



INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 3 NEW YORK

VOL. 1 / ISSUE 3

THE CRAFTWORKER

Proud of
Our Past

Preparing for Our Future

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Message from *The President*

Benjamin Franklin, one of our Founding Fathers of the United States of America, is believed to have been quoted as saying, "He who has a trade, has a kingdom." That statement might sound a bit archaic to us, but it is just as true now as when it was first spoken. As one of the drafters and original signers of the Declaration of Independence, Franklin understood the importance of one's right to a democratic independence free from the rule of tyrants and dictators. That freedom gave birth to an independence that allowed one to choose their means of work and earn a living. He also knew that process began through the age-old practice of being an apprentice in one of the varied trades of the day, whether in sculpting, printing, ship building or as a mason. We also see this important aspect of teaching and training the next generation of craftworkers in the various trades we represent as the BAC. The IUBAC, which is the oldest continuous trade union in North America, was in part birthed in 1865 in Philadelphia, PA. The very city in which Franklin put ink to one of our Country's most important documents. The numerous red and orange brick buildings throughout that city of "Brotherly Love" are a testament to how critical the mason trade was back then. And it is just as critical today in Niagara Falls, Buffalo, Jamestown, Corning, Rochester, Ithaca, Elmira, Binghamton, Cooperstown, and all points in between.

Similar to last year, our Spring edition of The Craftworker highlights our apprenticeship and training programs. There has probably never been a more critical time in the history of our Local to ensure we have successful apprenticeship and training programs in all three Chapters. You will notice a few common themes in all the Chapter reports of this journal. First, and most important, we have a tremendous amount of work expected in the coming years. Second, we have a serious shortage of people willing to work to fill the labor demands for that workload even now. Third, the short time that apprentices are in for their hands-on and classroom training each year isn't sufficient to help them become the skilled craftworkers that our trades require. We need the foremen and journey workers in the field to help them during the other eleven months of the year on the jobs themselves to help improve their skills and abilities. Please take the time to invest your knowledge of the trades that you have honed to teach an apprentice. Their success is your success. Also, if you know of anyone who has a strong work ethic and a desire to learn, send them our way. Let the Apprentice Coordinator in your Chapter know who they are and have them fill out an application. We appreciate your help in this process. It will benefit all of us in the long haul.

We also need to identify and recruit those current journey workers within our trades who are working against us as being nonunion. Our Organizer, Robert Sotir, has been working diligently on meeting with numerous nonunion workers and contractors to join our ranks. He has had some success lately in getting some key bricklayers to sign up with us. It's a good start but there is much more to do. Again, if you know someone who is working as a bricklayer, or cement mason, or plasterer

or tile setter etc., let Robert know. The more leads he gets, the better odds of signing up new members. And when these new members finally join us, make them feel part of our team. Like myself, many current members came from the nonunion ranks, and we are fortunate to have them as part of our Local now.

As you are probably aware, we are also amidst negotiations with our signatory contactors and associations. To date, we have had two meetings and we expect it will take several more to complete the process and come to an agreement on our proposed language changes for the Collective Bargaining Agreement (CBA) and most important the wage and benefit increases. All of our proposed language changes are to better articulate our work jurisdiction and to help protect what we do. I am sure you have each witnessed for yourselves how other trades want to claim the work we have historically performed. There are also new materials, new work processes and equipment that are impacting our work and we want to be forward thinking and be prepared to train for and perform that work. Every work hour matters and maintaining and increasing our market share is a top priority for us.

Also, as expected, the contractors pushed back on our wage/benefit proposal. Our three main concerns over the last few years have been member retention, new member attraction and encouraging Local 3 NY members to work within our own jurisdiction. But, when higher wages and benefits are available outside our jurisdiction and within driving distance, you can't blame someone for choosing to go and work there. But that creates a need to then bring BAC travelers in from other areas and then we must pay for their hotel

expenses. We believe we have justified our proposed increases and we will continue to fight for them. We each know how costly health insurance is and have seen how much gas prices have increased in just the last few weeks, amongst many other things. Only higher wages and good benefits are going to keep us attractive and competitive. Unfortunately, the contractors do not see it that way and want to protect their profit margins. Without our members they will never have a profit margin. Hopefully this will be resolved soon, and we will be certain to keep the membership informed as things progress.

Lastly, you may have noticed the "Blue and Yellow" color theme to our Craftworker Journal. That is our recognition and small tribute to the people of Ukraine for the senseless and brutal war that they are currently enduring. We know how important democracy and unity are and so we stand "United" with those Ukrainians and many others who innocently suffer at the expense of ruthless dictators and rulers. No one deserves the treatment, suffering and loss like they have known. We pray for a quick end to the war and a return to their Country and homes. May it remind us of the freedom and rights we have here and to protect that at all costs. My goal is to always promote the democracy and unity within the BAC 3 NY, that each one of you deserves.

In Solidarity!
Rick Williamson



SECRETARY/ TREASURER'S report

By Jason ReQua

Brothers and Sisters,

I hope that everyone is doing well and is looking forward to spring and warmer weather. The coming work season is appearing to be a very busy one with many prevailing rate projects being bid and awarded. With prevailing rate in mind, this was the inspiration for my report.

As most of you know, our International Union hired an independent company to conduct a survey to our members across the United States and Canada which was communicated to our members through emails, phone calls and text messages. During our recent Winter Cluster meeting with the International, we were informed of the results of the survey. There were several different questions asked, but the ones that stuck out to me were the ones about Davis-Bacon. The survey results showed that only approximately 45% of members have heard of Davis-Bacon, and of that 45%, only 50% knew what the Act was. This topic is very important, because Davis-Bacon not only affects our members on an hour-by-hour basis, but also affects area and regional income standards for our communities. I would like to take this opportunity to explain a bit about the Davis-Bacon Act. I am hopeful that this will be a catalyst for conversations between our members and create an opportunity for members to ask more questions at meetings about Davis-Bacon.

The Davis-Bacon Act of 1931 is a federal law that establishes the requirement for paying the local prevailing wages on all "federal public works" projects. This federal law was co-sponsored by Senator James J. Davis and Representative Robert L. Bacon and signed into law by President Herbert Hoover on March 3, 1931. Both Davis and Bacon were members of the Republican Party. This Act requires that contractors must pay local prevailing rates to their employees on any federal projects of

\$2,000 or greater that are federally funded or assisted. Along with New York State prevailing rates on public works projects, these two legally required payments of our recognized wage rates help us to remain competitive in a difficult economic environment. This is not only essential to our members who work on all prevailing rate projects, but also provides livable wages and benefits for the communities where these projects are located. This allows local economies to grow and prosper which in turn creates a better standard of living for everyone.

The Davis-Bacon Act allowed our union, as well as others, to establish retirement benefits, health benefits, and training funds. Retirement funds allow members to end their career with dignity and provides financial security in their golden years. Health benefits allow our members to live a healthy life and provide health care that would not be affordable otherwise. Our training funds exist as a negotiated part of our wages that our participants have allotted to further member skills and train the next generation of craft workers. Davis-Bacon is essential for the preservation of the future of our union through our apprenticeship funding future retirements and the future of our industry.

Davis-Bacon has been challenged for years by politicians and lobbyist groups to change or nullify the law. While we all have different opinions about many different political topics, I think we can all acknowledge that Davis-Bacon is one policy we can all agree on. I would urge everyone to learn more about Davis-Bacon and when endorsing a political candidate, ask that candidate about their stance on the law that has provided for families and communities across this great nation for over 90 years. Try to imagine for a moment what our careers and industry would appear like without Davis-Bacon.



By Frank Pietrowski

CHAPTER REPORT

It has been a long two years with the pandemic and hopefully we can see the light at the end of the tunnel. I truly appreciate all the hard work from you all during these difficult times. The restrictions have made all of our lives very challenging, from wearing masks in the summer heat to maintaining social distancing from one another. All your efforts do not go unnoticed. As you may know, our contract is expiring this June and we have been negotiating our wages with the contractors and association leaders. I take it very seriously knowing we are the “Best Hands in the Business” so earning a fair wage is critical to the livelihood of you, your families and this union. All of you work extremely hard daily and deserve to be paid accordingly. We need to increase market share to be successful, and wages and benefits are critical to maintaining our trade jurisdiction. With health insurance rates rising out of control, every penny in your pocket is beneficial.

The apprenticeship program is a major lifeline and bolstering our numbers with organizing new members from the nonunion sector is critical at this time. We need to



Brianna Witul, Ryan Nice, Rick Nice, Andrew Facin, Evan Witul – DeSpirt Mosaic at Albright Knox Art Gallery

utilize the apprenticeship program to its capacity and change with the times. I am a graduate of the apprenticeship program and I see how much has changed over the years. The high schools took all the hands-on training classes out of their curriculum leaving BOCES programs as our only draw for skilled applicants. Unfortunately, all the trades are fighting for these same students leaving the margin slim of available applicants. We attend multiple career fairs throughout the year in High Schools and Job Placement Centers. I sit on the advisory board with the Board of Cooperative Educational Services with multiple professionals and contractors. We as a group try to help maximize their programs outreach for the students’ success.

I see this upcoming season to be extremely busy with many projects just coming out of the ground along with numerous ongoing projects from the past year. But, I also see a labor shortage as well and many contractors seem to feel the same way. We have negotiated multiple Project Labor Agreements (PLAs) over the year which helps us secure work at minimal cost to our Market Recovery and JAB

programs. This helps us in the long run saving money for targeting specific contractors and projects.

Cross training is one of the best ways to increase your hours as a craftworker. Being one dimensional in the trades these days is not very sustainable. The products, installation methods and tools these days are changing so often and we need to take full advantage of all the training in your Chapter training center or at the International Training Center in Bowie,

Maryland. Please contact your Chapter Field Reps or Apprentice Coordinator to get more information and the schedule for this training or check out the website at: **www.imtef.org**.

The strong survive in these uncertain times and we will prevail through your hard work and skill. Have a safe working season and feel free to call me anytime with any concerns you might have or just to say hello. I look forward to seeing you on the jobsites soon.



**Jake Wilgus –
Thomas Johnson, Inc.**



**Michael Giarratano –
SweetLife, LLC**

**Jesse Blackwell &
Jacob Woods –
Pyramid Masonry**



**John Weller, Fabcon –
Sonwill Distribution**

**Frank Pietrowski, Cuz
and Ryan Nicholas –
Albright Knox Art Gallery**





UNION SERVICE AWARDS

Congratulations

10/01/2021 – 03/31/2022

50 + YEARS LIFE MEMBER

John Ilardo

40 + YEARS

*Donald Vaccarelli
Jeffrey Jolly
Roger Pierce*

25 + YEARS

*Paul Fontanarosa
Michael Kucharski
Michael Jagello
Gordon Gracie
Scott Hartwig
Eric Young
James Jackson
Ricardo Casali
Thomas Birkmeyer*



BAC 3 NY member, Blake Stanton, and his wife, Melissa, would like to thank all the members and our contractors who donated money to help their family. Blake was severely burned in an accident that happened the Spring of 2021. Approximately 70% of his body sustained burns and he spent many weeks in the Intensive Care Unit at Upstate University Hospital in Syracuse. After multiple surgery and skin replacement procedures and a battle with infections, Blake's suffering was immeasurable. His ability to pull through is a testament to his strength. Blake's working career with the BAC 3 NY is over but our door will never close for him and he will always be welcome at functions and parties we hold going forward. Blake's wife Melissa endured and exhibited an unprecedented strength and courage standing by and caring for Blake and her son, Drew, who was also injured in the accident. Melissa was extremely grateful for all the help from Family, Community and the BAC 3 NY. As the Stanton Family moves forward and meets the challenges ahead, the support from our benefit programs, our Union and our prayers will be a part of the rebuilding of their lives.





By Scott Stringer

CHAPTER REPORT

Greetings to all Members of the BAC 3 NY. With the pandemic fading and spring just around the corner, our workload for this year is going to require more craftworkers than we have in our Local. In our Ithaca Chapter, we are above average for the number of hours worked through winter and many projects came out of the ground this winter and are ready to go as soon as weather permits. I want to thank the tile setters, tile helpers and bricklayers from the Buffalo and Rochester areas who worked through the winter and stayed in motel rooms to help us meet our contractor's needs. Our workload going forward shows no signs of decline, in fact it's starting to look like we may have more work than anytime in the recent past. Cornell University is releasing somewhere between 250-300 million dollars' worth of contracts and that is just the large projects. Every year maintenance work and small contracts at Cornell can generate many hours for our BAC members in addition to the major projects. The masonry shops at Cornell University and Corning Glass have put on 6 new members into their work crews.

LeChase is set to begin a 90-million-dollar development for Canopy Growth near Binghamton. This will be the largest Marijuana growing facility on the East Coast. The only thing holding it up is a few pieces of legislation that is ready to pass and sometime this Spring they are expected to begin. LeChase has worked through the winter on a retro fit of a large 5-story abandoned storage facility in Johnson City that is near Binghamton. This 30-million-dollar project has kept BAC members working through the winter also. Alliance Masonry placed a topping on all levels of existing floors. We

also have members doing masonry restoration and plaster and we have the ceramic tile in the 108 apartments and other amenities that the building is getting transformed into.

Welliver Inc., a signatory General Contractor that self performs, and subcontracts masonry work has also been busy through the winter with our members at North Campus at Cornell University, I.C. Overlook, Arnot Realty and Green Street Parking Garage projects. These jobs will continue into Spring and until completion.

Rittenburg Construction, Tiede-Zoeller Tile, Alliance Masonry Concrete and J&A Plastering have worked through the winter and will continue working on a 30 million dollar baseball stadium for S.U.N.Y. Binghamton. And what I've shared is without going into the long list of public-school work coming out, the other 4 S.U.N.Y. Schools in this chapter or the work coming from dozen or more private college campuses in our area. We are geographically placed in the best location for distribution centers with three major highway systems coming together in Binghamton, Routes 81, 17 and 88. Amazon and U.P.S. built distribution centers last year. And then there's private development at record levels, 3 of the 4 Welliver jobs I mentioned above and the LeChase jobs are all private development. And I didn't mention any projects under 30 million, which there are many.

Our Union has a chance to grow, and we need apprentices to meet the demand. **WE MUST HAVE MORE CANDIDATES APPLY!!!!** I am asking every member working or retired if you know a young person who would like to sit down with us and learn about the apprentice program please have them call Karl Colburn at 607-342-4897. We are near signing a new ceramic tile contractor and this guy is already in the industry and the reason he's negotiating with us is his need as a contractor for more manpower and he wants to grow his company. Although he will bring aboard his handful of craftworkers he wants access to our apprentice program and more highly trained tile craftworkers. We all know people who have left the Union for other opportunities or simply never joined a Union, talk to them and have them reach out to us if they are interested. In closing I wish everyone a safe construction season and see you on the jobs. Call Steve Harvey or me if you want us to come and do a job visit where you're working.



By Arthur Miller



CHAPTER REPORT

Greetings Local 3 NY Brothers and Sisters,

Much like the start of 2021 year, we are looking at a massive workload in Rochester and the surrounding areas. Most of our members are gainfully employed on projects that are carrying over from 2021. Some of these jobsites include: The Monroe County Jail (Garden Grove and CP Ward), The Canandaigua VA (Manning Squires and Hennig and RE Kelly), U of R Ambulatory at Marketplace (Quality Structures and Manning Squires and Hennig) , Amazon ROC1 (Quality Structures, Montenos, and Fabcon), Dunwood Green (Johnson and Johnson), Open Door Mission on Main Street (Catenary), Roberts Wesleyan College (Catenary), Canandaigua Schools (EG Sackett), Honeoye Falls Schools (EG Sackett and Upstate Specialty Coatings), Victor Schools (Carpino) and Hobart College (Bay Tile).

Before I report on the upcoming work for 2022, I need to commend the efforts, commitment, and sacrifices put forth by our Local 3 NY Brothers and Sisters. Without your tireless dedication, these projects wouldn't be delivered on time, under budget, and without flaw. Your commitment to the contractors using the skills that you have honed to provide for your families is the reason that your contractors are able to secure and complete these jobs. Many of our members worked longer days, Saturdays, and even some Sundays to complete projects on time. This obviously causes excess stress on families and relationships. It equates to missed

time with children and less time for personal hobbies and tasks that need to be completed outside of work. Not to mention that you need time for the body and mind to heal from the rigors of arduous tasks performed on the jobsite for your contractor. Local 3 NY members are a resilient crew. It requires a strong back as well as an unbreakable mind to be productive at work day after day, all the while adjusting to various jobsite conditions, constraints placed on members by jobsite protocols, and ever shortening job schedules. I commend your efforts and am truly grateful for you and your family's sacrifices. Local 3 NY members and their families should be very proud to look around at what we have built over generations in the area.

Here's a look at what we have coming up in 2022. Since the first of the year, over 40 school projects in the Rochester area with work covered under our CBA have gone out to bid! These projects consist of a mix of new construction and restoration projects. I will mention a few of them. There are 9 Rochester City Schools with masonry/ tile work. Fairport CSD has multiple projects that include tile, terrazzo, brick, block and epoxy floors. Red Creek CSD has a restoration project. Weedsport CSD is getting a new bus garage. Hilton CSD has a project with concrete, brick, block, tile, and terrazzo work. Letchworth CSD has a similar project involving all facets of the trade. Several other Rochester area school districts have masonry work as well. Pembroke, Campbell Savona, Greece, Brockport, Geneseo, Williamson, Penn Yan, Perry, Batavia, Prattsburgh, Midlakes, Waterloo, and Marion have masonry projects coming up this year.

Colleges and Universities will also add to the amount of work this year. International Chimney has secured the restoration work on the brick heating chimney at SUNY Geneseo. There is a tile pool deck replacement including a cement mud bed underlayment, the Milne Library expansion/ renovations, and garage rehabilitation out for bid at SUNY Geneseo. Structural Services has some brick and block work at University of Rochester this spring. SUNY Brockport has concrete sidewalks to pour on the Allen Loop and I expect to see more college/ university work to be showing up on the bid list.

Crane Hogan and Cummings Construction are currently underway on an addition to the Honeoye Wastewater Treatment Plant. There is a PLA project at the Van Lare Water Treatment Plant. CP Ward and EG Sackett have been working at the Van Lare Water Treatment Plant and Manning Squires and Hennig has a piece of that project as well. There are upcoming wastewater treatment plant projects coming up in Waterloo, Williamson, Victor, and Hornell. CP Ward secured the block and concrete work on the new Pumpstation 11 in Victor.

There are myriad of other projects out for bid or secured by our contractors as well. The low bidder on the Erie Harbor Enhancements Project was Ramsey Construction. Tiede Zoeller secured the tile work at the New York State Thruway

rest stops. There is a renovation/expansion project out for bid at the historic Avon Opera Block originally built in 1876. There is a Veterans Memorial and splash park in Mendon accepting bids, Webster waterfront break walls, Lafayette Apartments in Waterloo, Public Safety Building Phase 1 Penn Yan, Batavia YMCA, UMMC RRH, and The Orleans County Jail all out for bid.

Please remember to make sure that your OSHA card is current so that you are ready and able to go to work if the contractor requires you to have an OSHA card that has been issued in the past five years. As always, please reach out to me if you are looking for work, have any concerns, or would just like to speak with a Union Representative.

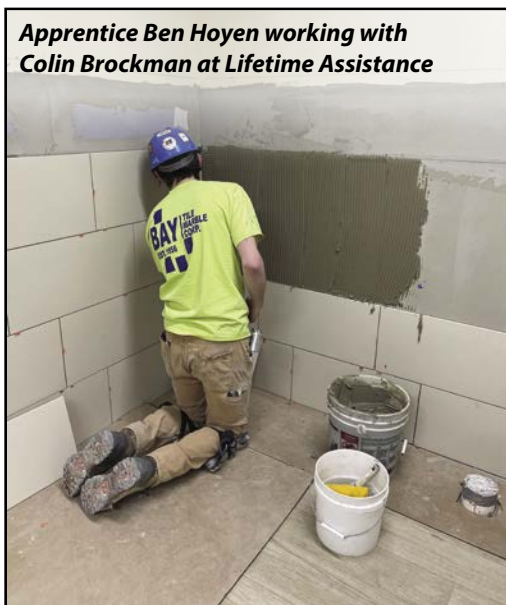
Have a safe and prosperous Spring.



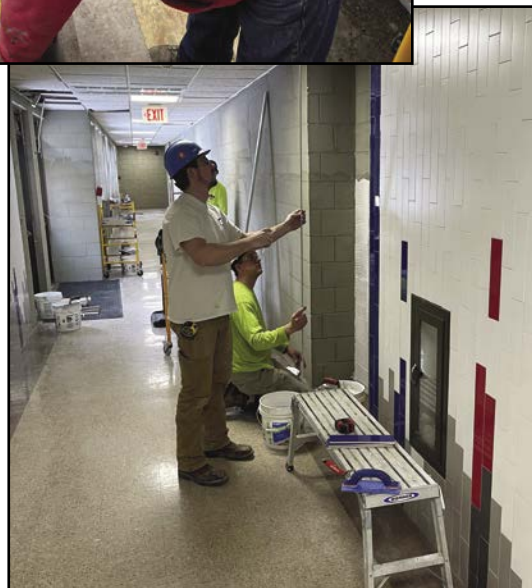
Alex Wells & Apprentice Nate Kent working for MSH at U of R Ambulatory at Marketplace



Brad Wilson & Tom Dickson laying out Block Work at Honeoye Wastewater Treatment Plant



Apprentice Ben Hoyen working with Colin Brockman at Lifetime Assistance



Brothers, Steven & Tom Keefer working with EG Sackett at Honeoye Falls Lima School

VICE PRESIDENT'S REPORT

By Steven Harvey

Apprenticeships Build Careers

The Bricklayers & Allied Craftworkers (BAC) Local 3NY is always looking to recruit applicants for our apprenticeship program. We have been successful in retaining apprentice Craftworkers and through classroom & on the job training, we have helped them build careers. How and why did the successful applicant come to join BAC Local 3NY's apprenticeship? Do you know anyone that would be successful in building a career through BAC Local 3NY's apprenticeship program?

BAC Local 3NY and the Joint Apprenticeship and Training Committee (JATC) are always seeking apprenticeship applicants as an entry point to start a career in the masonry industry. The two entities do so in many ways, including radio advertising, Facebook, Job Search Engines and our website (**BAC3NY.com**). These are just a few examples of how social media and the internet are used to seek out future applicants. Career Days, Job Fairs, NYS Department of Labor and Vocational Programs such as BOCES and Job Core are a few other ways that the BAC and JATC address groups of potential applicants and introduce them to the apprenticeship program. Talking to Open Shop Craftworkers and referrals from other trades people are other great opportunities to explain our apprenticeship program and how it can create a career in the trades. These are just some of the ways in which the BAC Local 3NY promotes careers through apprenticeships.

The vast majority of our Apprentices have succeeded and have made careers as Journeyman Craftworkers. I have been assisting with interviewing and recruiting apprentices since 2006 using the previously mentioned methods. I occasionally hear BAC members talking about apprentices that have left our program and left the trades



altogether. However, there are so many more cases of successful apprentices that have remained in our program. I am proud to have included in my article some of these many BAC members that have completed our apprenticeship program and are on their way to lasting careers in the masonry industry.

As I collected these photos, I had the opportunity to talk to these members and always asked; How did you hear about the BAC's apprenticeship program? The answers varied, but some were, by accident, friend referral, BOCES, Radio ad and the most common reply was family member in the trade. I also asked; What were the reasons you stayed in the apprenticeship program to make masonry your career? The reasons, again varied, but the top answers were Brotherhood, get to work outside, challenging, something new each day, benefits and wages. By far though, the most common answer was that they liked the actual work itself. These are just some of the reasons of how and why people chose to enter the BAC's apprenticeship program and make it a career.

In closing, I would like to ask our membership...Do you know anyone you believe could be successful through the BAC's apprenticeship program? 2022 has been one of the most challenging years I have seen to recruit apprentices. Please take a moment to engage with someone you think may be a viable applicant for an apprenticeship through the BAC apprenticeship program. Nobody understands what's required to be successful in the masonry industry better than our BAC Craftworkers.

All that being said, I wish you a safe and prosperous 2022 work season and look forward to seeing you at the Mega meeting in April!



Andrew Cerra 2016



Brandon Levy 2007



Frank Navarro 2011



Eric Deridder 2013



Josh Garrehy 2011



Marcus Oldroyd 2013



Josh Jordon 2011



Justin Summerfield 2008



William Rowe 2007



Nathan Breese 2016



Scott Osmon 2012



Thomas Brown 2008



Joshua Scott 2007



Mark Byam 2003

World of Concrete 2022

Several of the BAC 3 NY staff attended the World of Concrete and the Spec Mix Bricklayer 500 contest in January to help the IMI/IMTEF staff in building mockups and displays. Buffalo Brick Instructor, Andy Hanrahan also attended several Train the Trainer sessions that he will use for our own apprenticeship training. A number of BAC apprentices from across the Country competed in the Fastest Bricklayer contest and represented the skills of the BAC very well. We hope to send some of our own BAC 3 NY apprentices in the future to also compete. Spec Mix donates a lot of materials to the BAC Locals for training. You can check out the videos of the competition on their website at: www.specmix.com. And Happy Birthday Robert!



Spotlight on Sportsmen



**Raymond Richards – 8-Point Buck,
Scored 128 – Alden, NY**

Wildlife conservation is an important topic and pastime for many BAC 3 NY members. We would probably all agree that hunting and fishing are great activities to put your mind at ease after a long week at work. Whether you hunt and/or fish for hobby or to harvest food, we want to promote and recognize those members who enjoy these great outdoor activities. Here are just a few pictures of our members who are proud of their day in the woods or on the water. Feel free to send any pictures of your future harvests to share in our next Craftworker Journals so you can have bragging rights on that big buck or huge fish.



**Dave Schmidt , Smallmouth Bass.
Lake Erie**



Dennis Whytas



**Dennis Whytas, Smallmouth Bass,
Lake Erie**



**Robert Kelichner – 8-Point Buck,
Royalton, NY**



**Jonathan Neunder – 8-Point Buck,
Bow Season – Alden, NY**



**Jonathan Neunder – 9-Point Buck,
Scored 98.5 – Alden, NY**

Oneonta Job Corps Academy

Training for IMI Tile Setting program at the Oneonta Job Corps Academy is conducted by Mike Beamer. Mike has been a BAC 3 NY member since 2001 and an IMI Tile Setting Instructor since 2018.

The Job Corps program is for 16-24-year-old young adults who would like to change their future by receiving specialized training in a trade program. There are 125 different Job Corps centers across the country, many with IMI supported BAC trades programs. In addition to training in a trade, the students can earn a High School equivalency diploma, driver's license, a trade completion certification, and industry recognized credentials.

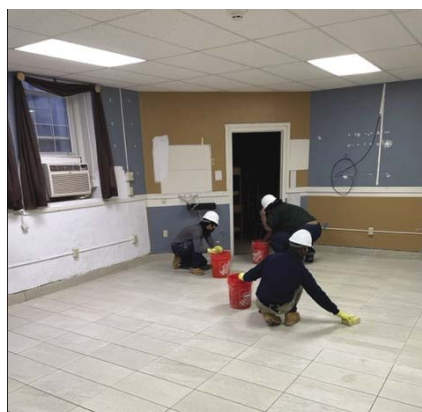
Specifically, in the IMI Tile Setting Program, students earn their OSHA 30 card as well as a primary credential and three secondary credentials. The hands-on training is done through mockups much like what our local training centers do. Students also gain valuable hands-on experience through small projects at the center. Recently the IMI Tile setting students tiled the new Learning Resource Centers floor as well as a handful of student dorm room floors. Various other trainings are conducted through outside sources like Schluter Systems, Hilti tool demos, field trips to our BAC Local 3 NY Training Center in Whitney Point, NY as well as a trip to Vestal Tile.

Students also learn the value of community support by teaming up with the Student Government on center to help with a mass food drive in Oneonta once a month. Lastly, the success of the IMI Tile Setting program could not be done without community partners like our BAC Local 3 NY and BAC Local 3 NY contractors like Martino Tile and Terrazzo and small businesses like Vestal Tile. Some of the students enter the BAC 3 NY apprentice program when they complete their time at the Job Corps. If you ever have an opportunity to work with any Job Corps student, please encourage them and welcome them to the Union.



Left to right (front row) Kai Brown and Willie Brown.

Left to right (back row) Instructor Mike Beamer, Kenneth Williams, Daysean Lewis and Kiki Seymore.



In Memory of Donald “Donnie” Zimmer *One of the Best Hands in the Business*



One of the masonry brotherhood's finest and most accomplished craftworkers was a member of our Local. Donald "Donnie" Zimmer passed away this past October 2021.

Don joined the Bricklayers Union right out of high school in 1957 at 17 years old. He was then indentured to the J.W. Cowper Company. As an apprentice, his natural ability and passion for the trade made him instantly recognizable throughout the field. With those characteristics, he won the local, regional, and finally the national bricklaying apprentice contests. By beating out every other apprentice that year, he received the nickname "Champ."

With an incredible ability for masonry and a calculator-like mind, young Donnie was quickly promoted to foreman for the Cowper Company. From the very beginning of his career, Don was well respected by all. Young and old, bricklayers, laborers, ironworkers, and electricians all admired not only his craftsmanship and work ethic, but also his strong character on and off the jobsite. As years went by, he worked for other contractors and his excellent reputation followed him. With near-perfect workmanship and an incredibly vast knowledge of construction, it was no wonder that many contractors were waiting in the wings to hire him instantly if his current employer experienced a slow period of available work. Contractors considered themselves fortunate if DZ was on the payroll.

He started local apprenticeship teaching in January of 1996. Donnie was more than willing to share four decades of experience that he had in his "big bag of tricks". A casual reminder to rookies struggling and using way too much mortar, "You have to spread thin to win", along with other quotes were quite often repeated. A subtle aura of cockiness but not as an expression of ego after one of many lightning-quick math calculations, or checking his "eye" with a level would result in a laugh, a snort, and a "How am I doing?... Good", was said. And indeed, whatever it was, he was right on.

He was a mentor to us all. There was guiding advice for a first-day apprentice ("You young people") or to even the experienced journeyman or retiree. When DZ spoke, everyone paid attention. If he happened to speak up at a union meeting, he spoke in complete detail about something that occurred 30 years ago, and everyone would chuckle. Younger workers laughed thinking all those details could not possibly be true since it was so long ago. Those who knew him best just laughed, knowing every detail was entirely accurate. To the older members he was Champ or Don. To others, Donnie or DZ. For all those who worked with him, knew him, or just about knew him, he was the "Best". With Deep Respect and Admiration!

Andrew Hanrahan

Buffalo Building Dedication

Join us on Thursday, May 19, 2022, as we dedicate the Buffalo Chapter Training Center in honor of Donald "Donnie" Zimmer. We will be having an Open House from 2:00-6:00, with a Building Name Dedication Ceremony at 3:00. Donnie's family, friends and some local dignitaries and Union officials will be there to commemorate this special occasion. All BAC 3 NY members are welcome to attend for this worthy celebration. More information will be sent out to the membership soon. Hope you can be there!

Funds Reports

Buffalo Chapter Benefit Funds

When possible, please call the Funds Office before you come in to ensure someone will be available at that time to address your needs. If we do not answer your phone call, please leave a voicemail and we will call you back as soon as possible. As always, there is a box by the exterior door of the loading dock that contains all the forms you might need. Simply fill them out and place in the mail slot on the door. You can also send them to us electronically. All the forms are also available on the Union website under the Funds tab at: www.bac3ny.com

Rochester Funds Office

Questions about Health Insurance, Vision or Dental Care? Contact Tina Barry, Benefits Assistant

As a reminder all Health and Welfare claims are due into Tina by noon on Wednesday and we have a drop box on the outside of the building near the front door if you need to come by after hours.

Unsure about your Pension vesting status or how to view your electronic Empower statement? Contact Nikki Hilger, Fund Administrator

When you are ready to make the decision to retire please call the Funds office and speak to Nikki at least 6 weeks in advance of the date that you would like to begin receiving payments.

Wishing everyone a safe and enjoyable spring and summer!

Ithaca Benefit Information Sessions

ATTENTION ITHACA MEMBERS: The Ithaca Benefits Office has scheduled an opportunity for you to learn more about your benefits package via a zoom video conference. We will cover all the basics of the Ithaca Chapter Health Plan, Pension Plan, and Annuity Plan, with question-and-answer sessions for each.

The next scheduled session is for Tuesday, May 17th, 2022 at 5:00pm. A text message will be sent to Ithaca chapter members as the date nears with a link to join the meeting.

Like us on Facebook: www.facebook.com/bacithaca Visit our website: www.bacithaca.com.

Thank You Instructors

On behalf of all the members of the BAC 3 NY and the Joint Apprenticeship and Training Committee (JATC), THANK YOU! to all of our apprenticeship Instructors. Your skills, hard work, sacrifice, and commitment to the present and future success of the apprentices, our Union and the building and construction industry are much appreciated. All our Instructors are either starting, in the process or have completed the IMI/IMTEF Instructor Certification Program (ICP). This involves at least one week per year for five years (200 hours) of hands-on and classroom training at the International Training Center in Bowie, MD. They take teaching techniques, lesson plan preparation and presentation and safety training classes just to name a few.

Our goal is to produce qualified and skilled masonry Craftworkers for all our BAC Trades. With an ever-changing industry of technology, techniques, materials and building systems, we need to be progressive and prepared to provide the "Best Hands in the Business" through every generation. The success of an apprentice is the success of our Local and it begins with our Instructors.

Congratulations to Mark Sell for recently completing his ICP training, and he will graduate this year. Keep up the great work!!!

Rick Williamson

BAC TOOL SALES



Visit: bacweb.org
Select "Member Benefits" then "Tool Sales"

Or ORDER by PHONE toll-free
U.S. 1-888-880-8222
Canada 1-800-388-8395



BUFFALO INSTRUCTORS



Andrew Hanrahan, Brick & PCC Instructor for 3 Years



Scott Hartwig, Caulk Instructor for 5 Years



Joe Schmidt, Tile Instructor for 14 Years



Dennis Whytas, Brick & PCC Instructor for 10 Years



Mark Sell, Brick & PCC Instructor for 6 Years



Nick Hudson, Tile Instructor for 1 Year

ROCHESTER INSTRUCTORS

Guy Deback, Brick & Block and OSHA Instructor, 6 years



Mike Needham, Plaster and OSHA Instructor, over 20 years



Matt Walker, Tile-Terrazzo Instructor, 1st year



Kaydane Grant, Brick & Block Instructor, 4 years

SOUTHERN TIER INSTRUCTORS



Jacob Labarre, 1st Year Concrete Instructor



Justin Summerfield, 3rd Year Brick Instructor, 11th Year OSHA Instructor



Mark Byam, 1st Year Brick Instructor



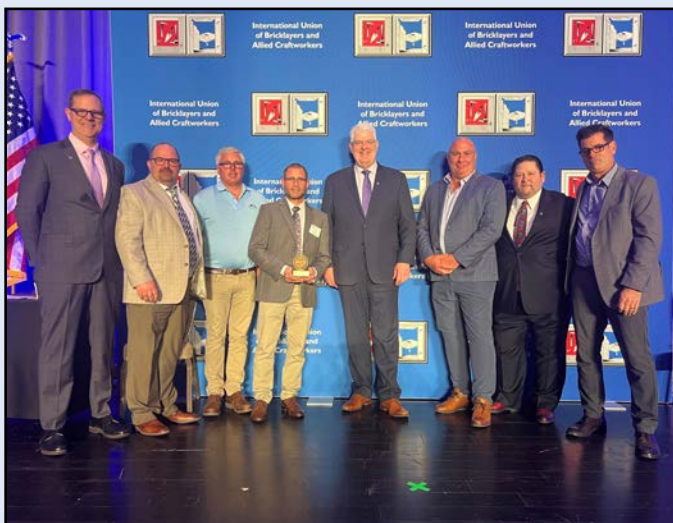
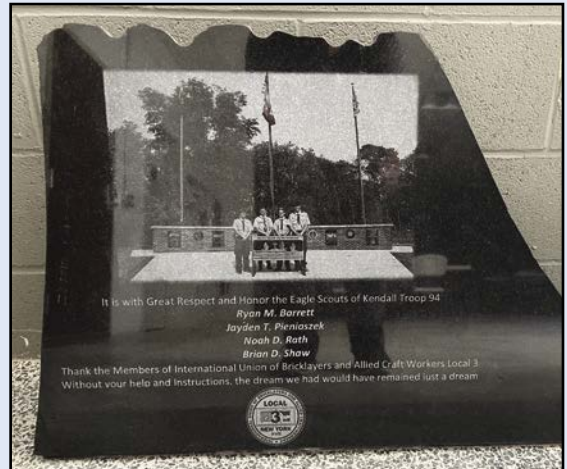
Robert Lacaprara, 1st Year Tile Instructor

BAC Craft Awards

Since 1986 the BAC Craft Awards Program has recognized Local BAC Unions, their members and officers, for their skilled work in the varied trowel trades of our jurisdiction and service to their Local Union and community. This recognition is a small thank you for their achievements whether on the project, in the training center, office or town square. Their accomplishments are a testament to the pride and history of the BAC.

Congratulations to our very own Secretary/Treasurer, Jason ReQua, for receiving the BAC Craft Award for “Outstanding Public Service By An Individual” for his volunteer work building the Veterans Memorial in Kendall, NY. Jason was approached by Kendall Boy Scout Troop 94 for advice on how to build the concrete, brick, block and stone memorial that pays tribute to veterans of all five branches of the military service. This was an Eagle Scout project for five of the Boy Scouts. Jason did much more than give some direction, he took a hands-on approach and worked on the construction of the monument himself. He spent countless hours of his own time, much during some difficult weather conditions, to complete the task on time for the dedication service.

Thanks to Jason for making the BAC 3 NY proud in giving back to our community on this worthy cause. Thanks also to Tony DiPerna, Art Miller and Robert Sotir for also working on this project.



(left to right) IUBAC Secretary/Treasurer, Bob Arnold; IMI/IMTEF National Training Director, Tony DiPerna; BAC 3 NY Vice President, Frank Pietrowski; BAC 3 NY Secretary/Treasurer, Jason ReQua; IUBAC President, Tim Driscoll; BAC 3 NY President, Rick Williamson; IUBAC Executive Vice President, Carlos Aquin; IUBAC Director of Collective Bargaining, Mike Di Virgilio

ORGANIZER'S Report

By Robert Sotir

Hope that everyone is healthy and safe. I'd like to thank our members who opened the line of communication with masons they know or they came across. I know that in the past was not that easy to get into a Union but things have changed quite a bit, like it should in that matter. I truly believe we should all be United as Masons so we can be stronger yet stand for what we all want: wages that help us live decently and support our families, retirement plans so we can live with dignity at later age, safe working conditions to remain in good health, access to health and dental insurance for us and our dependents, tuition and child care reimbursement, vacation pay and supplemental unemployment, supplemental workers compensation and temporary disability, access to vision insurance and group life insurance, etc., etc.

In my interactions with the unorganized masons out there I do mention all these benefits and safety nets and I invite you to do the same if you are willing to and comfortable to do it. I come across many workers (especially younger ones) that do not think about it. I also come across workers later in their career that say things like: 'I wish I knew about this back in the day' or 'I got nothing for retirement so I have to go until I can't go no more'. Some workers are saying "My employer gives me a 401K" but many don't know what kind of contribution is there.

I also talk to people from other parts of the world, and the ones from some "not so democratic" places they would dream to have opportunities and options we have here, and they work just as hard over there as we do over here. I personally lived it and saw it with my own eyes. Wanting to understand more and why is that I started looking into it and learned that the Labor Movement here in the United States and other democratic places is the Reason why. I also understand that because of one thing in particular, the Labor Movement was allowed and made possible. That "thing" it's called Democracy. I know, nothing new here, but like in my case, sometimes you have to be on the outside to see and appreciate the inside. It is clear to me that we can not achieve alone what we can achieve as a United group of Masons. Some people don't know that even if they benefit from working in an area where Unions are strong. Our Founders knew all that, we need to know it too. The wages/benefits in a strong Unionized area are much higher than the ones where Unions are not that strong, and that goes hand-in-hand with the workers standards and well being is much better in a Democratic place versus a less democratic one. A quote that I like a lot includes: "The presence of Unions sets off a wage race to the top. Their absence sets off a race to the bottom". If we know that we may stand together for it, if we don't we may just "go with the flow", a flow usually directed by the



ones that don't want us around. Here I'm not talking about anyone that we know directly rather some forces way above us with a lot of resources and influence. This battle was always on and in reality, will never stop, another reason why we need to stay United.

Occasionally I also hear "Why do I need to pay to work?" (dues related). To me it's not about what we pay rather it's about what we get out of it compared to what we would get without. And here I'm looking at a bigger picture. After all things considered, not just at this moment but for the living standard during our whole career, and the standard after that, and the standard of future generations of masons. A Greater Good that really everybody benefits from: today's workers (that includes us), contractors, retired workers (will include us), workers in training, our communities we live in and the families and loved ones of all mentioned above.

I thank you for reading this, every little thing counts, information and education make a world of difference. I look forward to seeing you all soon.





APPRENTICESHIP & TRAINING REPORTS

By Todd Flynn, Apprenticeship
Training Coordinator

Buffalo

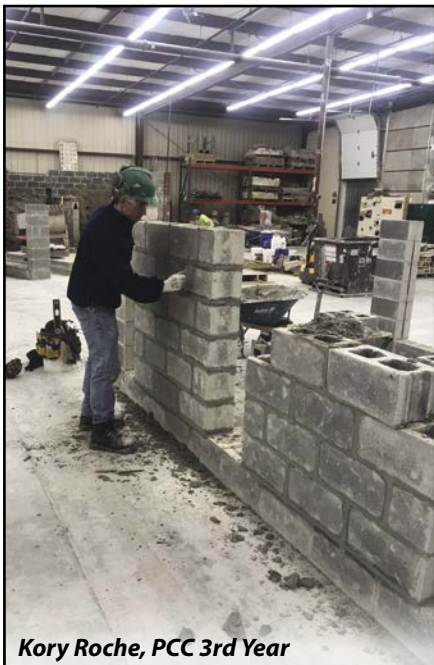
The Buffalo Chapter Apprenticeship program of BAC Local #3 NY accepted a large number of applications throughout the year for all of our trades (Brick, PCC, Tile Setter & Tile Finisher). Interviews were held in November and we accepted into our program 12 new Brick apprentices, 9 new PCC apprentices, 6 new Tile Setter apprentices and 4 new Tile Finisher apprentices. These additions bring the total number of apprentices in our program to 64. I would like to personally thank all of our interviewers for their time and help during the interview & scoring process.

In our Brick & PCC apprenticeship classes, Mark Sell, Dennis Whytas, Andy Hanrahan and Scott Hartwig conducted the training. Mark and Scott also led two OSHA 30 courses for our apprentices and Andy held Blueprint and Foreman Training classes. In addition, Scott taught a four-week caulking class that ran during the Brick & PCC classes. Joe Schmidt & Nick Hudson conducted the Tile Setter & Tile Finisher programs this year.

I would like to welcome Nick as a new instructor this year and would like to personally thank all of the instructors for their time and commitment. It can be a challenge for our instructors

to teach the apprentices all of the knowledge and skills they will need to be successful in their chosen trades. All of our instructors did a great job... Thanks Guys!

As our apprenticeship training classes comes to a close for another year, I would like to ask all of our Foreman & Journey workers to take a vested interest in our apprentices and take the time to mentor and teach each of them the trade. There is no better place to learn the skills needed to succeed than out on your jobsites. These apprentices are our future! Let's keep the BAC Local 3 NY moving forward and always be safe out there!



Kory Roche, PCC 3rd Year



*Tim Skipper, 2nd Year &
Justin Bennett, 3rd Year
finishing up their wall*



Tammy Law, PCC 1st Year

**Instructor Dennis Whytas
Demonstrating Washing Down Brick**



Emir Hrustanovic - 4th Year



**L to R - Elijah Hanar, 1st Year Tile
Setter & Esteban DeJesus, 1st Year
Tile Finisher**



Salvatore Mule, 1st Year Tile Setter



**James Watkins - 1st Year
Striking His Wall**



**Connor Ford - 1st Year
Striking His Wall**



**Eric Knop - 1st Year Laying
6-Inch Block**



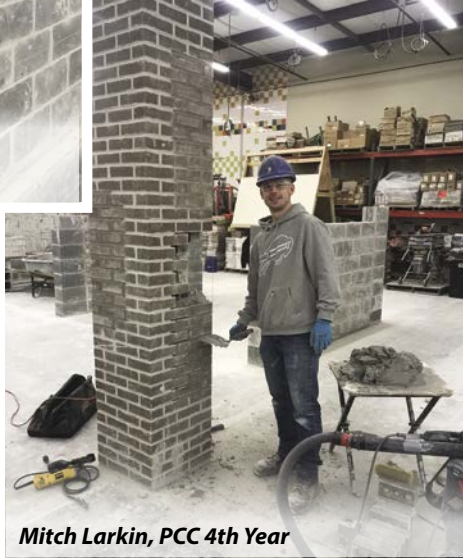
Jessica Weber, PCC 2nd Year

APPRENTICESHIP & TRAINING

APPRENTICESHIP & TRAINING



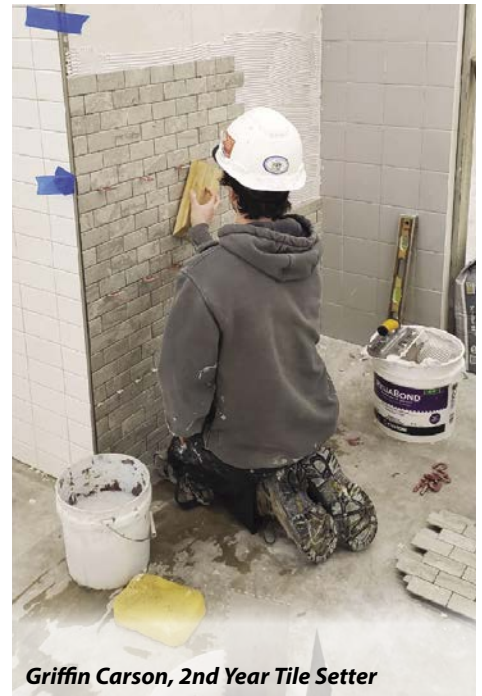
Dan Pachucinski & Tammy Law, PCC 1st Year



Mitch Larkin, PCC 4th Year



Ben Restivo - 1st Year Working on 8 Block Wall



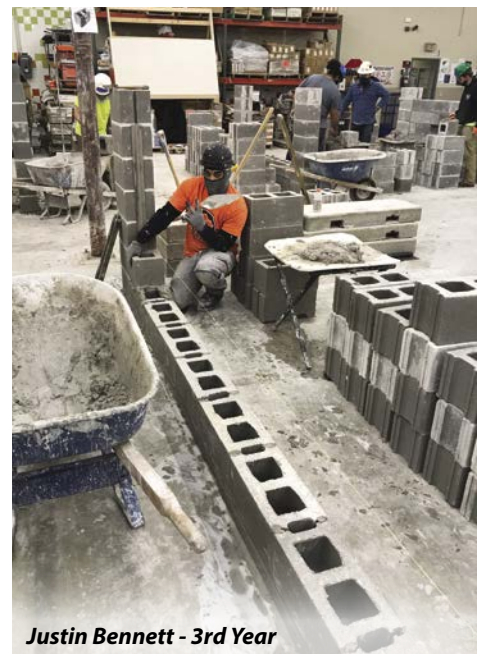
Griffin Carson, 2nd Year Tile Setter



Josh Crispell, 3rd Year PCC - Laying Brick



Andrew Marino, PCC 1st Year



Justin Bennett - 3rd Year



**Andy Hanrahan Instructing
Blueprint Class**



Ray Richards - 2nd Year PCC, Caulking



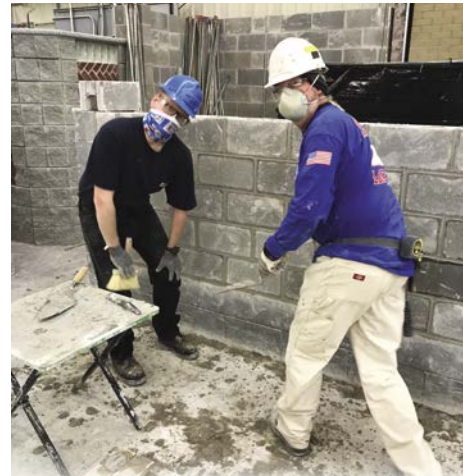
Tim Skipper - 2nd Year



Mitch Larkin, PCC 4th Year



Mitch Larkin, PCC 4th Year



**Eric Knop, 1st Year Receiving Instruction
from Andy Hanrahan**



**Tammy Law - 1st Year PCC,
Pointing the Wall**



Griffin Carson, 2nd Year Tile Setter



**Cody Smith, 1st Year Tile Finisher,
Ben George, 1st Year Tile Setter**



American Legion Volunteering

**Karl Speich, 3rd Year
Tile Setter, Nick Hudson,
Instructor, Ben George,
1st Year Tile Setter**

**L to R - Tile Setters -
Ben George, 1st Year,
Karl Speich 3rd Year**



Buffalo St. Patrick's Day Parade



ROCHESTER

By Rob Miller

TRAINING CENTER



Greetings from the Rochester Chapter training facility.

I first would like to take a moment to recognize and thank Manning Squires Henning for their donation of brick for training this year. We also would like to thank Daltile for their donation of tile. We truly appreciate your support.

We currently have 51 apprentices enrolled in our programs. We have 32 in the brick and block program, 8 in our tile setter program, 3 in our tile finisher program, and 8 in the restoration (PCC) program. We have just wrapped up our related training for the year. This year the 1st and 4th year brick & block apprentices and all tile/terrazzo apprentices attended class in January. The 2nd and 3rd year brick & block apprentices and all restoration apprentices attended in February. We followed those classes up with an OSHA 30 class the first week in March. Also, during February, we were able to send two journey workers from Rochester and one from Buffalo to the International Training Center in Bowie, MD, to complete their Historical Masonry Preservation Certificate Program. Currently there are also three members taking their Hazardous Waste Operations and Emergency Response training for removal of caulk containing PCBs.

So, you may have heard the term “related training”, but what does it mean? What is the difference between related training and on the job training? What do the apprentices do when they are attending class?

Related training refers to a set number of classroom hours designated by the Department of Labor that all apprentices are required to attend before getting an upgrade. Some Journey workers can recall going to class in the evening after working 8 hours and some of you may remember going to class every Saturday morning. We use the winter months when work is slow, to enable apprentices to attend classes for four weeks with out a break. This enables our apprentices to work on projects that may be larger or more detailed. We run the training center like a job site with a start time, break, lunch, and quit time. All apprentices

are expected to be at the center by 7:00 am ready to go. They start every morning with a safety or toolbox talk that we try to relate to what we are doing in class or an incident in the news that has recently happened. All apprentices are required to attend our Basic Math for the BAC Craftworker and Orientation Training for BAC Craftworkers classes. Apprentices also must attend classes that are specific to their branch of the trade. The International Masonry Training and Education Foundation (IMTEF) has produced training manuals and workbooks for all these classes. After break, apprentices will be in the hands-on area of our facility. There, the brick and block apprentices will work on spreading mortar, laying to a line, and building leads with block and then move to doing the same with brick once the required skill set has been met. We average around 16 brick and block apprentices per month with just 2 instructors so being productive and efficient is a must if you wish to succeed.

Our tile apprentices all attend their craft specific classroom training and then work on lay out, waterproofing, mud work, cutting, and setting tile. Finisher apprentices work with them and then fall back and start grouting and cleaning up the tile. Our tile instructor does a great job handling all the tile and finisher apprentices at the same time considering years 1-4 are all in, the training center at once.

Pointing, Caulking, and Cleaning (PCC) apprentices are all in the training center at the same time also. They work on cut out and repointing of brick work and they learn different styles of finishing joints to match existing work. Concrete patching can be done on one of our columns or on our overhead beam. There is terra cotta and limestone to set as well as patching to be done with materials from different suppliers. PCC apprentices practice caulking the terra cotta they set or our caulking boards that are designed to test their skills in what they might find out on the jobsite. Also, all our PCC apprentices spend time learning to spread and lay brick and our brick and

APPRENTICESHIP & TRAINING

block apprentices have the chance to learn to caulk if they like.

We also have a plaster class that we rotate all of our apprentices through to learn traditional ways of plastering and making moldings and they also learn to apply and patch damaged EFIS.

This is a lot to cover in the 4 weeks that the apprentice are in class but that is all the time we really have with them during the year. The best training they can receive is on the job. The conditions, working with others, the urgency to get a task done while journey workers are waiting, and the other trades working in the same area are just a few situations we can't replicate in our facility.

The "on the job" training, in a way, is teaching

them skills, but also a way of building the manpower for the future of the company and the future of our union. The more job site tasks you can train your apprentices on within your company, the more valuable they will be in the long run. Pairing an apprentice with an experienced journey worker is a great way to continue the growth of that apprentice into becoming the experienced journey worker your contractor and this union will need to survive.

As always, I ask that if you know someone who would make a good apprentice, please send them our way. Let's have a safe and prosperous year and I'll see you all out on the job sites.



Alex Pavlov 2nd year Brick and Block applying EFIS



Tile Setter and Finisher apprentices working with Schluter products



4th year Tile apprentice Adam Dangler setting tile



Tile apprentices Rob Struthers 4th year and Ryan Zimmer 2nd year



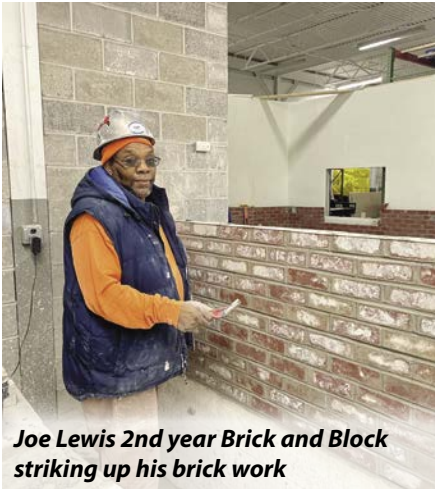
Tyler Gurjansky 2nd year Brick and Block plumbing a lead



Taylor Weilert 3rd year Brick and Block working on a brick pier



Lyndsay Brown 2nd year Brick & Block laying brick



Joe Lewis 2nd year Brick and Block striking up his brick work



Cam Henry 3rd year PCC laying soldiers



Dayvon Henry 3rd year Brick & Block building block pier



Alex Pavlov 2nd year Brick & Block constructing a brick pier



John Fogarty installing flashing



Instructor Kaydane Grant explaining and showing the importance of flashing



Walter Breeze 2nd year Brick and Block building a brick pier



Instructor Matt Walker demonstrating leveling a floor



Cliff Bradshaw 3rd year PCC using a bead jointer

APPRENTICESHIP & TRAINING

SOUTHERN TIER TRAINING CENTER



*By Karl Colburn,
Apprenticeship Coordinator*

Greetings from the Southern Tier training center. We have had 39 apprentices attend related training with us this 2022 season. There are 31 in the BMP program, 6 in the tile program and 2 in the cement program. We have 15 apprentices as new hires this year. Of the new hires, 3 have chosen to continue their training at the IMI/IMTEF National Training Center in Bowie, Maryland, completing the pre-job program at the end of March.

Pre-job training at the IMI/IMTEF Center is an 8-week course. There is a variety of training opportunities for apprentices and journey workers at the IMI/IMTEF Center. If you are interested in training opportunities there, please contact the training coordinator in your Chapter. You also can go to the IMTEF's website and view the training classes that are currently being offered.

Here at the Southern Tier training center, we are still waiting on final approval from the state of New York to start our pointer, caulker, cleaner (PCC) program but that has not stopped us from moving forward with preparations for our first class of PCC Apprentices. We have built a caulk training area we also have built a restoration wall where apprentices and journey workers can work on tuck pointing and replacing brick.

The Southern Tier chapter will have 8 apprentices fulfill all the requirements set forth by BAC 3 NY JATC and the state of New York, to become journey workers this year. In the BMP program they are as follows: Chris Gaffney, Steven Greiner, Seth Hubbard, Devon Kalpokas, Thomas Stout and Ryan Woodin. In the Tile program we have Skylar Hayes and John Roma. Congratulations to all and here's to a long successful career! Great job and well done.



Jacob Cline, 1st Year



Donavan Wilson, 2nd Year



Jacob Foster, 3rd Year



Dominick Fink & Tom Pettitt, Brick Wall



Dominick Fink & Tim Vanderpool, Screening Training Mortar



Mark Birmingham, 2nd Year



Mark Anthony, 3rd Year Bricklayer



Stephen Kocik, 3rd Year



Brad Fassett, 3rd Year

As a member of the International Union of Bricklayers and Allied Craftworkers, I will uphold the code of conduct embedded in our Union's name – IUBAC:

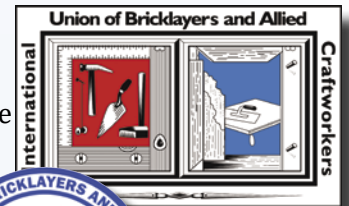
I will come to work on time prepared to give my employer a fair day's work for a fair wage, and to work to the highest standards.

Be **U**nion through and through – loyal to, and respectful of, my brothers and sisters in the trade and the labor movement.

Work **B**etter because I have received the finest, most comprehensive masonry-trowel trades training in North America.

Willingly **A**cept responsibility for the quality of my work and behavior on the job.

And always be **C**ommitted to growing the unionized masonry-trowel trades in industry for current and future generations.



BAC Code of Conduct – Actions

Statement #1: I will come to work on time prepared to give my employer a fair day's work for a fair wage, and to work to the highest standards.

Members

1. Arrive at work on time, fit for duty and ready to work.
2. Adhere to contractual starting and quitting times, including lunch and break periods.
3. Notify their employer before the start of their shift if they will miss work.
4. Do not use personal electronic equipment (cell phones, iPods, radios etc.) which can create distractions, lead to unsafe conditions, and reduce productivity, except during lunch or break periods or unless authorized by the employer to use such items for work-related purposes.
5. Do not use illegal drugs or alcohol on the jobsite, follow safe, legitimate employer directives, and do not arrive at work impaired.
6. Always promote the Union by engaging in appropriate behavior and being supportive of the Union.
7. Do not make disparaging comments about the Union or the employer.
8. Follow safety requirements, dress in safe clothing, and use appropriate personal protective equipment (PPE).

Statement #2: Be Union through and through – loyal to, and respectful of my brothers and sisters in the trade and the labor movement.

Members

1. Dress in a professional and safe manner, in clothing that will not in any way create unsafe conditions (i.e., loose clothes that can get caught in equipment etc.) or offend others (i.e. offensive words or symbols) on the job site.
2. Always behave appropriately toward other members and workers, and the public, and be respectful of others race, nationality, age, religion, sexual orientation, or gender.
3. Do not make disparaging comments about the Union.

Statement #3: Work Better because I have received the finest, most comprehensive masonry-trowel trades training in North America.

Members

1. Participate in training programs offered through the Union and IMI to upgrade or increase skill including upgrade programs, safety training, and special certifications.
2. Follow work and safety practices learned through Apprentice safety, and upgrade training.
3. Journey-level workers are obligated to mentor apprentices in order to transfer knowledge and skills.
4. Encourage Apprentices to take advantage of all training and to learn from senior craftworkers.

Statement #4: Willingly Accept responsibility for the quality of my work and behavior on the job.

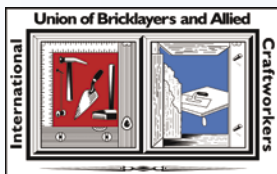
Members

1. Work to the best of their ability with regard to quality and productivity at all times.
2. Actively observe jobsite conditions and abide by all safety requirements.
3. Always use the proper tools for the job at hand.
4. Proactively seek to resolve any potential problems by contacting the foreman or supervisor, and if that doesn't work, the job steward or Local Officer.
5. Refuse to engage in any job disruption, slowdown or action detrimental to efficiency and productivity, unless authorized by the proper representative of the Union or unless there is imminent danger.

Statement #5: And always be Committed to growing the unionized masonry-trowel trades industry for current and future generations.

Members

1. Promote the positive aspects of a career in the unionized masonry-trowel trades industry to potential member and non-union workers.
2. Assist and support their Local's Organizing initiatives.
3. Become informed of the many benefits available through the Union by taking part in Local/ Chapter meetings and activities and by reading Union communications and publications.



INTERNATIONAL UNION OF BRICKLAYERS & ALLIED CRAFTWORKERS

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Robert Arnold

EXECUTIVE VICE PRESIDENTS

Carlos Aquin

Jeremiah Sullivan, Jr.

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2022 CHAPTER MEETINGS

BUFFALO

TRAINING CENTER - 4:30PM

May 19th

June 16th

ROCHESTER

UNION HALL - 4:30PM

May 12th

June 9th

SOUTHERN TIER

ITHACA:

TRAINING CENTER - 4:30PM

May 5th

June 2nd

MEGA
meeting

Saturday, April 16th
10:00 AM

ROCHESTER TRAINING CENTER
33 SAGINAW DRIVE

BACLOCAL 3
ANNUAL
GOLF TOURNAMENT

SATURDAY
JUNE 11TH

TERRY HILLS GOLF COURSE
BATAVIA, NY

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