



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

**VOL. 1 / ISSUE 6  
FALL 2023**



# THE CRAFTWORKER

# MEMBERSHIP

# A T T E N T I O N



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## Message from

# The President

**T**he theme for this 2023 Fall issue of *The Craftworker* is "Membership Matters". It is twofold in purpose to highlight and emphasize the importance of your Union membership and to address the issues and concerns that are of importance to you and the Union. National support toward Unions and Union members in the United States has reached an all-time high. In a recent Gallup poll, nearly 70% of Americans approve of Labor Unions and this has been a steady rise since 2009. Our fellow Americans are beginning to realize the significance of Labor Unions and the benefit they bring to all sectors of people who live and work within our great Country. Unions have always been the backbone of the middle class and their fight for fair wages and benefits have proven to raise awareness of the need for other workers and industries to do the same, whether they are represented by a Union or not. Equal pay for equal work is also the benefit that Unions have always promoted and demonstrated along with equal work and training opportunities for women, minorities, military personnel and for people of underrepresented communities.

Unions have also fought and succeeded for safe working conditions, practices and products, again for the benefit to all workers in America. Most Americans and workers within our borders also support Unions when involved in labor disputes with the wealthy corporations in our Country who continually see their profits rise and salaries explode for the Executives who are always seeking ways to suppress wages and benefits on the backs of those who work for them. We are fortunate to be able to have fair and equitable negotiations with our signatory contractors to the benefit of both the Union and Management.

Much more could be said about the positive impact that Labor Unions have on our Country but again the point is to say that your Union membership matters. Many of you have been members and have paid your monthly dues and working dues for a long time when Union favor wasn't so strong. Unfortunately, there were some negative presuppositions about Unions as well, but you invested into the BAC and have fought and worked hard through those difficult times and it is beginning to pay some dividends for yourself and others. We all know there is no room for anyone to not do their job and you each give 8 hours' work for 8 hours' pay. The construction industry has become very competitive and profit margins are not always what they once were. Your

continued striving to be the Best Hands in the Business and to work smart and safe has been key to our survival.

Your Union membership matters more now than it ever has and especially for those who are new to our ranks. This Country was built on the backs of Americans and the many immigrants who came here to earn a living and many of them succeeded because they were able to join a Union. Let's continue to build this Country for the benefit of all that all might say, thank you to the Labor Unions who did the work.

But we know that there is more to our lives than just work. It is very easy for our jobs to kind of define who we are. Have you ever noticed that the first question asked when you meet someone new is, "What do you do for a living"? No one asks first, "Are you married", or "Do you have kids" or "What do you like to do in your spare time"? Those are all valid questions and really get to the core of who we truly are. That is why our

theme of Membership Matters is twofold. Your Union should never lose sight of the fact of who you are beyond your job and membership. Hopefully though, you will say that you and your family have benefited from your union membership.

You might be a 60-year-old bricklayer, or maybe have been up and down a swing stage more times than you can remember doing PCC work, or maybe you are a first year Tile Finisher apprentice. Whatever

your trade or years of membership, the Union wants to support you and recognize your life beyond the jobsites and those things that matter to you as a member. We want to provide supporting services information if there is mental health concern with you or someone you know. We want to encourage your family's support and understanding of your Union membership. We want to recognize and highlight the varied extracurricular activities our members engage in and encourage the respect and care our members can have for one another beyond the worksite fences. I hope you will notice that within the pages of this *Craftworker*. Whether being in a parade with your children or planting a memorial tree or playing golf or tossing bean bags for a game of cornhole, the things you enjoy doing or are in need of, matter as a Member of the BAC 3 NY.

On behalf of the Officers of our Local, thank you for your continued hard work and membership of the BAC 3 NY. I look forward to seeing you at the Chapter Christmas parties in December if not before then.

In Support and Solidarity,  
Rick Williamson, President



# SECRETARY/ TREASURER'S report

By Jason ReQua

*Brothers and Sisters,*

I hope everyone had a safe and lucrative work season. In lieu of September being Suicide Awareness month, I would like to take a moment to talk about this very serious topic.

According to the Substance Abuse and Mental Health Services Administration (SAMHSA) website, Eighty percent of deaths by suicide in the U.S. are among men and women between the ages of 45 to 54. The only demographic group with a higher rate is men who are 85 or older. While these are percentage based, every demographic has statistics which makes suicide the leading cause of death in the United States. In 2020 suicide accounted for 45,979 American lives which is nearly double the number of lives lost to homicide. I think you can agree that these are staggering statistics.

In the interest of diminishing these statistics in the coming days, months, and years to come I would like to talk about some things we can do to help. It is important to understand that mental health is a major factor for those who contemplate suicide.

Mental health can affect anyone at any time. While there is often a stigma attached to people admitting to experiencing a mental health situation, it is important to understand some specific facts. One in five Americans experienced a mental health condition each year. One in six young people have experienced a major depressive episode, and one in 20 have lived with a serious mental disorder.

It is very important to be able to recognize some signs that a person could be contemplating suicide or experiencing a mental health condition. Some warning signs can be very apparent, while others can be very subtle. The obvious signs can include talking about or planning suicide or expressing hopelessness for the future. Some of the more subtle signs can include showing worrisome changes in behavior. Changes in social connections or withdrawal from social situations that in the past were common could be a sign of someone struggling. Changes in sleep patterns,

anger or hostility that is out of character and context, agitation, or irritability can also be signs that a person may be having a mental health concern.

Acknowledging these signs could help save a life.

If you are seeing signs of mental health being demonstrated by someone, there are some things which can be done and said to help. This process can be difficult. If the person is confiding in you there are some tips to help you talk with and find that person the help they need. Being direct and talking openly with the person will allow the person to build confidence in you. Be willing to be an active listener. Hearing someone talk is different than listening to what that person is saying. Acknowledging what is being said, asking questions, summarizing what is said back to the person, keeping eye contact and staying focused on the person will build trust that you are concerned for their health and safety. This can give the opportunity to suggest some help from people or agencies that specialize in crisis intervention and suicide prevention.

The International Union of Bricklayers and Allied Craftworkers is dedicated to getting our members and their families the help that they need. Our Member Assistance Program (MAP) is available to get assistance with many different topics. Please see the card attached to this article for more information. I urge all members to understand the program so we can protect the most important part of the Union which is our members and their families.

When you Need Help,  
Call MAP at  
**1-888-880-8222**  
All MAP Calls Are  
Confidential.

Your union appreciates, applauds  
and supports *your courage*  
to seek help.

MAP will not speak to anyone without  
your permission. MAP will not discuss  
members' problems with business  
agents, local leaders, job supervisors or  
employers. Don't delay. **Call today.**



Bricklayers and  
Allied Craftworkers

**MAP**



**Member  
Assistance  
Program**

UNITED STATES and CANADA  
**1-888-880-8222**

8am - 7pm Eastern Time  
Monday - Friday



By Frank Pietrowski

## CHAPTER REPORT

I hope this message finds you well and in good spirits. As your Local Union Representative, I am pleased to share with you the recent accomplishments and aspirations of our Union. Our journey has been marked by achievements that reflect our collective dedication to growth, improved working conditions and a promising outlook for the years ahead.

Our Union's journey is a story of achievements that mirror the dedication and hard work of each member. From successful negotiations to advocating for better conditions, our milestones underscore our commitment to securing fair wages, improved benefits, and safer workplaces. These accomplishments form the foundation of our shared journey, fostering a sense of unity and mutual support that extends beyond our work sites.

Looking ahead, I am excited to share our Union's commitment to a future that thrives on skilled labor and industry excellence. As part of our broader vision, we are investing in initiatives that ensure a skilled workforce for the years to come. Our apprenticeship program plays a crucial role in this endeavor, offering direct training and mentorship that nurtures emerging



*Morris Masonry's Crew at Lockport Middle School*



*Don White, Nicholas Beresford, Chris Clayton & Cosimo Lanzetta at North Tonawanda Elementary School*

talent. While our focus remains on enhancing our industry capabilities, we are also mindful of the balance required to ensure the continued strength of our workforce.

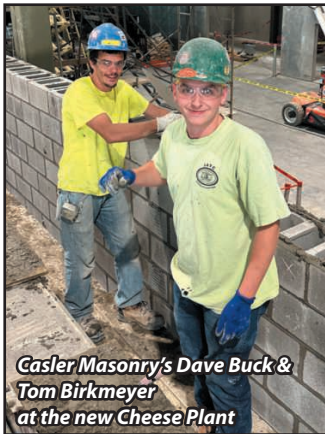
In addition to these efforts, let us also celebrate the positive outlook for our region. The Buffalo Bills Stadium, Amazon warehouse in Niagara Falls and the UB Engineering Building stand as beacons of opportunity. These projects not only shape the landscape of our region but also offer avenues for our members to display their expertise. As we move forward, rest assured that our Union remains committed to fostering growth and seizing opportunities that benefit our members.

As your Union representative, I stand alongside each of you with pride and enthusiasm. Our past accomplishments and ongoing initiatives paint a picture of a Union that is dedicated to progress and unity. With a focus on balanced growth and positive outlook, we are forging a path that ensures both our present and future success. Let us continue to work hand in hand, driven by our shared commitment to a better tomorrow.

With optimism and dedication!



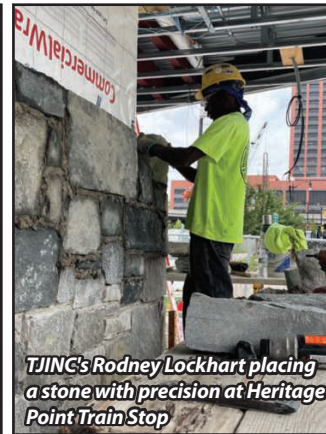
*Before and After – International Chimney's Crew Rebuilding Chimney at Historic Downtown Buffalo Apartment Building*



*Casler Masonry's Dave Buck & Tom Birkmeyer at the new Cheese Plant*



*Longtime TJINC's Rodney Lockhart BBB Posing with new Member Ryan Shipherd at Heritage Point Train Stop*



*TJINC's Rodney Lockhart placing a stone with precision at Heritage Point Train Stop*



*TJINC's Foreman Mike Gabler helping get the job done at Wellsville Hospital*



*TJINC's AJ Cowell laying brick at Wellsville Hospital*



*Thomas Johnson Masonry's Foreman Dave Christensen with Apprentice Dan Przybylski*



*Morris Masonry's Chris Wilcocks preparing a window jamb for repair at the Verizon Building in Buffalo*



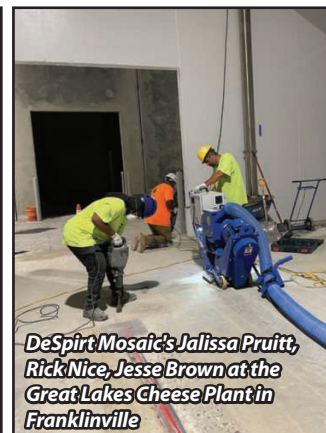
*Horizon Masonry's Rich MacDonald caulking joints in precast panels at NFTA Building*



*Casler Masonry's Dave Buck finishing a block sill at the new Cheese Plant*



*Manning Squires Hennig's crew setting precast stone at Buffalo State University*



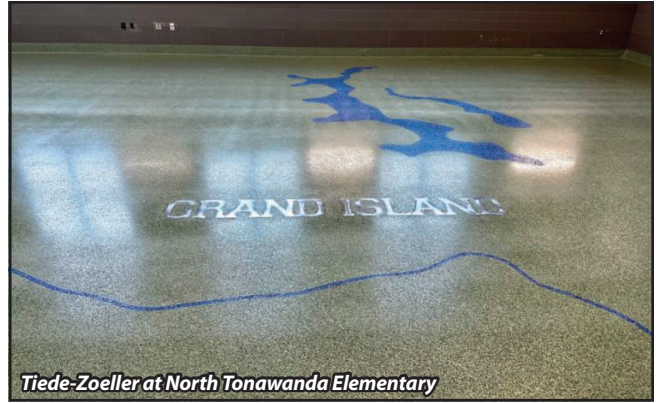
*DeSpir Mosaic's Jalissa Pruitt, Rick Nice, Jesse Brown at the Great Lakes Cheese Plant in Franklinville*



*TJINC's Dennis McCarthy Sr. working on stonework at Heritage Point Train Stop*



*DeSpirt Mosaic's Keith Trode & Ryan Nichols Upgraded Entranceway at ECC North with Epoxy Terrazzo*



*Tiede-Zoeller at North Tonawanda Elementary*



*Thomas Johnson Masonry's Crew at Heritage Point*



*Kevin Bartz & Steve Jasinski at University at Buffalo*



*Manning Squires Hennig's Ben Restivo & Tom McCulley at UB South Campus*



*Morris Masonry's Crew at Verizon in Buffalo*



*Casler Masonry's Tom Birkmeyer at the Cheese Plant*



*Thomas Johnson Masonry's Dan Frank & Joshua Garigal*



*Morris Masonry's Troy Malek & Mark Mecca at Lockport Middle School*



*Manning Squires Hennig's Journeyman Tim Weinstein with Apprentice Ben Restivo at Buffalo State*



*Lupini's Mark Czajka, James Owen, Rob Miller & Greg Russ at UB South Campus*

# Spotlight on Bills Stadium

As the 2023 construction season kicked off, there was an abundance of work for our Local #3 signatory contractors in Western New York in all of the trades we represent. At this time it doesn't look like it's going to slow down anytime soon. On top of all the work that has been awarded there is now a massive project that has started out in Orchard Park. We all know what it is – The New Buffalo Bills stadium!

This is one of the largest and most expensive jobs the Western New York area has seen in many years. Preliminary reports have given a total of 1.7 million block will need to be laid. The General Contractors for the stadium (Gilbane/Turner and 34 Group) are looking for two contractors to perform the work. At this time bids have not been awarded for the masonry work. We will keep you updated at our future union meetings to let you know who work is awarded to. There will be many more packages being bid on in the near future for the other trades of Local #3 also. ( PCC and Tile) The start date for the masonry is projected for August of 2024.

With a job of this size, we all know that Safety will be top priority. Here are the job requirements:

- Pre-Employment Drug Test (Not testing for Cannabis)
- A 45-minute orientation
- Turnstile admittance with an issued fob for going in/out
- Parking in designated lots
- Absolutely no forms of tobacco/ only in designated areas
- No weapons
- Morning stretch, every morning

#### ANTI-HARASSMENT POLICY:

- No harassment/hatred graffiti will not be tolerated
- Offensive tattoos need to be covered
- Vehicles with offensive signage will not be allowed on site

#### PPE – PERSONAL PROTECTIVE EQUIPMENT:

- New style hardhats - For example: Kask style with chin strap.
- Safety glasses
- Cut-resistant gloves (#4 grade)
- Steel toes or composite for certain trades – Masonry, Iron Workers, Rigging etc.
- Face shields
- Fall protection over 6FT
- No Ladders unless proven to be necessary

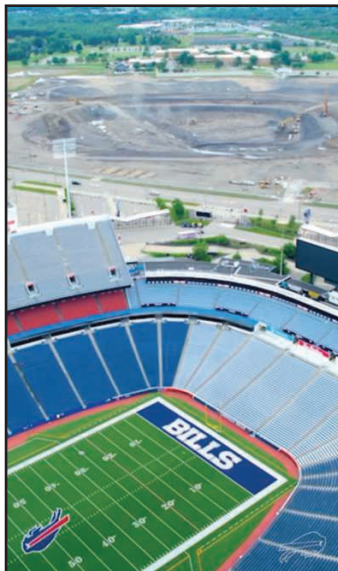
#### THREE STRIKE POLICY:

1. Verbal Warning
2. Written Warning
3. Termination

As you can see from the requirements for this project, the Teamwork and Good Labor Ethics will be needed to keep our members productive and injury free.

These are job-specific requirements. If you violate any of these jobsite requirements, BAC Local 3 will not be able to represent you for your actions.

In closing it looks like the future will be very busy for all of the Trades from the Bricklayers and Allied Craftworkers Local #3 this coming fall and the 2024 work season. Remember to always look out for your union brother/ sister on the jobsites that you working at and stay SAFE.



Highmark Stadium -  
The Old and The New

Cut-resistant gloves and new-style  
hardhats are required at Highmark Stadium





By Steven Harvey

## **CHAPTER REPORT**

**G**reetings to all BAC 3 NY members. The Southern Tier had a busy Spring and Summer work season for most craftworkers. The Fall and Winter work season look to be promising for BAC craftworkers as well. BAC signatory contractors have had a demand for additional craftworkers. The Southern Tier should have ample opportunities for BAC Members who wish to work.

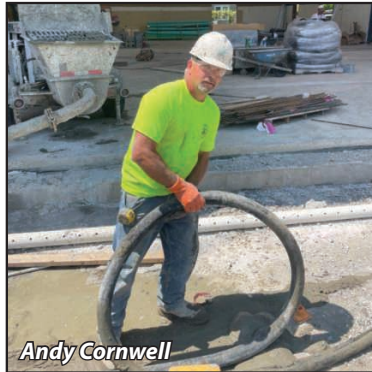
BAC Members stayed busy working on multiple projects across the Southern Tier in Spring and Summer of 2023. The Vestal Fire Station, Oakdale Commons, 20 Hawley Street, Delaware DPW and multiple projects at SUNY Binghamton and SUNY Delhi are some of the projects that are nearing completion in the Binghamton area due to the hard work of BAC members. Olin Hall, Odessa Montour School, Carpenters Circle, GIAC, and 29 Main Street are a few projects nearing completion that provided hours for all crafts in the Ithaca area. Horseheads HS, Athletic Field at Horseheads HS and Renovations at 319 Williams St Elmira are nearing completion after a hard season of work by BAC Craftworkers. BAC members worked diligently all Spring and Summer to complete these projects.

The Fall and Winter appear to have many employment opportunities for our members as well. Larger projects such as the Multidisciplinary Bldg., Asteri, Chess Hall, CMOG, Balch Hall and UHS Mercy hospital provide hours for BAC Members throughout the Summer and will continue to throughout

the winter months as well. Just getting started at Cornell University and expected to run through the Winter is a new \$90 million Computer Information Sciences (CIS) Facility and a \$100 million Wastewater Treatment Plant in Elmira, NY. A few other projects getting underway and expected to run into the Winter months are Addison School, Whitney Point High School and GHS BOCES, Elmira, NY. In addition to the previous mentioned projects, the \$28 million renovation of "The Greater Binghamton Airport" is out to bid under a PLA and is scheduled to start in September 2023. It appears there will be many opportunities for BAC craftworkers to stay employed this Winter.

With an abundance of projects and work across the Southern Tier, signatory contractors have consistently requested more craftworkers. This season I have had to tell our contractors that we are at full employment, and I would refer craftworkers out if any become available more than I would have liked to. In past articles, I have asked for our membership to refer potential journeyman and apprentice applicants to our Local. Thank you for doing so as it has had a helping impact on our Local. I am asking for your help again. On jobsite visits, I have observed several small Open Shop Contractors performing our crafts (Concrete, Tile and Masonry). Please engage with these entities and their workers in a professional manner and let them know what the BAC is and that there is a place here for them. Bringing in a new contractor and/or their employees will help answer the request for craftworkers that our contractors have and will also make our Local grow.

It appears the 2023 work season has and will be good overall. The many projects across the area will keep BAC Members busy as summer comes to an end. Winter appears to be following suit with many opportunities on the horizon for BAC Members to work as well. The Southern Tier will have a need for more craftworkers and contractors as the 2023 season ends and we begin 2024. In closing, I wish everyone a prosperous and safe Fall and Winter work season and I look forward to seeing you at the Mega Meeting in October.



*Andy Cornwell*



*Luke Whittemore*



*Randy Bell*



*Harry Taylor*



*Barry Henry*



*Rodney Griffiths*



*Jaryd McDonald & Eric Spisak*



*Billy Edwards*



*Joseph French*



*Dan Ramsden*



*Shawn Brann*





By Guy DeBack



## CHAPTER REPORT

**G**reetings Brothers and Sisters. Once again, another summer has slipped by us. We are now facing fall in our near future. Our work has been steady from the early part of the year and looks to be just as busy heading into the last part of this year. We have our nose to the grindstone as we have for the last 158 years. With that many years behind us we need to stick to the safety precautions we are trained in to ensure the longevity of our careers. The simple two (Gloves and Safety Glasses) seem to escape a lot of our members' minds, yet they are just as important as any other PPE. Please put them on so they can be one more reason you return home from your days' work. Summer heat which is on the rise as I am writing this (90's for Labor Day week), is something we can prepare for by making sure we have Ice and water on our jobsites and shelter from the sun while on break. Monitor yourself and your coworkers for ill effects from heat exhaustion and seek help if it is observed. There are so many perils we and our fellow tradespeople are exposed to that we would not be wise to ignore anything we have learned in safety.

With our sister chapters looking to be as busy as us here in Rochester, our future workload looks promising and in need of our organizing efforts. New membership is vital to our success and recovery of the market share we so deserve in our trade. Whether it be new members or new signatory contractors. We have major projects on the rise. Buffalo Bills Stadium and Amazon to our west. Micron Chip plant to our east. Coca-Cola/ Fairlife milk plant right here in our area along



*Devon Reid, Quality Structures at Li-Cycle*

with a new building at the youth detention center in Rush, NY.

These are enormous projects that will certainly call for our membership growth. If you have an interest in helping our recruiting efforts, we have an organizing committee that meets monthly following our Union meetings. We have brought in several new members since the beginning of the year and hope to continue that trend going forward. Please welcome these new members and help them understand Union solidarity and the quality of work we stand for.

We would like to thank everybody for their hard work and disciplined safety approach in that work. I surely appreciate hearing from our members whether it be for a question, concern or a heads up on where they are working. Unfortunately, we don't always know every job or contractor schedule to track members' whereabouts so those calls help. A lot of projects are finishing up. If you find yourself out of work, please contact us so that we can get you back out there with our contractors looking for help. If you need brushing up on any of your skills contact us so that we can help. Training starts in January and runs through March. Journey workers are welcome to come in also.

Thanks to all our members and their families who participated in our Labor Day Parade. We had a great turnout and hope to have a bigger and better set up next year. It was great seeing all those kids handing out candy to those who came out and braved the heat. Stay safe and healthy!



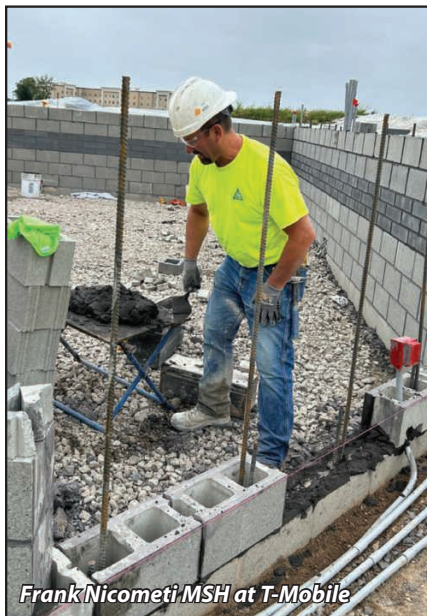
*Foreman Casey*



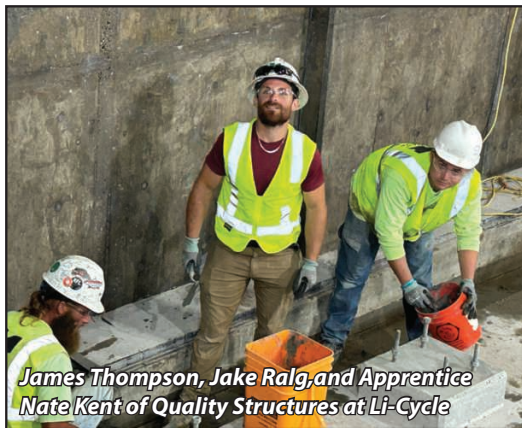
*Ivan Savchyn, Quality Structures at Li-Cycle*



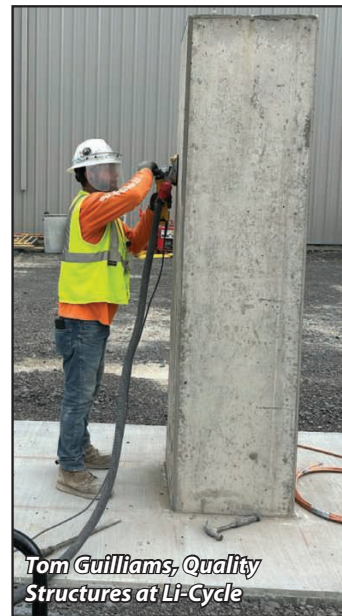
*John Fogarty, Quality Structures at Li-Cycle*



*Frank Nicometi MSH at T-Mobile*



*James Thompson, Jake Ralg, and Apprentice Nate Kent of Quality Structures at Li-Cycle*



*Tom Williams, Quality Structures at Li-Cycle*



*Quality Structures Crew doing Stone Work on Canandaigua Lake*



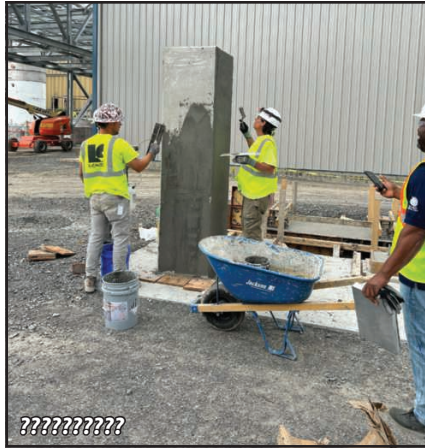
*Tom McCulley, MSH at T-Mobile*



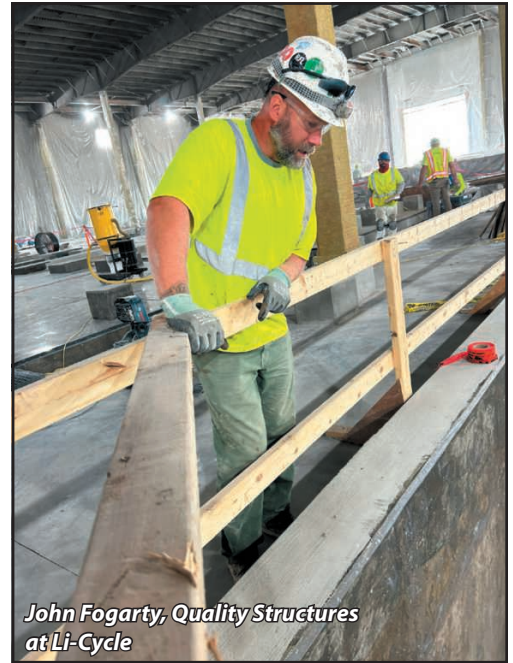
*Quality Structure's Devon Reid at Li-Cycle*



*Phil Bianchi working on a Brick Wall*



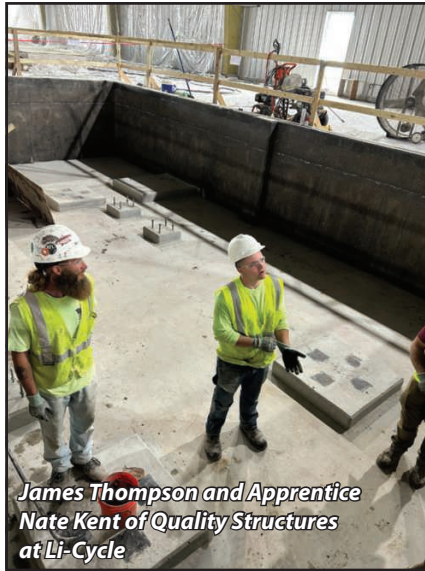
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*John Fogarty, Quality Structures at Li-Cycle*



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*James Thompson and Apprentice Nate Kent of Quality Structures at Li-Cycle*



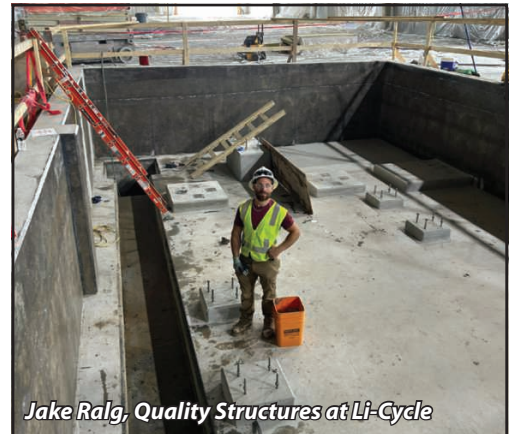
*James Thompson and Jake Ralg, Quality Structures at Li-Cycle*



*Frank Nicometi MSH at T-Mobile*



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*Jake Ralg, Quality Structures at Li-Cycle*

# Rochester Labor Day Parade

This year's Rochester Labor Day Parade was a huge success as over 100 BAC 3 NY members, along with their families and friends, showed off their Union Pride and Solidarity. Wearing red t-shirts and marching behind our Local Union banner, the parade began on Main Street and proceeded down East Avenue. Many of our Union members' children handed out candy to parade attendees while wearing yellow hard hats. It was fitting for this year's parade theme of, "A Celebration of Work and Community" since that is what BAC 3 NY members do each and every day. Thank you to all who participated to make us the largest group of any of the Building Trades who marched. Special thanks to our Parade Committee, Megan MaMoone, Kaydane Grant and Guy DeBack for all their planning and organizing efforts. Plan to join us next year to make this even bigger and better.



# Annual Chapter Picnics

Our Annual Chapter Picnics and Clambakes were a huge success again this year as numerous members and some friends joined together to enjoy some good food, beverages and laughter. There were plenty of job stories and memories to share and a lot of “catching up” with Union brothers and sisters who hadn’t seen each other in a while. Each Chapter also raffled off some gift cards to some lucky winners. And speaking of winners, the Buffalo Chapter held a Corn Hole Tournament just to add to the fun and competitiveness of our members. It should prove to be bigger and better next year with higher prize winnings along with bragging rights. If you haven’t joined us for some time, plan to come next year so you don’t miss out on the great time that is had.

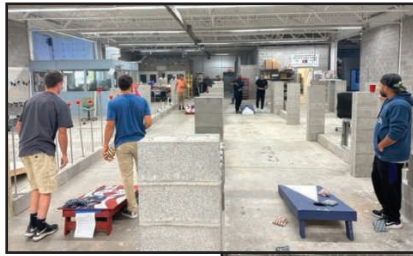
The Buffalo Chapter also took time during the picnic to remember 1st year apprentice, Razvan Tuduc. Razvan was an up-and-coming apprentice who was tragically killed in a motorcycle accident this summer. In the

short time he was a member of the BAC 3 NY, working for Thomas Johnson Inc., and being in training, he made a lot of friends and a huge impact on everyone he met. Razvan’s parents and sister joined us as we planted a Red Maple Tree in the yard next to the training center. It symbolizes the opportunity every person has to be part of the BAC 3 NY and the dedication and work ethic of someone like Razvan to be successful in our Union. It is also a reminder of the relationships we are fortunate to have with those we work with or just as members of our Local. As apprentice coordinator Andy Hanrahan shared with those gathered to dedicate the tree in memory of Razvan, “To me personally, Raz was becoming more than a coworker or student, but a friend. A much younger friend yes, but still a friend.”

Each and every member of this Local is important and significant. Let’s continue to work together and live together in appreciation and respect and with gratitude just as Razvan did.



**BUFFALO**



**ROCHESTER**



**ITHACA**

# Local BAC Leaders Go to Washington, DC

Each year in April, the North American Building Trades Unions (NABTU) holds its Annual Conference in Washington, DC. NABTU is a Union labor organization led by 14 of the International Trades Unions in North America and Canada including the International Union of Bricklayers & Allied Craftworkers (IUBAC), where our International President, Tim Driscoll is on the Governing Board of Presidents. It represents over 3 million skilled Union trades craftworkers that includes our very own BAC 3 NY. Working in conjunction with the local labor unions, NABTU exists to promote Federal and State prevailing wage rates, Project Labor Agreements (PLAs), workforce development, apprenticeship and training, infrastructure investment, safety and workplace training, security of benefits, political support and engagement and pathways for women, minorities and military personnel to obtain good jobs in the Union construction industry. This year, all of the Local 3 NY staff attended the NABTU conference and heard reports on the federal infrastructure program passed by the Biden administration and the numerous other projects it will initiate. All the guys had opportunities to also interact with other BAC members from across the Country as well as their peers from other Union trades.

We all were also able to go to Capitol Hill and meet with two of our Congressional Leaders in the House of Representatives, who represent areas in our jurisdiction. Thanks to longtime friends and supporters of the BAC 3 NY and union labor, Congressman Brian Higgins (D-26th District) and Congressman Joseph Morelle (D-25th District) for taking the time to meet with us to discuss the topics important to our membership. Their voting records speak for themselves that they genuinely care about our members and what matters most to them. There is much to learn in becoming a leader for a local labor union and this was a great experience for the Local 3 staff to bond together as a team so as to best serve our membership.

The IUBAC also holds union labor educational classes for a week each year for new BAC local leaders such as Officers, Field Reps., Organizers and Apprentice Coordinators. Since being hired in this last year, Rochester Field Rep., Guy DeBack, and Apprentice Coordinators, Andy Hanrahan (Buffalo Chapter), Kaydane Grant (Rochester Chapter)

and Justin Summerfield (Southern Tier Chapter) returned to Washington recently to learn more about the internal and legal aspects of being employed by a labor union. Staff from the IUBAC including BAC 3 NY members, Mike Di Virgilio (Director of Collective Bargaining) and Tony DiPerna (IMTEF National Training Director) were part of this educational presentation. They all can attest to the huge learning curve for their new positions that wasn't so needed when working in the field. We appreciate them taking time to go away from their families and applying themselves to be the best at what they do for each and every member. There is still much to learn and know but all four of these "new guys" are headed in the right direction and doing a fantastic job each and every day.





# Member's Outdoor Sportsmen's Page

The BAC is an avid supporter of the Union Sportsmen's Alliance and every year we raffle off their calendars at the Chapter Christmas Parties. Enjoying the great outdoors is something many of our members participate in to relax and enjoy some time apart from the hard work they do. We are adding a "Members' Outdoor Sportsmen's Page" to our *Craftworker* Journals for both the Spring and the Fall editions so you can share any of the activities you and your family spend time doing. Please take some photos of your hunting, fishing, boating, hiking and golf outings and send them to Frank Pietrowski by email or text. ([frankp@bac3ny.com](mailto:frankp@bac3ny.com) cell: 716-604-2940). Please include any information like names and places so we can share your fun-filled activities with other Union members.

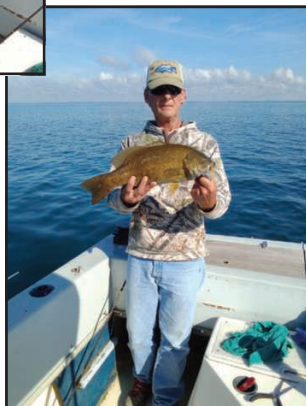
The BAC Local 3 NY golf tournament is held annually at Terry Hills Golf Club in Batavia. This event is open to all members and guests. It's always a great time and we hope you can join us for this event next summer on Saturday, June 8, 2024. Save the date!



*Dave Schmidt*



*Dennis Whytas*







# UNION SERVICE AWARDS *Congratulations*

04/2023 - 09/2023

## 50 + YEARS LIFE MEMBERS

*Giorgio Casali  
Michael West  
John Kowalski*

## 40 + YEARS

*Wayne Mensinger  
James Guilmette  
Peter Capalongo, Jr.*

## 25 + YEARS

*Arthur Miller  
Jason Vollmer  
Kyle Acel  
Blaine Bartlett  
Scott Sheelar  
Keith Trode  
William Wittmeyer  
Colin Brockman*

*Steve Orlen  
Jason Passero  
Matthew Swartwood  
Andrew Allen  
Michael Evans  
David Shechter  
Jon Tanner  
Paul Zagari*

# Retirement

No better time to write this article for our Organization's Journal Newsletter. We just celebrated Labor Day!! We hope all of our retired and present members (Journeyworkers & Apprentices) had a most pleasant Workers' Holiday.

It's been some time since our last article, and we hope that this communication finds all of our Retirees and Members healthy and in great working spirits. With this holiday, we close out yet another summer. Walking back, there are still quite a few of us who can remember the past parades when we prepared and assembled our float at our old two-story concrete "Bunker" of a building on

St. Paul Street, across from the Genesee Brewery. Many a parade day we would fill balloons and decorate the trucks that were in the BAC Caravan that slowly motored down Main Street, past the old Sibley's Building and, like we all remember, Midtown Plaza.

What has been a great part of our lives has always been the togetherness of working and enjoying years in our Organization. May we live, work and retire in all of our communities in Western New York. One great thing about retirement is that we have the greatest of members that we reflect back on. Days are now spent with a fishing pole or reading a great book, or maybe time spent with a grandchild. That memory of working with the "tools" just never leaves you. Yep! Retirement! As a young member may say, "It will just never come." or "I am working my life away." But for the many of us, it does come, and getting older in our retirement, we would do it all over again, for we worked, played and retired in Organized Labor.

May all of our Retirees throughout Local 3's jurisdiction enjoy good health, great family activities and stay safe this fall and upcoming winter season. We hope to see many at this year's Christmas dinner. Until our next Journal, wishing all of the membership to "Be Strong" and "Always Be Organized".



## UB Extruded Brick Mock-Up

Local 3 NY retirees, Dennis Whytas and Dave Schmidt, provided their expertise at the University at Buffalo. With the guidance from Buffalo Chapter apprenticeship coordinator Andy Hanrahan and Brian Trimble from IMI and Boston Valley Terracotta, the masons constructed an extruded brick mock-up for architects and engineers to promote this new product. The brick is glazed and fired and can be made into any size or color. Hopefully, the BAC will obtain future work from this new product from our volunteer efforts. Thanks to Dennis and Dave for taking some time from fishing to help out with this.

# Funds Reports

## **Buffalo Funds Office**

**Health & Welfare:** Health/Dental/Vision Insurance Open Enrollment is coming up! Please make sure you have completed a Dependent Form to list your legal dependents so they can be covered under your vision plan (if you qualify).

**General Fund Benefits:** If you work 500 hours or more in calendar year 2023, you will be eligible for the 2024 General Fund Benefits (vision insurance coverage, group life insurance coverage, supplemental workers compensation payments or supplemental disability payments and additional Extended Benefit money to use for medical reimbursements).

**Annuity:** Statements can be viewed or downloaded by creating a personal account at <https://participant.empower-retirement.com>

## **Rochester Chapter Funds Office**

**Claims** – The last day for claims for the year will be **DECEMBER 20th**, make sure to have all requests in by noon. Claims will resume in the new year.

**Open Enrollment** – A mailing with updated rates will be going out around mid-late November. This is the time to make any medical or dental insurance changes based on you and your dependents needs. Changes will be effective January 1, 2024.

**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 November.

**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**

### **The BAC Local 8 NY Health Plan**

Recap of significant Plan Changes:

- Be on the lookout for open enrollment materials and changes for the upcoming 2024 coverage year. Please review, complete, and return all necessary materials by 12/1/2023.
- Beginning with eligibility period 10/1/2023 - 09/30/2024, participants will need to work 1200 hours to be eligible for coverage the next calendar year. Self-pay rules remain the same (300 hours for currently covered members, 500 hours for new members).
- Effective 1/1/24, we will be offering a Humana Group Medicare Advantage PPO Plan with Prescription Drug Plan to the BAC Local 8 Health Plan Medicare eligible members and spouses. This will take the place of the current MVP Group Medicare Advantage PPO Plan with Prescription Drug Plan. Please be on the lookout for information regarding this change.
- Paid Time Off applications are available on our website, or at the Ithaca Chapter Funds Office for reimbursement of unpaid time off. Remember that you will be receiving a W-2 in January for any reimbursements made to you from this account throughout the year.

### **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](http://www.bacithaca.com)

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

# ORGANIZER'S Report

By Robert Sotir

**G**reetings to all BAC 3 NY members and their families. Hope you all had an enjoyable and safe summer. Things were and are very busy and it looks like pretty much the same going further. Since the last edition of *The Craftworker*, we have welcomed 29 new members and a couple of contractors to our BAC family and there's still a need for more. Our doors are open and following our founders' guidelines we want to organize all QUALIFIED workers performing our work in our Jurisdiction. Who is Qualified? Anyone that has the skills and work ethics to get a job and keep a job. We may not all have the same exact skills, but we have the resources and the willingness to accept, welcome, make the needed adjustments and overcome any challenges to grow our membership. If they're not working with us, they're working against us.

In general, the thinking is that with all this work, all unorganized trades workers would want to join us, but the truth is that there is a lot of loyal workers out there that earn more income now than they ever did due to factors like the economy, the infrastructure bill, and Organized Labor fighting to set higher living standards for all workers (just to name a few). We talked to many workers that received wage increases right after talking to us, a few more than once. They

worry about the change and feel guilty about leaving. We emphasize our benefit package and try to let them know about the importance of not neglecting benefits like retirement pensions, health and wage reimbursement accounts, etc. I recently dealt with some nonunion contractors that in the past did not have an issue with us talking to their workers and now they try to prevent us from talking to them. Many masons that wanted to join us did so, and there is some that are "on the fence" so to speak, and so here we ask our membership if they know any of them to help with maybe explaining how their own situation is. I would like to thank the members who refer any workers to us.

I thank all the members of the Volunteer Organizing Committees (VOC) who helped reaching out to perspective apprentices that contacted us from a variety of sources like QR codes in brochures, signs, building trades advertisements, and members referring them, etc. If anyone is interested in joining one of our Chapter VOC or getting more info about it, please come to an upcoming Chapter Meeting, Mega Meeting or contact me at (585) 410-3297.

I look forward to seeing everyone at the upcoming Local Union events and hope you have a Great Holiday Season.

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# APPRENTICESHIP & TRAINING REPORTS Buffalo

## TRAINING CENTER

By Andy Hanrahan

**H**ello to all BAC 3 NY members and more. The last journal I asked everyone to “Be Prepared”. I hope that everyone was prepared for the start of a busy work season then and is prepared for a continuing busy schedule for more work now. As of August, there are 27 Brick, 25 PCC, 10 Tile Setter, and 3 Tile finisher apprentices for a total of 65 future journeyworkers. Since May this year 6 Brick and 4 PCC apprentices have joined the apprenticeship program to help fill the high workforce demand. These new recruits need our journeyworkers as well as our “veteran apprentices” to really help them out, as they have little to no experience on a jobsite. Please show them how to work safely while being a productive employee. Teach them as much as you can. Always remember that someone either showed you or you figured it out on your own, so please try to pass along the valuable skillset you have. You won’t regret it. I ask all apprentices to pay attention to your in-field teachers. Remember, you are the learner on a two-way road. A simple “trick” can make you that much more productive, which makes you that much more employable. Continue to ask questions and do your best to retain everything you learn. Your time as an apprentice will eventually be over. You will laugh at the mistakes you had once made and will then try to teach the next generation of apprentices the skills you have acquired yourself over time in your trade. Your career as a journeyworker will then fly by, and you’ll be thinking of retirement before you know it.

Since March of 2023 the following members have completed their classroom and on the job training requirements and have advanced from apprentice to journeyworker:

**Mark Peoples PCC - Graduated 4/19/2023**

**Shaun Lough PCC - Graduated 6/19/2023**

**Josh Crispell PCC - Graduated 10/09/2023**

**CONGRATULATIONS!!**

As fall is approaching, the weather will be changing. Most of us agree that the 60–65 degree fall days are great “working weather” days. Maybe a sweatshirt to start the workday, but nothing too hot or too cold. The crisp Fall air is nice, and the daylight is still on our side but that only lasts so long. Unfortunately, the temperatures then start to go downward, and cold weather will then be upon us. The old adage of dressing in layers is very true. Layers keep heat in and can easily be shed if the sun comes out and the temperature rises for a bit. I am a firm believer that you can always take off a layer, but you can’t put one on if you don’t have it. “Be prepared” for the upcoming weather by having extra clothing and cold weather gear needed in your vehicle. High summer temperatures may not be around, but our bodies still need to stay hydrated. Keep the fluid level up and muscle cramps down.

We will be holding interviews in November for Brick, PCC, Tile Setter, and Tile Finisher apprentices. If you know of anyone who is ready to begin a great career in a rewarding trade, please have them contact me (1-716-560-0737) so we can get the application process started.

2024 Apprentice Training will be in January, February, and March. Extra Training classes available will also be:

**OSHA, JLG, Blueprint Reading, First Aid/CPR**

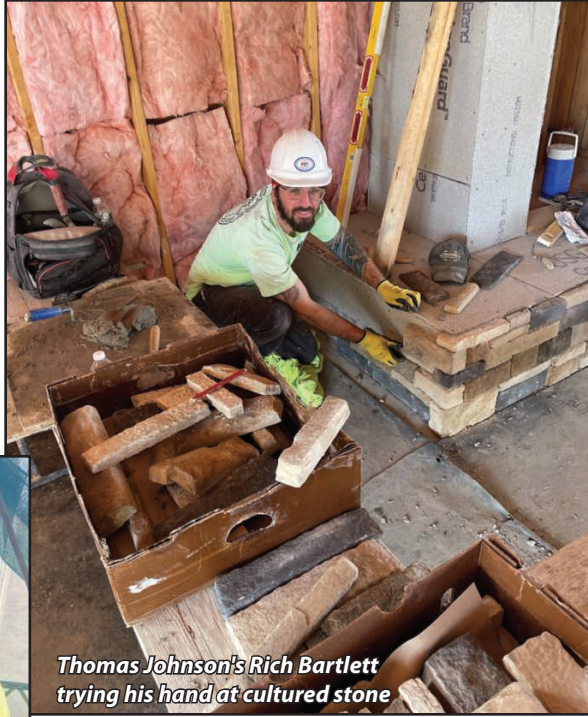
Once those dates are scheduled, they will be posted. Remember to check the date of your current OSHA 10/30 cards. Most projects require you to retake the class every 5 years.

Let’s all work together and safely. If something is unsafe, do what is necessary to rectify the situation and notify the foreman or competent person on the job. We all want to go home safe and healthy at the end of each workday. Future generations of craftworkers depend on us all. Sharing our combined knowledge of work skills and safety practices will empower the future.

# APPRENTICESHIP & TRAINING



*Apprentices Nick Gabler & Colin Liddle  
Putting in the Closure*



*Thomas Johnson's Rich Bartlett  
trying his hand at cultured stone*



*Morris Masonry's Devin Knoop using finesse  
to carefully remove a sill-stone at  
Lockport Middle School*



*Thomas Johnson's Dan Przybylski*



*Tiede-Zoeller's Edtition Thompson  
at Fletcher School*



*Morris Masonry Crew at Lockport Middle School*

# APPRENTICESHIP & TRAINING



*International Chimney's Travis Balog & Drea Ross coating rebar at Buffalo Science Museum*



*Manning Squire Hennig's 3rd year apprentice Ben Restivo building an elevator shaft at UB Main St. Campus*



*Montanosa's Anthony Ganci at the Armory in Dunkirk*



*Highland's Brendan Thurston busting a hole at Cattaraugus-Little Valley School*



*Chimney Work by International Chimney Corp.*



# Oneonta Job Corps

The IMI Tile Setting Program at the Oneonta Job Corps is instructed by BAC Local 3 NY member Mike Beamer, who has been a BAC member since 2001 and has been instructing for the IMI Job Corps program since January 2018. Mike recently graduated from the IMI's ICP (Instructor Certification Program) this October. Anyone who is going through or graduated from this program knows how much time and effort it takes to graduate from this five-year ICP Course.

Recently Oneonta Job Corps had a re-opening ceremony for the completion of the art room project in the Recreation Center. Mike's IMI tile setting students completed this project where they tiled the floor, walls and did a mosaic of the center's mascot, Bob the bulldog. The IMI tile setting students work all over center tiling offices, dorm rooms and any tile that needs to be updated or repaired.

Mike and his students work with the community where they helped with a mass food drive put on by the United Way of Otsego County, help set up and organize blood drives at the center with American Red Cross and the MAA students, and are currently helping build obstacles with other center trades for a local mud run this October, which proceeds will go to families in need in Oneonta, NY.

Mike's students also work in the shop on mockups like our BAC training facilities and earn their OSHA 30 cards. Upon completion of the IMI Tile Setting Job Corps program, the goal is to place students in our BAC Apprenticeship programs in BAC Local 3 NY as well as BAC Locals across the country. We would like to say congratulations on graduating ICP and keep up all the good work.



*Michael Beamer, Oneonta Job Corps Instructor*



# ROCHESTER

By Kaydane Grant

## TRAINING CENTER



**W**e have had a very productive year so far in the apprenticeship program. Currently we have 63 apprentices consisting of 42 brick and block, eight PCC, eight tile setters, and five tile finishers. We are hoping for an engaging and exciting training class session this coming year, with a newly reconfigured training center. All our instructors and apprentices will have plenty of space to work on different projects. I would like to thank the following journey-workers for their help in rebuilding the new brick and block mockups for the apprentices: Harry DeBack, Bubba Borelli, Phill Bianchi, Mike Needham, and Field rep Guy DeBack. I would like to invite any journey-worker who wants to improve their skills, to come and practice while we have training going on, we would be glad to have you there.

I want to recognize and say job well done to the following journey-workers who have successfully completed their apprenticeship this year. I know it took a lot of hard work and dedication, but it paid off and now you can look at your certificate and say to yourself, "I did that". For brick and block we have John Fogarty, Taylor Weilert, Steve Sanks, Blake Hill and Lyndsay Brown. For PCC we have Sam Brown and for tile setter we have Adam Dangler, and tile finisher Josh Porter. Congratulations on a job well done.

Training this year will be three months just as last year during January, February, and March. We will be having OSHA 30 training,

which is a requirement for all apprentices before they complete the apprenticeship program. We will send out notifications on times and dates for that class, so any journey-worker who wants to participate in this or any other training that we are going to be offering, you are most welcome to do so.

As it starts to wind down from Summer into Fall and Winter, make sure your health and safety is still in the front of your mind. Not only do you have to worry about rain, cold and snow, but you also must worry about ice. Make sure you have at least one change of clothing in your vehicle in case you get wet. You do not want to be wearing wet, or improper clothing when it is cold outside, and you are miles away from home. Make sure you have waterproof and insulated work boots for the cold and rain also. At some point you are going to have to deal with ice while you are out on the construction site. This can make doing your job even more challenging than it needs to be, sometimes it's covered by snow on the ground, or on foot planks on the scaffolding. Always be aware of your surroundings because you can never be too careful. Slipping and falling on icy foot planks or snow-covered ground, can result in a broken arm or legs or even death. If walkways and foot planks are icy, make sure to notify your foreman so that salt can be put down, or if possible, move to another location to work until the ice melts. At the end of the day, we want everyone to go home safe to their families.

# APPRENTICESHIP & TRAINING



2023 Apprentice Cookout



Apprentice Tyler Bosh,  
Quality Structures at Li-Cycle



Alexander Howland brushing  
up a mortar joint



Caitlyn Garofolo and  
Dayvon Henry



Apprentice Evan Measer with  
Frank Nicometi MSH at T-Mobile



Caitlyn Garofolo and Dayvon Henry  
installing a door frame



Ben Hoyen caulking a shower

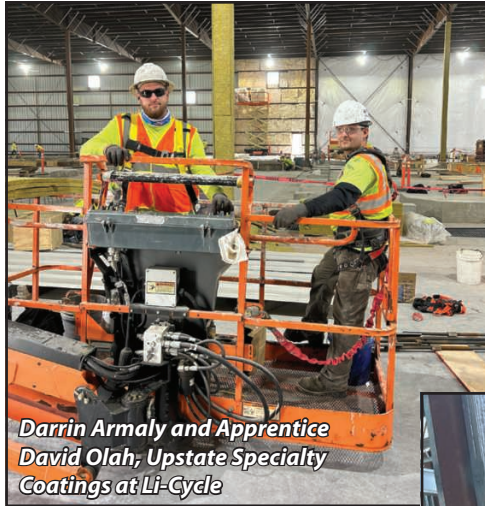


Apprentices Jacob Hall, Nicholas Fairfield, Chris Kenyon  
and Bradley Sanford enjoying donuts on break

# APPRENTICESHIP & TRAINING



*Clifton Bradshaw preparing to do fireproofing at Li-Cycle*



*Darrin Armaly and Apprentice David Olah; Upstate Specialty Coatings at Li-Cycle*



*Evan Measer chipping grout off foundation block*



*Eric Measer striking a brick wall*



*Harrison Bondgren chipping concrete at Canandaigua VA*



*Ethan Armoto cleaning off brick*

# APPRENTICESHIP & TRAINING



*Ryan Zimmer, Gary Olsen, and Chris Thornton at Fairport Elementary*



*James Thompson & Nate Kent*



*Mike Szymanski laying tile at Constellation headquarters*



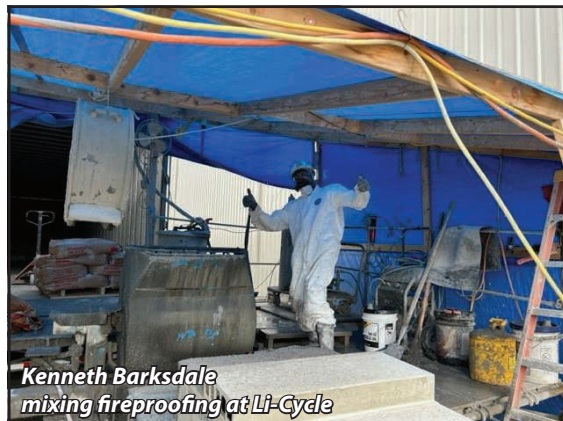
*Moses Barber at Li-Cycle Plant*



*Journeyman Scott Kline & Apprentice Eli Prosser working on swing scaffold at Keeler Park*



*Journeyman Jeff Colvin and Apprentice Nate Kent finishing up a block wall*



*Kenneth Barksdale mixing fireproofing at Li-Cycle*

# SOUTHERN TIER TRAINING CENTER



*By Justin Summerfield*

**G**reetings Union brothers and sisters. The 2023 summer work season has proven to be a very busy work season in the Southern Tier area. The Southern Tier apprentices have been on various projects ranging from SUNY Delhi in Delhi, NY to many projects on the campus of Cornell University in Ithaca, NY, and state-funded rehabilitation projects throughout the Southern Tier area. As I talk to our apprentices, I have been very happy to hear that they are getting to learn a variety of aspects of our trade and not just making saw cuts and washing/rubbing walls the whole time they are on a project. As most of us journey workers know, we are not getting any younger and the young apprentices we bring in today, we need to train them so they can be the polished craftworkers of tomorrow that our union will need them to be.

The Southern Tier did lose few apprentices this season due to various reasons, so we added six apprentices this summer. If any member knows

anyone who is interested in joining our union and is willing to show up every day they are expected to be at work and work hard please have them contact their appropriate apprentice coordinators.

I would also like to remind not just our apprentices but all our craftworkers to not get complacent when you are at work. This past work season we had an incident where a member was working on scaffolding and a scaffold plank broke, sending one of our members to the ground. The situation could have been very bad but thankfully our member was not seriously hurt. I know we all have been there before where we think it won't happen to me, but please just take the time to make sure that whatever you are using whether it be scaffolding, safety harnesses, masonry saws, MEWPs, any tool, or safety device that it is in proper working condition. In closing, I want to wish everyone a safe and healthy end to our 2023 working year.



*First year Brick Block apprentice  
Kyleigh Lord*



*Fourth year apprentice Jacob Foster*



*First year PCC apprentice Albert LaBoy*



*First year apprentice Andrew Hudock*



*Second year apprentice Joseph Cheresnowsky*



*First year apprentice Colby Hagadone*



*First Year Tile apprentice Jalissa Pruitt at Our Lady of Victory Basilica*



*Second year tile apprentice Vincent Fobbs*



*Second year apprentice Troy Fenstermacher at CMOG for Alliance Masonry*

# APPRENTICESHIP & TRAINING

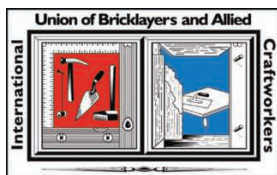
# Maternity Leave Benefit

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](http://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**

**BUFFALO  
TRAINING CENTER**  
4:30pm  
November 16th

**ROCHESTER  
UNION HALL**  
4:30pm  
November 9th



# MEGA meeting

**Saturday October 21st**  
**10:00am - Noon**  
**Breakfast will be Served!**

**Rochester's  
training center**



*Chapter Christmas Parties*  
4:30 - 7:00  
*Southern Tier & Rochester*  
December 7th  
*Buffalo*  
December 14th

## 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