



INTERNATIONAL UNION OF BRICKLAYERS  
AND ALLIED CRAFTWORKERS  
LOCAL 3 NEW YORK

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# THE CRAFTWORKER

*The State of Our*

# UNION



## INSIDE THIS ISSUE

Message from the President .....2  
Secretary/Treasurer's Report .....6  
Organizer's Report .....18  
Apprenticeship & Training..... 21-30

### CHAPTER REPORTS

Buffalo ..... 8  
Rochester ..... 12  
Ithaca ..... 14

## POINTS OF INTEREST

Union Service Awards ..... 16  
IMI Seminar ..... 31  
Buffalo St. Patrick's Day Parade..... 33  
Annual Golf Tournament..... 34  
2026 Chapter Meetings..... 36



## Message from

# The President

## The State of Our Union

**I**n the beginning of each year, the President of the United States of America gives an address to the United States Congress called the State of the Union. Though delivered to the Congress, the intended audience is those of us who live in those 50 States of the Union and to the world by large. This annual message began with our first President George Washington and has continued every year since then, usually in person but at times as a written letter. Each President would typically report on the events of the last year, especially what had occurred during their administration and would also share the goals of their agenda for the coming year. Critical issues that had and would affect the American people were highlighted during this address. Reports on the current "State" of our Country would include the economy, social issues, national affairs, legislative proposals, and the budget. Though enacted on the National level, every part of the President's agenda can and will impact each State of the Union as well. Keeping the citizens of our Country educated and engaged is democracy at its best.

Our Union is no different and that is one of the main purposes of each Craftworker Journal and the Chapter and Mega meetings held throughout the year. As a member, you deserve to know what is occurring in our Local and what the goals are for the Union at large. Your input is an important part of this process and attending meetings and being involved in Union activities are ways you can help us forge ahead. Our history has been molded by those who were active in this Local for many years before us and now we each have an opportunity to be a part of the future legacy and successful State of our Union. I will take this opportunity to report on a few issues critical to the status and future of BAC 3 NY and you as a member.

**APPRENTICESHIP TRAINING** - As this Craftworker issue reports, our apprenticeship training is top notch. It starts with the passion and dedication of every apprentice coordinator and instructor. Thanks to Kaydane Grant, Andy Hanrahan, and Mike Beamer for leading the way. I have visited every class and each apprentice in all three Chapters and can attest to the great work that is being done. We currently

have the most apprentices ever enrolled in our program and we are working towards a mentorship program that should prove to be a great investment in apprenticeship retainment and graduation. Every member can help in this important program. It is for the benefit of the whole Union and our benefit funds. Please take the time in the Hall and on the Wall to help the future of our Local be successful.

**MEMBERSHIP ENGAGEMENT** - As a Local, we are trying to be intentional in giving every member an opportunity to be engaged and involved. Whether attending a Chapter meeting, a picnic or clambake, a golf tournament, a holiday party or parade, these are great times to build relationships with other members you may not work with day to day. This year, we purchased nice Local 3 NY jackets for every member. If you have not received yours yet, please contact your Chapter Field Representative or stop at the Union office. New hats are available too. We are trying to give back to the members in small ways for the hard work you put in each and every day on the job. Thanks to the Union staff for your extra efforts in all the set-up time and cleaning up to make this possible for the membership. It is much appreciated. A special thanks to Paige Miller in our Union and JATC office for keeping our Facebook page and website up to date and all the ways she helps our members on a daily basis.

**ORGANIZING AND NEW MEMBERS** - A considerable percentage of our members have recently retired, and we anticipate more on the tail end of this Baby Boomer generation. This attrition could be the downfall of our Union if not for the sustained efforts to sign new members along with the addition of new apprentices. Each year it becomes more and more difficult with the lack of available nonunion journeyman in our trades. For one, they do not have the necessary skill set and secondly, they are beginning to leave the construction workforce. We are fortunate to have a staff that understands the importance of adding new members to our ranks and they have done a great job, especially considering the demands from our contractors with the glut of work we have had and will continue to have. More

new members were signed in 2025 than we have had in decades. A special shout out to our Organizer Robert Sotir and all those rank-and-file members on the VOC (Voluntary Organizing Committee) in each Chapter for your hard work identifying and signing new members. Also, to Mason Carrigan in the St. Tier for his organizing efforts with new members and potential contractors. Like the apprenticeship programs, the organizing efforts of every member can go a long way to the growth and stability of our Union. By helping to identify potential qualified bricklayers, tile setters and helpers, concrete finishers, plasterers and restoration workers, we can control the labor market and therefore demand higher wages and benefits.

**WORK OUTLOOK** - We are fortunate as a Local to have had record work hours over the last year. We have had record hours for January and February already in 2026 and we anticipate staying strong and finishing strong this year. Even beyond that, the contractors are reporting they have a lot of work already awarded and much more to bid. It is a perfect time to take advantage of adding new members and securing more work for the years to come. A lot of time and effort is put into the economic development of our jurisdiction. These projects don't happen without the joint efforts of our Union with the other trades and those in the business and political community. All of our Field Representatives invest their time each day into securing PLAs for projects, lobbying for both public and private development, and coordinating with all the other Unions throughout our 24 Counties. It takes time, patience and commitment to help this all happen. I want to personally thank Frank Pietrowski, Mark Sell, Justin Summerfield and Guy DeBack for attending all the meetings, making and taking all the phone calls with members and contractors, and visiting the numerous jobsites and building trades meetings. Sometimes it is an endless and thankless job, but your relentless efforts have contributed to the current state of our Union.

**FINANCIAL POSITION** - One of the most important and telling gauges of a Union's state and strength is their fiscal position year over year. I am pleased to report that as every year goes by, we find ourselves in a stronger financial position in part due to the increased work hours, the increase in our wages and benefits, and the investment of our monetary assets and equity in our physical assets. Not only does this keep from increasing dues to the members,

but it also allows us to provide more services for the membership and give dues credit based on years of service. It provides us leverage in negotiations going forward and stability in an ever-changing unstable environment nationally and globally. We should always expect future headwinds within the financial world and the construction industry, so now instead of reacting we are prepared for whatever may lie ahead. Thanks to our Secretary/Treasurer, Jason ReQua for his oversight and operation of our Union funds. Along with our Office Administrator/Bookkeeper, Karrie Whelehan, we work to keep us financially secure for the benefit of the membership. And as always, we provide updated financial reports as well as annual audits for the members review at the Mega and Chapter meetings if you ever have any comments, questions or concerns.

**BENEFIT FUNDS** - Along with the financial stability of the Union funds, is the administration and security of our benefit funds in each Chapter. Since we pride ourselves as Union members on the benefits that we rely on for ourselves and our families, the trustees, administrators, and their staff are working diligently to provide the services you deserve. There is a lot involved on a day-to-day basis in administering the contributions you have earned for your pensions, annuity, and health and welfare. The rising cost of health care is certainly a major concern, and we are taking steps every day to keep providing great health care coverage for the best possible price. We have gone through a much-needed software upgrade for all three funds offices which should be completed soon after this issue of the Craftworker. As most of you would know, Tina Barry has taken on the role as the fund's administrator for both the Rochester and Buffalo funds. She has done a tremendous job along with help from Deb Bennett and Megan MaMoone. Ashley Tilebein has also gone above and beyond, especially in the recent changes to the health plan coverages for the Ithaca funds. Adam Pesta helps her with providing the service and information each member there deserves. Thanks to all our funds staff for the great work you do for the benefit of BAC 3 NY.

As you can see there is a lot of activity that takes place on a day-to-day and year-to-year basis in the Union and Funds offices, just as there are on the jobsites. When we each commit to doing our job for the benefit of all, we will find ourselves in a strong and secure state of our Union.

In Solidarity!

Rick Williamson, President



# Mensaje del Presidente

## El Estado de Nuestra Unión

**A** principios de cada año, el presidente de los Estados Unidos pronuncia ante el Congreso de los Estados Unidos un discurso conocido como el "Estado de la Unión". Aunque se ha presentado ante el Congreso, está dirigido a quienes vivimos en los 50 estados de la Unión y al mundo en general. Esta tradición anual se remonta a nuestro primer presidente, George Washington, y se ha mantenido cada año desde entonces, normalmente de forma presencial, aunque en ocasiones mediante una carta escrita. Por lo general, cada presidente informaba sobre los acontecimientos del año anterior; en particular los que habían tenido lugar durante su mandato, y también esbozaba los objetivos de su programa para el año siguiente. En este discurso se destacaron cuestiones fundamentales que habían afectado y seguirían afectando al pueblo estadounidense. Los informes sobre la "situación" actual de nuestro país abarcarían la economía, las cuestiones sociales, los asuntos nacionales, las propuestas legislativas y el presupuesto. Aunque se apruebe a nivel nacional, cada uno de los puntos del programa del presidente puede repercutir y repercutirá también en cada uno de los estados de la Unión. Mantener a los ciudadanos de nuestro país informados y comprometidos es la democracia en su máxima expresión.

Nuestro sindicato no es una excepción, y ese es uno de los principales objetivos de cada número de la revista "Craftworker Journal" y de las reuniones de sección y de mega-sección que se celebran a lo largo del año. Como afiliado, tienes derecho a saber qué está pasando en nuestra sección local y cuáles son los objetivos del sindicato en general. Tu opinión es una parte importante de este proceso, y asistir a las reuniones y participar en las actividades del sindicato son formas en las que puedes ayudarnos a seguir adelante. Nuestra historia ha sido forjada por quienes participaron activamente en este sindicato local durante muchos años antes que nosotros, y ahora cada uno de nosotros tiene la oportunidad de formar parte del legado futuro y del éxito de nuestro sindicato. Aprovecho esta oportunidad para informarles sobre algunas cuestiones fundamentales para la situación actual y el futuro de BAC 3 NY y para ustedes como miembros.

**APRENDIZAJE FORMACIÓN** - Como se indica en este número de Craftworker, nuestra formación en aprendizaje es de primera categoría. Todo comienza con la pasión y la dedicación de cada coordinador e instructor de aprendices. Gracias a Kaydane Grant, Andy Hanrahan y Mike Beamer por marcar el camino. He visitado todas

las clases y a cada uno de los aprendices de las tres secciones, y puedo dar fe del excelente trabajo que se está realizando. Actualmente contamos con el mayor número de aprendices matriculados en nuestro programa hasta la fecha y estamos trabajando en un programa de tutoría que debería resultar una gran inversión para la retención de los aprendices y su graduación. Todos los miembros pueden colaborar en este importante programa. Esto redundará en beneficio de toda la Unión y de nuestros fondos de prestaciones. Por favor, dedica un momento en el vestíbulo y en el pared de anuncios para contribuir al éxito del futuro de nuestra sección local.

**PARTICIPACIÓN DE LOS MIEMBROS** - Como sección local, nos esforzamos por ofrecer a todos los miembros la oportunidad de participar y comprometerse. Ya sea en una reunión de la sección, un picnic o una comida al aire libre, un torneo de golf, una fiesta navideña o un desfile, son ocasiones ideales para entablar relaciones con otros miembros con los que quizá no trabajes a diario. Este año hemos comprado unas bonitas chaquetas del Local 3 de Nueva York para todos los miembros. Si aún no has recibido el tuyo, ponte en contacto con el representante de campo de tu sección o pásate por la oficina del sindicato. También hay nuevos sombreros disponibles. Intentamos corresponder a los socios de alguna manera por el gran esfuerzo que dedicáis cada día a vuestro trabajo. Gracias al personal de la Unión por el esfuerzo adicional que han dedicado a los preparativos y a la limpieza para que esto haya sido posible para los socios. Te lo agradezco mucho. Queremos expresar nuestro especial agradecimiento a Paige Miller, de nuestra oficina del sindicato y del JATC, por mantener actualizadas nuestra página de Facebook y nuestro sitio web, así como por toda la ayuda que brinda a nuestros miembros a diario.

**ORGANIZACIÓN Y NUEVOS MIEMBROS** - Un porcentaje considerable de nuestros socios se ha jubilado recientemente, y prevemos que habrá más a medida que se acerque el final de esta generación del baby boom. Esta pérdida de miembros podría suponer la ruina de nuestro sindicato si no fuera por los esfuerzos constantes por captar nuevos afiliados y la incorporación de nuevos aprendices. Cada año se hace más y más difícil debido a la escasez de oficiales no sindicados en nuestros oficios. Por un lado, carecen de las competencias necesarias y, por otro, están empezando a abandonar el sector de la construcción. Tenemos la suerte de contar con un equipo que comprende la importancia de incorporar nuevos miembros a nuestras filas y que ha hecho un gran trabajo, sobre todo teniendo en cuenta las exigencias de nuestros

contratistas ante el exceso de trabajo que hemos tenido y que seguiremos teniendo. En 2025 se inscribieron más miembros nuevos que en las últimas décadas. Nos gustaría expresar nuestro especial agradecimiento a nuestro organizador, Robert Sotir, y a todos los miembros del Comité Organizador de Voluntarios (VOC) de cada sección por su ardua labor a la hora de identificar y dar de alta a nuevos miembros. Asimismo, a Mason Carrigan, de la región de Southern Tier, por su labor de organización con los nuevos miembros y los posibles contratistas. Al igual que los programas de aprendizaje, los esfuerzos de sindicalización de cada miembro pueden contribuir en gran medida al crecimiento y la estabilidad de nuestro sindicato. Al contribuir a identificar a posibles albañiles, soladores y ayudantes, acabadores de hormigón, yeseros y restauradores cualificados, podemos controlar el mercado laboral y, por lo tanto, exigir salarios y prestaciones más elevados.

**PERSPECTIVAS LABORALES** - Como sindicato local, tenemos la suerte de haber registrado un número récord de horas trabajadas durante el último año. En 2026, ya hemos batido récords de horas trabajadas en enero y febrero, y esperamos mantener este impulso y terminar el año con fuerza. Además, los contratistas informan de que ya tienen muchos trabajos adjudicados y muchos más a los que presentarse. Es el momento ideal para aprovechar la oportunidad de incorporar nuevos miembros y asegurarse más trabajo para los próximos años. Se dedica mucho tiempo y esfuerzo al desarrollo económico de nuestra jurisdicción. Estos proyectos no serían posibles sin la colaboración de nuestro sindicato con los demás gremios y con los representantes del mundo empresarial y político. Todos nuestros representantes de campo dedican cada día su tiempo a conseguir PLAs para los proyectos, a promover el desarrollo tanto público como privado y a coordinarse con el resto de sindicatos de nuestros 24 condados. Para que todo esto sea posible, se necesita tiempo, paciencia y dedicación. Quiero dar las gracias personalmente a Frank Pietrowski, Mark Sell, Justin Summerfield y Guy DeBack por asistir a todas las reuniones, realizar y atender todas las llamadas telefónicas con los miembros y los contratistas, y visitar las numerosas obras y reuniones del sector de la construcción. A veces es un trabajo interminable y poco gratificante, pero vuestros incansables esfuerzos han contribuido a la situación actual de nuestra Unión.

**SITUACIÓN FINANCIERA** - Uno de los indicadores más importantes y reveladores del estado y la solidez de un sindicato es su situación financiera año tras año. Me complace informar de que, con el paso de los años, nuestra situación financiera es cada vez más sólida, en parte gracias al aumento de las horas de trabajo, al incremento de nuestros salarios y prestaciones, y a la inversión de nuestros activos monetarios y de capital en nuestros activos físicos. Esto no solo evita tener que aumentar las cuotas de los socios, sino que también nos permite ofrecer

más servicios a los socios y concederles descuentos en las cuotas en función de sus años de antigüedad. Nos proporciona una ventaja en las negociaciones futuras y estabilidad en un entorno nacional y mundial en constante cambio e inestable. Siempre debemos contar con que surgirán dificultades en el futuro, tanto en el mundo financiero como en el sector de la construcción, por lo que ahora, en lugar de reaccionar, estamos preparados para lo que pueda depararnos el futuro. Agradecemos a nuestro secretario-tesorero, Jason ReQua, por su supervisión y gestión de los fondos de nuestro sindicato. Junto con nuestra administradora de oficina y contable, Karrie Whelehan, trabajamos para garantizar nuestra estabilidad financiera en beneficio de los socios. Y, como siempre, ponemos a disposición de los socios informes financieros actualizados, así como auditorías anuales, para que los revisen en las reuniones de la Mega y de las secciones; si tienen algún comentario, pregunta o duda, no duden en hacérselo saber.

**FONDOS DE PRESTACIONES** - Además de la estabilidad financiera de los fondos de la Unión, también se garantiza la gestión y la seguridad de nuestros fondos de prestaciones en cada sección. Dado que, como miembros del sindicato, nos sentimos orgullosos de las prestaciones de las que dependemos para nosotros y nuestras familias, los fideicomisarios, los administradores y su personal están trabajando con diligencia para ofreceros los servicios que os merecéis. La gestión diaria de las aportaciones que has acumulado para tu pensión, tu renta vitalicia y tu seguro médico y de bienestar conlleva muchas tareas. El aumento del coste de la asistencia sanitaria es, sin duda, una de las principales preocupaciones, y cada día tomamos medidas para seguir ofreciendo una excelente cobertura sanitaria al mejor precio posible. Hemos llevado a cabo una actualización de software muy necesaria en las tres oficinas de los fondos, que debería estar terminada poco después de la publicación de este número de Craftworker. Como la mayoría de vosotros sabréis, Tina Barry ha asumido el cargo de administradora de los fondos de Rochester y Buffalo. Ha hecho un trabajo magnífico con la ayuda de Deb Bennett y Megan MaMoone. Ashley Tilebein también ha hecho un esfuerzo extraordinario, sobre todo en relación con los recientes cambios en las coberturas del plan de salud de los fondos de Ithaca. Adam Pesta la ayuda a ofrecer el servicio y la información que cada miembro se merece. Gracias a todo el personal de los fondos por el magnífico trabajo que realizan en nombre de BAC 3 NY.

Como se puede ver, en las oficinas del sindicato y de los fondos hay mucha actividad tanto a diario como a lo largo del año, al igual que en las obras. Cuando cada uno de nosotros se comprometa a desempeñar su labor en beneficio de todos, nuestra Unión se encontrará en una situación sólida y segura.

¡En solidaridad!

Rick Williamson, Presidente

# SECRETARY/ TREASURER'S report

By Jason ReQua

## Mentorship in Apprenticeships

**A**s the apprenticeship training season comes to an end for the year, I would like to talk about an area of thought process that we, as a Union, have only scratched the surface of. While our instructors in each chapter naturally take on a role as mentors for our apprentices, we need journey workers who understand the importance of having mentors who work on job sites every day alongside of apprentices. With an increasing percentage of workforce represented by younger and less experienced workers, the need for best-in-class “soft skills” and job site skill development has never been more important. That said, I believe that our biggest challenge with apprenticeships is how to effectively create an atmosphere of productivity and safety that will teach new workers the daily life of a BAC 3 NY member. Working together, mentor and mentee have the potential to increase the transfer of both skills and communication which will increase retention and create an all-around better working environment.

Some incredible benefits of a mentorship program have been seen in programs all around the U.S. and Canada. Here are some statistics that I was able to obtain from the NABTU (North America Building Trades Unions) website. All these statistics will allow us to create the next generation of journey workers that will help keep our union strong.

- Mentorship programs can increase retention rates among apprentices by up to 50%.
- 70% of mentees report improved job performance and skills development.
- Mentored individuals are 5 times more likely to advance in their careers.
- 80% of mentors feel a sense of personal satisfaction from helping others.
- Companies with mentorship programs see a 20% increase in employee engagement.
- Mentorship can lead to a 25% increase in productivity among apprentices.

While mentorship has been proven successful in these topics, I would also like to express the importance of the future generation regarding our local and international pensions. There are a significant number of members in all three chapters who are at retirement age or soon will be. Every member has the ability to work their career and is rewarded at retirement with funds that allow them to live out their retirement with dignity as they deserve. Just like we are contributing to the retirees’ pension now as they did for the generation before them, the younger members and apprentices will be contributing to our pensions. The importance of having the next generation of members contributing to our pensions cannot be overstated.

BAC 3 NY has recognized the need to implement this program. We are in the process of having our three training coordinators take the “Train the Trainer” Mentorship Matters class. Once the coordinators take this class, we will begin to train every apprentice in our program on how to be a quality mentee. What we need from our membership is quality journey workers who desire to be mentors. Ideally, we would need a mentor for every apprentice in our program who will not only show them the physical skills needed to succeed, but also show them what other skills are needed to flourish in our industry and beyond.

**In the words of our late BAC Local 2 NY brother Matt Zink,  
who trained apprentices with passion and conviction.**

**“Train me like your pension depends on it”**

**Are we to just leave our destiny to fate, or do we help by taking the direction of our union  
in a direction that is better for every working apprentice, member,  
and retiree for generations to come?**



## Tutoría en Programas de Aprendizaje

**A**hora que la temporada de formación de aprendices llega a su fin este año, me gustaría hablar de un ámbito de reflexión que, como sindicato, apenas hemos empezado a abordar. Aunque nuestros instructores en cada sección asumen, como es lógico, el papel de mentores de nuestros aprendices, necesitamos trabajadores cualificados que comprendan la importancia de contar con mentores que trabajen a diario en las obras junto a los aprendices. Dado que un porcentaje cada vez mayor de la población activa está compuesto por trabajadores jóvenes y con menos experiencia, nunca ha sido tan importante contar con sólidas “habilidades sociales” y fomentar el desarrollo de estas habilidades en el lugar de trabajo. Dicho esto, creo que nuestro mayor reto en lo que respecta a los programas de aprendizaje es cómo crear de manera eficaz un ambiente de productividad y seguridad que permita a los nuevos trabajadores familiarizarse con el día a día de un miembro de BAC 3 NY. Al trabajar juntos, el mentor y el aprendiz tienen la posibilidad de mejorar la transferencia tanto de habilidades como de comunicación, lo que aumentará la retención del personal y creará un entorno de trabajo globalmente mejor.

En programas de todo Estados Unidos y Canadá se han observado algunos beneficios increíbles de los programas de mentoría. A continuación, te presento algunas estadísticas que he podido obtener de la página web de la NABTU (Sindicatos de Oficios de la Construcción de Norteamérica). Todas estas estadísticas nos permitirán formar a la próxima generación de trabajadores que contribuirán a mantener la solidez de nuestro sindicato.

- Los programas de tutoría pueden aumentar las tasas de retención entre los aprendices hasta en un 50%.
- El 70 % de los alumnos de mentoría afirman haber mejorado su rendimiento laboral y haber desarrollado sus habilidades.
- Las personas que reciben tutoría tienen cinco veces más probabilidades de progresar en su carrera profesional.
- El 80 % de los mentores siente una gran satisfacción personal al ayudar a los demás.
- Las empresas que cuentan con programas de mentoría registran un aumento del 20% en el compromiso de los empleados.
- La tutoría puede suponer un aumento del 25% en la productividad de los aprendices.

Aunque se ha demostrado que la tutoría da buenos resultados en estos ámbitos, también me gustaría destacar la importancia que tiene la generación futura para nuestras pensiones, tanto a nivel local como internacional. En las tres secciones hay un número considerable de miembros que ya han alcanzado la edad de jubilación o que la alcanzarán en breve. Todos los afiliados tienen la posibilidad de desarrollar su carrera profesional y, al jubilarse, reciben una prestación que les permite disfrutar de una jubilación digna, tal y como se merecen. Del mismo modo que nosotros contribuimos ahora a las pensiones de los jubilados, tal y como ellos hicieron con la generación anterior, los miembros más jóvenes y los aprendices contribuirán a nuestras pensiones. No se puede subestimar la importancia de que la próxima generación de afiliados contribuya a nuestras pensiones.

BAC 3 NY ha reconocido la necesidad de incluir este programa. Actualmente, nuestros tres coordinadores de aprendizaje están realizando el curso “Formación de Formadores” de Mentorship Matters. Una vez que los coordinadores hayan asistido a este curso, comenzaremos a formar a todos los aprendices de nuestro programa para que sepan cómo ser buenos alumnos. Lo que necesitamos de nuestros miembros son trabajadores cualificados que deseen ejercer de mentores. Lo ideal sería contar con un mentor para cada aprendiz de nuestro programa, que no solo les enseñe las habilidades técnicas necesarias para tener éxito, sino que también les muestre qué otras habilidades se necesitan para prosperar en nuestro sector y más allá.

**En palabras de nuestro difunto compañero Matt Zink, del Local 2 de la BAC en Nueva York, quien formaba a los aprendices con pasión y convicción.**

**“Entréname como si tu pensión dependiera de ello.”**

**¿Vamos a dejar nuestro destino en manos del azar, o vamos a contribuir a que nuestro sindicato tome un rumbo que sea mejor para todos los aprendices, afiliados y jubilados de las generaciones venideras?**



By Frank Pietrowski

## CHAPTER REPORT

**A**s your Local Vice President, I want to take a moment to talk to you about what makes our union strong and how we can make it even stronger for years to come. We all know that our Union has given us more than a job, it has given us a fair wage, safer working conditions, a sense of belonging and the security of knowing we can retire with dignity. Now more than ever, we need to focus on bringing in new members who will benefit from all these things and help our union thrive.

One of the best ways to welcome new members and build a stronger union is through our apprenticeship program. Apprenticeships give people a real chance to learn a trade, earn a paycheck, and become part of something bigger than themselves. But an apprenticeship is more than just job training. It is the beginning of a journey, and that journey is made better when we all work together.

Safety is always at the top of our list. We know how dangerous this work can be if you do not have the right training or if you try to cut corners. That is why we make sure every apprentice learns from day one how to do the job safely. Our experienced members show new folks the ropes, pass on the safety rules, and make sure everyone looks out for each other. We've built a culture where safety comes first, and we expect every member, old and new, to help keep it that way.

Camaraderie is another thing that sets our union apart. When you join our local, you are not just a number, you are part of a family. We celebrate wins together, support each other through tough times, and everyone knows that someone always has their



*Lee Casali, Bryton Grisewood, and Guy Philbrick installing terrazzo pieces on a staircase at Highmark Stadium working for TZ*

back. This sense of belonging is especially important for new apprentices. Coming into an environment can be tough, but when experienced members reach out, offering a helping hand, or just sharing a meal or story, it makes all the difference.

That is where mentorship comes in. A mentor is more than a teacher, they are a guide and a friend. Our mentors help new apprentices learn the trade, understand the union and feel welcome from the start. They answer questions, share advice, and help new members avoid mistakes you have been making for a while. I encourage you to take someone under your wing. It is one of the best ways to give back to the union that has given us all so much.

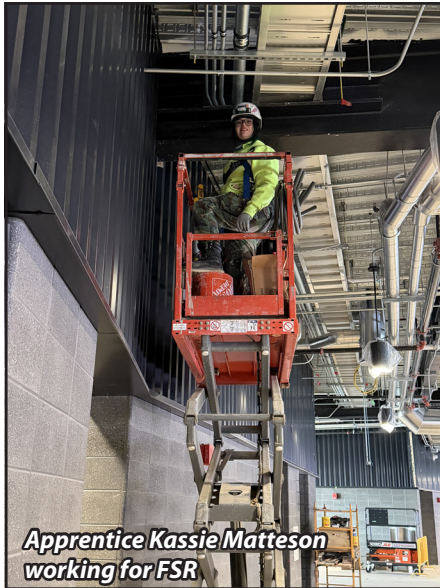
Let us not forget about retirement. One thing that makes union membership stand out is the promise of secure retirement. Our union has fought hard for good pensions and retirement plans, so when the time comes, you can step away from the job with peace of mind. We make sure apprentices and new members know about these benefits from day one and understand how to build a solid future for themselves and their families.

Growing our union is not just about increasing our numbers. It is about keeping our values alive: safety, camaraderie, mentorship, and retirement security. If you know someone who could use a good career and a good community, tell them about our apprenticeship program. If you can, be a mentor. And always remember the role each of us plays in making this the best union it can be.

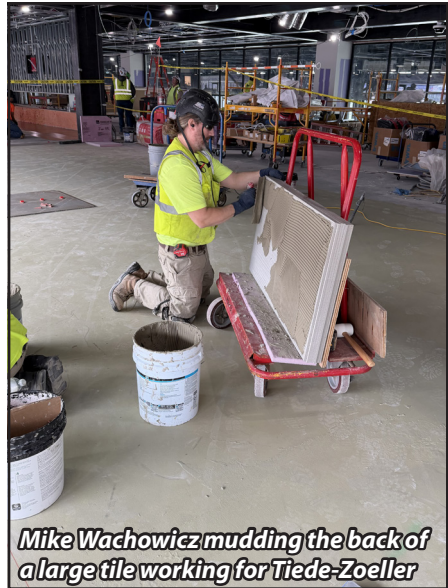
In solidarity, Frank Pietrowski



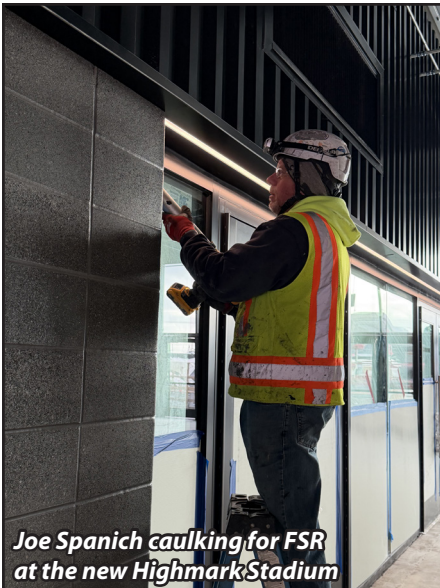
*Mike Wachowicz and Jeff Conway installing a 2' x 4' tile*



*Apprentice Kassie Matteson working for FSR*



*Mike Wachowicz mudding the back of a large tile working for Tiede-Zoeller*



*Joe Spanich caulking for FSR at the new Highmark Stadium*



*Nick Sadowski*



*John Klee applying a bed of mortar for a tile installation*



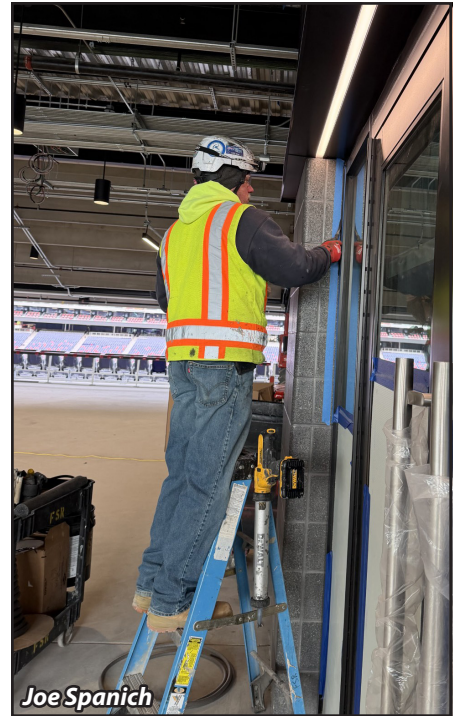
*Nick Navarro, Andy Mast, & Viki Kirsch patching precast concrete for CRS at the new Highmark Stadium*



*Dustin Brzezowski with CLA Installations at the new Highmark Stadium*



*Playing field at the new Bills Stadium*



*Joe Spanich*



*Lee Casali and Bryton Grisewood working on the staircase*



*Ryan Nice with CLA Installations at the new Highmark Stadium*



*Locker room area at the new Bills Stadium*



*Nick Sadowski with Tiede-Zoeller*



*John Klee applying a bed of mortar for tile installation with Jeff Conway for Tiede-Zoeller*



*Putting the sign up at the new Bills Stadium*



*Indoor Practice Field at new Bills Stadium*



*Lockers at new Bills Stadium*



*2nd year apprentice Dean Chiaromonte working for Thomas Johnson*



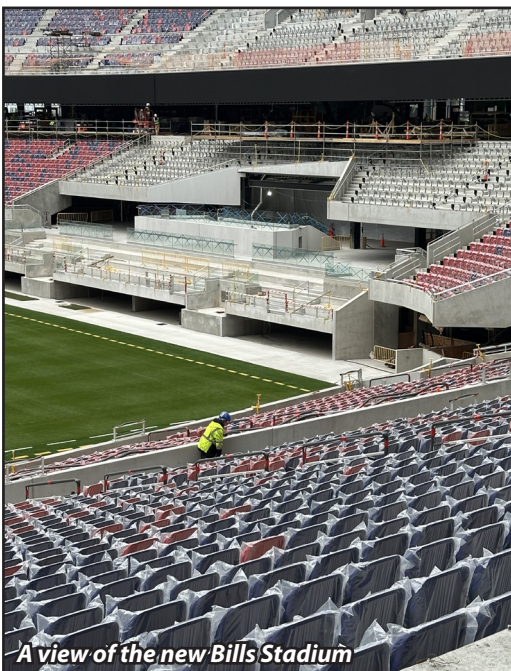
*Nick Sadowski working at new Bills Stadium*



*Journeyman Justin Maidment with Tiede-Zoeller working at new Bills Stadium*



*Lee Casali and Bryton Grisewood working on the staircase*



*A view of the new Bills Stadium*



*CLA Installations crew installing an epoxy floor at the new Highmark Stadium*



*Nick Sadowski, 3rd year tile setter apprentice*



By Guy DeBack



## CHAPTER REPORT

**W**elcome to spring Brothers and Sisters. We are entering the season in fourth gear and will soon be shifting to overdrive, as work has been very steady right through the winter. There is an incredible amount of work coming out to bid with a lot of school districts and conceptual plans for the coming years. Big projects such as Micron (Clay, NY) and Stream Data Center (Alabama, NY) are still a go, as well as Li-Cycle (Rochester, NY) presumably starting back up.

With our work hours on the increase, it is important to remember how much we need not only apprentices to help fill the workforce gap, but also qualified journey workers from the non-union sector. These workers come from a different environment than we as union members are used to. The training in their specific craft may not have been as intense as ours in materials, skills and safety. Many may need a Union-trained journey worker to help them make that transition. Basically, we need mentors for them, just as we do for our apprentices. Some may feel that it is not their responsibility to help them, but I beg to differ. I'm sure all of us value the benefits that we have and the pension we look forward to in retirement. Those things only grow stronger if all of our members are successful. Show them how well we



*TRACS pre-apprentices with Kaydane Grant*



*Devon Reid and Jake Ralg of Quality Structures at Eastman Theatre*

work together and share knowledge. Help them succeed and this will benefit all of us.

If new and existing members take advantage of our training center to work on their skills, that will also help grease the wheels of this machine. Reflect on your work years with this union. Have you been lacking hours worked in a year? Could your skill level be blamed for this? Would spending some time in the training center benefit you? Pride is a good thing, but don't let it get in the way of what's good for you and your career. Reach out to me or anyone on staff if you would like to come in and do some training or brushing up. Training is such an important part of what we do as a union. The more that you know and can do, the more valuable you are to yourself and your employer. Special training is available through IMI in addition to what is done on the local level.

Become more involved in your union — everyone should attend a meeting at least once a year to stay updated on current events and work outlook. It is also an opportunity to connect and network with those you have not seen in a while, and a great place to find out more about training schedules here and at IMI.

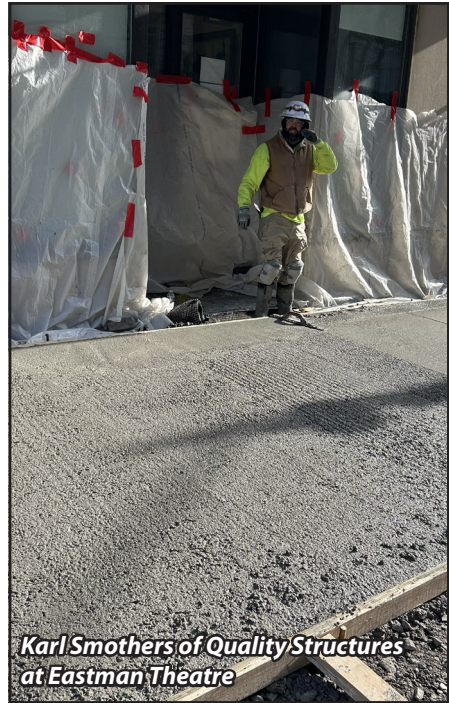
Please have a safe, prosperous work season!  
Guy DeBack



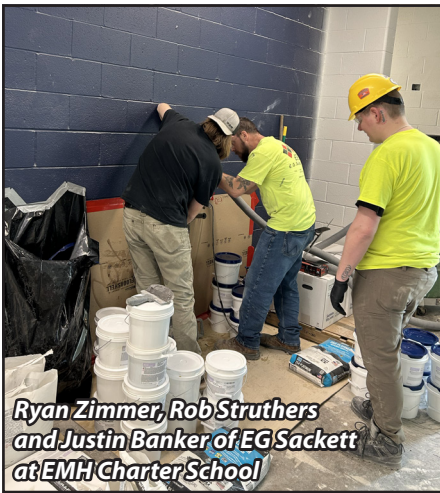
**Ronald Johnson and Frank Nicometti  
with MSH at U of R Tower**



**Barry Roberts of EG Sackett  
at EMH Charter School**



**Karl Smothers of Quality Structures  
at Eastman Theatre**



**Ryan Zimmer, Rob Struthers  
and Justin Banker of EG Sackett  
at EMH Charter School**



**Lynn Hyer and Darrick Mathews  
of CG Hollister at MCC**



**Natalie Klein of RE Kelly  
at Andrews Terrace**



**Taylor Weilert and Casey Wellington with MSH at U of R Tower**



**Caitlyn Garofolo of Montanosa  
at Eastman Theatre**



By Justin Summerfield

## CHAPTER REPORT

**G**reetings and happy Spring BAC 3 NY members. The 2025 work year was a busy year with no slowdown in sight for the 2026 work year. Spring and summer will once again have a large volume of work down here in the Southern Tier.

Some of the projects that kept our members busy this past fall and winter were the Cornell Field Hockey House, McGraw Hall, and the Livestock Pavilion. Some other projects around the Southern Tier are the Horseheads High School addition, SUNY Binghamton Lecture Hall, East Gym addition, and Oneida Hall Renovation Project, with many of these projects going through the Spring/Summer.

New projects that will be starting this spring are the Jewish Living Center at Cornell, Cornell Field Hockey Field House, Alfred State Expansion, and Marathon School District.

Continuing training is essential for a union journey worker mason because safety, quality, and code compliance are always evolving. Advanced instruction refreshes critical practices, scaffold erection and use, rigging and signaling, silica exposure control, PPE, and fall protection. So, every task is performed to current standards and with fewer incidents. Ongoing education also reinforces workmanship fundamentals like proper mortar selection and mixing, joint tooling, control joint layout, and curing practices, which reduces rework and punch list items and protects the contractor's reputation. In short, regular upskilling helps journey workers deliver durable, code compliant masonry while keeping themselves and their crew safe.

The craft itself keeps changing. New materials (high performance mortars and grouts, air/vapor barriers, stainless anchors, energy efficient masonry systems)

and updated methods (flashings, thermal breaks, rainscreen detailing, and restoration techniques) are continually entering the market. Training allows journey workers to master these products, read manufacturer specs, and integrate them correctly with adjacent trades. It also builds fluency with modern tools and workflows, laser layout, dust collection systems, powered scaffolding, and even digital coordination and QA/QC checklists, driving higher productivity, tighter schedules, and fewer costly callbacks. The result is more reliable installations that meet today's performance expectations for moisture, energy, and structural integrity.

Finally, continuing education supports long-term career growth and union strength. Extra certifications, such as grout placement, refractory, stone restoration, waterproofing, or foreperson/ leadership training, can open doors to premium opportunities, steward or foreman roles, and higher wage classifications. Documented skills make a journey worker more dispatchable across contractors and markets, stabilizing income and benefits. Just as important, staying current empowers experienced masons to **mentor apprentices**, uphold craft standards, and demonstrate the value that signatory labor brings to owners and GCs. In a competitive industry, a well-trained journey worker mason protects both their own career and the collective standing of the union.

As I mentioned before, the 2026 work year is going to be another busy one for the Southern Tier. If you are out of work, please give me a call at (607)342-4909 or Mason Carrigan at (607)302-2212. I hope you all and your families have a great and safe 2026.

**52-Year  
Active Member  
John Puglisi**



**Jon Jump**



**Steve Tiffany**



**Mickey Younker**



**Concrete finishers Stephen Kocik (Left)  
and Michael McLain (Right)**



# UNION SERVICE AWARDS *Congratulations*

10/2025 - 03/2026

## 50 + YEARS LIFE MEMBERS

*Paul Zyglis*

### 40 + YEARS

*Patsy Franciosa  
Joseph Guarino  
Chris Huston*

*Kevin Knetsch  
Frank Martinez  
Frank Mirabella*

### 25 + YEARS

*Philip Bianchi  
Joseph Borrelli  
Darryl Carley  
Bruce Ellsworth  
John Levis*

*Frank Nicometi  
Jeffrey Singer  
Timothy Wethje  
Darryl Williams*

## 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

Mark Sell: Chapter Chair  
Robert Sotir: Recording Secretary  
Tammy Law: 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  
Mason Carrigan  
Guy DeBack  
Justin Summerfield

#### Employer Trustees

Jim Logan  
Dennis Ebert  
Kim Gaylord  
Brian Donnelly  
John Healy  
Jay Niedzialkowski

### IARF (Individual Account Retirement Fund)

#### Union Trustees

Rick Williamson  
Jason ReQua  
Frank Pietrowski  
Guy DeBack  
Justin Summerfield

#### Employer Trustees

Jim Logan  
Kim Gaylord  
Brian Donnelly  
John Healy

# Funds Reports

## **Buffalo Chapter Funds Office**

### **NEW CLAIMS PROCEDURE**

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

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

### **OFFICE UPDATE**

The Buffalo Funds Office is working hard to get a new Full-Time Funds Assistant, for the time being you will continue to reach out to Deb and Tina at **(716) 842-1318**.

**Deb Bennett (ext.1)** – dbennett@baclocal3ny.com  
**Tina Barry (ext. 2)** – tbarry@baclocal3ny.com

The Fund Office is also currently transitioning into the new computer software system. This system will eventually give the capability of having a new Member Portal. This Member Portal will allow you to access the following: H&W balances, Hours reported, Claims paid as well as Insurance deductions. We are working diligently to get this out to the Membership as quickly as possible. Thank you for your patience through this transition.

## **Rochester Chapter Funds Office**

### **NEW CLAIMS PROCEDURE**

When emailing your claims, please send requests to our email specifically for claims requests...  
**claimsroc@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.
- **Health coverage** for eligible members is now through **Highmark BCBS**. You should be using the **Medical ID card with the ID prefix J6B**. All other cards are invalid. If you didn't receive a new card, please call the Funds Office.
- **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:*

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

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

# ORGANIZER'S Report

By Robert Sotir

“Organize ALL qualified persons engaged in work within our jurisdiction!”

That is what our founders declared in our Constitution. The key word here is “qualified.” In order to avoid confusion, the founders clearly defined it:

“Any person who can get a job and keep a job is qualified and therefore someone we should want to organize.”

When we follow the founders’ guidance — regardless of individual feelings — we grow. And when we grow, we become stronger. That strength directly impacts our bargaining power and our retirement funds. Our founders understood this better than anyone, having come through difficult times themselves.

Throughout our BAC history, we’ve learned that the best time to grow is during strong economic periods when there is plenty of work. In recent years, we have experienced more work than I personally have seen in nearly a quarter of a century. During this time, we have organized a significant number of members throughout our jurisdiction. Hopefully, the work continues so everyone stays busy.

I began this article with lines from the COMET class that I conduct with our apprentices (journey workers are always welcome to attend as well). These classes are scheduled during the winter months. During COMET, we discuss common reasons people give for not organizing. Some of those objections include:

- New members will increase unemployment in the local
- Non-union workers lack sufficient skills
- Conditions on union jobs will deteriorate
- New members have no commitment to the union
- New members are getting in through the “back door”

These objections can sound understandable and even legitimate. That is why the COMET class exists — to clarify the true purpose of organizing. If we allow these concerns to stop us from organizing, we put ourselves on a path toward decline. That leads to lower density, weaker bargaining power, and ultimately weaker retirement systems.

In 1754, Benjamin Franklin published the slogan “Join or Die” — the first political cartoon — in *The Pennsylvania Gazette* to promote colonial unity. It was later used during the Revolutionary War. If I had to guess, our union founders would have embraced a similar message: “Organize or Die.”

**Call to Action:** Talk to the workers on your jobsite. Support organizing efforts. Attend COMET. Help bring qualified workers into our union — because our strength, our future, and our pensions depend on it.



*Marty Jones, Robert Sotir, Guy DeBeck, Kevon Parson, Rob Kelichner, Joe Vitto*



*Viki Kirsch helping out at the Annual Trunk-or-Treat event in Batavia*



# SOUTHERN TIER ORGANIZER'S *Report*

*By Mason Carrigan*

**T**hroughout the fall and winter, we have been very busy. We were able to sign up three non-union concrete finishers for work and signed a new concrete contractor. Our first new craftsman is Axl Andrus, who came from a small residential company. He has been a great fit working with Rycon and is now with Alliance Masonry. Erik Deretz, another new concrete finisher, left the Laborers' local to join our BAC Family. He is now working for Alliance Masonry as well. Nick Layton is another new concrete finisher working for Alliance Masonry. A few years back, Nick joined the BAC, then left to run his own company, and has now returned to us. Welcome to the BAC 3 NY Family Axl, Erik & Nick!!

We have one more concrete finisher that we are testing out in the field. We were also able to sign a new concrete contractor, MBO Contracting. As of now, MBO is sticking to small work, but we could see them expand down the line. The owner, Mike Cleary, is a member of BAC Local 2 NY. We would like to welcome him to the Local 3 family!

Enough about concrete - let's talk about tile! This winter, we have been able to sign two new tile setters, Jerod Chilson being one of them. Once a member, he came back to be a part of the BAC family again. He is now working for Martino Tile. Michael Aiello is another tile setter we were able to put to work this winter. Michael has a non-union background, working for himself and other non-

union companies. He went to work at Turning Stone for Euro Tile and Stone. Welcome to the BAC, Jerod & Michael!

We are still looking for Craftworkers in every trade. We have been working with Tompkins Build, where this past winter, a graduate, Sean Okihiro, signed with the BAC. He started this March as a first-year apprentice. In the month of March, we had another Tompkins Build class, where many students showed interest in joining the apprenticeship after their graduation in May.

With April and May approaching quickly, our Organizers and Apprentice Coordinators will be attending high school Career Days and community Job Fairs to talk with students and adults about the opportunities the BAC has to offer. But there are many other avenues where potential apprentices and journey workers can hear about the opportunities of being part of BAC 3 NY. Our best Organizers are our you, the members. You each know the commitment and skill it takes to be a Union bricklayer, tile setter, tile helper, cement mason, plasterer and PPC craftworker. Talk to those qualified individuals you believe would benefit themselves and the Union and put them in contact with a Chapter Field Rep. or Apprentice Coordinator. There is strength in numbers. Each non-union person we sign is one less person we will compete against and one more added to our ranks. Have a safe work season!



*New concrete finisher Nick Layton*



*New concrete finisher Axl Andrus*



*Sean Okihiro, a graduate from Tompkins Build*



# APPRENTICESHIP & TRAINING REPORTS

## Buffalo

### TRAINING CENTER *By Andy Hanrahan*

**H**ello to all members of BAC Local 3 NY, family members, and others!

The 2025 work season was extremely prosperous, with apprentices from the Buffalo Chapter of Bricklayers & Allied Craftworkers Local 3 NY at full employment. 15 apprentices graduated to journey workers last season and continued forward in their careers. 2026 is looking to be just as good across all six counties of the Buffalo Chapter and beyond! That large workload means that Signatory Contractors should need apprentices in all BAC trades to get their work done. Buffalo apprenticeship programs accepted 7 Bricklayer Apprentices, 5 PCC/Restoration Apprentices, 2 Tile Setter Apprentices, and 1 Tile Finisher Apprentice, for a total of 79 apprentices.

Here at the Donnie Zimmer Training Center, apprentices started practicing at the beginning of January and continued through to the end of March. The January class held 30 apprentices, while the February class held 34 apprentices. Rich MacDonald, Dave Schuh, Dave Buck, and Mark Sell were instructors for the Bricklayer and PCC/Restoration apprentices during these months. Joe Schmidt came out of his well-earned retirement to share his vast knowledge and years of experience with the brand-new Tile Apprentices in March. Training for "Veteran" Tile Apprentices will be held in September and October, with "J" Conway and Mike Wachowicz as their instructors.

Teaching anything has challenges, and trowel trade skills are no exception. Mastering any skill takes time and effort. If journey worker level

skills could be learned by watching a YouTube or TikTok video, we would all probably be out of work and in different careers. Fortunately for us, that is the farthest thing from reality and not even close to how we become proficient at what we do every day. We need to develop these skills through hands-on learning, from instructors who know their craft. It takes effort and commitment from both the learner and the teacher for the process to be successful. Two-way communication is vital to success for learning the task at hand.

Our instructors go through an intense, 5-year Instructor Certification Program. This training gives them the tools to be the best possible teachers for all our apprentices. Please be sure to recognize Rich MacDonald, Dave Schuh, Dave Buck, Mark Sell, Joe Schmidt, "J" Conway, and Mike Wachowicz when you see them on the job, at the training center, during a meeting, or anywhere else. Without them, our apprenticeship program would not be what it is today. Thank you, guys, for all that you do!

Since the previous issue of the Craftworker, the following members have completed their apprenticeship and turned over to journey worker:

Dan Pachucinski	PCC: October
Edition Thompson	Tile Finisher: October
Tammy Law	PCC: December
Delon Walton	Brick: January
Cody Noel	PCC: February

**CONGRATULATIONS EVERYONE!!!**

*continued on page 22*

*continued from page 21*

There are 12 more apprentices that have a great possibility to graduate in 2026.

To help continue the existence of our Union, we need to fill the voids created by apprentices graduating and members retiring. Apprentices are the future of our Union, and without constant succession we will become extinct. The apprenticeship programs in the Buffalo Chapter are dedicated to supplying our Signatory Contractors with the best possible workers. Our apprenticeship programs, and our membership continually reflect the community around us. It is 2026, not 1926. If someone is ready, willing, and able to work, then they have a chance at a successful apprenticeship. These apprentices can then become productive and profitable Journey workers with a great career, and the cycle will continue for many years to come.

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. If you know of someone who may be interested in a fulfilling, lifelong, lucrative career - encourage them to fill out an application, stop at the training center, and see what we have to offer.

The new Buffalo Bills stadium has and continues to employ many apprentices in the 4 different apprenticeship programs here. It's getting close to the completion date. BAC Apprentices and Journeyworkers employed by Signatory Contractors are performing work there and are doing all they can to get the job done on time.

A large amount of other work across all the counties that BAC Local 3 covers is on the books for 2026 and will need plenty of apprentices dedicated to their crafts. These apprentices will be working in Alfred, Medina, Jamestown, Niagara Falls, Salamanca, the city of Buffalo, and everywhere in between. Many schools in the work area of Western New York we cover, have additions, renovations, and restorations along with school utility buildings and sports facilities. Parking ramps are always in constant need of repair. BAC apprentices and Journeyworkers all around the area will be working on those as well as many other projects.

As I previously mentioned, the 2026 work season looks promising, and Buffalo apprentices of the Bricklayers & Allied Craftworkers Local 3 NY will be ready!

Springtime is here in Western, Central, and Southern New York, and with that, great "working weather" that we like. Start off the morning in a sweatshirt and end up before the end of the day with a long sleeve or even a short sleeve T-Shirt! Summer will hopefully be coming fast, so keep your hydration levels high and the body problems low.

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 everyone. The world around us is ever changing, and it is not the same as it used to be. Again, I say, it is 2026, not 1926. Death by suicide is the leading cause of construction worker fatalities nationwide, not "The Fatal Four" that we know and talk about in an OSHA class. 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)**. Please don't be afraid to use or offer this valuable tool that is available.

I ask that all BAC members continue to work side by side together and respectfully. Let's all dedicate the importance of a new and improved safety culture that is continually improving. No one wants to make that horrible phone call to someone's spouse, significant other, loved one, or family member, that there was an injury to a coworker or good friend, because of something that was overlooked, hurried, skipped, or not done correctly or at all, because you were in a hurry. With a positive outlook about safety and continually passing along the skills and knowledge of our trades to all the future Craftworkers of BAC Local 3 NY, we can continue to say, **"WE ARE THE BEST HANDS IN THE BUSINESS!"**



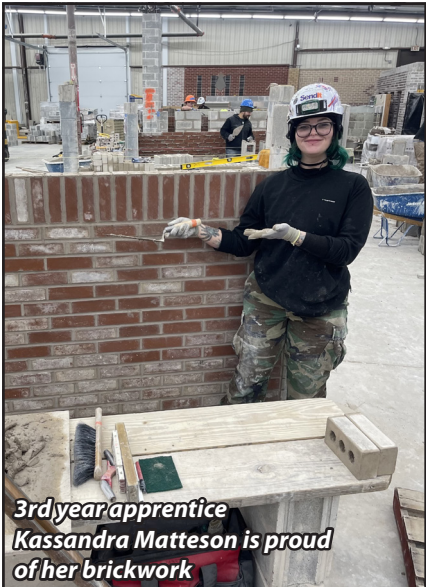
*2nd year apprentice  
Brendan Deering gets to lay brick*



*2nd year apprentice  
Keron Wellington did a nice  
job laying brick*



*2nd year apprentice  
Wade Wierzba makes sure the  
first course is right on*



*3rd year apprentice  
Kassandra Matteson is proud  
of her brickwork*



*Antonio Reese is grouting in  
his mock up area*



*Buffalo Apprentices at their  
scissor lift training*



*Dave Buck explains the importance  
of striking your work to new  
apprentice Ryan Fulton*



*February Scissor Lift Training*



*Felipe Flores and Jesse Weichmann  
on the swing stage*

# APPRENTICESHIP & TRAINING

# APPRENTICESHIP & TRAINING



*February Scissor Lift Training*



*Antonio Reese is happy to be a Tile Apprentice*



*Instructor Dave Buck with apprentice Keron Wellington*



*Jeremy Matla, a 2nd year apprentice in Buffalo*



*Jesse Piepenburg learning how to do 'Mud Work'*



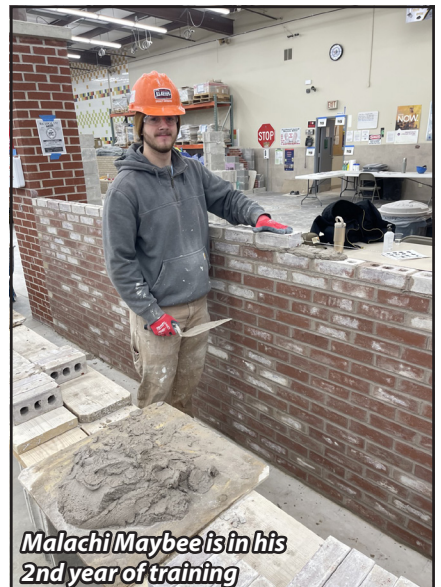
*JLG Scissor Lift training is an all day, all weather class!*



*Keron Wellington is in his 2nd year of school*



*Lots of new hands learning how to spread mortar*



*Malachi Maybee is in his 2nd year of training*

# APPRENTICESHIP & TRAINING



*New apprentice Angelo Rosa grouting in his work*



*New apprentice Chris Ford is happy laying brick*



*New Buffalo Apprentice, Joel Ortiz*



*Rich MacDonald gives 1st year apprentices Trever Duncan and Rich Carnes some caulking tips*



*Robert Sotir does a COMET Presentation for apprentices in Buffalo*



*Scissor Lift training for Buffalo Apprentices*

# ROCHESTER

By Kaydane Grant

## TRAINING CENTER



**T**raining has wrapped up for the 2026 season. There were some changes, but everything fell into place. We have two new brick Instructors training this year — Paul Zagari and Tom McCulley. They both did an excellent job, and the apprentices have connected well with them. A special thanks to Jeff Colvin, Anthony Ilardo, Jeff Cullen, and Mike Needham for welcoming Paul and Tom and making them feel like they are a part of the team.

In January and February, our apprentices attended a Zoom class about mental health, presented by Alex Jacobi from the MAP program. Due to scheduling issues, we were not able to hold the in-person class that was scheduled for March. Whenever she comes into the training centers to talk with the apprentices, we would like to see our journey-workers here as well. I think we should have a packed room of not only apprentices, but also journey workers who are available. Mental health issues affect us all, and she provides vital information that can be useful to the membership and their families.

During the first week of March training, Brian Trimble from IMI hosted a masonry seminar and hands-on demonstrations at our training center. Approximately 30 architects and engineers, as well as representatives from various tile and masonry manufacturers and vendors attended. The day was a complete success, and everyone had a blast. It was good to see the apprentices teaching architects how to lay brick and block, as well as set tiles, and it was a great opportunity for the engineers and architects to see and feel the different masonry building materials and how they complement

each other. This seminar was also to convince them to design more masonry buildings.

This year, we started offering boom and scissor lift training to the apprentices. Now, there are more jobs where workers need to use a lift to access tight spaces. Therefore, we need to give the apprentices as much training as possible. With lift training, their first time getting in a lift will not be on the job, where they may panic, make mistakes, and possibly get hurt. Going forward, lift training will be offered to first-year Brick and PCC apprentices.

The training center is open to any member who would like to come in during training to work on their craft. We have space in PCC for members to caulk, or improve their restoration skills, as well as Plastering and Stucco. If members want to work on Brick and Block skills as well, we will make space. This is just an open invitation to make our members more well-rounded and employable.

Our instructors do an amazing job with our apprentices, and I need every Journey worker to help them build on the skills our instructors have helped them develop while they were in training. We all started not knowing anything about our craft. To get where we are today, it took someone else's time and effort to show us the correct ways of doing what we are now good at doing. Everyone learns at a different pace, so have patience. Apprentices are the future of our union; do not chase them away. Instead guide them and correct them when needed. In turn, we will have better, more well-rounded journey-workers when they finish their apprenticeship.



*Art Miller demonstrates bricklaying with AR goggles!*



*OSHA 30 Training*



*January Class*



*February Apprentice Training*



*Lift training for March Apprentices*



*Tile training in March*



*Apprentices watch as instructor demonstrates building a block lead*

# APPRENTICESHIP & TRAINING

# SOUTHERN TIER TRAINING CENTER



By Mike Beamer

**T**he 2026 Training Season has officially come to an end for our apprentices, and what a season it was. Our apprentices across all three months put in outstanding work. Training this year included hands on shop instruction, classroom learning, OSHA 10, DOL and Local Funds training, as well as First Aid and CPR certification through the Red Cross. We were also fortunate to host product demonstrations from Schluter Systems and Mapei.

This season we welcomed several local high schools to the training center. Whitney Point and Groton visited, along with BOCES programs from Binghamton, Ithaca, and Norwich, as well as Tompkins Build and the IMI Tile Setting Job Corps program from Oneonta. We also hosted students from Windsor High School and Newfield High School for shadow days, giving them the chance to work alongside our instructors and apprentices.

The training center was open to Journey workers as well, offering an opportunity to brush up on skills they may not have used recently. Two cement finishers took advantage of this and

refreshed their brick and block skills, and they expressed sincere appreciation for the chance to do so during their downtime.

Job Fair season is already underway, and we look forward to attending many events in the coming months, along with additional high school visits.

I would like to extend a heartfelt thank you to the vendors who generously donated to this year's training season: Meshoppen Stone, Paragon, Northern Block, Schluter Systems, and Mapei.

To our instructors—Mark Farrell, Mark Byam, Eric Spisak, and Aaron Santiago—thank you for everything you do. Our training program succeeds because of your dedication and expertise.

I also want to wish Mark Farrell the very best in his retirement. The BAC Local 3 NY Southern Tier Chapter will truly miss everything you have contributed to the apprentice program.

Stay safe and have a productive working season.

**Best Regards, Mike Beamer**

Southern Tier Training Coordinator



Charles Riehle



Jacob Millard



Jahcambi Anderson

# APPRENTICESHIP & TRAINING



# APPRENTICESHIP & TRAINING



*New Brick Apprentice, Sean Okihiro*



*New Brick Apprentice, Pedro Lopez*



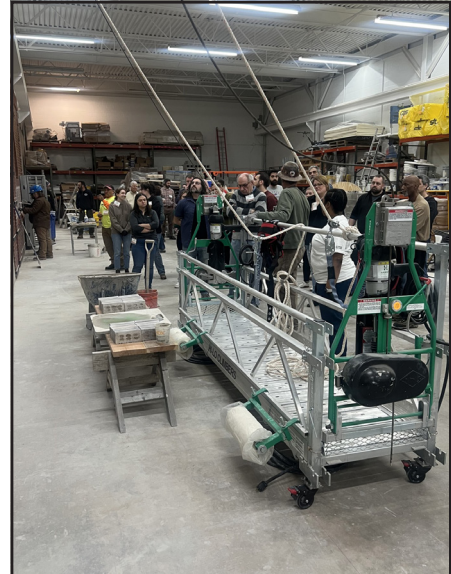
*New Brick Apprentice, Charles Riehle*



*New PCC Apprentice, Scott Mosher*

## IMI Seminar

Thanks to Brian Trimble, IMI Director of Industry Development and Technical Services, for presenting a seminar on “Updating Your Masonry and Tile Details” to over 60 architects, engineers and designers. Brian shared his expertise and the services provided by the IMI (International Masonry Institute) at back-to-back classes held at the BAC 3 NY Buffalo Chapter and Rochester Chapter Training Centers. A number of vendors in the masonry and tile industry also joined us to share the varied products critical to our trades. Willing attendees also had a chance for some hands-on work with the help of our apprentices. They had a up close look at why “We are the Best Hands in the Business”!





## Flynn Finishes the Race

Congratulations to Buffalo Chapter Bricklayer **Todd Flynn** on his recent retirement. Todd is a 35-year member who worked on the wall for many years before he became the Iroquois Job Corp Brick Instructor (Chief!). In 2009, he was hired as the apprentice coordinator for the Buffalo Chapter until 2024 when he then worked as a Field Representative helping oversee the Buffalo Bills Stadium project. Todd also served as the Buffalo Chapter Chair all during that time. We wish him all the best in his well-earned retirement in hopes that he will enjoy the pension he has worked for all these years. With the recent birth of twin grandchildren, he will be sure to keep busy in other ways in between rounds of golf and riding his motorcycles.



## New Hire Mark Sell

**Mark Sell** was recently hired as a Buffalo Chapter Field Representative on March 1. Mark is a 28-year member working as a bricklayer and pointer, cleaner, caulker, most of the time as a foreman. He has been an instructor for several years for the Buffalo Chapter apprenticeship program and currently serves as an alternate trustee on the Buffalo Funds pension and health and welfare funds. He has been busy in the transition to working out of an office and is already doing a tremendous job on the team working for the membership. We wish him all the best in his new position so make sure you have his contact information.

## What a day for a hooley!

It might have been a classic WNY March morning — brisk winds whipping through the air and temperatures barely climbing out of the low 30s — but nothing was going to put a chill on the Buffalo Chapter Bricklayers Local 3's St. Patrick's Day spirit! The 2026 Parade marched in full force, and Local 3 showed up ready to celebrate in style.

The day kicked off at the training center, where journey workers, travelers stationed on local projects, apprentices, friends, and family all gathered bright and early. Tile setter apprentice Jason Warren set the tone with the *hauntingly awesome* sound of bagpipes echoing through the parking lot. With the float fully decorated and spirits already high, it was time to roll out toward the Old First Ward.

Once we arrived at our parade's lineup spot, the party only got better. Pints were poured, the grill was fired up with hot food, and the beloved annual swag handout began. More members and friends joined in as the crowd grew. Marchers from the Rochester and Ithaca chapters — and even from the International Union of BAC — proudly walked with us through the streets of South Buffalo, shoulder to shoulder as true union brothers and sisters.

But the fun didn't end at the finish line. After the parade route wrapped up, the hooley carried on at a local pub, where members gathered to warm up, wind down, and soak in the day. Irish music filled the air, traditional dancers put on a show, and the pints kept spirits high. It was the perfect way to cap off another unforgettable St. Patrick's Day.

This parade has become a cherished tradition for Local 3 — and once again, our turnout topped most of the other trades. Huge thanks to everyone who came out, marched, cooked, decorated, cheered, danced, played music, and brought the fun. Each one of you helped make the day a success.

**Until next year... Sláinte!**

By Mark Sell



BAC 3 NY  
**ANNUAL**

**GOLF TOURNAMENT**

**SATURDAY, JUNE 13, 2026**

**Come out and have  
a great time with the BAC!**

**TERRY HILLS GOLF COURSE**  
**BATAVIA, NY**

**Noon:** Registration, Lunch and Use of Practice Range  
**1:00pm:** Reserved Tee Time (Shotgun Start)  
**5:00pm:** Steak Dinner

*Carts Included*

Cost: \$100.00 per Player

*\*\*Must be Paid Prior to the Tournament\*\**

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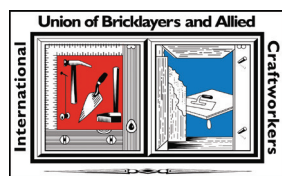
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## 2026 CHAPTER MEETINGS

**SOUTHERN TIER ITHACA**  
*Training Center - 4:30PM*  
May 7th  
June 4th

**ROCHESTER**  
*Training Center - 4:30PM*  
May 28th  
June 11th

**BUFFALO**  
*Training Center - 4:30PM*  
May 21st  
June 18th

*No Chapter Meetings  
July & August*



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

**4 Railroad St.**

**Whitney Point, NY 13862**



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