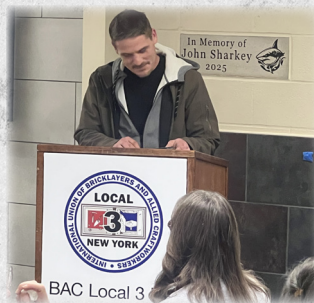




INTERNATIONAL UNION OF BRICKLAYERS
AND ALLIED CRAFTWORKERS
LOCAL 3 NEW YORK

VOL. 1 / ISSUE 10
FALL 2025

THE CRAFTWORKER



DEDICATION

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Message from *The President*

Dedication: An Enduring and Endearing Commitment

This year the International Union of Bricklayers and Allied Craftworkers celebrates its 160th anniversary as the longest continuous labor Union since its founding in 1865. That does not happen by mistake or luck. There is something that must exist for an organization like ours to continue year by year, decade by decade, to last over a century through times of a depression, numerous wars, labor union attacks and social unrest, to say the least. Certainly, we could focus on the building of our Country through the turn of the century and the advancements in the construction industry which are significant parts of this achievement. But what does exist and explains the success and succession of the BAC is the dedication that each member over the last 125 years has brought to the building of our great Nation. This fits the theme of this year's BAC Convention of "Building Tomorrow Together". We often speak of the skill, safe working practices, knowledge and experience that BAC members possess. But dedication is the character quality that drives these critical abilities necessary to build every project we walk on. Dedication is an enduring and endearing commitment and perseverance to whatever you focus on. And that dedicated focus is twofold. There is dedication to our craft and then also to one another. That is what unites us and makes us stronger. And that is the theme of this issue of the Craftworker, "dedication".

As you will read and see in this issue, we had recently dedicated the Rochester Training Center in the memory of Larry Hand. The officers and members of Local 3 NY have recognized the dedication that Larry had to this Union for many years, being instrumental in the Rochester apprenticeship program and the labor movement. And so, it was fitting to dedicate

the training center in his memory. We also honored Buffalo Chapter Apprentice John Sharkey who unexpectedly passed away this year with the dedication of a stone placed within the walls of the very classroom he sat in for training. Though only a member for a few years, "Sharkey" was dedicated to his family and our Local for the opportunity it gave him. He was proud to belong to a union that helped him provide for his family. That is the dedication that defines us that we want to recognize in each other.

Just as every wall we build, and every floor we lay or pour needs a strong foundation, dedication to your craft is also essential to the strength of our Union and the communities we live in. Your families depend on your dedication to get up early even on the coldest and darkest of days to get to the job and join your other union brothers and sisters to be part of something that is enduring and beautiful. There is pride and satisfaction in your skill and ability to build projects that change our skylines and neighborhoods. You are to be commended for that commitment and as a Union we should recognize each other's dedication with mutual respect and admiration. We need to value the people we work with since we share the benefits of working together and the legacy we will leave as individuals and as a Union.

So, this issue is dedicated to every member in recognition of what you do each and every day for the benefit of your family and friends, neighbors and other Union members. Your dedication is the cornerstone that will leave a legacy for others to build upon with the same skill and pride you possess. Thank you for that dedication and I wish you and your family a blessed Christmas and the best of the New Year!

In Unity,
Rick Williamson, President



Mensaje del Presidente

Dedicación: Un Compromiso Duradero y Entrañable

Este año, la Unión Internacional de Albañiles y Trabajadores Afines celebra su 160 aniversario como el sindicato más antiguo desde su fundación en 1865. Esto no es fruto del azar ni de la suerte. Debe haber algo que permite que una organización como la nuestra continúe año tras año, década tras década, y perdure durante más de un siglo a pesar de haber atravesado períodos de depresión, numerosas guerras, ataques a los sindicatos y disturbios sociales, por decir lo menos. Sin duda, podríamos centrarnos en la construcción de nuestro país a lo largo del siglo y en los avances en la industria de la construcción, que son partes importantes de este logro. Pero lo que existe y explica el éxito y la continuidad de la BAC es la dedicación que cada miembro ha aportado durante los últimos 125 años a la construcción de nuestra gran nación. Esto encaja con el tema de la Convención BAC de este año, "Construyendo juntos el mañana." A menudo hablamos de la habilidad, las prácticas de trabajo seguras, el conocimiento y la experiencia que poseen los miembros de BAC. Pero la dedicación es la cualidad que impulsa estas habilidades críticas necesarias para construir cada proyecto en el que participamos. La dedicación es un compromiso duradero y entrañable, y la perseverancia en aquello en lo que uno se centra. Y esa dedicación tiene dos vertientes: la dedicación a nuestro oficio y la dedicación a los demás. Eso es lo que nos une y nos hace más fuertes. Y ese es el tema de este número de Craftworker, "la dedicación".

Como podrán leer y ver en este número, recientemente hemos dedicado el Centro de Formación de Rochester a la memoria de Larry Hand. Los directivos y miembros del Local 3 NY han reconocido la dedicación que Larry tuvo durante muchos años a este sindicato, siendo fundamental en el programa de aprendizaje de Rochester y en el movimiento sindical. Por ello, era apropiado dedicarle el centro de formación en su memoria. También honramos al

aprendiz del Capítulo de Buffalo, John Sharkey, quien falleció inesperadamente este año, con la dedicación de una piedra colocada dentro de las paredes del mismo aula en la que se sentaba para recibir formación. Aunque solo fue miembro durante unos años, "Sharkey" se dedicó a su familia y a nuestro Local por la oportunidad que le brindó. Estaba orgulloso de pertenecer a un sindicato que le ayudaba a mantener a su familia. Esa es la dedicación que nos define y que queremos reconocer en los demás.

Al igual que cada muro que construimos y cada piso que colocamos o vertemos necesita unos cimientos sólidos, la dedicación a vuestro oficio también es esencial para la fortaleza de nuestro sindicato y de las comunidades en las que vivimos. Vuestras familias dependen de vuestra dedicación para levantarlos temprano, incluso en los días más fríos y oscuros, para ir al trabajo y uniros a vuestros compañeros y compañeras del sindicato para formar parte de algo duradero y hermoso. Hay orgullo y satisfacción en vuestra habilidad y capacidad para construir proyectos que cambian nuestros horizontes y barrios. Debéis ser elogiados por ese compromiso y, como sindicato, debemos reconocer la dedicación de cada uno con respeto y admiración mutuos. Debemos valorar a las personas con las que trabajamos, ya que compartimos los beneficios de trabajar juntos y el legado que dejaremos como individuos y como sindicato.

Por lo tanto, este número está dedicado a todos los miembros en reconocimiento a lo que hacen cada día por el bien de sus familiares y amigos, vecinos y otros miembros del sindicato. Su dedicación es la piedra fundamental que dejará un legado para que otros puedan construir sobre él con la misma habilidad y orgullo que ustedes poseen. ¡Gracias por esa dedicación, y les deseo a ustedes y a sus familias una Feliz Navidad y todo lo mejor para el Año Nuevo!

En Unity,
Rick Williamson, Presidente

SECRETARY/ TREASURER'S report

By Jason ReQua

BAC Local 3 Rochester Training Center Dedication

Larry Hand

It is with great honor that we officially dedicate the BAC Local 3 Rochester Training Center to Larry Hand by naming it the "Larry Hand Training Center". Larry was born in Hamilton, Ontario, Canada in 1930 and moved to Rochester in 1961 with his wife Ruth and daughters. He was a BAC member since 1948 in Canada and transferred to Local 11 in 1961. Larry owned and operated a union masonry business between 1975 and 1988 here in the Rochester area. Unfortunately, Larry passed away in February of 2003 at the age of 72 predeceasing his wife Ruth who passed in 2015. He was considered a very active member by being a strong voice at meetings, instrumental with organizing, along with directing the local 11 apprenticeship program. Larry's passion and knowledge of being first and foremost a union member, but also a union contractor allowed him and his wife to raise six children. Brenda, Wendy, Wanda, Susan, Cindy and three of their husbands were able to join us on October 4th for the dedication while his son Larry was unable to make the trip from California. His dedication to not only training apprentices, but also to the Labor Movement lives on and we all should see him as a standard to what our Union represents. Thank you to Larry, and to all his family members who shared this special event!



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Dedicación de Centro de Formación BAC Local 3 Rochester

Larry Hand

Es un gran honor para nosotros dedicar oficialmente el Centro de Formación Local 3 de Rochester de la BAC a Larry Hand, llamándolo "Centro de Formación Larry Hand". Larry nació en Hamilton, Ontario (Canadá) en 1930 y se mudó a Rochester en 1961 con su esposa Ruth y sus hijas. Era miembro de la BAC desde 1948 en Canadá y se trasladó al Local 11 en 1961. Larry fue propietario y dirigió una empresa sindical de albañilería entre 1975 y 1988 aquí, en la zona de Rochester. Desafortunadamente, Larry murió en Febrero de 2003 a la edad de 72 años, antes que su esposa Ruth, que murió en 2015. Se le consideraba un miembro muy activo por ser una voz fuerte en las reuniones, fundamental en la organización, además de dirigir el programa de aprendizaje del Local 11. La pasión y los conocimientos de Larry por ser, ante todo, miembro del sindicato, pero también contratista sindical, le permitieron a él y a su esposa criar a seis hijos. Brenda, Wendy, Wanda, Susan, Cindy y tres de sus esposos pudieron acompañarnos el 4 de Octubre para la dedicatoria, mientras que su hijo Larry no pudo hacer el viaje desde California. Su dedicación no solo a la formación de aprendices, sino también al movimiento sindical sigue viva y todos debemos verlo como un ejemplo de lo que representa nuestro sindicato. Gracias a Larry y a todos los miembros de su familia que compartieron este evento especial!



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By Todd Flynn

CHAPTER REPORT

The last year and a half, the main emphasis in both Western New York and Local #3 has been finding and supplying manpower for the new Buffalo Bills Stadium (Highmark). Although this was achieved, there was also a large amount of other work across all the counties that BAC Local #3 covers. The Signatory Contractors of our Local #3 have worked in Medina, Jamestown, Niagara Falls, Salamanca, the city of Buffalo, and everywhere in between.

Here are some pictures from a few of the projects that are being worked on by BAC Local #3 Signatory Contractors and the membership. With all the work that has been secured by our Local #3 Contractors, there is always a need for growth of our membership. The need for skilled Journey workers from the non-union sector in all our BAC trades is

in high demand. We are continually recruiting and bringing in new members. If you know any skilled trades workers from the non-union sector, please send them our way, and we can show them what Local #3 has to offer.

Work Forecast:

It is looking like work in all the trades is not slowing down in any way for the upcoming work season of 2026. The University of Buffalo has committed 1 billion dollars over the next five years for projects on their campus. The Central Terminal has gone back out to bid, and this is another potential large project. Many schools in the area also have plans for many capital improvements. This work, along with others not yet in the books, looks very positive.



Chris Stiles repointing the smoke stack at Burgard high school



Manning Squires Hennig crew working at Federal Cemetery in Pembroke



Mark Mecca working for Morris Masonry on Exchange St. Project



Pyramid Crew working at new Border Patrol Facility



Horizon Crew at the Central Terminal



Raymond E. Kelley inc. working at the Federal building in downtown Buffalo



Pyramid Crew working at new Border Patrol Facility



By Guy DeBack



CHAPTER REPORT

Welcome to fall weather which has come much later than anticipated. This year we have had a long list of jobsites, some that may go through the winter months and keep our members busy. Please help our apprentices as well as new members adapt to their roles with us in the future as this only strengthens us. Safety is one of the key benefits to being a member of a union and we need to educate those who are new with us on those standards. We have had an incredible amount of work this year as well as a high demand for a workforce. New members and success of our apprentices is paramount to our future. Please help to bring in experienced craftworkers to join us. If they are not with us, they are against us. Our staff spent some time in Detroit to attend the International Apprentice competition. We had Stephan Edwards from our southern tier chapter competing in the concrete competition. Although he did not place in the top three, we are very proud of him and his effort as well as his show of professionalism and sportsmanship. These competitors from all over the country and Canada experienced some very detailed mockups to complete. And it is very impressive to see their hard work and dedication to their respective crafts. You can get a look if you go to



Brennan Egling and Mike Korczac with Quality Structures at Lollipop Farm

our Facebook page. While in Detroit a few of us attended the International Convention for two days of training, general sessions as well as the election for Executive officers to the IUBAC. We recently had our Clambake which had good attendance with plenty to eat as well as good conversation with fellow members. Family members of Larry Hand were in attendance for the dedication of our training center in his name as he was a very dedicated Union member as well as an advocate for the value of apprenticeship and the core values we should be adhering to as Union members. Larry was a man that commanded respect and loyalty. He was very knowledgeable of his Craft and the strength of Unionism and Solidarity as well as Brother and Sisterhood. I thank his family for coming to this event and sharing his life with us. My hope for next year is that we are busier than we are this year. That we can bring in more members and graduate more apprentices to fulfill those needs of our contractors and gain a bigger market share that we surely deserve. Our education in our crafts, safety and union strength will help us achieve that goal. Sharing your knowledge with those around you creates a stronger presence versus being surrounded by ignorance.



Aaron Peets and Brian Coddington with Casler Masonry at MCC



Casey Wellington with MSH at U of R Tower



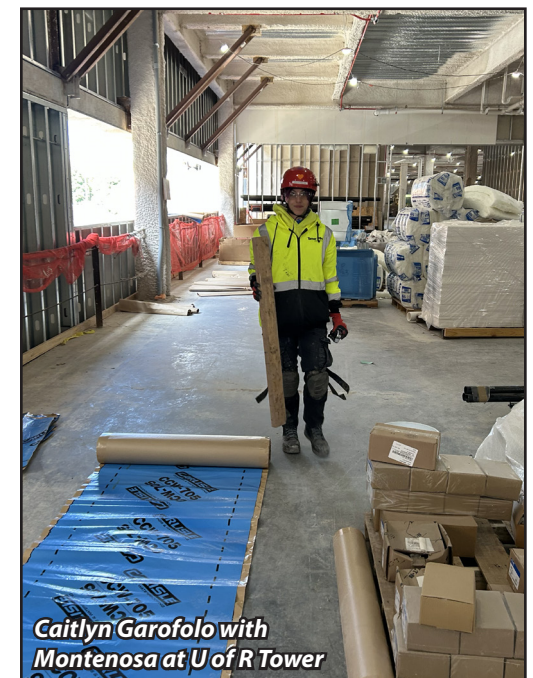
Brennon Zenoski, Mike Fisk, Derek Gause and Jaheem Dukes with MSH at U of R Tower



Composite crew on PLA project at MCC



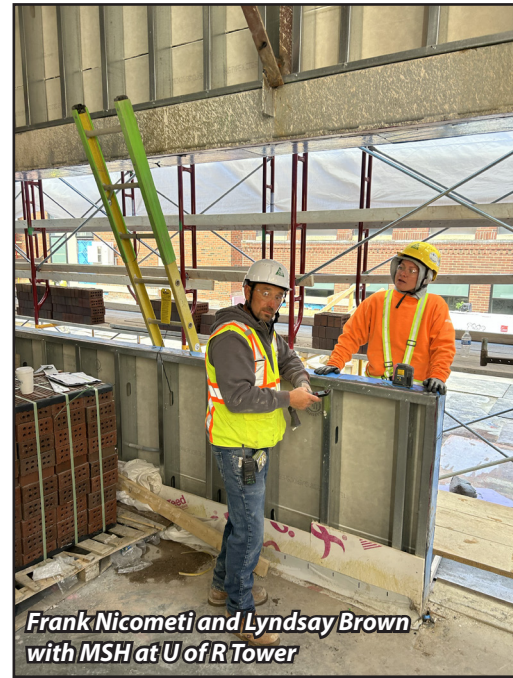
Aaron Peets with Casler Masonry at MCC



Caitlyn Garofolo with Montenosa at U of R Tower



Hein Ta with graduate Nate Goodrich



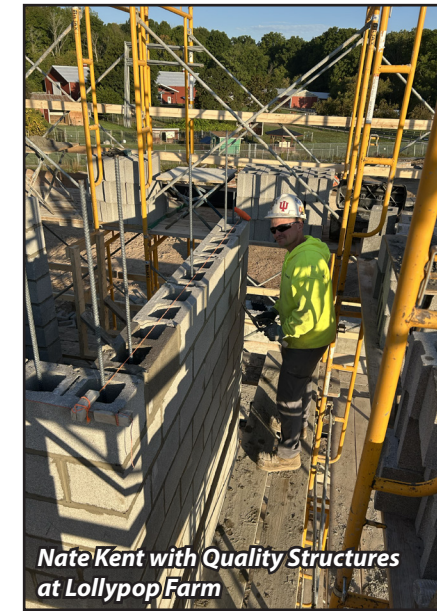
Frank Nicometi and Lyndsay Brown with MSH at U of R Tower



Mike Szymanski With MSH at U of R Tower



Nate Goodrich with MSH at Westport



Nate Kent with Quality Structures at Lollypop Farm



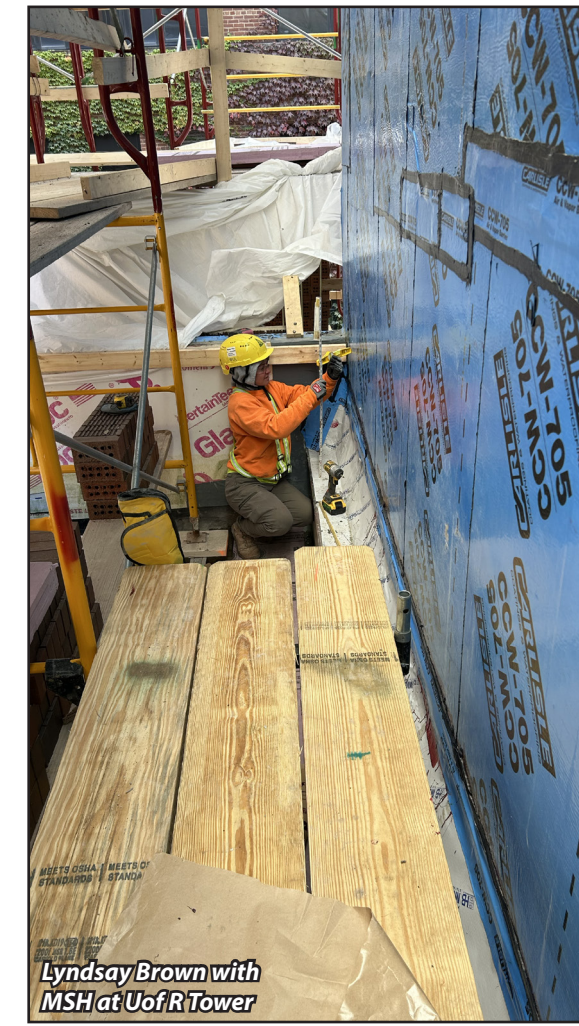
Kaydane Grant working with HFL Student's Eagle Scout project



Mike Kórczac with Quality Structures at Lollypop Farm



Tom McCulley and Nate Kent with Quality Structures at Lollypop Farm



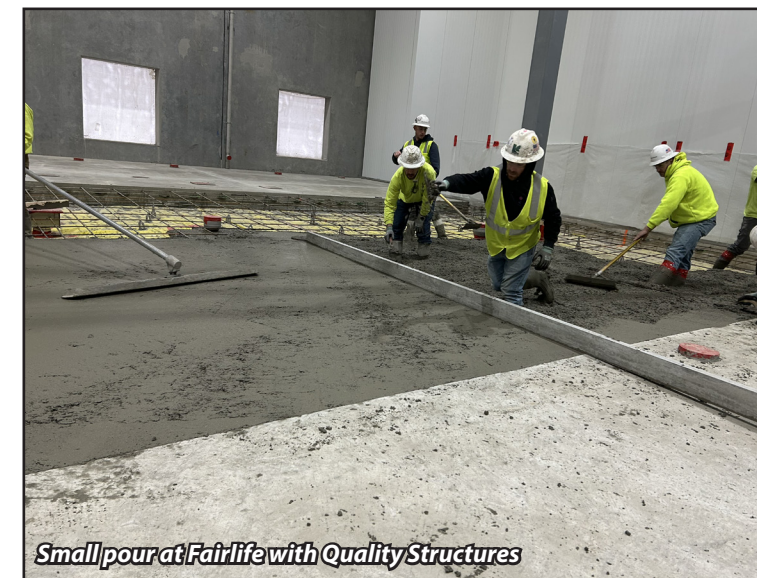
Lyndsay Brown with MSH at Uof R Tower



Kaydane Grant with graduate Nate Goodrich and retiree Hein Ta



Jeff Colvin with the MSH crew at RIT



Small pour at Fairlife with Quality Structures



By Justin Summerfield

CHAPTER REPORT

Greetings all BAC 3 NY Members. The 2025 work season is almost over, and it was another busy year. Spring and Summer had a large volume of work here in the Southern Tier, with most of the work going to spread through the winter months.

Some of the projects that kept our members busy this past spring/summer were Aurora Inn, CIS Cornell, Waverly High School, Binghamton Airport, Chenango Forks High School, Cortland High School, Harpursville Bus Garage, Vestal School District Admin Building, an addition and restoration work on the old Bath Middle School, Ithaca High School, and Schoellkopf Field at Cornell.

Projects that are expected to go through the winter months of the work season are the Field Hockey Field House, McGraw Hall, and Livestock Pavilion all at Cornell University. Some other projects are Horseheads schools, SUNY Binghamton Lecture Hall, and 18 Park Street in Johnson City.

Bricklaying and its allied crafts are both ancient and modern, blending artistry with engineering. A single misjudged joint or material choice can compromise aesthetics and performance, which is why dedication matters in every detail. It begins with precision-perfect coursing, consistent joints, and accurate interpretation of complex drawings, and extends to material mastery, understanding how the mortar react to different weather conditions, and how sealants and membranes ensure longevity.

The finish is the mason's fingerprint: clean joints, crisp transitions, and true reveals that reflect pride and skill. Beyond appearance, performance over time is the ultimate test. Structures must withstand freeze-thaw cycles, resist water intrusion, accommodate movement, and maintain energy efficiency for decades. Dedication means building for conditions we cannot control and for years we may never see. Yet dedication is more than technical skill. In the building trades, especially among bricklayers and allied craftworkers—it is a code of conduct and a way of life. It's the quiet pride of plumb and level, the patience behind perfect bond,



and the responsibility to keep work safe, teach the next generation, and leave a legacy worthy of your name.

As I have mentioned, the spring/summer work season was steady for most BAC Craftworkers in the Southern Tier. The best way to get on a project is to call the out of Work List (607) 786-8945 or stop in our Whitney Point office. Please be aware of safety and take precautions on your jobsite as weather conditions start to change heading into the fall and winter months. I would like to wish every member and their families a safe and healthy holiday season.



Parades, Picnics and Dedications

Local 3 NY kicked off the Fall season in Rochester with our annual Labor Day parade. We had another good showing of members proud to march with their brothers and sisters to showcase our unity, as we celebrate and honor those who labored before us. Many others have marched before us so that we may enjoy the benefits of being part of a labor Union. Thanks to all who came and brought their family members.

Rolling into October we again spend time with each other at our Chapter picnics. Our Southern Tier picnic was well attended with good food and conversation. It is always a great time to share those "jobsite stories" that keep us laughing for years to come. Building memories along with building our communities is just one of the many benefits of being a Union member.

On the day of the Rochester clambake, our training center was dedicated and named in honor of Larry Hand who was a staunch Union advocate as well as an instructor here in Rochester. His family attended the event as well as Senator Jeremy Cooney and Joe Morelle Jr (in place of Congressman Joe Morelle Sr) who both gave proclamations in his honor. A tree and masonry bench were put in place also to honor all our past members who labored and fought hard to educate us and protect the rights we have today. Again, another well attended event and a chance to catch up with members we don't see regularly.

Our Buffalo picnic followed on the tail of our October 2025 Mega meeting which was informative with some great questions and thoughts from the membership. Before the start of the picnic there was a ceremony in memory of apprentice member John A. Sharkey. There were heartfelt words shared from "Sharkey's" friends and brother members, Felipe Flores and Ben George. John's family and friends attended the ceremony as a memory stone set by fellow apprentices Dan Pachucinski and Devin Knoop was dedicated in his memory. As apprentice coordinator Andy Harahan shared, "This memorial stone is to John Sharkey. It is the gift that marks a spot that he was here, continues to be here and will always be here for us, his family and all future members of Local 3 NY." It was a fitting tribute to a Union brother.

The Buffalo picnic was well attended like our other chapters, but we always hope for bigger turnouts as these are great events to network and catch up with our brothers and sisters of all generations. Congratulations to Justin Summerfield and retiree, Dan Weeks for winning the highly competitive and controversial Corn Hole Tournament. We hope you can join us for future parades and picnics to enjoy the fun and friendships we share beyond the jobsites.





UNION SERVICE AWARDS

Congratulations

4/2025 – 9/2025

50 + YEARS LIFE MEMBERS

Domenico Portolesi
Michael Coleman

40 + YEARS

Robert Lacaprara
Joseph Hays
Duane Vorhis

25 + YEARS

Daren Mott	Jeffrey Colvin
Joseph Vitto	William Edwards
Christopher Barrett	Thomas Ferraro
Kaydane Grant	Ronald Libutti
Ethan Hartenstein	Gary Meder
Carl Koedel	Lynn Hyer
Joseph Cifaratta	Duane Wessie

BAC 3 NY Local Union and Chapter Officers

October 1, 2024 - September 30, 2027

Union

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

Rochester Chapter

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

Buffalo Chapter

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

Southern Tier Chapter

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

IATC (Joint Apprenticeship Training Committee)

Union Trustees

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

Employer Trustees

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

IARF (Individual Account Retirement Fund)

Union Trustees

Rick Williamson
Jason ReQua
Frank Pietrowski
Guy DeBack

Employer Trustees

Jim Logan
Kim Gaylord
Brian Donnelly
Brad Walters
John Healy

Funds Reports

Buffalo Funds Office

NEW CLAIMS PROCEDURE

When emailing your claims, please send requests to our email specifically for claims requests...
claimsbuf@baclocal3ny.com

NEW OFFICE CONTACTS

As I'm sure you have started to realize there have been some changes within the Funds Office, with these changes we'd like to update who you should contact for your questions.

Rachel Bohn – rbohn@baclocal3ny.com

H&W related questions such as balance requests, claims questions and health insurance related inquiries.

Contribution/Hours related questions such as when hours are paid to, discrepancies with hours turned in or how many hours you have for the year.

Tina Barry – tbarry@baclocal3ny.com

Pension & Annuity related questions such as, Annuity balance, Pension Credits, Pension estimates, divorces, and anything regarding your retirement.

We are trying to streamline processes to better assist the membership, your assistance in doing so is greatly appreciated!

Thank you!

Rochester Chapter Funds Office

NEW CLAIMS PROCEDURE

When emailing your claims, please send requests to our email specifically for claims requests...
claimsbuf@baclocal3ny.com

NEW OFFICE CONTACTS

As I'm sure you have started to realize there have been some changes within the Funds Office, with these changes we'd like to update who you should contact for your questions.

Megan MaMoone - extension 1 – mmamoone@baclocal3ny.com - H&W related questions such as balance requests, claims questions and health insurance related inquiries.

Deb Bennett – extension 2 – dbennett@baclocal3ny.com – Contribution/Hours related questions such as when hours are paid to, discrepancies with hours turned in or how many hours you have for the year.

Tina Barry – extension 3 – tbarry@baclocal3ny.com – Pension & Annuity related questions such as, Annuity balance, Pension Credits, Pension estimates, divorces, and anything regarding your retirement.

We are trying to streamline processes to better assist the membership, your assistance in doing so is greatly appreciated!

Thank you!

Ithaca Chapter Benefit Funds

Noteworthy News:

- **WE HAVE MOVED!** Our new office is located just a few doors down from our old location at 605 W. State Street Ithaca, NY 14850. We are upstairs in suites 3 and 4.

- The eligibility earning period for 2026 Health coverage ended 9/30/2025. Enrollment materials will be sent at the beginning of November. **Please return all health enrollment information to the Funds Office by 12/1/2025 to ensure your enrollment in the Plan.**

- **Get “fast, hassle-free health care” by using the telemedicine app “MDLIVE”** for certain medical conditions available to you with your Excellus BCBS Health Coverage. Visit www.mdlive.com and create your account today!

- **Register your Empower Retirement account today.** This can help safeguard your personal data and information from anyone who isn't you. Visit <https://participant.empower-retirement.com/> to register.

A few friendly reminders from the Funds Office:

- All Ithaca plan descriptions, disclosures, and forms, including the Paid Time Off Application, can be found on our website: www.bacithaca.com

- 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

ORGANIZER'S Report

By Robert Sotir

Brothers and sisters. Fall is upon us and we have had a productive work year so far with a great number of additions to our membership throughout the 3 Chapter Jurisdictions. The addition of Field rep/Organizer Mason Carrigan has had a great impact in the Southern Tier and he is doing a great job.

Thank you to those members that have helped our organizing efforts and please continue to do so. The living standards of workers (union and nonunion) are as strong as ever thanks to the organizing efforts of the union trades. The more we spread the word, pass information, the more workers in our areas are educated about the benefits of sticking together and belonging to a union. We've signed nonunion workers that we first came in contact with many years ago when some didn't even want to talk to us, which is a good example proving that organizing works. Many of us are seeing the big picture more clearly as we get older and we're happy about the path we took earlier in our careers, so I ask you to also please pass your knowledge and wisdom to the younger workers that do our work (union and nonunion). You would be surprised at what percentage of them don't think for the future, one of the reasons they're being taken advantage of by unscrupulous contractors.

Our Volunteer Organizing Committees (VOC) are continuing to help out in explaining our apprenticeships programs by participating in Career Fairs and sometimes Job Actions, and we plan on adding a few other events in the near future. Besides the Local's Chapters Officers, here's the list of VOC rank and file members I'd like to thank:

Buffalo Chapter: Viki Kisch, Robert Kelichner, Kevon Parson, Mark Sell, Tammy Law, Richard MacDonald, Zack Klug

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

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

Every BAC 3 NY needs to be involved in our organizing efforts. Maybe it is information about a good craft worker in our trades that hasn't joined the union. Maybe it is some nonunion workers on your jobsite performing the work we do. Communication is key so please come to a union meeting or contact myself or someone on the VOC and share that information or even consider joining one of a Chapter VOC. Our united efforts make us a stronger union!



Robert Sotir at IUBAC Organizing Blitz



Robert Sotir at Western New York Career Days



Robert Sotir at G.L.O.W. with your hands career fair



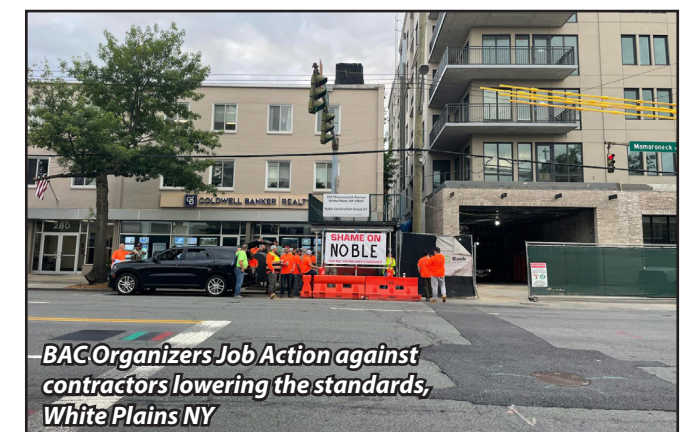
Kaydane Grant at Western New York Career days



Kaydane Grant at G.L.O.W. with your hands career fair



Fort Drum Career Fair



BAC Organizers Job Action against contractors lowering the standards, White Plains NY

SOUTHERN TIER ORGANIZER'S Report

By Mason Carrigan

We have been actively recruiting. As of now, we have a non-union concrete finisher out being tested. We also have three other non-union guys ready to go to work. One of which is an ex-member wanting to come back, and another is an ex-member from the cement finishing union in Philadelphia.

As an organizing committee, we have also been very active with the call list and have had a few from this list come and sign up for the apprenticeship. Also, we have been actively bannering with the Ithaca-Cortland building trades on a project in Ithaca, NY that used one of our biggest non-union competitors in the Southern Tier. Also, in the upcoming month we have scheduled visits with 6 different schools in Tompkins County to talk about the opportunities within our union.

We are currently working with Groton high school and TST Boces to get mock-ups built in their training center, so they can continue their training with the masonry craft.

We are also actively looking at new jobs in the

design and early bidding phases, in order to get a jump on the jobs so our contractors can get their bids in on time and be aggressive. This way, we can continue getting work and more keep growing our union. We have been in contact with a couple of companies at this point working on signing with us as well. So far this year we have been able to sign two companies - Masonry Solutions LLC and 22nd century technologies. Masonry Solutions LLC is working at McGraw Hall at Cornell University and has five of our members still employed on the job. 22nd century technology has the contract with Corning Inc and is employing four of our members.

We also have been foiling our biggest non-union competitors to make sure they are playing fair and following the laws that we strive for a union. We would like to thank the members that have been reaching out to us when they see these non-union contractors at new and different locations so we can stay on them. We still strongly encourage our members to reach out to us so we can keep the pressure on them and to protect our work.



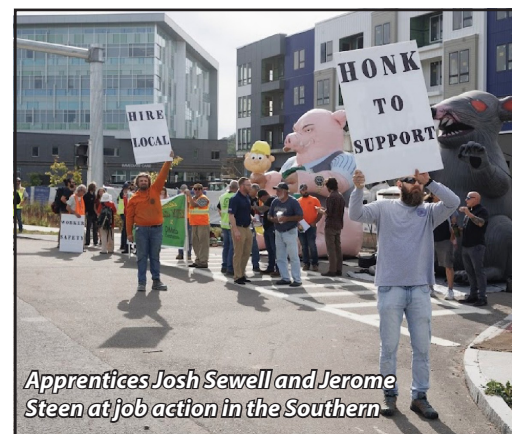
Southern Tier Apprentice Josh Sewell



Apprentice Jeffrey Carrigan at job action in the Southern Tier



Local 3 members at job action in the Southern Tier



Apprentices Josh Sewell and Jerome Steen at job action in the Southern Tier



APPRENTICESHIP & TRAINING REPORTS

Buffalo

TRAINING CENTER *By Andy Hanrahan*

Hello to all members of BAC Local 3 and others!
The 2025 work season was prosperous and saw Buffalo BAC Local 3 apprentices at full employment. Work was abundant across all 7 counties of the Buffalo Chapter and beyond! That workload kept the apprentices in all BAC trades busy learning the skills they need to be successful journeyworkers. Buffalo had a steady average of 75 apprentices total throughout the season with that number currently at 71.

The new Buffalo Bills stadium has and continues to provide a lot of work for many apprentices in every division of the 4 different apprenticeship programs here. The BAC signatory contractors working there are performing a huge variety of tasks providing work for the apprentices, and for BAC journeyworkers there. There is all the new blockwork, waterproofing, fireproofing, caulking, cleaning/sealing, precast repair/patching/modifications, tile work, and more all being performed by Local 3 apprentices.

A large amount of other work across all the counties that BAC Local 3 covers was performed by apprentices dedicated to their crafts as well. Those apprentices have worked in Alfred, Medina, Jamestown, Niagara Falls, Salamanca, the city of Buffalo, and everywhere in between. Many schools in our work area of Western New York had additions, renovations, and restorations along with school utility buildings and sports facilities. Some public parks had masonry that needed repair and restoration. Parking ramps are in constant need of repair, and we have BAC apprentices and journeyworkers all around the area working on them. The 2026 work season looks promising, and Buffalo apprentices will be ready!

Since the last Journal in March, the following members have completed their apprenticeship and turned over to journeyworker:

Eric Knop	Brick: April
Dennis McCarthy Jr	Brick: April
Austin Noel	PCC: April
Alex Cesar	Brick: May
Jimi Watkins	Brick: May
Kevon Parson	PCC: May
Jessica Weber	PCC: May
Anthony Ganci	PCC: June
Colin Liddle	PCC: June
Casey Evans	Brick: June
Tristian Higgins	PCC: September
Dan Pachucinski	PCC: October
CONGRATULATIONS!!!	

To help continue the existence of our Union, we need to fill those spaces from apprentices graduating and voids created by members retiring. Apprentices are the future of our Union, and without succession we will cease to exist. The apprenticeship programs in Buffalo are dedicated to supplying our signatory contractors the best possible workers. Our membership and apprenticeship programs are a continuing representation of the community around us. It is 2025, not 1925. These apprentices will then become productive and profitable journeyworkers, and the cycle will continue.

The entire staff of BAC Local 3 NY is committed to the success of each apprenticeship program we have. We are always on the lookout for candidates for those programs. Interviews are scheduled for Wednesday, November 12th. Currently, there are over 80 applicants

continued on page 20

continued from page 19

interested in becoming an apprentice in one of the programs here. Many of our signatory contractors offer up their time and come in to help interview with Union staff. I'm sure it will be a very busy day here.

After interviews are completed, training here at The Donnie Zimmer Training Center will be right around the corner. In January, February, and March the shop will be full again with a lot of eager students. Apprentices in training may be just starting, or they may be seasoned apprentices that are honing up their skills. Many members may not realize it, but teaching a trade is challenging in many ways. It may seem like it should be easy, but it is not. We could teach someone math by showing and counting items on a table. One item, plus another item is two items. Transmitting physical information is quite different. The learner must be shown the task or activity being learned. Then, they must be observed doing that task or activity. If they are performing below expectations, they need to be properly corrected so they perform that physical task up to expectations. It takes a lot of effort and commitment from both sides to be successful. Good communication between the learner and the instructor is critical. Our instructors here are dedicated to doing their job and doing it well. They have a great way of transmitting that "physical" information and should be recognized both here and out on the job!

Rich MacDonald-Brick/PCC, Dave Schuh-Brick/PCC, Dave Buck-Brick/PCC, J Conway-Tile/Terrazzo, Mike Wachowicz-Tile/Terrazzo. THANKS GUYS!!!

Is your OSHA 30 hour or OSHA 10 hour training older than 5 years? Although technically it never expires, some General Contractors or even Prime Contractors want it updated every 5 years.

Have you taken First Aid/CPR recently? It's always a good thing to have fresh reminder. First Aid training is like insurance. You hope you never need to use it but are thankful you have it when the time comes, and you do need it.

We will also be offering: JLG/Scissors Lift training, Basic Blue Print Reading, and Cross Training in different fields.

Be on the lookout for the upcoming training schedule. You can always call the office to see if it is set yet. Once the schedule is made, you can then sign up for the class you want.

Autumn weather is upon us with both the leaves and temperature falling. The crisp cool air is nice,

and the daylight is still hanging around. The great "working weather" temperatures are here, letting us start out the day in a sweatshirt, and maybe get down to a single layer not too long after the workday starts. Unfortunately, those conditions are not around for long. The cold days of Western New York require dressing in multiple layers to help keep heat in. A layer can be shed easily if your core temperature gets a little too warm, but you can't put one on if you don't have it! The Scout motto is "BE Prepared", and I think we all should be prepared and ready for the upcoming WNY weather. Have plenty of extra cold weather gear in your vehicle. You can't put on that extra layer if you don't bring it with you! Staying hydrated is just as important in the cold months as it is in the Summer. We may not be perspiring as much, but our body is in constant demand of water to help it function at its best. Hard work continually has our bodies using water. Keeping our fluid levels up helps us feel good and also keeps the muscle cramps down.

Our physical health is extremely important for us. It not only helps us on the job, but also lets us enjoy our lives outside of work. Our mental health is just as important to us all. The world around us is ever changing, and it is not the same as it used to be. As I mentioned before, it is 2025, not 1925. Death by suicide is the leading cause of construction worker fatalities nationwide, not "The Fatal Four" that we know and talk about. That is a startling fact but is unfortunately true. Let's all try to commit ourselves to help "move the needle" of compassion and understanding a bit and reduce that number. If you, a coworker, or someone you know is having difficulties, there is a completely confidential number that you can call. **1-833-MAP-TALK (1-833-627-8255)**. Like the late Jerry Springer would sign off with, "Let's be kind to ourselves, and one another."

I ask that we all continue to work together side by side and dedicate the importance of a safety culture that is always improving. No one wants to make that phone call to someone's significant other, loved one, or family that there was an injury because of something that was overlooked, skipped, or not done correctly because you were in a hurry. With a positive mentality on safety and continually being committed to the passing along of skills and knowledge of our trades to all the future Craftworkers of BAC Local 3, we will continue to be THE BEST HANDS IN THE BUSINESS!



Local 3 Apprentices at the Northeast Contest



1st year apprentice Kaleb Schuruks caulks for Horizon



2nd year apprentice Shane Wellington is polishing up ground faced block



Brandon Sweat making a cut in a ground faced block



Dalton Gonzalez making sure the jamb is plumb



Dean Chiarmonte working up in the beams



Delon Walton is in a tough spot



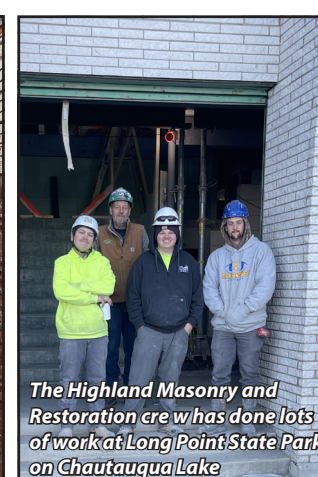
1st year apprentice Brandon Sweat laying 8 in. block



Mareon Buchanan is proud to be a part of Local 3



Nathan Carpenter of Highland Masonry & Restoration



The Highland Masonry and Restoration crew has done lots of work at Long Point State Park on Chautauqua Lake



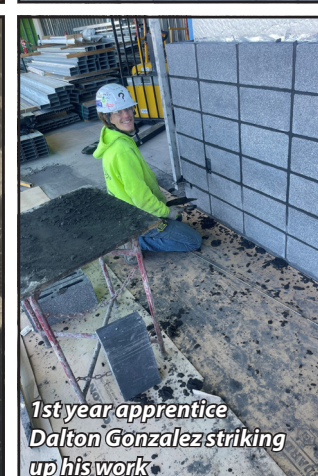
Tile apprentice Nick Sadowski stands between Journeyworkers Don White and Tion Thompson at Panama School



Travis Balog working on Pigeon Point Light house in CA for the International Chimney Corporation



Wade Wierzba is laying the important first course



1st year apprentice Dalton Gonzalez striking up his work

ROCHESTER

By Kaydane Grant

TRAINING CENTER



We strive to train our apprentices to the highest industry standards, for this reason we make sure that we have the best instructors for each trade. Our instructors are journey- workers just like yourselves, who have been working in our industry for years, and have developed a wealth of knowledge and skills that they passed on to the apprentices. There are members that think instructors just come into the training center for a month a year and do nothing, which is so far from reality. Remember the first time you tried riding a bicycle, and the length of time it took you to learn to balance so you do not fall! This is the same concept when trying to teach new apprentices that have never picked up a trowel, tape measure, block, brick, or tile for the basic skills needed to be able to go out into the field and be productive. Now imagine having to do this with twenty new apprentices, and everyone having different skill set, and learning at different pace.

The International training center in Bowie, Maryland is also accessible to every member who

wants to train in anything that we do not offer at our training center. One of the requirements for being a BAC instructor is to attend a week of classes each Fall for five years to complete the Instructor Certification Program (ICP). Each instructor takes a variety of classes from course development and training techniques, as well as OSHA and a Mentorship Matters program to help them become a better and more effective instructor. During those five years of training, instructors put together their portfolio, and complete a written exam, after which they will graduate and will be certified instructors.

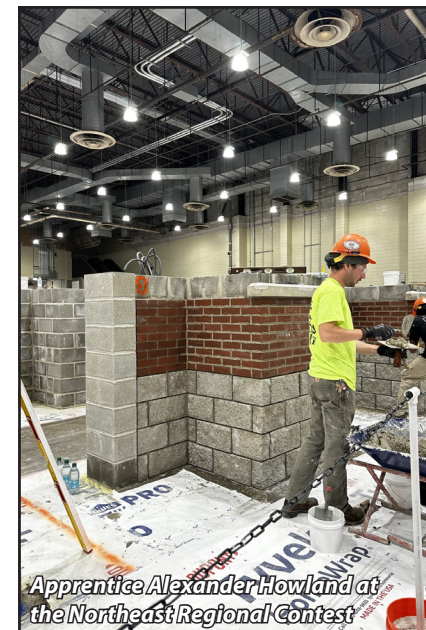
It takes a special person with time, patience, and dedication to be an instructor. Since becoming the Training Coordinator, I have been lucky enough to have had some of the best instructors teaching our apprentices!! Brennon Zenoski, Jeff Colvin, Jeff Cullen, Anthony Ilardo, and Mike Needham. I just want to say thanks to you all for the work you have done over these past few years, and I know the apprentices all feel the same as I do.



Mike Habberfield and Rob Fess at Andrews Terrace



Pike crew at Auditorium Theater



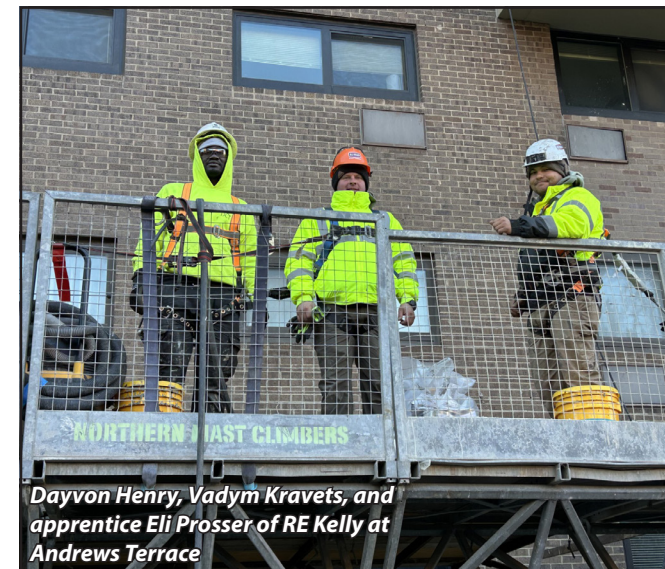
Apprentice Alexander Howland at the Northeast Regional Contest



Apprentice Natalie Klein of RE Kelly at Andrews Terrace



Apprentices Logan Pukas (left) and Sutton Fiorito (right) at Pembroke Middle School



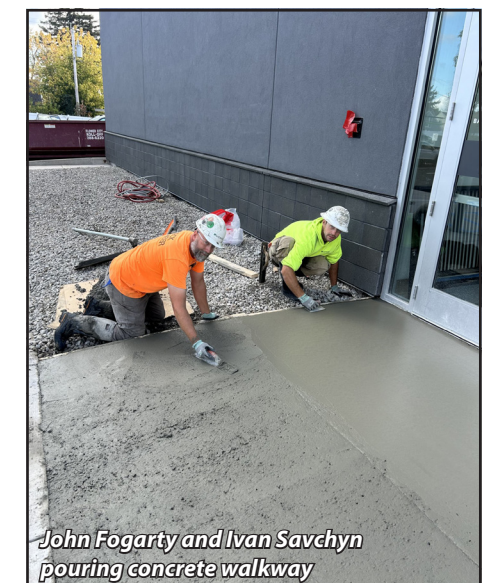
Dayvon Henry, Vadym Kravets, and apprentice Eli Prosser of RE Kelly at Andrews Terrace



Apprentices getting ready to compete at the Northeast Regional Apprentice Contest!



Sutton Fiorito, Alex Wells, and Tom Ferraro of Cummings Construction at Pembroke Middle School



John Fogarty and Ivan Savchyn pouring concrete walkway

SOUTHERN TIER TRAINING CENTER



By Mike Beamer

Dedication to our training here in BAC Local 3 NY is the cornerstone to the success of our apprentices, journey workers, instructors and our contractors; this commitment by all ensures the development of a skilled, safe and adaptable workforce.

Committing to this training allows apprentices exposure to theoretical knowledge and practical skills essential for our trades. Hands-on experience prepares apprentices for their immediate job responsibilities as well as adaptability to navigate evolving industry demands as needed and effectively.

The role of our journey workers is equally important to mentor apprentices to ensure transfer of critical skills and industry best practices. Mentorship helps guide and reinforce their own expertise as well as a competent and dependable upcoming workforce.

Our highly skilled instructors that commit to our ICP program (instructor certification program) role is pivotal in making sure they deliver the best possible theoretical knowledge and hands-on applications there is to offer. Their dedication to training ensures our apprentices are prepared with the necessary knowledge and skills to succeed in their branch of trade.

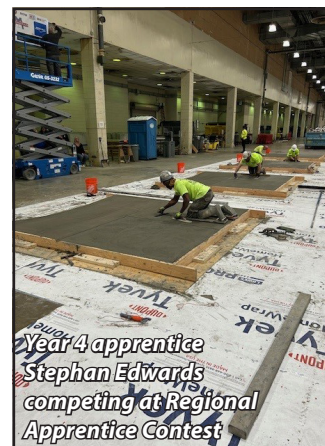
Our Signatory Contractors play a vital role in the success of our training programs. Their commitment is evident—from visiting our training centers and engaging with apprentices and instructors, to thoughtfully placing apprentices with journey workers who actively support their development.

Mentorship is more than assigning cleanup or saw duty. It's about reinforcing the skills learned in training and ensuring apprentices are given meaningful opportunities to grow on the job. By fostering hands-on learning and skill-building, our contractors help shape a stronger, more capable workforce.

Together, we all share a responsibility in supporting training and development. By committing to the success of our apprentices, we help ensure they complete their programs with confidence and competence. This shared dedication also strengthens safety standards, encourages the

adoption of new materials and work processes, and drives the continued growth and competitiveness of our trades.

I would like to also take the time to thank our current instructors Mark Farrell, Mark Byam, Robert Lacaprara as well as our incoming instructors for this training season, Aaron Santiago and Eric Spisak, who are replacing Mark Farrell and Robert Lacaprara due to retirement!



Year 4 apprentice
Stephan Edwards
competing at Regional
Apprentice Contest



Year One Apprentice
Josh Davis



Year one apprentice
Raina Secoolish



Recently graduated apprentices
Troy Fenstermacher and Aaron
Santiago in front of a completed
project they both worked on.

Trades Women Build Nations

By Todd Flynn

Eight of our sister members from the Buffalo, Rochester and Southern Tier Chapters attended the North America Building Trades Union “Trades Women Build Nations” conference held this past September. This annual event brought together nearly six thousand women from all the Union trades throughout United States and Canada. This remarkable gathering highlighted the strength and solidarity among women in the trades and provided a unique opportunity for networking, learning and inspiration among the attendees. All set in the vibrant atmosphere of one of America’s iconic Union cities, our Local 3 NY sisters were able to see some of the masonry architectural buildings and hear of the tremendous impact of the labor Unions that have built the history there. Thanks to Tammy Law, Jessica Weber, Amber Kenyon, Cherri Hanakovic, Caitlyn Garofolo, Natalie Klein, Tziviyah Abosch and Raina Secoolish for attending and representing us so well. We are looking forward to next year’s conference in Houston, TX sometime in September.



Buffalo Bills Stadium Update

By Frank Pietrowski

Hello everyone! As your Field Rep. from the BAC 3 NY, I am excited to share with you the amazing work our talented tradespeople are doing on one of the most anticipated construction projects in our community: The New Buffalo Bills Stadium. This project not only makes a significant architectural achievement but also highlights the vital roles that bricklayers, tile setters, water proofers, and caulkers play in bringing this fantastic vision to life.

Let us start with the bricklayers who really are the heart and soul of masonry work. Their craftsmanship is on full display in the new stadium, where each block is meticulously placed to add structural beauty and strength to the building. The stadium is destined to be a beloved landmark, and our skilled bricklayers are pouring their creativity and expertise into every wall. Given the challenging climate here in Buffalo, our craftsmen and women are especially focused on ensuring that the building is weather-tight, effectively defending against the dramatic freeze and thaw cycles we experience.

Their work guarantees that the stadium will be a warm and inviting place for fans and athletes to gather and create unforgettable memories together.

Now Let Us Talk about the tile setters! They bring a unique flair to the project, carefully installing gorgeous tile that not only enhances the stadium's appearance but also creates a welcoming environment. With their eye for detail, our tile setters are crafting beautiful designs throughout the venue that will delight visitors both on game day and during unique events. Each tile is a little piece of art, helping to create an atmosphere that is full of energy and excitement.

Of course, we cannot forget about the waterproofers, who work diligently behind the scenes. Their role might not be as flashy but is incredibly important. By applying high-quality materials and advanced techniques, our waterproofing experts are protecting the stadium from moisture and water damage. They ensure that our efforts stand strong against Buffalo's weather,

so the elements will not compromise the stadium's longevity and structural integrity. Their careful work guarantees that the building stays unharmed for years to come, allowing everyone to enjoy the stadium worry free.

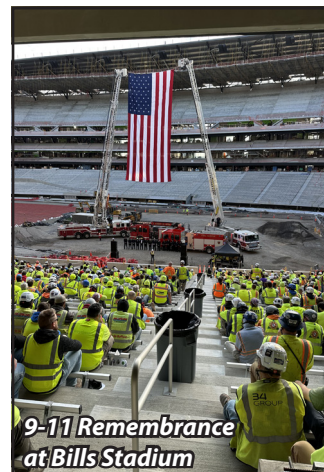
Then there are the dedicated caulkers often the unsung heroes of the construction process! These skilled professionals meticulously seal joints and gaps to keep the building airtight and energy efficient. Their diligence helps give the stadium a polished and professional finish, ensuring that it will look great both inside and out. It is all about those little things that make a significant difference, and our caulkers are on top of it!

As we make progress on this exciting project, it's essential to recognize the teamwork that goes into it all. Local 3 NY is a vital part of this journey, as our skilled men and women join forces to create a stunning and lasting space for our community. Their passion and commitment shine through in every aspect of the construction, and it's heartwarming to see the pride they take in their work. Numerous travelers from other BAC Locals around the Country have come to lay a hand at laying the block. It is a tremendous testament to the skill, training and pride throughout the BAC. The job could never have

stayed on schedule without their assistance. Thank you to all those BAC Craftworkers who journeyed here to make that happen. You have certainly earned the title "journeyworker".

Lastly, the talent and hard work of the bricklayers, tile setters, waterproofers, and caulkers are at the core of the success of the new Buffalo Bills Stadium. We are thrilled to watch this landmark come to life, knowing that every block, tile, and sealant represents the dedication of our tradespeople. This stadium will not only be a venue for excitement and entertainment but will also stand as a testament to the hard work and craftsmanship that bring our community together. Our members who worked on this project can certainly take pride for years to come as their families and friends can see their professional talents that made this a home to some professional athletes.

As we continue this incredible journey, let us all come together and support the Buffalo Bills! We cannot wait for everyone to experience the magic of this new stadium, and we are proud to be part of building something truly special for our community with the hopes of Super Bowl Championship in the near future. Go Bills!



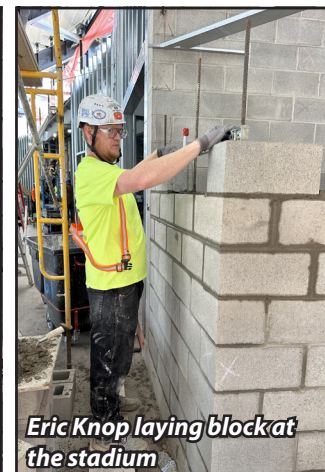
9-11 Remembrance at Bills Stadium



Dean Chiarmonte is getting some practice at the new Bills stadium



Drew Christianson working at the stadium



Eric Knop laying block at the stadium



Lashanen Burrell is happy making special angle cuts at the new stadium



Lee Casali of TZ Tile at the Buffalo Bills Stadium



Mareon Buchanan mans the saw at the new stadium



Josh Burns from Local 3 Iowa



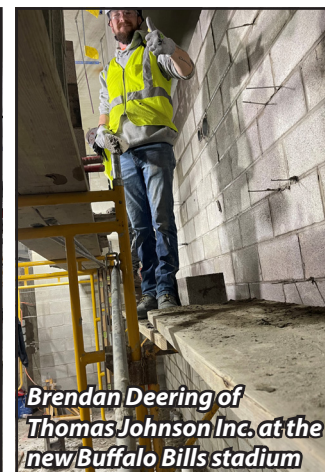
Jaheim Clayton of Tiede-Zoeller Tile at the new Bills stadium



James Hoffman - traveler working at the new stadium



John Ladd setting tile at the new Bills Stadium



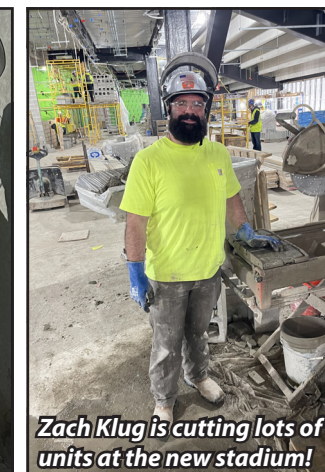
Brendan Deering of Thomas Johnson Inc. at the new Buffalo Bills stadium



Kassie Matteson of FSR Contracting at the old Buffalo Bills stadium



Miles Slawinowski grinding concrete at the new Highmark Stadium



Zach Klug is cutting lots of units at the new stadium!

Chapter Family Christmas Parties

This year, each Chapter will be hosting a Family Christmas party that should prove to be a great time of celebrating the Holiday Season and enjoying the benefits of being a member of Local 3 NY. We hope you can join us with your family for an evening of fun, food and some gifts. You are welcome to bring your spouse and children/grandchildren to your Chapter Christmas party where each child 12 and under will receive a nice gift from Santa Claus (one of his Helpers!). There will be some activities for the kids to enjoy as well as food and snacks. And for the adults there will also be plenty of good fun and beverages.

As we do each year, we will have a 2026 Union Sportsmen's Alliance calendar for the first 50 members who show up, which you can then register for a weekly gun raffle for the whole year. Also, we will be raffling off a Barnett Whitetail Hunter STR Crossbow for each Chapter along with a set of custom-made BAC 3 NY Cornhole Boards. The Union would also like to show its appreciation to all the members for their dedication and hard work throughout the year by giving each person who has been a member for one year or more, a nice BAC 3 NY jacket and matching trucker style cap. These will be available to all members even if you cannot attend your Chapter Christmas party but that is when they will be first available. To receive your jacket, we will require each member to fill out an updated member's information and

dues authorization card. You must do so IN PERSON either at the Christmas party or at a Union office/training center sometime during 2026, whether it is during training, a Chapter meeting, a picnic or you come to an office during business hours. Jackets WILL NOT be given to another member to give to you or be mailed out. Your dues must be current as well.

If you have not been a member for at least one year and you attend a Chapter Christmas Party, you will receive a \$25.00 gift card. If you attain at least one year's membership sometime during 2026 and have worked at least 1,000 hours, you can then receive your jacket. We do ask that you RSVP for the Christmas Party, especially if you are bringing family members as guests, so we can make sure we have plenty of food and gifts for all. The Christmas parties will each be held on a Friday starting at 4:30, so please note the dates and locations. Please call the Union office at: (585) 641-0750 and let us know how many will be attending with you along with the ages and gender of your children/grandchildren. We look forward to seeing you as we kickoff the Holiday Season. Ho, Ho, Ho!!!

Southern Tier Chapter: Training Center, Friday, December 5th, 4:30-7:30 pm

Rochester Chapter: Larry Hand Training Center, Friday, December 12th, 4:30-7:30 pm

Buffalo Chapter: Donnie Zimmer Training Center, Friday, December 12th, 4:30-7:30 pm



DATE	ORDER NO.
10-17-25	L34806
ESTIMATED COMPLETION DATE	IN-HANDS DATE RUSH!!!
EVENT DATE	
MUST SHIP BY	
DATE COMPLETE	

Bill to:
Bricklayers 3
(Todd Flynn)

Ship to:
CUSTOMER P/U

Pricing Includes:
EMBROIDERED / NEW ART FRONT & BACK logos

CUSTOMER PROOF / Salesperson: Steve

#USA100 Classic Caps USA-Made Trucker Cap
(Navy/White) 1,200 pcs. (100) @ 22.75....27,300.00
add BACK logo (1,200) @ 2.00.....2,400.00

THIS IS NOT AN INVOICE.
WE WILL SEND INVOICE WHEN ORDER IS COMPLETE. 50% DEPOSIT REQUIRED ON ORDERS OVER \$2,000.00

(1,200)pcs. TOTAL	SUB-TOTAL	29,700.00
	SET-UP/ARTCHARGE	
	SHIPPING	
	TAX	
	TOTAL DUE	

FRONT



BACK



PRE-PRODUCTION PROOF

INDICATE PMS COLORS IF REQUIRED

25% UP-CHARGE ON ALL ORDERS REQUIRING (5) WORK DAY TURN AROUND OR LESS. MONDAY - THURSDAY ARE CONSIDERED WORK DAYS. We will email total when shipped to include shipping and tax. NET 10. PRICING GOOD FOR (30) DAYS. MAKE CHECK OUT TO: AmeriTee USA



**CUSTOMER PRICING -
Bricklayers 3**

Todd Flynn <toddf@baclocal3ny.com>

w/ **EMBROIDERED** logo (2) locations **AS SHOWN**

	PER (1-5) pcs.	PER (6-71) pcs.	PER (71-287) pcs.	PER (288+) pcs.
#9528-S3F AKWA Men's 3 Layers Soft Shell Full Zip Jacket	154.75 ea.	134.75 ea.	119.75 ea.	109.75 ea.

2x add 5.00; 3x add 10.00; 4x add 15.00 PLUS SHIPPING & TAX if Applicable

retail price BLANK \$136.00 retail price EMBROIDERED \$162.00



**INTERNATIONAL UNION OF
BRICKLAYERS AND ALLIED CRAFTWORKERS**

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Fax# 585-385-9119

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

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605 West State Street
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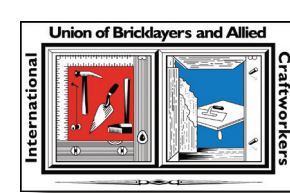
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2025 CHAPTER MEETINGS

SOUTHERN TIER/ITHACA:
Training Center - 4:30pm
November 6th

ROCHESTER:
Larry Hand Training
Center - 4:30pm
November 13th

BUFFALO:
Donnie Zimmer Training
Center - 4:30pm
November 20th



CHAPTER OFFICES

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