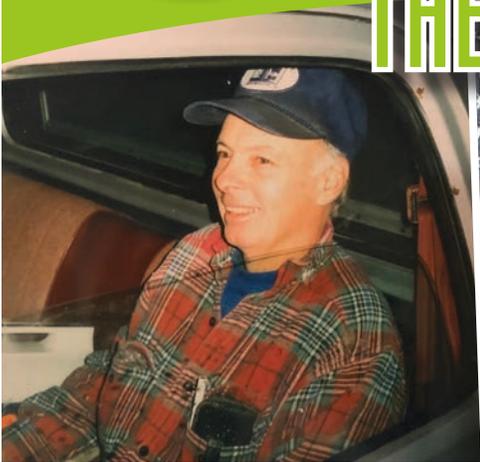




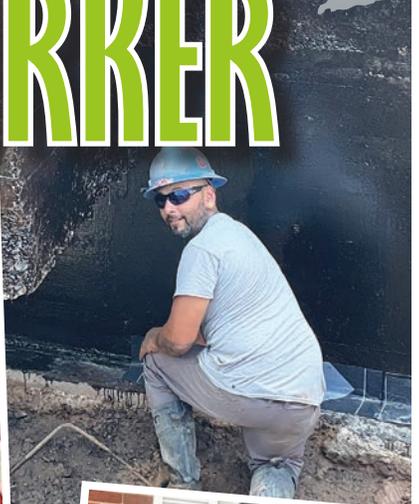
INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 3 NEW YORK

VOL. 1 / ISSUE 4
October 2022

THE CRAFTWORKER



BUILDING OUR HISTORY



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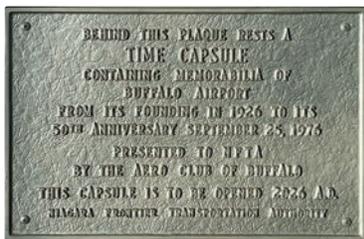
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Message from *The President*

I was recently reminded of the legacy of the work we perform as BAC members in kind of a humorous way as I walked through the Buffalo Niagara International Airport. After finally getting through the TSA security area, I had walked past the wall panel at the north end of the Main Concourse where there is a plaque designating the placement of a Time Capsule from the Grand Opening of the airport back in November 1998. Along with over 40 different BAC members at that time, I had worked on the new airport project for nearly a year installing almost 80,000 square feet of epoxy terrazzo flooring on the check-in terminal, concourse and baggage claim areas as well as installing the ceramic tile in the bathrooms and restaurants. The center concourse was a 13,000 square foot topographical map of the WNY area depicting numerous historical events that had occurred over the centuries and it consisted of 17 different colors of epoxy matrix. Unfortunately, now it is mostly covered by the security screening area.

Just days prior to the Grand Opening, the few of us that were finishing up the project decided to place our own memorial item in the wall cavity where the time capsule would be placed. One of the terrazzo journeymen, since retired, who had troweled much of the epoxy terrazzo, had left his work boots there since they were no longer wearable. The boots looked much like an elf's shoes all curled up and permanently hardened with all 17 colors of the epoxy matrix on them. It was a logical choice to place those colorful work boots in the wall to represent the work and workers who built the airport.



I began to laugh as I walked by the now enclosed time capsule wall that day, thinking about those who would open it years from now and finding these multicolored elf shoes and wondering just what the heck they were and why were they in there. I must imagine the odor will also get their attention.

Once I had got to my Gate area, there was plenty of time to continue and look back on the numerous projects I had worked on over the years and the many BAC Union members I had the privilege to work with. I recently just found out that another journeymen who had worked on the terrazzo flooring with us at the airport had passed away at

the age of 88. It was a sober reminder of how important it is to make the best and do the best with the time we are given. That is one of the great things about our trades as members of the IUBAC. The work we perform each and every day is enduring and beneficial to those around us. We are literally building our history, job by job, year by year and that is the theme of this issue of our Craftworker Journal. The IUBAC is the longest continual Labor Union in existence, and as part of that legacy, we are the present members who are working to build the history for others to carry on.

You can be proud that every brick or block you lay, or every tile you set and grout, or maybe the sidewalk you finish troweling or the stone you are pointing, is a testament to the skill and craftsmanship you have honed. People for years to come will see or touch the very work you do. They will walk on the floors you have installed and stroll down the corridors of the walls you built. For years to come they will look at the tile and stone and plaster that adorns the churches and the stores and the offices and the schools you have built. It is history in the making and you as BAC members are the ones making that possible. Everything you do is a time capsule for others to open some day and to consider those who built it and how. It is in that spirit that we want to continue to

remember those who have laid the foundation for us today. Those many BAC members who are since retired and may have passed away. Their hard work and Union dedication has paved the way for us to carry on and may we do so in a way that honors them. Just consider the hundreds of refractory workers who laid the firebrick in the coke ovens and furnaces here in our own area and even in other countries. Think on how many brick, block and cement masons, plasterers and tile, marble and terrazzo workers it took back in the day to build the numerous schools in just our jurisdiction. Many of our own kids and grandchildren attend those same schools today.

It has certainly taken many BAC members over the years to build our history and we have highlighted a few in this edition of the Craftworker, like Frank Martinez Sr., Bob Mion Sr., and Donnie Zimmer. We thank them and all those who have accomplished similar milestones and have had such an impact to make us the BAC Local that we are today. Let's never forget our past as we work towards the future success of our Local. Building our history starts today.

In Respect and Solidarity!

Rick Williamson



Mentorship

By Todd Flynn

What does mentorship mean? Mentorship is the influence, guidance or direction given by a mentor. A mentor is someone who teaches or gives help and advice to a less experienced and often younger person. In an organizational setting, a mentor influences the personal and professional growth of a mentee. Most traditional mentorships involve having senior employees, mentor junior employees, but mentors do not necessarily have to be more senior than the people they mentor. What matters is that mentors have experience that others can learn from.

So, what does this mean in the trades? We all started somewhere, and someone had to teach and show us how to perform our trades the correct way. Take the time to mentor our young apprentices and guide them in the right direction.

Apprentices, mentorship is a two-way street. When a journeyman is showing you how to do something, pay attention, learn from them, and retain what you were taught. Before you know it, you will be the mentor.

As the apprentice t-shirts say...

“Teach Me Like Your Pension Depends On It.”



Mentor Jake Woods, with 1st Year Apprentice Jimi Watkins and Mentor Jese Blackwell of Pyramid Masonry



“Mentoring is not a one-way street. There is give and take in both directions. It creates a continuing relationship that benefits all parties involved.”

As quoted by current mentor Andy Hanrahan, former apprentice, current journeyman, foreman and instructor

Mentor Andy Hanrahan, with 3rd Year Apprentice Joe Rodems of Thomas Johnson Masonry

JOB CORPS: UB Structural Engineering Department

Local 3 NY IMI Job Corps instructors, Robert Kelichner and Lino Cometto along with their students from the Iroquois Job Corp provided some Brick masonry testing mockups for the UB Structural Engineering Dept. These mockups will be placed on shaker tables that will simulate natural disasters such as earthquakes and hurricanes. This project will help engineers in developing better building principles and safer structures in the future. The students on the project were Daniel Baez, Tiwayne Brimage, Andre Coney and Deven Johnson. Thanks for doing such a great job and helping promote the benefits of our masonry trade.





UNION SERVICE AWARDS

Congratulations

04/2022 – 09/2022

75 + YEARS LIFE MEMBERS

Frank Martinez

50 + YEARS LIFE MEMBERS

James Cornish, Jr.
Samuel James
Richard Wells

40 + YEARS

Robert Griffin
James Evans
Richard Scully

25 + YEARS

Paul Greeley
Dale Kitchen
Sandon Bishoff
Jon Lux

Todd Murray
Calvin Schmidt
Richard Schmitt
Mark Sell

James O'Keefe
Eric Krist
Stephen Jasinski
Michael Gabler



Congratulations to Brother Frank Martinez Sr., on receiving his 75th Year Service Award as a member of the Bricklayers & Allied Craftworkers Local 3 NY. After serving three years in WW II, Frank enrolled in a bricklayer apprenticeship program at age 22 and soon thereafter joined the Niagara Falls Local Union. He recalls earning \$1.00 per hour when he started. At 98 years old, he was proud to receive this special recognition from the IUBAC. All these pictures are at his home that he built after work hours and weekends, and he laid over

33,000 brick himself with his family mixing the mortar and tending the bricks. Numerous buildings in and around Niagara County were worked on by Frank. It was an honor to present him this prestigious award. Thank you Frank for your dedication and hard work that has laid the foundation for our Union today.

SECRETARY/ TREASURER'S report

By Jason ReQua

Labor and Union History

Where did Labor Unions originate from?

Labor unions originated in Medieval times when Guilds existed. A Guild was a group of merchants who were skilled craftsmen. These craftsmen owned their own tools and controlled the materials that they worked with. A group of Guild Masters in each trade determined who was allowed to join the guild and learn the craft and its secrets. The Guild would allow master craftsmen to take on an apprentice who was typically young. This apprentice was indentured to the journeyman and would live directly with their Master Craftsman until they were considered a Journeyman. Once acquiring the skills of a journeyman, the craftsman could leave their teacher and own their own home while raising a family.

After the “Guild” age there were the Artisans who were direct descendants of the Guildsmen. Artisans formed some of the earliest labor associations. These Artisans were of the mindset that machinery would eventually replace the skilled workers. During this period many confrontations occurred which sometimes proved to be deadly. Artisan labor associations focused on negotiating with employers on wage and workplace improvements very much the way modern labor unions do today.

Labor unions came into existence during the Industrial Revolution. During this time there was a huge surge of new workers in the workplace. This work force needed representation. Labor unions were the conduit of this representation for the interest of protecting this working class of people from an unequal relationship between business owners and their work force. Business owners’ goals were to employ workers at the lowest possible wages while getting the maximum output of work from those

employees. The workers on the other hand were longing to earn a livable wage to be able to provide and spend quality time with their families and pursue leisurely activities outside of work. During this time harsh working conditions and employer penalties led to work force uprisings. Employers would prevent workers from talking to each other by creating fear of termination from employment. It was at this time that Labor Union organizers were able to collectively get workers together to talk about issues and create a delegation of workers who could negotiate with

employers. Many strikes took place when employers would not negotiate in good faith to meet requests of the Labor Union. These strikes shut down production and logistics which hindered the business owner’s ability to sell products and services.

Through solidarity the labor unions were able to get employers to negotiate in good faith for many aspects. Due to the labor movement, some aspects that were negotiated and are sometimes taken for granted in the modern era are eight-hour workdays, overtime pay, safety standards, retirement and health benefits, minimum wages, the weekend, unemployment benefits, and child labor laws. These aspects have become the core of what labor unions stand for to help protect the middle-class working people in America. What would the middle class look like without Labor Unions?

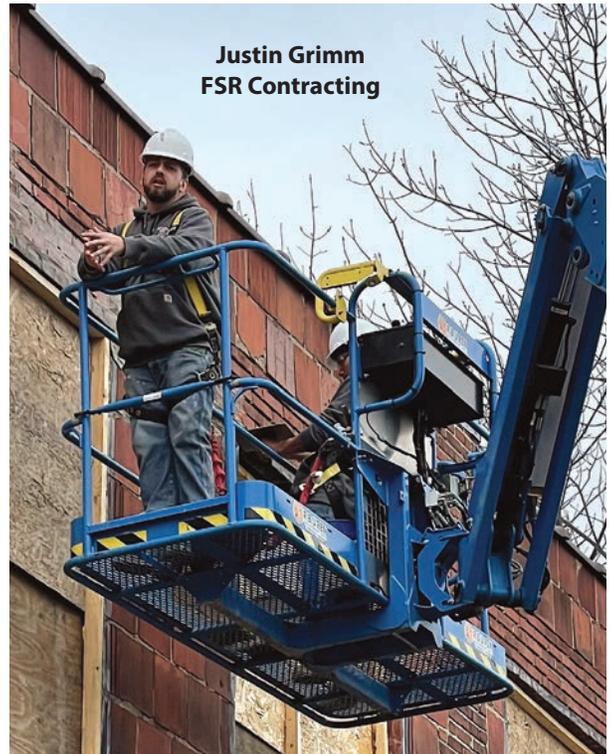
To acquire more in-depth information about Labor and BAC- labor history please consider taking our “Labor History” and “COMET” classes with our organizer Robert Sotir. He has some great presentations that hit home about the importance of Solidarity.





By Frank Pietrowski

CHAPTER REPORT



Justin Grimm
FSR Contracting

Dear Brothers and Sisters,

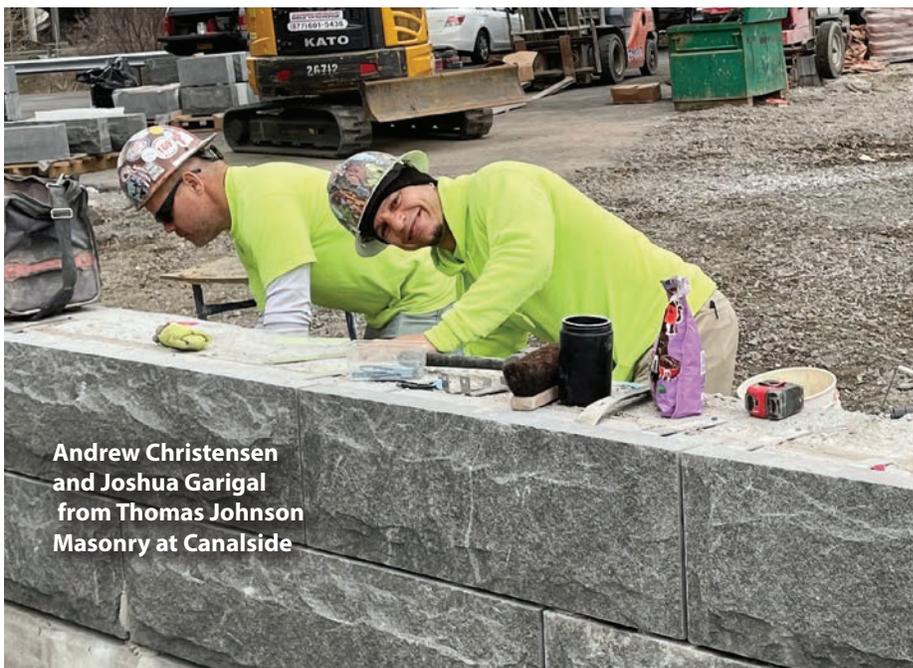
The construction season is upon us, and trades men and women are at a premium. Organizing new members throughout the season and bolstering our apprentice numbers are key to the survival of our Union. In other words, retention and mentoring our new apprentices will be the key to success.

I remember when I had got into the trade 27 years ago, there was hundreds of applicants just trying to get into the BAC. Unfortunately, times have changed, and we need to change with the times. In the past

schools had trades shop, mechanics and agricultural classes that provided hands on training for individuals. These programs have been phased out and the only opportunities now are BOCES programs with very few having a masonry program. Unfortunately, these classes are at capacity so interested candidates are not always accepted. The days of guidance counselors pushing every student to go to college needs to change. The Union trades are a great option for everyone.

Full-blown block and brick jobs are at limited supply. Architects are designing buildings to only last 20-25 years. Construction of these buildings is fast; meaning

get it done and turn it over to the owner. The hours generated are half of what the projects in the past were so everything we do now has to be protected. All work traditionally performed by Brickies and Tile Setters needs to be performed by our Union. Not other trades! We need to protect every aspect of our work. Other trades have been actively training their workers to perform our work and this needs to be stopped. Please inform us when you see other Trades performing our work.



Andrew Christensen
and Joshua Garigal
from Thomas Johnson
Masonry at Canalside

The work season for the upcoming year looks promising. A new Buffalo Bills stadium is on the horizon, an Engineering

Thomas Johnson Crew at Fletcher School, Tonawanda, NY

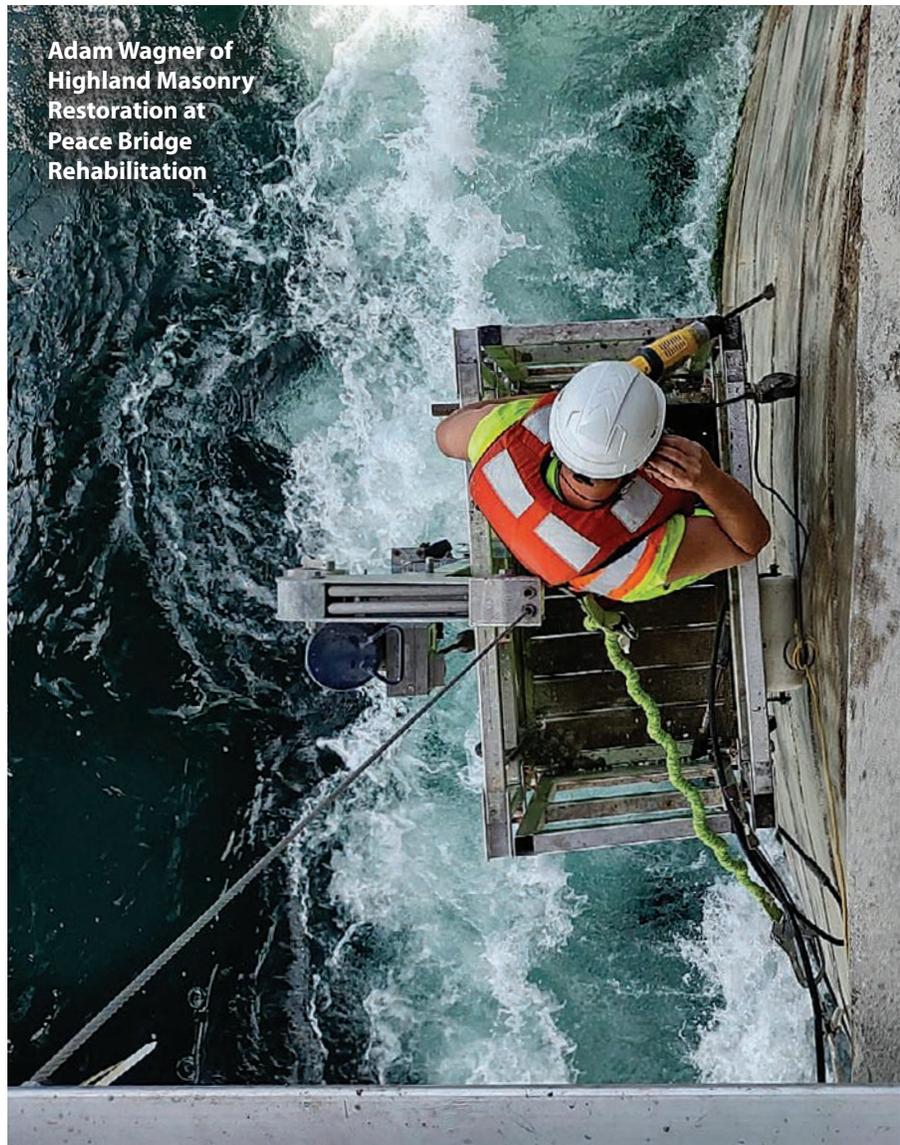


building is in the works at University of Buffalo and a Hospital in the Southern Tier is gaining traction. An Amazon warehouse in Niagara Falls is also moving forward. What that means is we need to grow at an alarming rate. The Buffalo pension will continue to bolster with these projects providing great opportunities for new and past members. I know that we had to make amendments to our plan, but we will prevail in the end.

I have mentioned this in the past and I will stress this to you again. I highly recommend taking advantage of all training provided by the BAC and also IMTEF training. We are seeing more jobs with specific language in the Specs that requires certifications for bidding purposes. All specialized training dates are on the IMTEF website (www.imtef.org) and locally our training schedule is available in December.

I am looking forward to seeing you all in October for the Mega Meeting in Buffalo October 8, at the newly named Don Donnie Zimmer Training Center.

Adam Wagner of Highland Masonry Restoration at Peace Bridge Rehabilitation





RJ Morris, Jeff Brady, Justin Bennett, Devin Knoop, Chris Tooke, Marty Jones and Nick Bellus of Morris Masonry



Travis Rosendahl of Lupini Construction at Crosby Hall



Martin Crouse of Highland Masonry at Cattaraugus Little Valley CSD

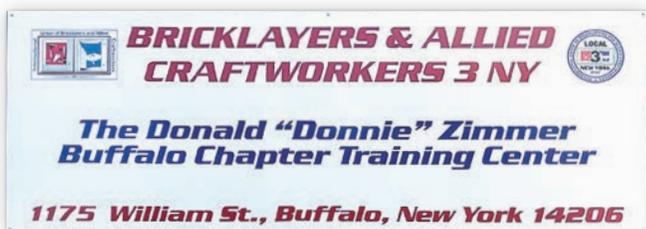


Joe Spanich of FSR Contracting at Fredonia College Reed Library



Morris Masonry at City Silo –John Szopinski, Barry Tanner, Tony Trusello, Bill Wittmeyer and Mitch Larkin

Buffalo Building Dedication



It was a tremendous time on Thursday, May 19, as the BAC 3 NY was honored to dedicate the Buffalo Chapter Training Center in memory of longtime member and Apprentice Instructor, Donald "Donnie" Zimmer. Donnie was the consummate bricklayer journeyman

and Union member. He was well respected not only for his skills and craftsmanship but his knowledge and experience in the trade, the benefit funds as well as his dedicated ability to teach and train others, both journeyman and apprentices alike. We were privileged to have his wife Geraldine and their two daughters and their families, many friends and Union members, both retirees and actives, join us for the celebration. Donnie's son in law made some fitting remarks about what kind of husband, father, grandfather and person he was. Father Gregory Dobson offered a prayer of

dedication for the building in Donnie's memory and a representative from Mayor Byron Brown's office read an impressive Declaration in recognition of the Dedication. Probably the most poignant words about Donnie's character were shared in a picture drawn by his grandchildren which described him as caring, supportive, kind, magnificent and Champion and I would suggest that all who met him would agree.



BAC 3 NY member and longtime friend mentored by Donnie, Andy Hanrahan, shared some personal thoughts and memories of working with him and the impact that Donnie had on his own life. From Donnie's humor, subtle suggestions, wisdom and bag of tricks, he left quite an impression on whoever he worked or spent time with. Also, known as Champ, for winning the Local, Regional and International Apprentice Contest as a teenager, Donnie's passion and natural ability led him to a successful career until he retired.

IUBAC President Tim Driscoll and IMI/IMTEF President Caryn Halifax also joined us for the Dedication and shared some remarks. Also in attendance was BAC 3 NY member and IUBAC Director of Collective Bargaining Mike Di Virgilio and IMTEF National Training Director, Tony DiPerna.

Thank you to the Zimmer Family for the honor of naming the Training Center in Donnie's memory. He will never be forgotten!

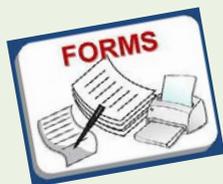


BUFFALO FUND OFFICE

Lauren has decided to not return from her maternity leave. We are all sad to see her leave but we wish her and her family all the best!

Please contact Lisa Moore-Edwards for any Health & Welfare/insurance questions at lmoore@baclocal3ny.com.

Please contact Carmen O'Neal for anything else Fund-related at coneal@baclocal3ny.com.



When possible, please call the Funds office before you come in to ensure someone will be available at that time to address your needs. 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 - Buffalo tab at: www.bac3ny.com.



By Steve Harvey

CHAPTER REPORT

Hello to all BAC Brothers and Sisters. The Southern Tier Chapter is in full swing and has had an abundance of work. BAC Members have worked on many projects that are nearing completion. It appears there will be many projects starting and continuing through the winter as well. As organizing new members has always been a priority, it can't go without acknowledgement the hard work and level of dedication from our current BAC membership. There is very much happening in the Southern Tier.

Many projects are completed or nearing completion across the Southern Tier Chapter due to the hard work from BAC Craftworkers. Three larger projects North Campus on Cornell University, the IC Overlook project and 430-444 State Street project are nearing completion in the Ithaca area and have provided many hours of employment in the Brick, Tile, PCC and Concrete crafts. The Binghamton Fire Station, Delaware County DPW, Evenden Tower SUNY Delhi and Union Endicott CSD are a few of the larger projects nearing completion in the Binghamton-Oneonta area for our BAC craftworkers. Projects in the Corning-Elmira area such as GST BOCES, Horseheads CSD and the Stadium at Notre Dame High School area are wrapping up as well. This is just

a few of the larger projects across the Southern Tier that BAC Member worked hard to complete.

Fall and winter are approaching, and the Southern Tier has many projects getting underway. Catherine Court College Town, Multi-Disciplinary Building, Drug and Alcohol Treatment Center, Astare Project, Ithaca CSD and the Ithacan Project are just a few larger projects that have or are nearing start and will continue throughout the winter in Ithaca. In the Binghamton-Oneonta area, UHS Mercy Hospital, Alumni Hall SUNY Oneonta, Vestal Fire Station and the Victory Building will more than likely provide members with the opportunity to work through the winter in all crafts. Corning Painted Post Middle School, Severn Elementary School and the Restoration Urban renewal Housing project on Church St. should provide opportunities for work in fall and early Winter in the Corning Elmira area. These are a few of the projects to eye as we close in on winter.

Organizing and bringing new craftworkers into our Local is always important. In the last issue of *The Craftworker*, I reached out and asked our membership to refer any candidates that had an interest or need for a career in our trade. As a result, approximately a half a dozen new members have been joined in the Southern Tier based on referral. I also would like to acknowledge the hard work and dedication from our current Journeymen. Many of the Craftworkers pictured in my article have worked for decades to complete projects like the ones forementioned and have set the standard for what a Journeyman should accomplish. Thank you for your years of service and level of dedication.

There is much happening in the Southern Tier. I have mentioned a few larger projects in each area of the Southern Tier and there are too many smaller to midsized projects to list. Please call in at (607) 754-1453 or stop by if you are seeking work. Midterm elections will soon be upon us. Please register to vote if you are not already. In closing, I would like to remind everyone of the Southern Tier's upcoming Christmas party held in December and wish everyone a heathy Fall and Winter work season and I look forward to seeing you at October's Mega meeting.

ITHACA CHAPTER FUND OFFICE

The BAC Local 8 NY Health Plan eligibility period for the 2023 coverage year ended September 30th, 2022. Be on the lookout for mailings regarding your eligibility status in the coming weeks and please complete and return your continued enrollment forms by December 1st.

BAC Local 8 NY Pension Plan annual statements were mailed in June. Please contact the Funds Office with any questions or concerns. The Local 8 NY Pension Plan year is May 1st through April 30th.

BAC Local 3 NY IARF (Annuity) quarterly statements are available for viewing and download via your online account at www.retiresmart.com. If you would like paper statements, please call Empower customer service at 1-800-743-5274 and request that you be mailed paper statements.

We have shirts and stickers in stock at the Funds Office. Stop in to get yours and flaunt your union pride!

A reminder: all Ithaca plan descriptions, disclosures, and forms can be found on our website: www.bacithaca.com.

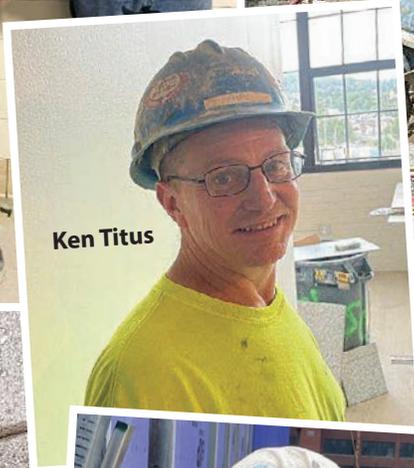
Like us on Facebook: www.facebook.com/bacithaca



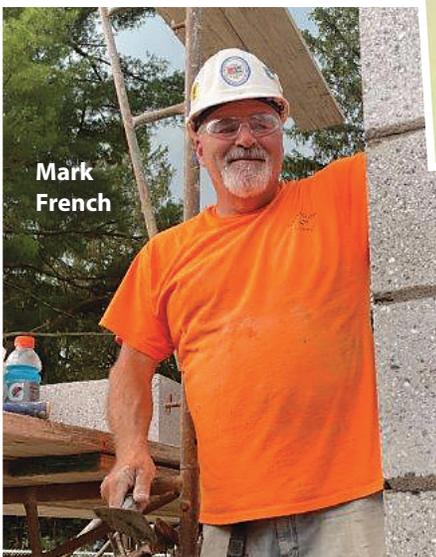
Adam Smith, Tim Martino, Don Lee



Ward Fox



Ken Titus



Mark French



Mark Brockway



Jeff Hamilton



Congratulations and thank you to Brother Robert "Bob" Mion Sr. for his many years of membership and leadership with the BAC. Bob is a 63 year member of the BAC originally with Local 42 in Binghamton, NY, where he would serve as the President for 5 years. He was instrumental in developing the Tile apprenticeship program and their benefit funds. He has assisted with numerous apprentice contests locally and with the IMI (International Masonry Institute) not only as a judge but building mockups and laboring for the contestants. Bob was recently recognized for his many years of dedicated service at the Northeast Regional Apprentice Contest, where IUBAC Executive Vice President, Jerry Sullivan, presented Brother Mion with a BAC watch. Bob's son,

Bob Mion Jr., who is the Northeast Training Director for the IMI and also a BAC 3 NY member, was in attendance for this tribute. The BAC is fortunate to have this father and son dynamic duo work on our behalf for so many years. Please give them a hearty thanks the next time you see them.



**Ken
Tinklepaugh**



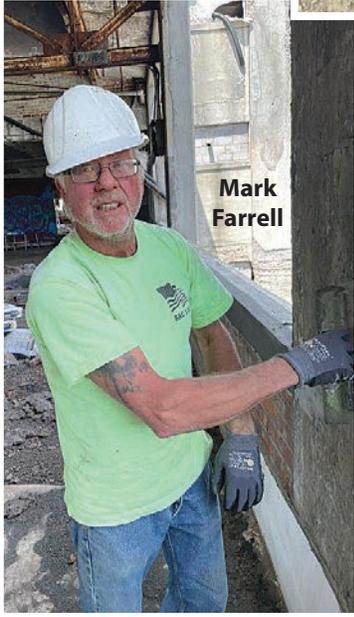
**Craig
Slocum**



Kevin Lee



**Tobin
Shear**



**Mark
Farrell**



**Brad
Woods**



**Tony
Brown**



Mike Blunt



**Mike
Passalugo**



**Ryan
Pyhtila**



John Roma

VICE PRESIDENT'S REPORT

By Scott Stringer

The theme of this newsletter is passing on trade skills to upcoming generations so they can dominate the masonry industry with the highest levels of quality and production. Aligning with this theme I am going to point out another important aspect of learning our respective crafts and maintaining membership with the International Union of Bricklayers and Allied Craftworkers. In 1955 former B.A.C. President Harry C. Bates published a book (Bricklayers Century of Craftsmanship) which serves as an historical accounting of the formation of the International Union in 1865 and into the 1950s. The opening line of the introduction of this book stuck out to me and it says "The Bricklayer, Mason & Plasterers International Union was organized in 1865 for the protection and benefit of all who worked in the masonry trade" The founders in 1865 would be proud to know that after 157 years the International Union still provides the protection and benefits they envisioned when forming our International Union.

It's a fact that our apprentices and younger generations and even journey workers often overlook the value of the protections and benefits as a union member. Good PayScale, Education and training, workplace safety, health insurance, Members Assistance Programs, retirement plans are some of the protections and benefits we receive. I joined the Union after leaving high school in 1980 and this year I am 60 years old. For 42 years I've worked under a union contract and have been the recipient of the protection and benefit of the contracts negotiated on the union members behalf. In hindsight of my career these protections and benefits did not only make it possible to meet the needs of my family and children growing up and into adulthood they will provide a comfortable retirement for the remainder of my life. In 42 years, there hasn't been a month or even a week that I didn't have health insurance for my family. That alone was a big component of raising a family and providing security. Medical bill delinquency is one of the top reasons in our country for home foreclosure. I remember an incident with my son Joshua, he was 5 years old playing in a park and split his forehead open with about a 4-inch cut that ran perpendicular to his eyebrow. At the emergency room we had the capacity to request a plastic surgeon to repair the cut so there wouldn't be a scar. We would not have had that capacity without quality health insurance. I'm no different than any member, most of us are the main provider for our families and loved ones and we feel totally responsible to take care of them. Just this one benefit had a powerful positive impact on my family and kept my children protected even through their college education. The level of pay also helped in supporting my son and daughter through college. Poverty is mushrooming into a bigger problem every year and college education is unfortunately out of reach for too many young Americans. There are just countless ways I can see how belonging to a union made a

better life for those most precious to me and myself.

At 60 years old I am very grateful that I qualify for all my pensions and annuity today. My plans are to retire at 62 although if I decide otherwise retiring is now an option anytime I want. My pensions and social security will provide the same amount of income as I make working and my annuity will serve as a safety net. This is the big benefit that unions are associated with, although the dozens of other benefits are important too. The only way I got to this point in my career is because I stayed the course. I watched members over the years drop out of the union then come back at a future point in time. I watched many strike out to start their own business which is entirely possible if you go about this in a planned approach and get a clear understanding of business practices. No matter the reason for jumping in an out of the union it will negatively impact the accumulation of benefits. Every year you don't work union and contribute to benefits then that year is gone forever. If young people stay the course working in the unionized construction industry you will have even better protections and benefits than my generation had because they are consistently improving. Union sector is more safety oriented than ever before, pension and annuity values increase etc. When we voted to start our annuity, we began with 5 cents an hour. The younger generations are currently contributing at \$3.00 per hour. It is very possible at the end of your career to have a million dollars in your annuity, of course that depends on hours worked per year and how many years you work. Google what the average American that's 60 years old has for retirement. You will get a range of results, but they are all less than 200k. At 62 I should have 600k in my annuity on top of my pensions and social security. As a result of my maintaining my union membership at every stage of my life I've had more than the average working American and significantly better retirement security. Bought and paid off my house, met all my families medical, dental and eyeglass needs, supported a household, supported my children through college, vacations and the list goes on. I have always felt strongly about the content in my article so anytime any member wants to better understand the benefits please ask. Fund Administrator Ashley Tilebein has benefits seminars periodically and at our last seminar not one member showed up. Depending on which county and craft you work in over \$23.00 per hour goes into your benefit programs. First off that more than some workers make. Most importantly you should at least have a basic understanding of where this money goes and a general idea of how the benefits function. Ashley Tilebein can do

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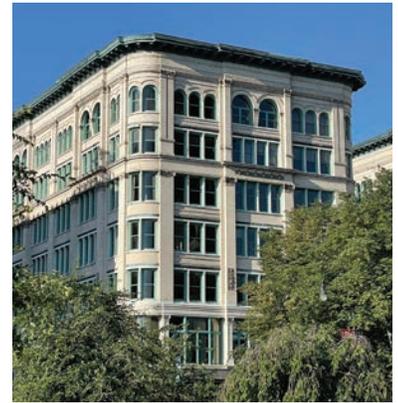
Vice President's Report *continued from page 13*

a benefit forecast for you upon request also. For instance, if you have 5 years of service, she can estimate for you according to average hours worked the previous 5 years what is the value of benefits you'll have in 10,20,30 years etc. Unfortunately, we've become a society that at times focuses more on what we don't have than on what we do have. Please educate yourself on what you have through the union understand the life improving benefits that have been passed down over the generations because that's the purpose of the International Union since its formation in 1865. One of the first benefits established after the 1865 formation of the International Union was simply a death benefit so the member could afford to have a proper

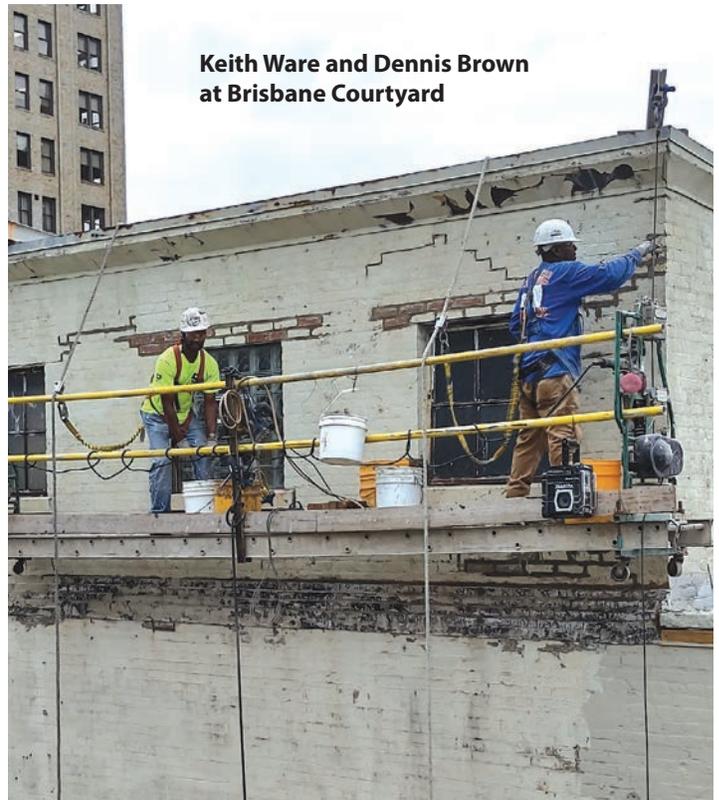
funeral service. We've come a long way since then and our benefits are necessary to enjoy a better quality of life. Starbucks workers, Amazon workers, Railroad workers, Nurses and Walmart workers are only a few groups of people today fighting for what we already have. There is nothing easy about working in the masonry industry for 30-40 years or more. You will spend your career working hard through tough times and injuries making civilized life possible for our fellow Americans. You deserve every benefit you have and understanding that when it comes time to fight against those entities that want to take your benefits away from you there will be no hesitation to fight to keep them.

Brisbane Building

Highland Masonry Restoration was awarded the restoration work on the Brisbane Building this year. This project was a Market Recovery job that the Union targeted and was successful in regaining market from the nonunion sector. The scope of their work included East and West courtyard restoration, replacement of lentils/joint sealants thru wall flashing over the windows and finished the East courtyard with a elastomeric coating. The project included 18,000 LF of repointing, cleaning and repairing parapets at several locations. All the courtyard work was performed off swing stages. The Brisbane Building was built in 1895 and is located at 403 Main Street Buffalo NY. BAC 3 NY would like to recognize the Foreman, Gerard Wagner and Project Superintendent, Jeff Owen for their ability in supplying a safe jobsite and expert craftsmanship in a timely manner. The restoration work was performed by the following craftsman, Martin Crouse, Scott Webster, Dennis Brown, Keith Ware Emir Hrustanovic and Randy Carpenter.



**Martin Crouse and Dennis Brown
at Brisbane Courtyard**



**Keith Ware and Dennis Brown
at Brisbane Courtyard**

Union Dues: A Member's Right And Responsibility

One of the most common questions and complaints that the Union often hears from its membership is, "Why do I need to pay so much in dues?". This isn't exclusive to the BAC 3 NY. Members who belong to just about any organization, from Labor Unions to Fitness Gyms to Sportsmen Clubs and Bowling Leagues pay some sort of dues. It is a designation of your membership and belonging to an exclusive group where you have both privileges and responsibility to representation. The same holds true for you as a member of the BAC 3 NY and the International Union of Bricklayers and Allied Craftworkers (IUBAC) at large.

So, "Why do you need to pay so much in dues?". Well hopefully a little clarity here will help to explain that. Every member pays monthly membership dues which allows them, as a member in good standing, to be employed with the signatory contractors of the BAC 3 NY. These monthly membership dues were historically known as "book dues" since when you paid your Union initiation to become a member, you were given a small book to record the payment of your monthly dues. It has been since the late 1990's that our IUBAC switched to a monthly dues card similar to the size of a credit card, that would track your dues payment for a two-year period. This made it much easier to keep in your wallet and have available when needed. Our current monthly dues rate of \$18.00 per month for a journey worker and \$14.00 per month for an apprentice has not increased in a number of years. Of that \$18.00 per month, we forward \$10.00 of that to the IUBAC. This amount needs to be paid regardless of whether a member is working or not.

The Union is cognizant of this cost and has made every effort to help our members keep current in paying that. When a member is two months delinquent in their dues, the Union sends a text message to the last known number they have provided to remind them of their delinquency. Another text message is then sent the third month again if payment hasn't been made. Most times, the Field Reps and Apprentice Coordinators will also send a text or phone call to remind them of this obligation. After three months delinquency, the Union needs to drop any member who has not yet paid. Please understand that even when a member is not paying their dues, the Union is still paying the \$10.00 per month to the IUBAC. A dropped member is unable to work then for a signatory contractor. In order for a member to become in "good standing" they need to reinstate with the Union and IUBAC. There is an administrative cost in doing that and recently the Union reduced that reinstatement amount to \$35.00 plus any back dues that are owed. The Local cannot waive this reinstatement since we pay a portion to the IUBAC to have this done. It would not be fair to take that cost from the members who have paid on time.

As always, you can pay your dues in person at one of the offices or at a meeting. You can also call the Main Union office at (585) 641-0750 and pay your dues with a

credit card. Another way the Local is trying to help make paying your monthly dues easier is that we now provide an automatic dues payment system. A number of members have already taken advantage of this form of payment. You can have your monthly dues amount automatically withdrawn from your either your checking or savings bank account. You can elect to have this done every month, quarterly, bi-annually or annually. You will need to fill out the Authorization Form and provide all the necessary information to have this done. It is totally secure and should prove to help members from becoming delinquent or even dropped. This Authorization Form was already sent out to all the membership but if you would like to receive another, please contact the Main Union office.

Also, as a reminder, the Local began to give monthly dues credit to the members based on their years of service in January 2021. This was a small gesture of the Union's appreciation and thanks for those who have been long standing and dedicated members. You will receive this credit on the year following when you have reached the particular anniversary date of your initiation. The Union office will track this and notify you of when you will receive this credit. The credit schedule is:

- 20-25 years of membership: 1 month dues credit
- 25-30 years of membership: 2 months dues credit
- 30-35 years of membership: 3 months dues credit
- 35+ years of membership: 4 months dues credit

Retired members with 40+ years are exempt from paying monthly dues and disabled members pay reduced dues. Besides the monthly membership dues, there is also a working dues deduction from the hourly wage of each member. Again, the Union understands the cost of this deduction, but it is necessary for the administrative and operating costs of the Local like all other Unions. This includes the periodic negotiating, daily member representation and job placement, safety and trade training, jobsite visits, organizing, contractor engagement, economic development activity, political engagement and Collective bargaining Agreement (CBA) enforcement for the most part. The Local working dues deduction has always been 3% of the total wage and benefit package that is being paid. The IUBAC dues deduction is 1% of that. The other deductions include the Market Recovery (dues assessment), the Local PAC (Political Action Committee), the BAC/PAC which is for the IUBAC PAC and the Organization Fund. The Union always provides up to date financial reports at the Chapter and Mega Meetings and always provides the financials for review by any member in Good Standing. We also welcome comments, suggestions and questions in regard to the Union's expenses at these meetings. So, as a dues paying member, you have every right to know how the Union spends those funds that each member works so hard for. We desire for you to be proud and appreciative of the Union that you belong to since it belongs to you.

Rochester

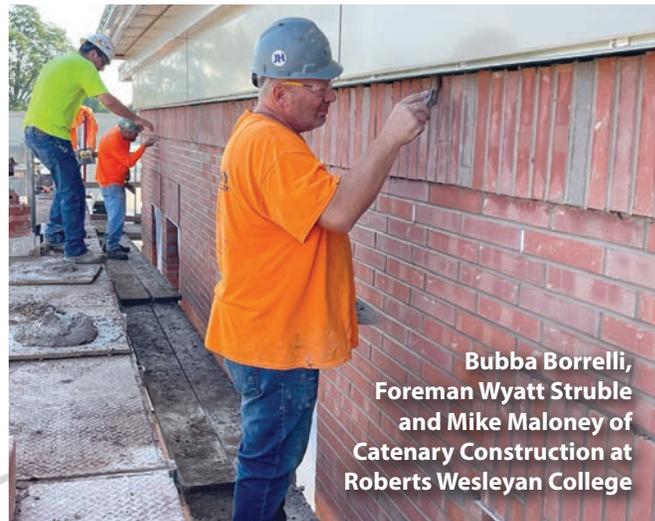
By Art Miller



CHAPTER REPORT

Greetings Local 3 New York Brothers and Sisters. I hope this article finds you well. It was a hot one this summer! I am sure that everyone will appreciate the reprieve from heat this Fall season.

Local 3 New York's signatory contractors had a very full book of work going into the 2022 calendar year. There was much concern from business owners, project managers, and contractors about manpower this year. We attended many meetings pertaining to project timelines and worker shortages in the industry. The big question was always "where are we going to get the workers to perform the job?". Local 3 New York Bricklayer's and Allied Craftworker's confidently responded that we would utilize the active membership, continue to organize non signatory workers, increase the size of the apprenticeship, and reach out to BAC Locals outside of our jurisdiction requesting manpower to help complete projects on time. I am proud to report that this is exactly what WE did! The membership worked longer days and gave up some Saturdays with their loved ones to deliver completed projects before their deadlines. BAC Local 3 NY membership organized and welcomed more non signatory craftworkers who were signed and immediately put to work



Bubba Borrelli,
Foreman Wyatt Struble
and Mike Maloney of
Catenary Construction at
Roberts Wesleyan College

this Summer than any other time in recent history. Most of the contractors increased the number of apprentices that they employ to help with the workload. Local 3 New York Field Representatives reached out to BAC Locals outside of our region to find additional BAC Members and some Local 3 NY retirees even went back out in the field to assist with the massive workload this Summer. THANK YOU to everyone who made Local 3 New York shine this work season! Without your dedication to our trades and contractors none of this would be possible.

In case you were wondering...it looks like we are going to remain busy right through Spring. Obviously, the weather could be a factor, but our contractors have jobs going on into the fall, work on the books, and currently there are some large projects in the Rochester area that are out for bid. At this time, all active Local 3 New York members are employed.

While visiting jobsites this Summer I was constantly reminded of something that is near and dear to our hearts, PRIDE IN CRAFTSMANSHIP. Nearly every job that I visit, a member is eager to explain what they're working on, what went into the job, challenges that the crew had to overcome, and of course how nice it looks. Our work is almost always on display for everyone to see, and we realize that! We are proud of our work. We use that pride in craftsmanship to guide us through the workday. A proud member who cares

Rochester Funds Update



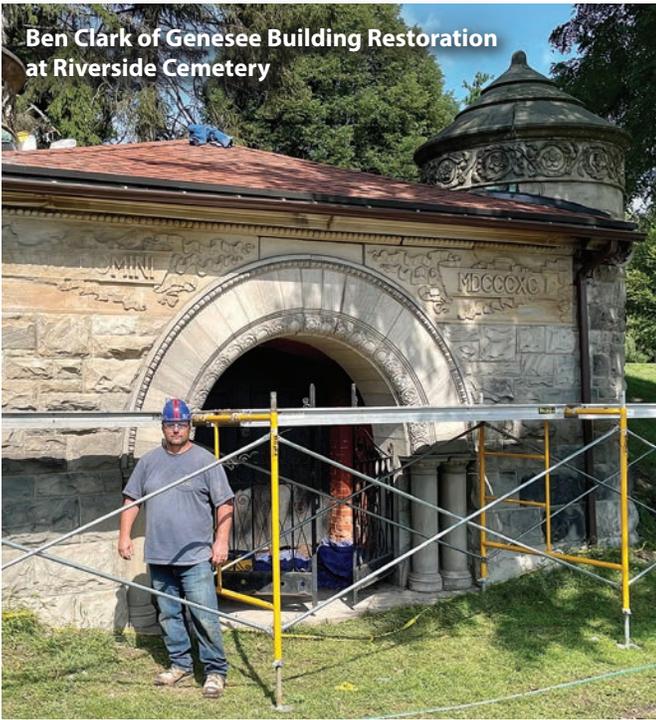
Open Enrollment – A mailing with updated rates will be going out around mid-late November. This is the time to make any medical or dental insurance changes based on you and your dependents needs. Changes will be effective January 1, 2023.

Health/Annuity Transfers – You can make a choice to put \$2 from your H&W to your Annuity or \$2 from your Annuity to your H&W. This is available as an option twice a year, effective January 1st and July 1st. A mailing will go out around mid-late November.

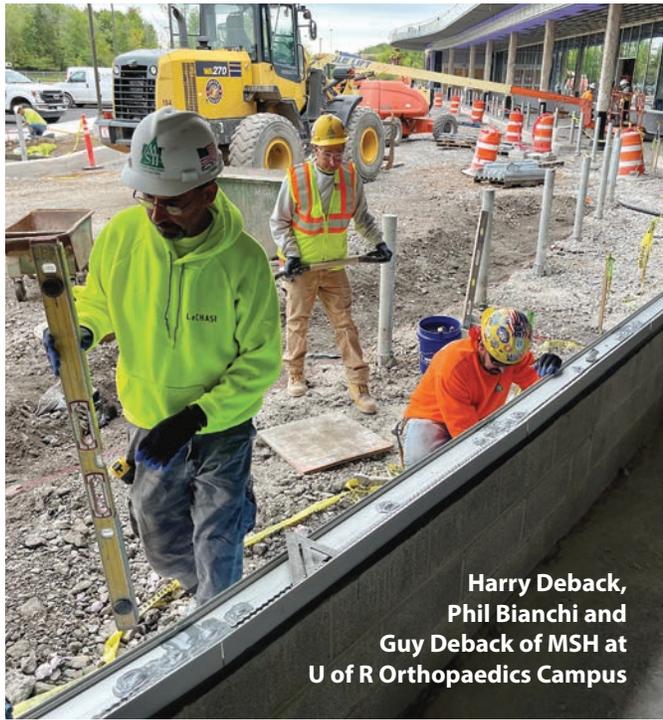
Member Assistance Program – The International Union would like to remind members of the Member Assistance Program (MAP). MAP has helped members since its beginnings in 1998 with interventions, information and referrals that have helped them overcome crises that can affect personal lives and job performance.

Active and Retired BAC members and their families may call the IU BAC toll free at 1-888-880-8222 and ask to speak confidentially to a MAP licensed mental health professional. These services are at no cost to the member.

<https://bacweb.org/member-service/member-assistance-program-map>



Ben Clark of Genesee Building Restoration at Riverside Cemetery



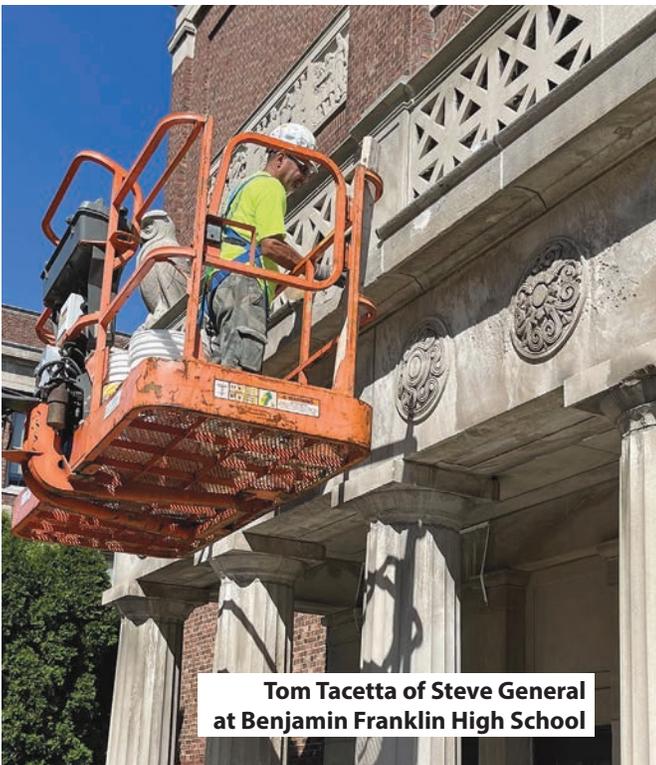
Harry Deback, Phil Bianchi and Guy Deback of MSH at U of R Orthopaedics Campus

about quality and production is of the greatest value to our contractors and our trade. Pride in craftsmanship promotes the usage of the materials that we use in the industry.

When we were younger, I remember my father pointing out brick and stone projects that he worked on with my uncle and my grandfather as we drove around. He even pointed out a church that my great grandfather laid brick on after he arrived in America. At the time, the importance of that didn't really register with me. I wasn't a craftsman yet. I didn't know the value of building something that would last for ages. I didn't realize the talent and amount of work that went into it. After 25 years of working with my BAC brothers and sisters, it is much clearer. The pride comes from the sheer

amount of work that we put into perfecting our craft and the number of hours that we have devoted to the projects that we have worked on around this area. Our work is tangible. We can see it. We can touch it. We can feel the toll it has taken on us. There is an obvious satisfaction when we observe our work after completion.

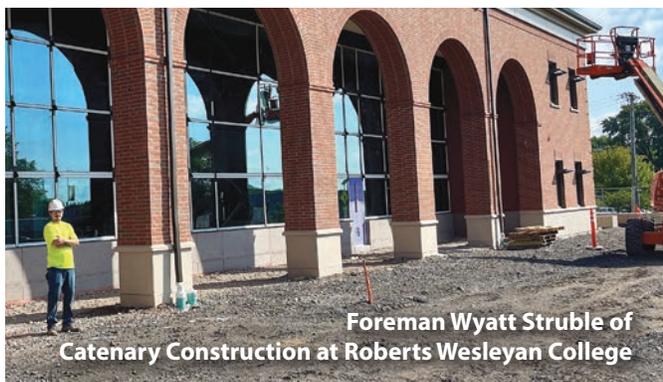
I feel very proud when I speak with members in the field about their work. I remember when some of our foremen were apprentices, and I think about what we have achieved together. It is very satisfying to see our members interacting on jobsites in the name of succeeding and progressing our trade. It bodes well for our future. Our trade is bigger than what we do at work.



Tom Tacetta of Steve General at Benjamin Franklin High School



Tim McGinnis and Shaun Green of Manning, Squires, Hennig at the Canandaigua VA



Foreman Wyatt Struble of Catenary Construction at Roberts Wesleyan College



APPRENTICESHIP & TRAINING REPORTS

By Todd Flynn

Buffalo

Greetings!! Since training has completed, I am happy to say that we are at 98% employment throughout the four trades with the apprentices. As of August, we have 22 Brick apprentices, 22 PCC apprentices, 4 Tile Setter and 4 Tile finisher apprentices.

At this junction, I'd like to congratulate these apprentices on completing their four years of classroom training and work hours in the field to become BAC Local 3's newest journey workers:

Scott Webster (Bricklayer)	Brandon Bishoff (PCC)
Mitchell Larkin (PCC)	John Brumbaugh (PCC)
Tristian Miller (PCC)	Jill Leturgey (PCC)

Onto dates and training schedules – As always, we accept applications the first Tuesday of every month between 8am and noon at our Buffalo Training Center (1175 William Street). Interested applicants can also print the application from our website (BAC3NY.com) and drop it off or mail to the Union Hall. Interviews will be conducted in November (date to be determined). Our training schedule is as follows:

Brick classes will run from January 2nd to January 27th.

PCC classes will run from January 30th to February 24th.

Tile classes will run from February 27th to March 24th.

In addition, we will be holding two OSHA-30 classes and JLG/CPR & First Aid training. The dates for these classes have not yet been determined.

There are also many other trainings available through The International Masonry Institute (IMI). If anyone is interested, please check out their training calendar at IMTEF.org.

I would like to spend a brief moment on communication in the workplace. It has been brought to my attention that there is a growing concern with absenteeism on jobsites. It is understood that missing work due to illness or other important appointments can be unavoidable. However, not informing your foreman or supervisor is unacceptable. The contractors should always be told if you are going to miss work. So, apprentices...make your best effort to keep your



3rd Year
Apprentice
Dave Buck
at Lancaster
Schools

company and foreman informed when things arise that will keep you from work. People are counting on you.

Lastly, please take the time to invest in our young apprentices!!

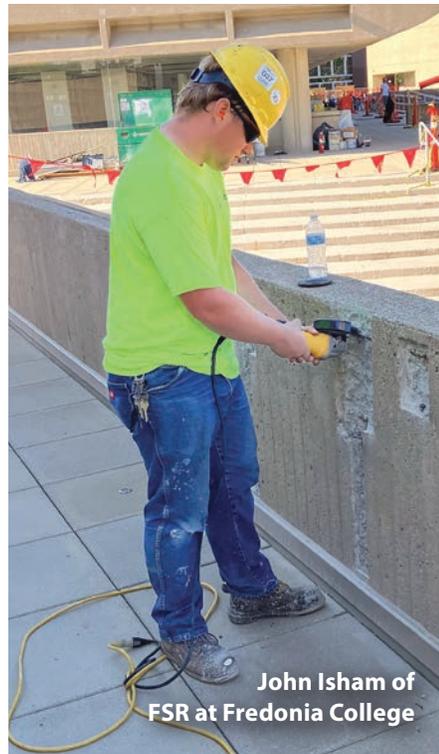
Have a safe and healthy fall!



Justin Bennett and Devin Knopp of Morris Masonry at Grover Cleveland Water Tower



1st Year
Apprentice
Eric Knop
cutting



John Isham of
FSR at Fredonia College



3rd Year Apprentice
Cory Roche of FSR Contracting
at Fredonia College

ITHACA



By Karl Colburn

Greetings from the Southern Tier Training Center

As you all are aware it has been a remarkably busy construction season with a hot dry summer and the workload for the fall looks just as busy. We currently have forty apprentices: thirty-one in the BMP program, two in the cement program and seven in the tile program. Eighteen of which are first year apprentices and sixteen of these are in the BMP program and two in the tile program.

Once an apprentice completes their first year of the program their chances increase for completing the 4-year apprenticeship. One way we journey workers can help an apprentice achieve their journey worker status is mentorship.

The national training center has developed classes for both journey workers and apprentices in mentorship. These classes are available online and in person at the national training center. These same classes are also available locally at your training center. If you are interested in attending one of these classes, please reach out to your training coordinator.

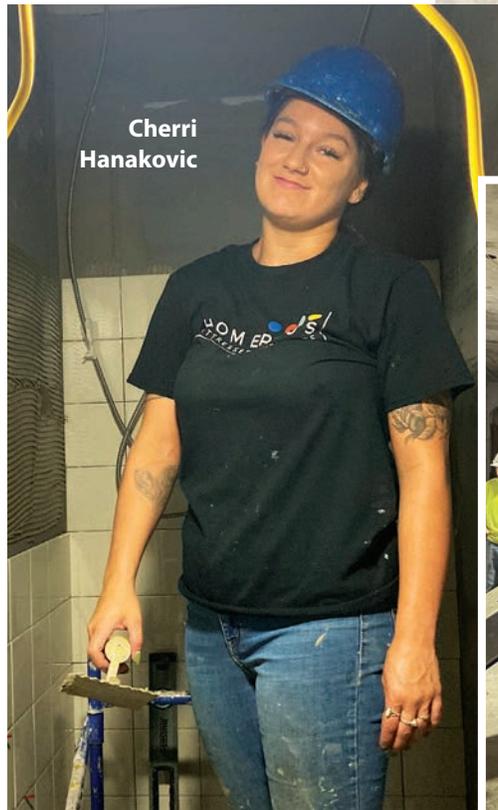
As the upcoming training season approaches I am in the process of setting up outside vendor trainings. Last year we had Euclid come in and do epoxy floor coating, Hilti came for a fire stop and Schluter did waterproofing. This year we are looking to have Euclid come in and do staining of stone. Hilti and Schluter returning as well. If you are interested in attending any of these one day vendor trainings text blasts will be sent prior to the trainings. We also will be offering OSHA 10, scissor lift, boom lift and CPR training in March.

Remember our training centers are always open to either come in and brush up on your skills or learn new ones.

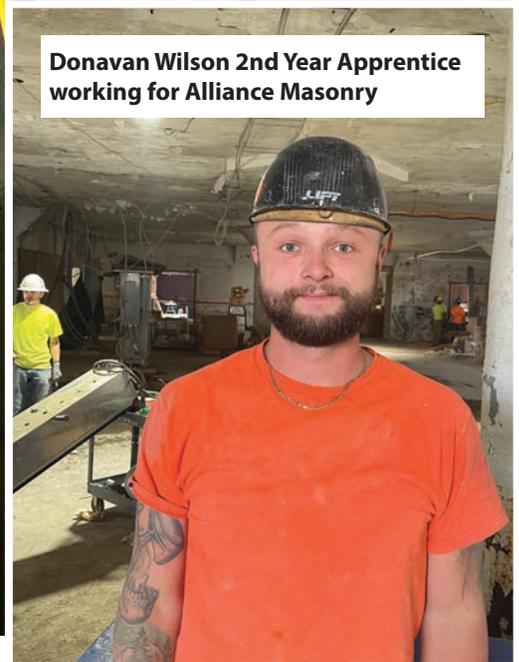
Phoenix Kacyvenski



Cherri Hanakovic

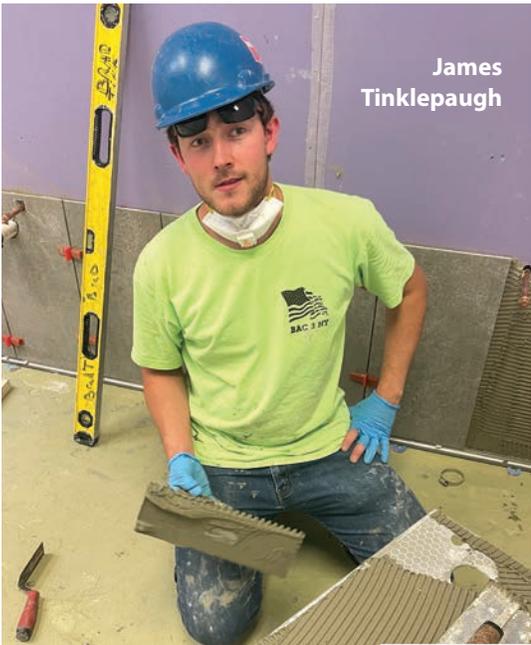


Donavan Wilson 2nd Year Apprentice working for Alliance Masonry



Dallas Roe 1st Year Apprentice working for Alliance Masonry





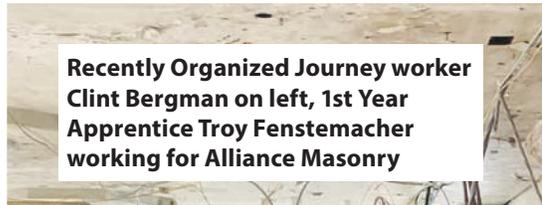
James Tinklepaugh



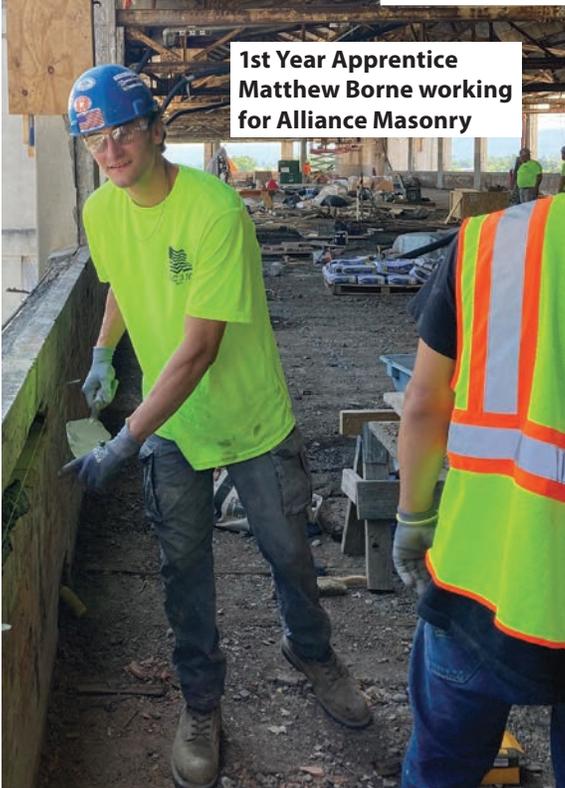
3rd Year Apprentice Jacob Foster on the left, working with Mike Blunt for Streeter Associates



Zach Spear



Recently Organized Journey worker Clint Bergman on left, 1st Year Apprentice Troy Fenstemacher working for Alliance Masonry



1st Year Apprentice Matthew Borne working for Alliance Masonry



ROCHESTER



By Rob Miller

Greetings from the Rochester Chapter Training Center!

I would like to start by saying Congratulations, to Josh Castle, Nick Bentivegna, Josh Kramer, and Rob Struthers on completing your apprenticeship this year!

We have been having a great year so far for work hours for all our apprentices. We currently have sixty-three apprentices working out in the field. If you are the kind of person that looks at numbers, you are going to see that that is only ten more than last year at this time. Realize also that there are four new apprentices filling the spots of the apprentices that graduated, then there are apprentices that left the program for one reason or another, all together we brought twenty-two new apprentices into the program this year.

One of our new Apprentices is Kirsilyn Harris. Kirsilyn is in her first year of the PCC program and has already been introduced to many of the tasks that fall under that job description. While working for Fingerlakes Waterproofing at South Ave Garage, Kirsilyn learned about and applied deck coating. She prepped the floors, including caulking along the curbs, and replacing expansion joints in the floor. When that job was over Kirsilyn went to Genesee Building Restoration. Under the watchful eye of Ben Clark, Kirsilyn worked on brick infills and stone replacement at The Shore Winds Nursing Facility. Then it was off to the Chili Fire Department where Kirsilyn participated in some cut out and repoint and lintel removal and replacement, along with the latter she was able to learn about proper flashing techniques and more brick infills. The next stop for Kirsilyn was Arkport Schools where she spent more time doing



Rob Miller at Veterans Career Fair Fort Drum, NY

cut out, repointing, removal, and replacement of brick. When manpower was scaled back on that job, she was able to go work for R E Kelley in Oswego at Fitzhugh Park School. There she is currently working on repointing techniques.



Apprentice Alex Pavlov is a second year this season with Montanosa Restoration. Alex came to us after working for a non-union contractor where he was over worked and under paid. At Montanosa, Alex started the season with Corey Crawford, Anthony Illardo, John Myers, and apprentice John Rondon caulking the floors at the Amazon facility. When that was done, he was sent to the Valley Manor Apartments where he has been on swing scaffold with Tom Perry doing cut out and patching

of concrete, cutting drip edges in balconies, demoing, repouring balconies, and applying coatings. Alex has also been seen at U of R working on concrete repair and coatings on the Goler House with Anthony Illardo, Andy Hume, and apprentice John Rondon. Alex is currently working at 216 Central Park in Rochester. There he is working with Randy Cariello on replacing lintels, relaying brick and doing infills.

The biggest employer of our apprentices is Catenary Construction. At this time, they have fourteen of our apprentices employed. One of their projects was the Golisano Community Engagement center at Roberts Wesleyan College. There Jacob Mantelli a second-year

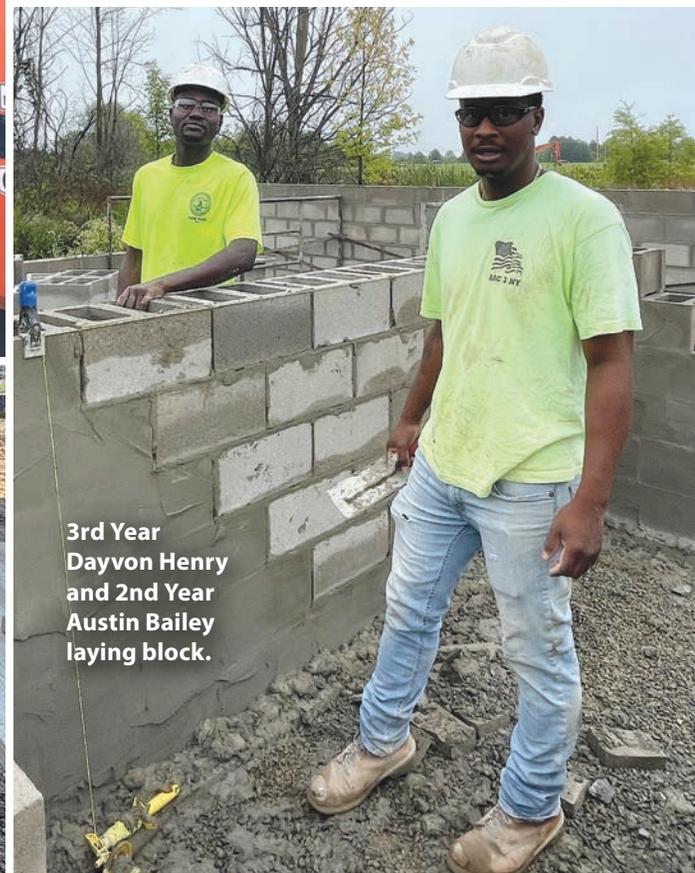
brick apprentice was installing flashing, drip edge and term bar. Jacob worked with the crew setting precast and then filling in wherever they needed him. Now he is at 1010 East Ave with Matt Grace. First year apprentice Chris Garret has been cutting and laying brick, installing flashing, setting precast and granite, and washing down. Over at the Lehigh Station Rd site Nicholas Nitti and Jordan Powell have been making cuts, learning to lay block and striking joints. Demetrius Legno and the concrete crew have been pouring concrete all over the Rochester area, Syracuse, and Ithaca. The Aqueduct Building is being renovated to become the headquarters for Constellation Brands. At that jobsite Joe Zerdoner has been doing some demo, laying brick, and pointing.



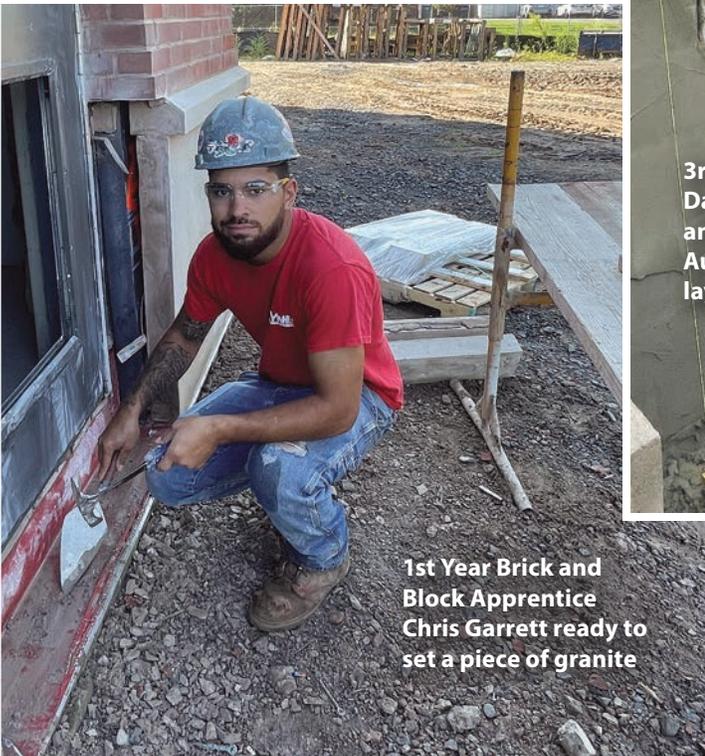
3rd Year Brick and Block apprentice Alex Pavlov



1st Year Apprentice Jackson Tilley and 2nd Year Apprentice Jacob Mantelli



3rd Year Dayvon Henry and 2nd Year Austin Bailey laying block.



1st Year Brick and Block Apprentice Chris Garrett ready to set a piece of granite

Its important for the Union to bring in apprentices and the contractors to utilize them, to build crews that can work together to complete jobs efficiently and safely. When that happens, it is a win for everyone. Keep up the good work everyone and we appreciate the help of our Journey workers on the jobsites sharing your skills with the apprentices.

2022 IUBAC Northeast Regional Apprenti ce Contest

Thank you to the BAC Local 3 NY Apprentices who represented us so well at the IUBAC Northeast Regional Apprenti ce Contest in Philadelphia, PA, in June. It was a tough competition with 75 of the Best Hands in the Business from BAC Locals from New York, Massachusetts, Connecticut, Rhode Island, Delaware, Vermont, Pennsylvania, Virginia, New Jersey, Maryland and Washington, DC., all seeking to place in their respective trades.

Congratulations to Stephen Kocik (St. Tier) and John Fogarty (Rochester) who tied for First Place in the Cement Mason category. They will now go to the International Competition in Boston, MA., this Fall to compete with others from across the USA. Their mockup consisted of an octagon shaped pad they self-poured and finished with using a brick pattern stamp and a set of formed stair treads. Also, with a difficult mockup to execute, AJ Dangler (Rochester) placed a close Second in the Tile Setter trade and he too will now go on to the International. It was an extremely difficult Brick

and Block competition with 31 apprentices working feverishly during a rain downpour. Not to be denied, Lyndsay Brown (Rochester) stayed focused and ended up in Sixth Place which qualified her to also attend the International. Jacob Foster (St. Tier) and Dominick Fink (St. Tier) did a tremendous job also in the Brick and Block competition.

The skill and ability to compete at this level is a true testament to the hard work and dedication of everyone involved in our Apprenti ceshi p Program, from the Apprenti ce Coordinators, the Instructors, the Apprenti ces and all the journey workers who help them each and everyday on the jobsites. Keep up the good work everyone and best of luck to Stephen, John, AJ and Lyndsay at the International Contest.



ORGANIZER'S Report

By Robert Sotir

Greetings BAC Local 3 NY members

I'm writing this report in the middle of August and the workload out there is at full. We've been joined by many new members across the BAC 3 NY jurisdiction along with a couple of new contractors as well. Thank you to the members and the organizing volunteering committee participants for helping with bringing in new members. We continue talking to unorganized masons in the field and after their workday, many of them signing with us recently.

The job of monitoring work sites where masonry work takes place continues especially the job sites where prevailing wage is a requirement trying to prevent wage theft and workers being taken advantage of. Also, part of the duty is participating in informational or hands-on career Fairs and BOCES Programs, Community Job Fairs events, Town Hall and Workforce Development meetings. And here I would like to encourage anyone who may be interested in attending their local community Board Meetings and communicate any information on upcoming projects with us. Just recently we had a Veterans Career Fair at Fort Drum, NY, with potential candidates from all over our jurisdiction and beyond.

Also, during this summer I accepted an invitation to sit on GLOW (Genesee, Livingston, Orleans, Wyoming) counties Workforce Development board and this led to having a display table and a hands-on spot for the "GLOW with your hands" event prior to a Batavia Muck Dogs home game where myself along with Rochester Training Director Rob Miller and volunteers Robert Kelchner and



Tony Cucchiara,
Newly Signed
Contractor
Cucchiara
Construction, Inc

Workforce Development GLOW with your Hands event at Batavia Muckdogs Game



Robert Sotir at Veterans Career Fair, Fort Drum NY



Lindsay Brown participated. It was a good way to introduce young people to our trades and it also was good to participate in a local community event.

We continue advertising through a variety of platforms from where we get leads to connecting with non-union masons and tile workers out there. This time of the year is heavy with on-site visits and informing the unorganized workers on what we are about. If you know of any good non-union workers in any of our covered trades, please get me their contact information and I will reach out to them right away.

I look forward to seeing everyone at the Local and Chapter events. In Solidarity!

M&T Bank Project – Buffalo



One M+T Plaza at 345 Main St is going through an extensive exterior restoration project. This 21-story building was designed by Minoru Yamasaki, who also designed the former World Trade Center Towers in New York City. The old façade is being replaced with green marble and white manufactured panels which is being performed by Manning Squires Hennig Inc. The concrete substrate is being patched by Highland Masonry Restoration and the vapor barrier is being installed by FSR contracting. After the panels are installed Highland Masonry caulks all the panels' joints. In all there is roughly 800 green marble pieces and 2500 white manufactured panels. All the work has been performed while the building is occupied causing restraints on hours being worked and making noise during specified hours. The project is ongoing and will likely be finished January 2023. This project is a testament of the skill, safety and craftsmanship of our BAC 3 NY members. Make sure you check it out the next time you are downtown in Buffalo.



Joe Spanich of FSR Contracting



Foreman Pat Beck, Jeff Singer, and Tom McCulley of MSH at M&T Bank



David Coleman of Highland Restoration at M&T Bank



1st Year Apprentice Ben Restivo and Journeyman Ron Johnson of MSH at M&T Bank

INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS

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2022 CHAPTER MEETINGS

BUFFALO
TRAINING CENTER – 4:30pm
November 17th

ROCHESTER
UNION HALL – 4:30pm
November 10th

SOUTHERN TIER
ITHACA:
TRAINING CENTER – 4:30pm
November 3rd

MEGA
meeting

Saturday
October 8th
10:00am

BUFFALO
training center

Chapter Christmas Parties
4:30 - 7:00
Southern Tier December 1st Rochester December 6th
Buffalo December 15th

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