



INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 3 NEW YORK

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THE CRAFTWORKER



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Message from

The President

The theme for this edition of The Craftworker is Unity, Diversity, and Inclusion. If we were to take a true evaluation of our Local, we are lagging when it comes to being intentional in providing membership, training and employment opportunities to individuals whether they are women, minorities, people of underrepresented communities, people of the LGBTQ community, refugees and those who have been displaced from other Countries and those seeking legal status in the USA. There has been no better time to start providing these opportunities since there is a crisis of meeting the labor needs along with the glut of work that is upon us. Besides, it is the right thing to do! I will remind you that the Mission Statement of our IUBAC is, "TO ORGANIZE ALL PERSONS ENGAGED IN WORK WITHIN OUR JURISDICTION".

Most of us do not need to look back too far in our own family's generation to be reminded that we are "immigrants" ourselves. At some point, a parent, grandparent, or great grandparent was given a work opportunity that they took full advantage of and then worked hard to maintain. We need to do the same and every single member of the BAC 3 NY is critical in this process. That is you!

As you might be able to see, our apprenticeship programs are becoming more and more diverse each year and that needs to continue. With the development of more tools and equipment like the MULE (Masonry Unit Lift Enhancer), people who may not need be as physically strong can now consider a trade such as masonry and stonework. The newer materials and products we install are now more user friendly, which could be beneficial to some. At times there might be difficulties in communication with those who cannot speak

English well or at all. Obviously, this could create a safety concern, but we need to be innovative and take advantage of the technology available to us. I can assure you that some of your ancestors faced this same issue when they came to this Country, yet they prevailed, and we can as well. As a Union, we might need to provide ESL (English as a Second Language) classes for some. Others might need help in getting legal work status and citizenship. Our International is doing this already. Maybe we

need to provide bilingual instructors and staff. Whatever it takes, we need to be prepared and be purposeful in increasing our membership by providing these opportunities.

And even though we may provide these opportunities, we must maintain and monitor how these individuals then progress as a member. We pride ourselves on the fact that we provide

equal pay for the same work being performed, yet women on average work 20% less hours than men in our industry. For our BAC 3 NY sisters, please consider joining the BAC Sisters R.I.S.E. I know some of you already have taken advantage of this critical group of the BAC and your participation will make us a better Union.

We need to nurture an atmosphere where every person who has an interest in being part of our Local can feel a sense of belonging. That is at the core of being in a Union like ours. Ask yourself, "What can I do on the job, at a Union meeting, at a picnic or Christmas party, that can encourage Unity, Diversity, and Inclusion?". Your words and actions can go a long way in our growth. Our Union needs to look like the communities where we perform the work we do. Let's start building towards that.

In Unity,
Rick Williamson, President



Mensaje del Presidente

El tema de esta edición de The Craftworker es Unidad, Diversidad e Inclusión. Si tuviéramos que hacer una verdadera evaluación de nuestro Local, nos estaríamos quedando atrás en lo que respecta a brindar membresía, capacitación y oportunidades de empleo a las personas, ya sean mujeres, minorías, personas de comunidades subrepresentadas, personas de la comunidad LGBTQ., refugiados y aquellos que han sido desplazados de otros países y aquellos que buscan estatus legal en los Estados Unidos. No ha habido mejor momento para comenzar a brindar estas oportunidades, ya que existe una crisis para satisfacer las necesidades de la fuerza laboral junto con el inminente exceso de trabajo. Además, ¡es lo correcto! Les recuerdo que la Misión de nuestra IUBAC es, “ORGANIZAR A TODAS LAS PERSONAS QUE DEDICAN AL TRABAJO DENTRO DE NUESTRA JURISDICCIÓN”. La mayoría de nosotros no necesitamos mirar demasiado atrás en la generación de nuestra propia familia para recordar que nosotros mismos somos “inmigrantes”. En algún momento, a un padre, abuelo o bisabuelo se le brindó una oportunidad laboral que aprovecharon al máximo y luego trabajaron duro para mantenerla. Necesitamos hacer lo mismo y cada miembro de BAC 3 NY es fundamental en este proceso. ¡Ese eres tu!

podrá ver, nuestros programas de aprendizaje son cada vez más diversos cada año y eso debe continuar. Con el desarrollo de más herramientas y equipos como MULE (Masonry Unit Lift Enhancer), las personas que quizás no necesiten ser tan fuertes físicamente ahora pueden considerar un oficio como el de albañilería y cantería. Los materiales y productos más nuevos que instalamos ahora son más fáciles de usar, lo que podría resultar beneficioso para algunos. A veces puede haber dificultades para comunicarse con quienes

no hablan bien o nada inglés. Evidentemente, esto podría crear un problema de seguridad, pero debemos ser innovadores y aprovechar la tecnología que tenemos a nuestra disposición. Puedo asegurarles que algunos de sus antepasados enfrentaron el mismo problema cuando llegaron a este país, pero prevalecieron, y nosotros también podemos hacerlo. Como Unión, es posible que necesitemos ofrecer clases de ESL (inglés como segundo idioma) para algunos. Otros podrían necesitar ayuda para obtener un estatus laboral legal y la ciudadanía. Nuestra Internacional ya lo está haciendo. Quizás necesitemos proporcionar instructores y personal bilingües. Cueste lo que cueste, debemos estar preparados y decididos a aumentar nuestro número de miembros brindando estas oportunidades.

Y aunque podamos brindar estas oportunidades, debemos mantener y monitorear cómo estas personas progresan como miembro. Nos enorgullecemos del hecho de que ofrecemos el mismo salario por el mismo trabajo realizado, sin embargo, las mujeres trabajan en promedio un 20% menos de horas que los hombres en nuestra industria. Para nuestras hermanas BAC 3 NY, consideren unirse a BAC Sisters R.I.S.E. Sé que algunos de ustedes ya han aprovechado este grupo crítico del BAC y su participación nos hará una mejor Unión.

Necesitamos fomentar un ambiente donde toda persona que esté interesada en ser parte de nuestro Local pueda sentir un sentido de pertenencia. Ésa es la esencia de estar en una Unión como la nuestra. Pregúntese: “¿Qué puedo hacer en el trabajo, en una reunión sindical, en un picnic o en una fiesta de Navidad, que pueda fomentar la unidad, la diversidad y la inclusión?”. Sus palabras y acciones pueden contribuir en gran medida a nuestro crecimiento. Nuestra Unión debe parecerse

a las comunidades donde realizamos el trabajo que hacemos. Comencemos a construir hacia eso.

En unidad,
Rick Williamson,
Presidente



SECRETARY/ TREASURER'S report

By Jason ReQua

Diversity, Unity, and Inclusion inside BAC Local #3

Brothers and Sisters,

Spring is right around the corner, and I hope this article finds all of you doing well. I would like to take a moment to talk a bit about diversity, unity, and inclusion inside of BAC Local #3. The International Union of Bricklayers and Allied Craftworkers along with our locals across the U.S. and Canada have a long history of diversity. Our union was formed through a culmination of immigrants who came to North America to provide a better life for themselves and their families.

Many immigrants who worked in the masonry crafts came here with skills obtained in the countries where they were born. Since our Union's inception, we have witnessed several time periods when immigrant workers were abundant, with the exception being roughly 1930-1960 when the USA did not participate in free global trade. During this time when industries were shut down or taxed to trade with the rest of the world, immigration was at a lower rate. Prior to 1930 immigrants came to the U.S. and Canada from every continent (mostly Europe) and worked in Construction. After 1960 we again witnessed immigrants coming to North America, only now most of these people were coming from Mexico and South America. According to a study produced by UC Berkeley and CPWR, in 2006 it was estimated that 23% of construction workers in the U.S. were Latino. During this time immigrant workers in the construction industry were as follows: 54% Mexican, 25% Central and South American, 12% European, 8% Asian, and 1% other. Nearly twenty years later we are witnessing another influx of immigrants coming from our southern border. According to this same study, it is projected that one of four people living in the U.S. will be Latino by 2050. While some may say that this has become a threat to our Union careers,

I believe this to be an opportunity for us and our contractors to obtain more market share in our areas.

So, with the data we now have, what can we as a Union do to help not only the new unrepresented workers coming to our area, but also our contractors and our economies? I believe that this will have to be a concerted effort between our communities, the Union, and our contractor associations. First and foremost, we need to build alliances between the community program, Union, and contractor leadership to create mentoring scenarios through bilingual members. Second, we need to give the worker the tools and education to speak and understand English as a second language. This can be accomplished through community programs outside of normal work hours so these workers can earn an income. Third, we need to understand and address the different cultural needs of these candidates. Just like for our past generations, the melting pot of the U.S. and Canada's culture today is different than that of an incoming immigrant worker. Being inclusive and understanding other cultures is essential. Fourth, we need to provide effective health and safety training to ensure that these workers recognize the difference between a Union workplace and a non-represented workplace. Safe workers are productive and happy workers. Finally, we need to organize as many of these workers as we can so they recognize that we can provide a lifelong standard of living that can affect their families for generations to come.

While the numbers reflect that many immigrants coming to our countries are Latino, we have people coming from nearly every country in the world. We have an opportunity to be **Diverse** through every immigrant working in our industry if we can come together through **Unity and Inclusion**.

Diversidad, unidad e inclusión dentro BAC #3

Hermanos y Hermanas,

La primavera está a la vuelta de la esquina y espero que este artículo te encuentre bien. Me gustaría tomarme un minuto para hablar un poco sobre diversidad, unidad e inclusión dentro BAC#3. La IUBAC, junto con otros sindicatos de Estados Unidos y Canadá, tienen una larga historia de diversidad. Nuestra unión se formó a través de la culminación de inmigrantes que vinieron a América del Norte para brindar una vida mejor para ellos y sus familias.

Muchos inmigrantes que trabajaron en los oficios de albañilería llegaron aquí con habilidades adquiridas en los países donde nacieron. Desde la creación de nuestra Unión, hemos sido testigos de muchos períodos en los que abundaban los trabajadores inmigrantes, con la excepción aproximadamente de 1930-1960, cuando Estados Unidos no participó en el libre comercio global. Durante este tiempo, las industrias fueron cerradas o gravadas con impuestos para poder comerciar bienes con el resto del mundo, las tasas de inmigración eran bajas. Antes de 1930, llegaban inmigrantes a Estados Unidos y Canadá de todos los continentes (principalmente Europa) y trabajaban en la construcción. Después de 1960 fuimos testigos de la llegada de inmigrantes a América del Norte nuevamente, sólo que ahora la mayoría de estas personas venían de México y América del Sur. Según un estudio elaborado por UC Berkeley y CPWR, en 2006 se estimaba que el 23% de los trabajadores de la construcción en Estados Unidos eran latinos. Durante este tiempo, los trabajadores inmigrantes en la industria de la construcción eran los siguientes: 54% mexicanos, 25% centro y sudamericanos, 12% europeos, 8% asiáticos y 1% otros. Casi veinte años después asistimos a otra afluencia de inmigrantes desde nuestra frontera sur. Según este mismo estudio, se proyecta que una de cada cuatro personas que vivan en Estados Unidos será latina antes de 2050. Si bien algunos pueden decir que esto se ha convertido en una amenaza para nuestras carreras sindicales, creo que es una oportunidad para nosotros y nuestros contratistas

de ganar más participación en el mercado laboral en nuestras áreas.

Entonces, con los datos que tenemos ahora, ¿qué podemos hacer como sindicato para ayudar no sólo a los nuevos trabajadores no representados que llegan a nuestra área, sino también a nuestros contratistas y nuestras economías? Creo que esto tendrá que ser un esfuerzo concertado entre nuestras comunidades, el Sindicato y nuestras asociaciones de contratistas. Primero, necesitamos construir asociaciones entre el programa comunitario, el sindicato y el liderazgo de los contratistas para crear escenarios de tutoría a través de miembros bilingües. En segundo lugar, debemos brindarle al trabajador las herramientas y la educación necesarias para hablar y comprender el inglés como segundo idioma. Esto se puede lograr a través de programas comunitarios fuera del horario laboral normal para que estos trabajadores puedan obtener un ingreso. En tercer lugar, debemos comprender y abordar las diferentes necesidades culturales de estos candidatos. Al igual que nuestras generaciones pasadas, el crisol de culturas de Estados Unidos y Canadá hoy es diferente al de un trabajador inmigrante entrante. Ser inclusivo y comprender otras culturas es esencial. Cuarto, debemos brindar capacitación efectiva en salud y seguridad para garantizar que estos trabajadores reconozcan la diferencia entre un lugar de trabajo sindicalizado y un lugar de trabajo no representado. Los trabajadores seguros son trabajadores productivos y felices. Finalmente, necesitamos organizar a tantos de estos trabajadores como podamos para que reconozcan que podemos brindarles un nivel de vida permanente que puede impactar a sus familias durante las generaciones venideras.

Si bien los números reflejan que muchos inmigrantes que llegan a nuestros países son latinos, tenemos personas que vienen de casi todos los países del mundo. Tenemos la oportunidad de ser **Diversos** a través de cada inmigrante que trabaja en nuestra industria si podemos unirnos a través de **la Unidad y la Inclusión**.



By Frank Pietrowski

CHAPTER REPORT

Greetings Brothers and Sisters. As the 2024 work season is upon us, let me take this opportunity to share news about the Local work outlook. As you are aware, the Bills Stadium is under construction and contracts have been awarded. Lupini is performing waterproofing on concrete foundations. Thomas Johnson, Inc. has been awarded the masonry part. A June start is expected according to the schedule. Approximately 850,000 blocks are slated for the job with a projection of completion in spring of 2026. Tiede- Zoeller Tile Corp was awarded the tile and stone for the project with an anticipated start of February 2025. As you can see from this schedule the workforce and supply chain issues could easily affect the outcome of the project. Completion for the Stadium is July 2026. To combat the labor shortage issues, the Local has increased apprentice numbers and organizing new members is priority one. Organizing over the years has become a main goal not only in our area but throughout the Country. We are reaching out to old members of the local and prospects that we have talked to over the years in the open-shop sector. We have had many out of town bricklayers over the last year inquiring about the Bills Stadium job because they want to leave their mark on this once in a lifetime opportunity as the work outlook in the area flourishes for upcoming years. Amazon in Niagara Falls is starting to progress as foundations are slated for late August this year. As the downtown Buffalo development continues to be strong with Manning Squires performing the masonry at Heritage Point as well as Canalside Gateway Aud block and Evans Water treatment. Being mindful of all the Capital improvements throughout the districts the work season will be extremely busy.



Thomas Johnson's Dennis McCarthy Sr. and Andrew Christensen on lunch after a busy morning of laying stone at Emery Park



Tiede Zoeller Crew at Frontier Middle School

Future projects in the area include the new UB Engineering building North Campus in which the trades are pursuing a Project Labor Agreement for the \$120 million dollar project. Marine towers will be demolished downtown in 2025 with new housing being constructed at \$400 million price tag. The demolition of the Perry Street projects with new housing construction planned. Phase 3 of the Pembroke Federal Cemetery will also come into play.

As a Union, we have been pursuing different recruitment practices, attending career fairs in the inner city as well as BOCES and schools throughout the Locals jurisdiction. And we are adapting to the changing workforce demographics to updating recruitment and hiring practices to be more inclusive. Participating in a pre-apprenticeship program exclusively for past incarcerated men and women helps create opportunities for all. I have talked about growing our local at many Chapter meetings and events. One thing I will say is it is a team effort that needs everyone's attention. The work opportunities are at capacity now we need to grow and if we cannot grow now as a Union, I do not know how we ever will. The work is available but if we do not have the skilled journey workers to perform the work, we're not growing. This could change an architect's design considerations with building with other materials that the BAC would not install. This is a great opportunity to gain and control the market share of the masonry and tile industry in our area. Let's work today with the future in mind.

In Solidarity



Highland Masonry's Dave Schuh & Adam Wagner at Asbury Hall Church



Lupini Project at Foster Hall, UB South



Lupini's Dave Buck & Delon Walton at Foster Hall



Lupini's Lino Cometto at Foster Hall



Morris Masonry's Louis Tozzo & Dan Fay



Thomas Johnson's Joe Rodems, Joshua Garigal, Chad Outten & Dennis McCarthy Sr.



Tiede Zoeller's Foreman Chris Clayton at Como Park Elementary



Tiede Zoeller's Bob Smith, Edittion Thompson & Chris Clayton at Como Park Elementary



DeSpir's Keith Trode & Ryan Nichols patching Terrazzo at Brisbane Building's Lobby



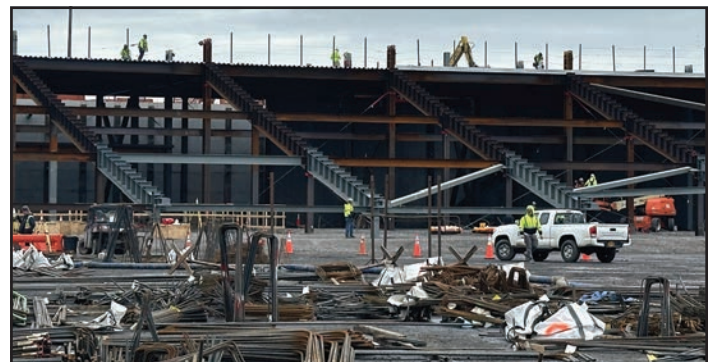
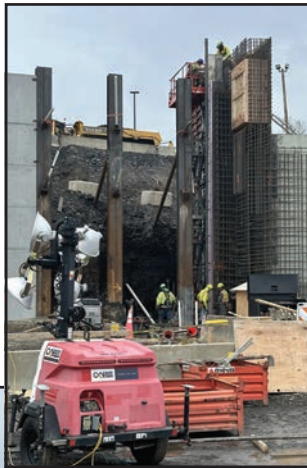
Buffalo Bills Stadium Update

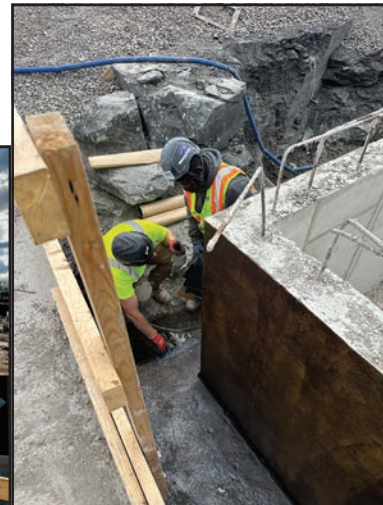
By Todd Flynn

As many of you know, the masonry package for the new Buffalo Bills Stadium has been awarded to Thomas Johnson, Inc. This portion of the project is expected to begin in June of this year and with 850,000 masonry units to be laid, it is safe to say that the BAC Local 3 NY Bricklayers will have a very busy summer!

The Tile package has been awarded to another one of our signatory contractors, Tiede-Zoeller Tile Co. The start date for this portion of the project has not yet been set.

With this large and monumental project, teamwork and safety will be of the utmost importance! As we have noted in previous journals, drug tests and orientation will be required prior to beginning work on this project. The newer style hard hats with chin straps will be mandatory, as well as safety glasses and cut-resistant gloves. This project is a very large and dangerous site with many moving parts. Safety is monitored at all times on this project. At all projects... Take the time to be safe!!





New Amazon Facility – Niagara, NY

By Todd Flynn

New Amazon Facility is a GO!!!!!!

On March 20, 2024, the Niagara County Building Trades met with Utah-based Layton Construction to discuss the new Amazon facility set to be built in the Town of Niagara.

This \$550 Million warehouse project is set on a massive 216-acre plot of land purchased by Amazon. The warehouse itself is 700,000 square feet and is 98 feet in height. This will be one of the largest projects in our area. Fab-Con, a BAC Local 3 signatory contractor has been awarded the contract to construct the precast walls. The tile package is currently out for bid. As always, project updates will be provided at our Chapter meetings.



The workload in the BAC Local 3 NY jurisdiction is very plentiful this year. This is the time to grow our membership!!! As I say at all of the Buffalo chapter meetings, if you know of any non-union journey workers in any of our trades, please have them contact us so that we can show them what the BAC Local 3 NY is all about!!!



By Steven Harvey

CHAPTER REPORT

Hello BAC Brothers and Sisters. Many projects in the Southern Tier continued throughout the Winter and are continuing into Spring. New projects will be starting across the Southern Tier as well. BAC Local 3 NY is still seeking new craftworkers. BAC members should have an abundance of opportunities to work in the Southern Tier this year.

In the Corning/Elmira area, Addison CSD Bus Garage, Elmira WWTP, Gardner Elementary School, GTS BOCES Hornell, Painted Post BOCES, CMOG and Elmira City Clock Tower are some of the larger projects that have provided BAC Members with employment opportunities. In the Binghamton area, projects such as Windsor CSD, Whitney Point CSD, Vestal CSD Pool, Wilson Hospital, Greater Binghamton Airport and JC Assisted Living Center provided hours of employment to those wanting to work. Ithaca also has several large-scale projects such as Hughes Hall Cornell, CIS Cornell, Thurston Hall Cornell, Catherine Court and Homer CSD that provided hours for Craftworkers seeking employment. These are a few of the larger projects that provided employment opportunities for BAC Members over the past few months that will continue in the months ahead.

There are plenty of opportunities for employment with new projects starting soon like the Susquehanna Valley CSD, Binghamton University Fieldhouse, Good Shepherd Villages, Bassett Hospital and Good Shepherd Villages. These projects that have been awarded and will soon start in the Binghamton area. The Ithaca area will have Tompkins County Jail, War

Memorial Cornell, McGraw Tower Cornell, Plant Science Cornell and the Ithaca Fire Station firing up in Spring and Summer. In the Corning area Bath WWTP, Nichols WWTP and OGS Armory have been awarded and will provide employment for BAC Members. The number of new projects starting in the Southern Tier is likely to increase as Signatory Contractors follow up on pending bids adding employment opportunities.

Our Union is seeking journey workers in all crafts. One way to help grow our organization and combat the shortage of skilled craftworkers is through inclusivity. Please encourage anyone able to command the Local's negotiated scale of wages as demonstrated by securing and holding employment in a branch of the trade represented by the Local; or has been accepted as an apprentice by the Joint Apprenticeship and Training Committee to apply to BAC Local 3NY for membership. An Applicant will not be denied consideration of membership based on his/her race, sex, age, national origin, Veteran status, handicap or creed. So, with this in mind, please refer any qualified person in any represented craft to apply for membership to BAC Local 3 NY.

The 2024 work season will be a busy year. Through inclusivity, we can better meet the demand for more craftworkers and grow our organization. In closing I would like to wish everyone a safe and great 2024 work season.



Thomas Pettit



Bradley Fassett



Harry Page



Lavante House



Donavan Wilson



Nick Jaramillo



In Memory Bob Mion Sr.



The Bricklayers & Allied Craftworkers Local 3 NY has recently lost a treasured member in the passing of Bob Mion Sr., on April 14. Bob was a 65-year member of the BAC, beginning in his home Local 42 in Binghamton. He began his career working alongside his father as a Mason and worked in several trades namely as a Tile Setter. He served as the President of Local 42 NY and also on the Board of Trustees and was very instrumental in the development of the apprenticeship and training programs that he actively was involved with until his death. Bob became an Instructor for IMTEF later in his career and served numerous times for the Local, Regional and International Apprentice Contests. The BAC/IMI recognized Bob for his many years of service at the Northeast Regional Contest in 2022. His son, Bob Mion Jr. carried on his legacy also as a 38-year member of the BAC 3 NY, both working in the field and then recently retiring after working for the IMI/IMTEF for many years as the Northeast Regional Training Director. Our Local Union is indebted to the Mion family for the years of service by both Bob Sr. and Bob Jr. and we are better for it. As past Vice President Scott Stringer shared, "Bob Mion Sr.'s commitment to family, community and the labor movement, especially training and educating BAC members is unprecedented." Our sincere condolences are extended to the Mion family and trust that the many years of cherished memories bring you comfort in the days ahead.





By Guy DeBack



CHAPTER REPORT

We hope this spring greeting is finding you employed and ready to fulfill another busy year's work. If you haven't found work, please contact me so that I may be of some help. I know we have had some unexpected slowdowns in the last couple of months. That should be coming to an end as I am writing this article. I have been gradually getting calls for workers and expect those calls to increase in the coming weeks. If you find yourself not staying with contractors too long, please assess your skills compared to those you work with. If you find a deficit, try to improve your skills, work ethic and maybe even attitude. Our training is January through March, and you are more than welcome to work on your skills here at the Training Center. As BAC 3 NY members we owe that to ourselves and our coworkers. Pride and professionalism are just a couple of the attributes we hold.

As we have said in our previous issues of The Craftworker, we are heading into some very large projects within our Local's boundaries. The Fairlife Milk Plant in Webster is one of those projects with Quality Structures doing the foundation work and 745,000 sq feet of slab on grade. Other bids go out last week of March for the Wastewater treatment plant work that is tied into this facility. To our West is the long-awaited Buffalo Bills Stadium with Thomas Johnson, Inc. winning the bid for the upper and lower bowls masonry work. That's a lot of 8-inch blocks to be placed at a rapid pace with long hours ahead. Tiede-Zoeller Tile Corp., has the tile work for this project. Currently Catenary is doing the block work at the Webster Highway facility. MSH is still working on brickwork at the Canandaigua



*Manning Squire Hennig's
Taylor Weilert at
Canandaigua VA*



*Famous laborer
with Lyndsay*

VA. MSH also has block work on RIT Theater and restoration work on existing campus buildings. Treatment plants in Wayne County are currently underway with MSH, Crane-Hogan and Cummings doing a lot of that work. R.E. Kelley has a good-size restoration job on Andrews Terrace Apartments downtown Rochester. STEVE General has numerous projects in the Rochester area including Innovative Field, Wilson Foundation Academy and the Rochester airport (E.G. Sackett Tile) being a few of them. Casler is out at the Monroe County Children's Detention Center in Rush, NY as well as many other locations across the State. Rundel Library exterior building envelope goes out for rebid third week of April. Many school districts have work coming out this year. Infrastructure road work, bridge repair and sidewalk replacements will be abundant this year as well.

We have brought in journey workers this past year in the Rochester area to the total of twenty-five at last count. Some are new and others previous members. Please welcome these members and help them understand our BAC ways of working, ethics and safety. Remember these are your brothers and sisters and to help them should be no different than helping someone you have worked with for years. Their success is our success. We have a diverse membership and that helps us grow stronger and better reflect the communities we represent. This growth and mentoring are what we need to maintain our success in the future and grasp a better market share of our work.

Please have a safe and healthy work season for you and your families.



*Manning Squires Hennig's
Casey Wellington at
Canandaigua VA*



*Manning Squires Hennig's
Raffaele Saieva at
Canandaigua VA*



*Tom Bigley and Aaron Peets
MCDC with Casler*



Tom and Aaron MCDC with Casler



*Jeremy Pifer Webster HWY Dept
with Catenary*



*Mark Arcarisi Webster Hwy Dept
for Catenary*



*Joe Spring at Webster Highway Dept
for Catenary*



*Manning Squire Hennig's
Lyndsay Brown at Canandaigua VA*



*Ken Mensinger and Joe Zerdoner
MCDC with Casler*



Manning Squires Hennig's Jeff Singer at Canandaigua VA



Kenneth Mensinger grouting at MCDC with Casler



Tom and Aaron MCDC with Casler



MSH crew



Catenary's Joe Spring & Colby Hagadone at Webster Highway Garage



Brennan Egling at MCDC for Casler



Tom Sulli, Joe Vito, and Jeff Roncone for Baytile at Ox Tools



EG Sackett's Larry Glod, Mike Evans and Jeremy Peet at Constellation HQ



Casey laying brick



St. Patrick's Day Parade

March 16, Buffalo, NY

The 2024 Old First Ward St. Patrick's Day parade was a huge success, and a great time was had by all! This year's parade was the best member participated parade in over 10 years with over 100 people in attendance! Our members brought wives, husbands, partners and children to march with us in unity with good friends, good food and a great time!

I would like to extend a huge Thank You to all who came out to prepare and decorate the float and trailer! We began Saturday morning and as members began to arrive, the decorating began and the float was completed quickly!

I would also like to extend a Thank You to Tammy Law & Andrew Marino for preparing and cooking all of the fabulous food!! Everything was delicious...from the hots and burgers to the chili and mac and cheese.

Finally, I want to thank all of the Bricklayers & Allied Craftworkers Local 3 NY members for your support of this event!! It was a great turnout...and we're looking forward to making the 2025 parade even bigger and better!!





IMTEF Training

Art Miller, IMTEF Regional Director



Greetings Local 3 New York Brothers and Sisters,

The International Masonry Training and Education Foundation (IMTEF) is available to provide training, certifications, and continuing education to Bricklayers and Allied Craftworkers Local 3 New York members. Yes, you.

IMTEF offers various training opportunities at the John J. Flynn BAC/ IMI International Training Center in Bowie, Maryland, your Local 3 NY Training Centers, as well as online courses that you can attend at home.

Here is a list of available training opportunities:

Pre-job and cross-craft training in Brick/Block, Tile, Terrazzo, PCC, and Stonework

Online Foreman Training

IMI's Historical Masonry Preservation Certification

Tile ACT Orientation

Jahn/Conproco/Edison/Lithomax

***Welding 2½ week
4G certification***

***IMI/ICRI Concrete
Repair Certification***

Refractory/ MSHA

ABBA Air-Barrier Certification

Please visit **imtef.org** to view the members training calendar. There you will find a list of scheduled training opportunities. Contact your Training Coordinator for assistance registering for training.



The International Masonry Institute also offers Installer Certification Programs which, when possible, may be offered at a Local Training Center. Here is a list of available installer programs:

Adhered Masonry Veneer
Flashing Upgrade Training
Grouting and Reinforcement
Rainscreen Certification Program

Terra Cotta Installation and Repair Program
Historic Masonry Preservation Certification
IMI/ ICRI Concrete Repair Certification

The International Masonry Institute offers Health and Safety programs such as:

Confined Space Awareness (4hr)
Asbestos Awareness (4hr)
Ergonomics (4hr)
Fall Protection Safety (4hr)
Hazardous Communication (GHS) (4hrs)
Masonry Wall Bracing (2-4hrs)
Respirator Training
First Aid/ CPR
Forklift Training
MSHA-New Mine
Rigging and Signaling (8hrs)
RRP-Repair Renovator Painting (8hrs)

Scaffold Training
Fabricated Frame
Suspended Scaffolds
MWCP (Hydro Mobile)
Competent Person Training

Health Hazards in Construction
Silica
Hexavalent Chromium
Lead
Asbestos
Bloodborne Pathogens

IMI offers online certifications and classes as well:

Supervisor Certification Classes

Aspiring Contractors Program

Please visit imiweb.org for more information on International Masonry Institute training opportunities and speak with your Local Training Coordinator for scheduling.

Recently some Local 3 NY Trainers attended a Procore Software train-the-trainer class. Procore is a tablet-based software program for running jobsites that includes viewing blueprints. For more information and training opportunities pertaining to Procore please reach out to your Training Coordinator.

IMI at the Donnie Zimmer Training Center in Buffalo

By Andy Hanrahan

The Donnie Zimmer Training Center of the Buffalo Chapter of BAC Local 3 NY hosted a special event this February. Brian Trimble of IMI (The International Masonry Institute) conducted a seminar on Designing Low-Carbon Masonry Structures. 16 architects from various firms attended the seminar and then proceeded out to the shop for some “Hands-On” experience. Some of Buffalo’s apprentices changed roles and became instructors for a while. The new “apprentices” rotated through 3 different tasks. They laid Brick, Block and pointed in some “ground out” mortar joints. Events like this will continue to help promote masonry, our craftsmanship, and Unionism. Thank you to the BAC apprentices for stepping up and becoming instructors. Brian Trimble reported that the architects in attendance thought that our training facility was first-rate and were quite impressed with their “instructors” skills. They saw firsthand why we are “The Best Hands in the Business.”



IMI at the Whitney Point Training Center

By Michael Beamer

The IMI Pre-Apprentice Tile Class from the Oneonta, NY Job Corps recently visited our training center in Whitney Point, NY on March 6th and March 8th. On March 6th they had a hands-on demo with Schluter Systems, where they got to work with the brick apprentices on the mockups set up by Schluter rep Zac Dukat. This was a great experience for the job corps students to be able to work with a product that they have no experience with and to have the process explained by Zac who knows his product inside and out.

March 8th was our annual trip to the training center to expose the students to all of the trowel trades other than tile, that they work with on each day. Students worked side by side with the apprentices from the Union on brick, block, and pavers as well as a caulking lesson. Students also met with a local contractor, Jay Niedzialkowski from Alliance Masonry, who explained his expectations of apprentices just starting out in the trowel trades as well as answering any questions the students may have had. This experience overall was a great opportunity for all involved. I would like to thank our Local Training Coordinator, Justin Summerfield, the instructors, Schluter Rep Zac Dukat and Jay Niedzialkowski from Alliance Masonry for involving the IMI Pre-Apprentice Tile Setting Job Corps Students in these great opportunities!



ORGANIZER'S *Report*

By Robert Sotir

Greetings brothers and sisters. From organizing standpoint, we are in full organizing mode. The theme of this edition of *The Craftworker* is on unity, diversity and inclusion and nothing could demonstrate that more than organizing immigrants and the importance of not neglecting the immigrant community.

Just like myself and pretty much all of our membership, we or our ancestors, came here with a dream and a hope to survive, to grow, to prosper. Some of us were lucky to be given a chance, to be accepted, to be given guidance, and the reward is great to everybody: ourselves, our families, our local communities, our state and our country, the United States of America. The majority of today's immigrants are no different, they have the same aspirations as myself, you or your ancestors did.

Our Union needs to grow and that includes immigrants that do our work. If they're not working with us, they're working against us. If they're not working for the good contractors that pay good wages and benefits, they're working for the unscrupulous contractors, the ones that love using our standards to charge but not to pay. These bad contractors are taking full advantage of the vulnerability of immigrant workers on one hand while taking the work from the good contractors and Unions on the other.

We can do the right thing for all the right reasons by organizing these immigrant workers and those in underrepresented communities with working permits and combating the "run for the bottom" in our industry. Our Founders gave us the guidance and history shows it that when we follow it, it works: "Organize ALL people that are Qualified to do our work." That means all that can get a job and keep a job. I wish you all well into the upcoming season.



*BAC 3NY in Solidarity
with US Postal Workers*



*Andy Hanrahan and Viki Kirsch
at Dwyer Stadium
Trick or Treat Event*



*Trick or Treat
at Batavia's
Dwyer Stadium*



*Nathan Kent at
Rochester Building Trades
Career Fair*



*Buffalo VOC
combating
Corporate Wefare*

***We would like to thank the following members for their participation
in the Volunteer Organizing Committee:***

Rochester:

Jason ReQua
Guy DeBeck
Kaydane Grant
Brennon Zenoski
Joe Vitto
John Myers
Blaine Bartlet
Nathan Kent

Ithaca:

Steve Harvey
Justin Summerfield
Karl Colburn

Buffalo:

Frank Pietrowski
Todd Flynn
Robert Sotir
Andy Hanrahan
Mark Sell
Viki Kirsch
Robert Kelichner
Marty Jones
Kevon Parson
Tammy Law
Andrew Marino
RJ Rebmann



UNION
SERVICE AWARDS
Congratulations

10/2023 - 03/2024

50 + YEARS
LIFE MEMBERS

Kerry Alley
Sebastiano Capalbo
Allan Keeler
John Puglisi

40 + YEARS

Charles Galbo

25 + YEARS

Dominick Cacia
Brian Leva
Jeremiah Jackson

Funds Reports

Buffalo Funds Office

If you have not already done so, please be sure to submit your proof of health insurance coverage for 2024 in order to use all of your Health & Welfare benefits.

The Health Insurance Coverage Information form can be found on the BAC3NY website under Funds, Buffalo Funds. The Fund Office can also mail, email, or fax you this form. You must complete this form and show proof of 2024 coverage (such as a letter of coverage verification from the insurance company, a copy of your card IF it has an effective date of 2024 and lists everyone covered under the plan, or a print out from the insurance company website/portal that lists current coverage and everyone covered).

If you have not shown proof of 2024 health insurance coverage, you may only apply for sick pay, supplemental unemployment, supplemental workers compensation or supplemental disability.

Ithaca Chapter Benefit Funds

A few friendly reminders from the Funds Office:

- All Ithaca plan descriptions, disclosures, and forms can be found on our website: www.bacithaca.com
- The Pension Plan year ends 4/30/2024.
- The Health Plan eligibility earning period ends 9/30/2024.
- 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

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

Rochester Chapter Funds Office

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

Member Portal: To access the portal, go to 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>

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

Select "Member Benefits" then "Tool Sales"

Or ORDER by PHONE toll-free

U.S. 1-888-880-8222

Canada 1-800-388-8395





APPRENTICESHIP & TRAINING REPORTS Buffalo

TRAINING CENTER

By Andy Hanrahan

Hello to all members of BAC Local 3 NY. The 2024 training season came upon us quickly and started with a few changes. First and foremost, the shop had a couple of instructor vacancies that needed to be filled before training even began. I knew I was not going to be able to be out there full time, and veteran instructor Dennis Whytas retired. He was an instructor here at the Donnie Zimmer Training Center for 14 years. On behalf of everyone involved with apprentices and training, thank you Dennis for your passion and commitment to the apprentices and to the craft. Rich MacDonald and Rodney Lockhart eagerly came on board and got right to work. Veteran instructor Mark Sell along with caulking/waterproofing instructor Scott Hartwig were both there for the two of them, offering knowledge, advice, and instructing tips.

Another change was that a morning stretch session is now part of the curriculum at the training center. 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 there which made for a busy day. 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.

PCC/Restoration training was in February with another month of a full shop. Like in January, over 30 apprentices were in the training center daily. Besides some of the same basic skills that were taught last month, the 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 to work from a rig. All these projects were based on the ability of each individual. Creating a project that is "just hard enough" is what makes the apprentices skill set grow.

The four instructors made a great team. Thanks Guys.

Tile training was in March. Veteran instructor Joe Schmidt was once again in charge of the tile apprentices. From the very first day, he had them doing various tasks, both on the wall and on the floor. The apprentices were shown how to do tasks properly and efficiently. They spent some time in the classroom, and a lot of time out in the shop. With the amount of knowledge Joe has to offer, the tile apprentices are lucky to have him. Thanks Joe!

Terrazzo mechanic Tim Pietrowski was able to come in and demonstrate some epoxy terrazzo. All the tile apprentices helped in the many steps of the labor-intensive project. There are fewer and fewer craftworkers capable of working with terrazzo, and this was a great learning experience to provide the skills needed for an opportunity for steady work. Thanks Tim!

Training has been completed for 2024 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 are 30 Bricklayer Apprentices, 32 PCC/Restoration Apprentices, 12 Tile Setter Apprentices, and 2 Tile Finisher Apprentices. 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 NY and needs every BAC member to help guide them on their journey. Journey workers, remember, even if it was many years ago, someone showed you. Please pay it forward. Apprentices, remember, you are the learner. Pay attention, listen, and use the knowledge given to you to your advantage. Your career depends on it.

I would like to recognize the following 4 members for completing their apprenticeship and turning over to Journey worker:

Shaun Lough PCC - Graduated June 2023

Mark Peoples PCC - Graduated October 2023

Josh Crispell PCC - Graduated October 2023

Marc Woods Bricklayer - December 2023

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.

APPRENTICESHIP & TRAINING



*3rd Year Apprentice
Dan Pachucinski Replaces
Brick on his Mock Up*



*3rd Year Apprentice
Jessica Weber Gets Ready to
Lay the Next Course*



*2nd Year Apprentice
Delon Walton Working on
Brickwork*



*2nd Year Apprentice
Colin Liddle Makes Laying
Block Look Easy*



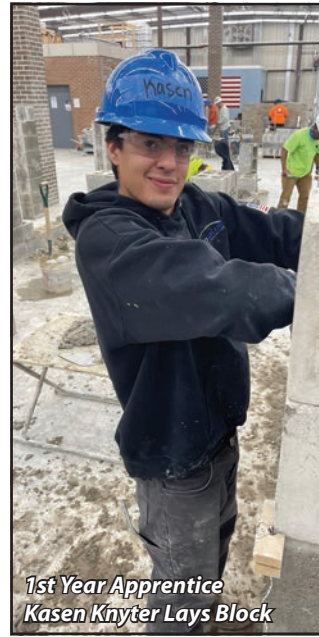
*2nd Year Apprentice
Jaylen Estabrook Points
in a Brick Wall*



*3rd Year Apprentice
Casey Evans Builds a
Block Lead*



*1st Year Apprentice
Nick Gabler Strikes
Up his Work*



*1st Year Apprentice
Kasen Knyter Lays Block*



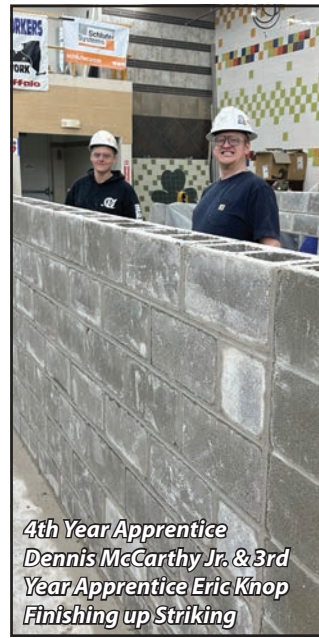
*1st Year Apprentice
Jordan King Spreads
Mortar Evenly*



*1st Year Apprentice
Cameron Bunk*



Alex Cesar



*4th Year Apprentice
Dennis McCarthy Jr. & 3rd
Year Apprentice Eric Knop
Finishing up Striking*

APPRENTICESHIP & TRAINING



Tile Class Photo



New Apprentice Demetrius Reed Floats in Some Material



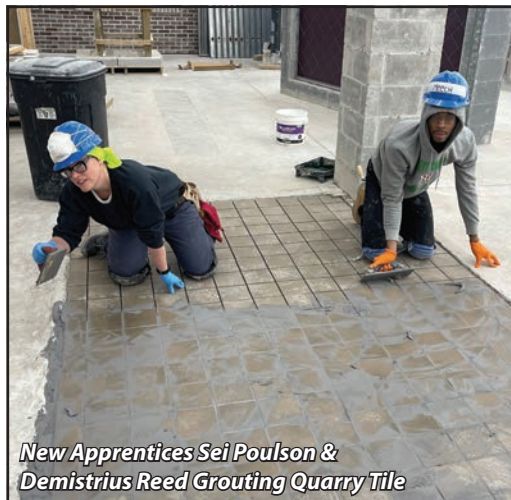
3rd Year Apprentice Tammy Law Using her Skills to Fill in an Area



3rd Year Apprentice Nick Taylor Working on a Brick Pier



Instructor Mark Sell Looks on as Filipe Flores Builds Scaffolding for the First Time



New Apprentices Sei Poulson & Demetrius Reed Grouting Quarry Tile



JLG Scissor Lift Training



Robert Dunlap & Cody Smith with thier Completed Tile Project

APPRENTICESHIP & TRAINING



*Tile Apprentices
Jason Warren & Purcell Spain
Screeding Material Together*



*Tanayjah Adams
Points a Brick Wall*



*Shane Wellington With
Kassie Matteson As She Puts
Scaffolding Together for the
First Time*



*New Tile Apprentice
Nick Sadowski Ready for
Terrazzo Practice*



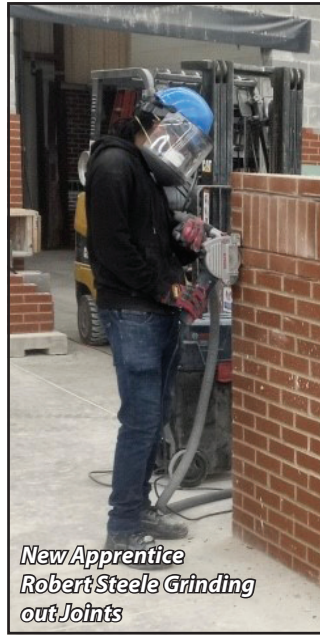
*New Apprentice
Zack Robinson Puts
in the Closure*



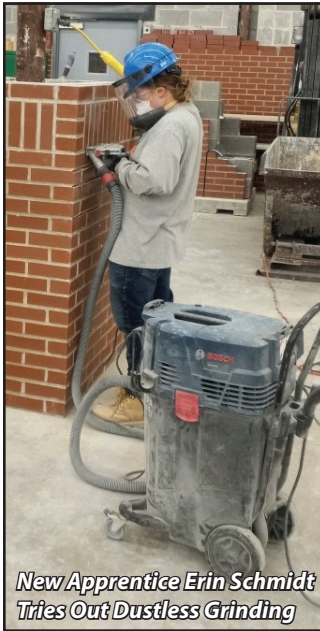
*New Apprentice
Tziviah Abosch Caulking*



*New Apprentice
Sei Poulson Putting Tile
on Mock Up*



*New Apprentice
Robert Steele Grinding
out Joints*



*New Apprentice Erin Schmidt
Tries Out Dustless Grinding*



JLG Scissor Lift Training



*Jennifer Brown in her
Second Season of Training*



*Brandon Billups Points in a
Brick Wall*

ROCHESTER

By Kaydane Grant

TRAINING CENTER



Greetings from the Rochester Training Center to all Local 3 NY members. We had a great year last year and are expecting to have the same, if not better this year. We currently have 61 active apprentices in our program, which consists of 39 Brick and Block, nine PCC, nine Tile Setters, and four Tile Finishers. I want to thank all our instructors, Jeff Colvin, Brennon Zenoski, Jeff Cullen, Anthony Ilardo, and Mike Needham for doing an excellent job with the apprentices. I know at times it is not easy to get apprentices to buy into the process, but once they do, they realize that you are all trying to make them more knowledgeable, efficient, and employable over the span of their careers. I also want to say thanks to Megan “THE HAMMER” for helping all the apprentices with their blue books, as well as taking, and posting their pictures so their friends and families can see what they are working on during training.

During training this year, we had OSHA 30, First Aid CPR / AED training, and ACI Flatwork certification. Work also continued in the class/meeting room, with Tile apprentices Ben Hoyen and Gabe Mendoza working on the city of Rochester mural. Mike Szymanski (Tile) and Ryan Zimmer worked on the flag project, and Brick and Block apprentices Seth Doctor, Mike Szymanski (Brick) Nicholas Fairfield, and Bradley Sanford worked on the stone wall.

I want to say congratulations to the following Journey workers who have completed their apprenticeship so far this year. From the Brick and Block program, we have Chris Kenyon, Seth Doctor, Nicholas Fairfield and Bradley Sanford. From the Tile Setter program, we have Chris Thornton and Dylan Schall. I would like to say to all of you that we are proud of you for your hard work, and glad you stuck with it. It was not easy, it took sacrifice, dedication, and seeing the bigger picture of what you wanted for yourselves and your families, focusing on learning and perfecting your skills over these last four years. **JOB WELL DONE!**

On a daily and weekly basis, we have people calling and stopping by to fill out applications and check out the Training Center. This is an

exceptionally good thing for us and shows that people are still interested in skilled trades. Whenever they see the Training Center, they are always amazed by what we have to offer and are always wanting to know when they can start.

We want to make sure that anyone who comes through our doors and has an interest in the training that we offer, knows what we stand for, and knows that this is a brother and sisterhood. We have a diverse apprenticeship program including Caucasian, African American, Spanish, Ukrainian, Afghanistan, Russian and Jamaican men, and women. The language barriers we thought were going to be a challenge, but between Megan and Google Translate, those concerns were quickly taken care of.

On an especially important note, we ask that all members be welcoming and willing to help your fellow Union brothers and sisters. Sometimes we can be our own worst enemies. If your coworker is struggling, or makes a mistake, show them the right way instead of saying “he or she is making the same amount of money as me, so I am not saying anything.” Remember, our members come from various countries across the world, and every country does the same jobs a little bit differently. When we stand together, we can be a force to be reckoned with.



Abdullah Danesh and Romaine Vernon

APPRENTICESHIP & TRAINING



Joseph Cheresnowsky's jack arch



Eric Measer, Mike Needham, and Evan Measer



Carlos Cintron and Alex Pavlov



David Bravo



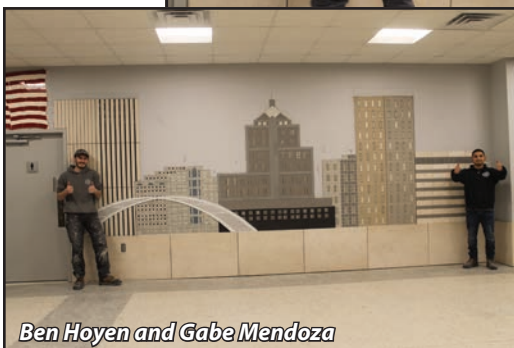
Mike Szymanski and Nathan Kent working on brick arches for a dome



Davyne Johnson and Cliff Bradshaw



Mike Korczak, Zach Allen, and Nate Goodrich



Ben Hoyen and Gabe Mendoza



APProundup 2024

APPRENTICESHIP & TRAINING



March 2024 Class



First-year apprentice Tadd McNulty



February Class Photo



Mike Szymanski working on his flag project with assistance from Ryan Zimmer and Jeff Cullen



Jacob Mantelli and Alexander Howland

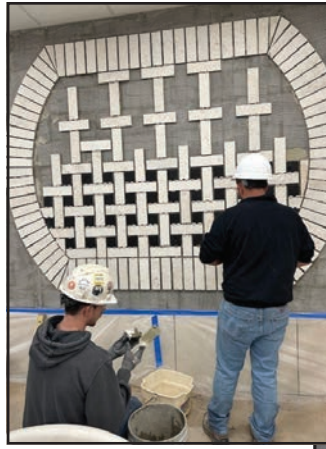


January Class

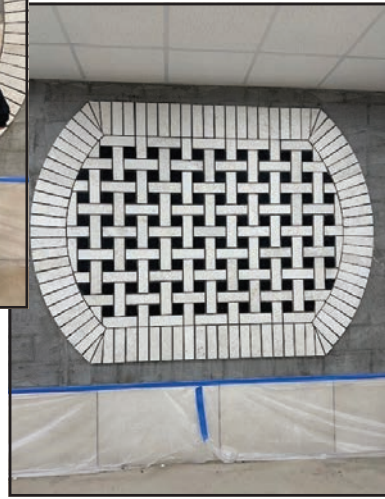
APPRENTICESHIP & TRAINING



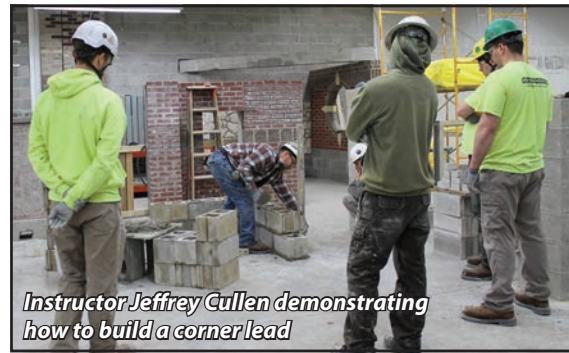
Zach Allen and Mike Needham



Nate Goodrich and Nick Fairfield



Nevaeh Mack working on her tile project



Instructor Jeffrey Cullen demonstrating how to build a corner lead



Romaine Vernon working on a screed for a mud bed



Dayvon Henry



Tyler Bosh

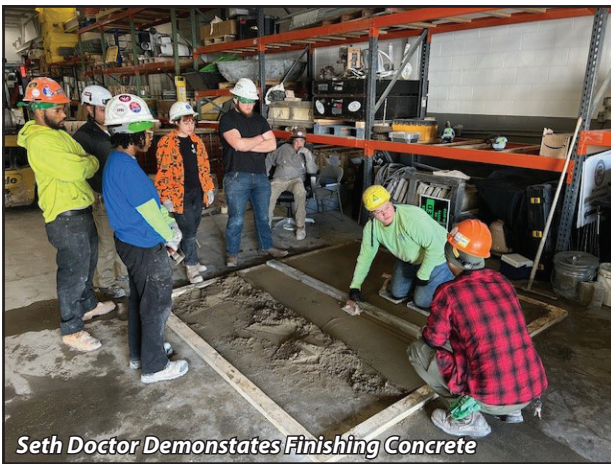
APPRENTICESHIP & TRAINING



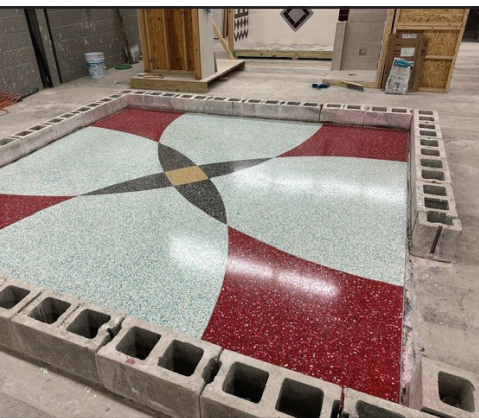
Vincenzo Zagari's
Twisted Pier



Nate Goodrich



Seth Doctor Demonstrates Finishing Concrete



Mike Szymanski and
Ryan Zimmer
terrazzo project

SOUTHERN TIER TRAINING CENTER

By Justin Summerfield



I hope this finds my fellow brothers and sisters well. The Southern Tier held their annual interviews in December. We were fortunate enough that we received a bunch of applications after our December interview that we were able to have a second interview date in January. From the candidates that we interviewed we brought in a total of 17 new apprentices. Two in tile, two in concrete, two in PCC, and 11 in the brick and block program.

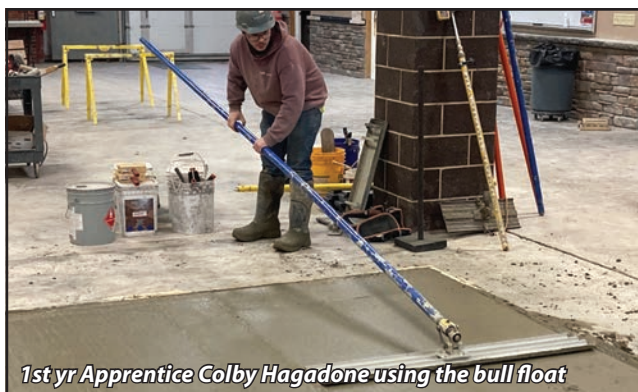
Our apprentices worked on various skills this training year. The skills that the apprentices worked on were brick, block, stone, concrete, patching concrete, caulking, and waterproofing. Some other training that our apprentices received were their OSHA-10, MEWP, First Aid/CPR/AED, and our annual Schluter Systems hands on demonstration taught by Schluter's Zac Dukat.

Another thing we tried this year was a mentorship program with a couple of our 3rd year apprentices mentoring some of our new first-year apprentices during training. I want to thank

Aaron Santiago and Donovan Wilson for doing an awesome job with our first-year apprentices.

This year Mike Beamer's Oneonta Jobs Corps class was able to make two field trips to our training center. The first trip was when Schluter was at our training center so they could see a more in depth look at how the Schluter Systems work. Their second field trip to the Southern Tier Training Center was so the Oneonta Job Corps students could see that BAC Local #3 NY offers more than just tile. The students were able to try their hand at various trades including brick, block, stone, pavers, and caulking.

I would like to thank the Southern Tier Instructors for another great training season. Mark Byam (Brick/Block), Mark Farrell (Brick/Block), Jake LaBarre (Concrete), and Karl Colburn (PCC, OSHA). I would also like to thank all our apprentices for showing up to the training center, willing to work hard and keep learning their respected trade.



1st yr Apprentice Colby Hagadone using the bull float



1st yr Apprentice Nicholas Misilewich tooting block



1st yr Apprentices trying to apply some sheet waterproofing



2nd yr Apprentices Nick Kaminsky and Albert LaBoy

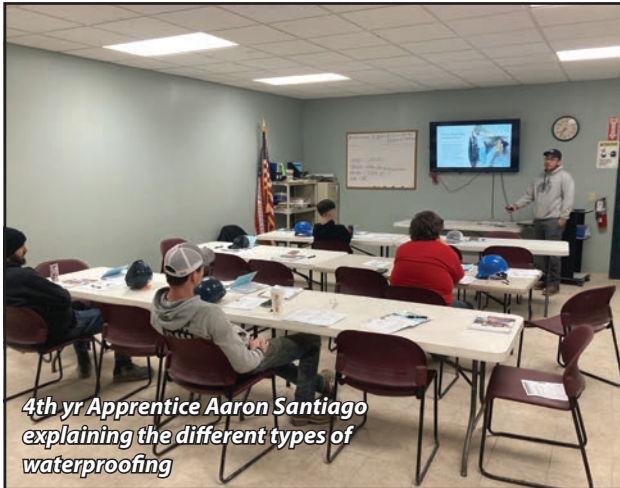
APPRENTICESHIP & TRAINING



1st yr Apprentice Jerome Steen caulking



1st yr Apprentices Caleb Knapp and Andreas Yacalis tuck pointing



4th yr Apprentice Aaron Santiago explaining the different types of waterproofing



3rd yr Apprentice Eric Wayman



3rd yr Apprentice Stephan Edwards

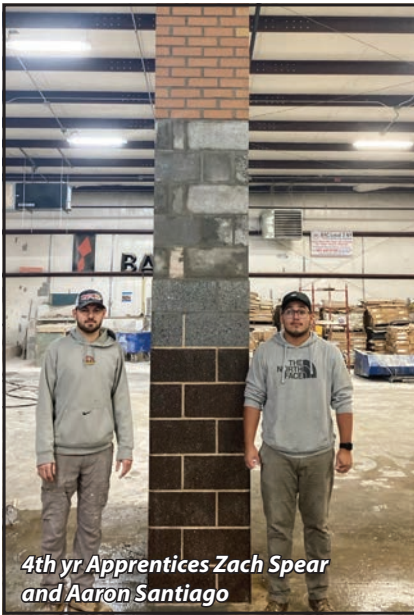


3rd yr apprentice Zach Spear working with a Broome-Tioga BOCES Student



Apprentices Eric Wayman and Jacob Cline

APPRENTICESHIP & TRAINING



4th yr Apprentices Zach Spear and Aaron Santiago



1st yr Apprentice Jared Moore



1st yr Apprentice Jacob Millard laying brick



1st yr Apprentice John Perry Jr.



3rd yr Apprentice Eric Wayman working the edges



3yr Apprentice Troy Fenstemacher Laying Stone



Apprentices placing concrete with instructor Jake LaBarre

Local Union and Chapter Nominations and Elections

The current 3-year term for the Local Union and Chapter Officer positions ends this September 30, 2024. Accordingly, under the BAC 3 NY Constitution and By Laws Article XI for the Nomination and Election of Officers, a special meeting shall be called to be held in the month of August. A notice shall be sent to every member in good standing at their current address on file at least 15 days prior to that meeting in the month of July. If you have had a recent change in address or anticipate one before August, please notify the Union office of that change.

Nominations will be taken for the Local Union Officer positions of President, Secretary/Treasurer and Vice Presidents. There are three Vice President positions. The Vice President election is not a head-to-head election but based on a plurality of the votes cast for the top three nominees regardless of what Chapter they are from. Nominations for each of the three Chapters will be taken for the positions of Chapter Chair, Recording Secretary, Sergeant-at-Arms and 2 Negotiating Committee representatives. Since the Local Union will enter negotiations next year with our signatory contactors in the Spring, having 2 representatives from each Chapter would be beneficial to the membership.

If there are more nominations than for the positions to be filled, then a mail in referendum ballot election will occur in the month of September in accordance with federal law and our Constitution. More information will be included in the Special Meeting notice sent out in July. You may also refer to our Constitution and By-Laws for more information. If you do not have a copy of that, please contact the Union office and one will be mailed to you. Please take notice of the following dates all to be held at 4:30 pm.

Local Union Officer Nominations:

August 8, 2024

*(Rochester Training Center,
following Rochester Chapter Nominations)*

Chapter Officer Nominations:

Southern Tier Chapter, August 1, 2024

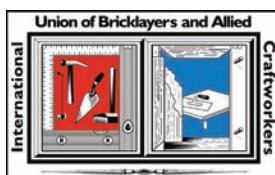
(Whitney Point Training Center)

Rochester Chapter, August 8, 2024

(Rochester Training Center)

Buffalo Chapter, August 15, 2024

(Buffalo Training Center)



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

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PRESIDENT

Timothy J. Driscoll

SECRETARY-TREASURER

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2024 CHAPTER MEETINGS

SOUTHERN TIER ITHACA
Training Center - 4:30PM
May 2nd
June 6th

ROCHESTER
Training Center - 4:30PM
May 9th
June 13th

BUFFALO
Training Center - 4:30PM
May 16th
June 20th

There are no Chapter
Meetings in July or
August

Nomination Meetings

All Meetings to be held at 4:30pm

Local Union Officers

August 8, 2024 following Chapter
Nominations
Rochester Training Center

Southern Tier Chapter Officer

August 1, 2024
Whitney Point Training Center

Rochester Chapter Officer

August 8, 2024
Rochester Training Center

Buffalo Chapter Officer

August 15, 2024
Buffalo Training Center



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