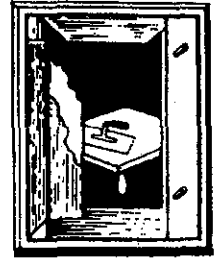


**BRICKLAYERS & ALLIED CRAFTWORKERS**  
**Local No. 3 New York - Buffalo Chapter**  
**Joint Apprenticeship & Training Committee**



1175 William St.  
Buffalo, NY 14206  
Phone: (716) 842-1013 Fax: (716) 842-1059  
[www.baclocal3ny.com](http://www.baclocal3ny.com)

May 15, 2019

RE: BAC Local #3 NY Buffalo Chapter Apprenticeship Program

I am writing to introduce you to the BAC Local #3 NY Buffalo Chapter Apprenticeship Program, and tell you about the exciting opportunities available to your students.

The BAC Local #3 NY Buffalo Chapter Apprenticeship Program is a registered apprenticeship with the New York State Department of Labor. We provide career opportunities and training in Bricklaying, Pointing/Caulking/Cleaning, Tile Setting and Tile Finishing.

I have enclosed an informational packet for you to utilize in your discussions with your students. Please forward the information to any students that you believe would be interested in our apprenticeship program. In addition, we are always willing to discuss the program with any interested students, and would be more than happy to attend any career fair opportunities that your school may have.

If you have any questions, please call me at (716) 604-2940. You may also contact the Apprentice Coordinator, Todd Flynn, at (716) 604-2332.

Sincerely,

Frank Pietrowski  
Vice President  
BAC Local #3 NY Buffalo



**A CAREER IN THE CONSTRUCTION TRADES  
CAN CHANGE YOUR LIFE!**

**BAC Local #3 NY Buffalo Chapter**

**Apprenticeship Program**

**1175 William Street**

**Buffalo, NY 14206**

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**Todd Flynn**  
**Apprenticeship Coordinator**  
**(716) 604-2332**  
**[toddf@bac3ny.com](mailto:toddf@bac3ny.com)**

**Frank Pietrowski**  
**Vice President**  
**(716) 604-2940**  
**[frankp@bac3ny.com](mailto:frankp@bac3ny.com)**



## **Apprenticeship**

There are numerous benefits available to you through a career in the construction trades – and they all BEGIN WITH AN APPRENTICESHIP!

An apprenticeship is a job in which the worker is paid to learn a set of skills through on-the-job training. Unlike an internship – in which the intern works for little or no money and rarely receives formal training – an apprenticeship follows an earn-while-you-learn model and leads to a nationally recognized credential, that recipients can take anywhere in the country.

A career in the trades can offer you many things, but one of the best aspects is that your apprenticeship education is almost entirely free and there is no education-related debt once completed, unlike that of a traditional four-year college/university education.

An apprenticeship is a mixture of classroom instruction and on-the-job training. It is like a college because you will receive advanced instruction from an accredited program, while preparing you for your career. Unlike a college, you will earn while you learn, meaning you will get paid while “on-the-job”.

A typical apprenticeship lasts three to four years. Four years might seem like a long time, but remember you are working and earning a living. Your chosen trade will continue to train you so that you are highly employable.

The BAC Local #3 NY Buffalo Chapter Apprenticeship Program is registered with the New York State Department of Labor.



# Pros of an Apprenticeship

The best way into a construction trade is through an accredited apprenticeship program. Besides the little or no cost education, apprenticeships offer a look into the day-to-day work that you'll be doing in your trade.

- **Learn the trade while you earn a living:** Apprenticeships enable you to start working and earn a decent, living wage while you learn key skills and gain the qualifications that future employers want. As your skills progress, so will your pay. This not only helps out your bank account, but also helps keep you actively engaged in your apprenticeship.
- **Never get bored:** Because your education doesn't end after your apprenticeship, you'll continually have the opportunity to learn new and exciting things and advance your career. That also means your pay scale will most likely increase as well. The more knowledge you have, the better the paycheck.
- **Support:** One of the largest advantages of getting the qualifications you need in your field, while being able to put the skills you learn into practice at the same time, is that someone will always be on-hand to show you how things are done. If you have any questions about techniques, terminology or anything related to the industry, you can instantly ask your mentors, co-workers, or managers. That support doesn't end once you're off the job site, either. You'll be able to work with the men and women in your trade to negotiate contracts with your employers (including pay, benefits, hours, leave, and safety policies).
- **Varied learning, lots of experience:** Apprenticeships offer a varied learning experience. You won't have to spend all of your days studying; most of the time you'll be working in the field. You will also have classroom time, but your days will not be spent staring at four walls and a white board.
- **Confidence:** Being new to any job is stressful and, on your first day, it's hard to feel confident in your skills and abilities. Whether you're on a jobsite or in a classroom, everyone understands that you are there to learn. You can feel confident and ready for your apprenticeship as long as you are prepared to work hard and learn.
- **Good career prospects:** Your apprenticeship will be very rewarding, even if it might seem demanding at times. Once you have finished your apprenticeship, you'll have a world of options open to you. Being able to show that you've got industry experience plus qualifications will give you a huge advantage in your trade.



## Why Join a Union?

### **Because They Work!**

Union members earn better wages and benefits than workers who aren't union members. On average, union workers' wages are 28 percent higher than their nonunion counterparts.

A labor union is an organization that acts as an intermediary between its members and the business that employ them. Labor unions give workers the power to negotiate for more favorable working conditions and other benefits through collective bargaining. The United States has long lagged behind other industrialized nations in Collective Bargaining covered for public and private-sector workers. Yet the right to collectively bargain is essential so that working men and women have the strength to improve their living standards.

### **The Union Difference**

Union members earn better wages and benefits than workers who aren't union members. On average, union workers' wages are 28 percent higher than their nonunion counterparts.

- While only 19 percent of nonunion workers have guaranteed pensions, 78 percent of union workers do.
- More than 84 percent of union workers have jobs that provide health insurance benefits, but only 64 percent of nonunion workers do. Unions help employers create a more stable, productive workforce—where workers have a say in improving their jobs.

Unions help bring workers out of poverty and into the middle class. In fact, in states where workers don't have union rights, workers' incomes are lower.



## **BAC Local #3 NY**

Since its founding in 1865, the International Union of Bricklayers and Allied Craftworkers has actively fought to improve our members' quality of life – on and off the job – through access to fair wages, good benefits, safe working conditions, and solidarity among members.

Today, we represent the most highly skilled trowel trades craftworkers across the United States and Canada including bricklayers, stone and marble masons, cement masons, plasterers, tile setters, terrazzo and mosaic workers, and pointers/cleaners/caulkers. With over a century of protecting the rights of our workers, BAC is the oldest continuous union in North America.

The BAC Local #3 NY Buffalo offers apprenticeship programs in 4 different trades:

### **Bricklayer/Mason:**

- Bricklayers use bricks, concrete blocks, concrete and natural and manmade stones to build walls, walkways, fences and other masonry structures. This is a 4 year apprenticeship program.

### **Pointer/Cleaner/Caulker:**

- Pointer/Cleaner/Caulkers are commonly known as “PCC” or restoration workers. They work on preexisting buildings in need of repair by cutting out and replacing damaged masonry units, repointing with new mortar and replacing caulk and sealers. This is a 4 year apprenticeship program.

### **Tile Setter:**

- Tile Setters set glazed tile, ceramic mosaic, quarry tile, marble and terrazzo on walls, floors, ceilings, drain boards, showers, swimming pools, domes and arches. This is a 4 year apprenticeship program.

### **Tile Finisher:**

- Tile Finishers work on pointing, cleaning and grouting tile and marble and grinding, polishing and grouting terrazzo. This is a 3 year apprenticeship program.



# Occupational Guide

The following descriptions of trades refer to Journeyman Craftsmen. You need not have all of the skills listed for the trade you're interested in. You will be taught these skills once you are accepted into the apprenticeship program. However, you should pay close attention to the needed skills listed to see if you have an interest in that trade. You should also pay attention to the work conditions (heights, chemicals, weather, etc.) to determine if this is a career that you could do for the rest of your life.

## **Bricklayer/Mason:**

Bricklayers lay building materials such as brick, concrete block, glass block, stone and firebrick to construct walls, arches, partitions, furnaces and other structures. Bricklayers work from blueprints, use masons hand tools, wet saws, levels and a variety of other tools. Skills useful in bricklaying are: the ability to take accurate measurements, using hand tools to apply mortar and to cut masonry units to size, math skills, problem solving and developing a "good eye" for plumb and level. Bricklayers often work on scaffolding, sometimes at great heights and in all types of weather extremes.

## **Pointer/Caulker/Cleaner:**

Also known as a PCC or restoration worker. PCC workers commonly work on preexisting buildings in need of repair. Their job tasks include cutting out and replacing damaged masonry units with a hammer and chisel or power saw, grinding out mortar joints and re-pointing with new mortar, removal and replacement of caulking and the application of sealers. Skills useful in PCC work are: measurement skills, ability to match work to existing material, use of power tools, use of mason hand tools to work with mortar and patching materials and caulking skills. PCC workers often work at great heights on "swing stages", much like window washers use. They also handle chemicals on a daily basis and work in all types of weather extremes.

## **Tile Setter:**

Tile Setters work with glazed wall tile, ceramic mosaic, unglazed quarry tile, marble and terrazzo. The Tile Setter typically works indoors on floors, walls and ceilings. A Tile Setter must be able to prepare surfaces to be tiled, perform layout work, float screed and scratch surfaces. They must be able to set all types of tiles on walls, floors, ceilings, drain boards, showers, mantels, swimming pools, domes and arches. Tile Setters must be able to read blueprints, and repair existing installations. Skills useful in tile setting are: measurement skills, ability to recognize and duplicate pattern and work with hand tools; specifically flat trowels and wet saws. They must have the ability to square up a room and be able to lay out a pattern. Tile Setters work on their knees quite often and set much of the tile by eye so an ability to detect imperfections is useful.

## **Finisher- Tile/Marble/Terrazo/Grinder:**

Tile Finishers work on the cleaning and grouting of tile and unloading and unpacking of materials such as sand, cement, tile and lime. Marble Finishers work on pointing, cleaning, and grouting marble. Terrazzo Finishers mix cement and other materials to form the top of the terrazzo surface. Terrazzo Grinders do the grinding, polishing, grouting, and waxing on all terrazzo put down by the Journeymen. All Finishers must remove debris, mop and clean site. Work consists of assisting, helping or supporting the tile, marble and terrazzo Journeyman.



# 2019 Wages

(Erie & Niagara County)

<u>Trade</u>	<u>Wage Rate</u> (Per Hour)	<u>Benefits</u> (Per Hour)
<b>Bricklayer &amp; PCC Journeyman</b>	<b>\$31.49</b>	<b>\$28.54</b>
1 <sup>st</sup> Year Apprentice	\$24.87	\$11.15
2 <sup>nd</sup> Year Apprentice	\$25.39	\$16.63
3 <sup>rd</sup> Year Apprentice	\$27.12	\$20.90
4 <sup>th</sup> Year Apprentice	\$29.63	\$24.40
<b>Tile Setter Journeyman</b>	<b>\$31.97</b>	<b>\$27.56</b>
1st Year Apprentice	\$24.65	\$11.07
2 <sup>nd</sup> Year Apprentice	\$25.12	\$16.55
3 <sup>rd</sup> Year Apprentice	\$26.89	\$20.73
4 <sup>th</sup> Year Apprentice	\$29.93	\$23.65
<b>Tile Finisher Journeyman</b>	<b>\$29.30</b>	<b>\$16.33</b>
1 <sup>st</sup> Year Apprentice	\$18.74	\$8.64
2 <sup>nd</sup> Year Apprentice	\$21.31	\$10.63
3 <sup>rd</sup> Year Apprentice	\$24.13	\$12.37





# Benefit Package

## Health and Welfare Plan Benefits Include:

- Reimbursement of paid medical expenses
- Access to health and dental insurance plans for you and your dependents
- Tuition Reimbursement
- Child Care Reimbursement
- Vacation Reimbursement
- Supplemental Unemployment – for times when you may be laid off
- Supplemental Worker's Compensation
- Supplemental Temporary Disability
- Access to vision insurance for you and your dependents
- Access to group life insurance

## Annuity Plan Benefits:

- Employer contributions to annuity benefit plan (similar to 401K)
- Ability to move money into different investment funds based on retirement goals
- Annuity is a defined contribution

## Pension Plan Benefits:

- Employer contributions to pension benefit plan
- Pension is defined benefit (for life) once vested



## Come Apply!

**Applications:** Available only the first Tuesday of every month from 8:00am – 12:00pm at the BAC Local #3 NY Buffalo Office (1175 William Street, Buffalo, NY 14206).

### **Qualifications:**

- At least 18 years of age
- Must have reliable transportation
- Live within jurisdictional counties of BAC Local #3 NY Buffalo (Erie, Niagara, Orleans, Chautauqua, Cattaraugus or Allegany)
- Be eligible for employment in the U.S.
- Be able to pass a drug test

Once you apply, you will be contacted for an interview (typically held in the fall) with both a union and a contractor representative.

**Training Period:** 160 hours of unpaid classroom training (held in the winter) and 1,250 – 1,500 hours of paid field work training required per year to advance in status and pay rate