**

**Creekside Banquet Center**



## CHAPTER OFFICES

### **ROCHESTER OFFICE**

33 Saginaw Drive  
Rochester, NY 14623  
Office # 585-641-0750  
Toll Free # 866-551-6743  
Fax # 585-641-0754

### **BUFFALO OFFICE**

1175 William Street  
Buffalo, NY 14206  
Office # 716-842-1218  
Fax # 716-842-1259

### **SOUTHERN TIER TRAINING CENTER**

4 Railroad Street  
Whitney Point, NY 13862  
Office # 607-786-8945  
Fax # 607-754-1453