



# The Masonry Update

what's happening in the masonry industry in New Jersey

## SPECIAL EDITION:

## BAC/ADC of NJ LOCALS 4 & 5 CONCRETE TRAINING



## BACNJ

### A Message from John Capo, Director

When Kevin Duncan and I had the good fortune to run unopposed for Director and Secretary/Treasurer of the BAC/ADC of NJ one of the first things we evaluated, among many, was our ability to grow the union. We looked at our organizing program and the results over the last several years, and the resources used to achieve those results, and decided there is a better way to grow our union. We felt it was not only a better way, but a way we can have much better control over the results.

What way were we thinking? Our apprentice program. We rededicated our efforts and started to make improvements to our program, which already was doing a good job, but we felt we could do better. We made several changes that will train young men and women to be better apprentices, with the final product being a top talent journey worker. One of these changes, and a part of our trade that the BAC has struggled for years to train properly in pre-job and related training classes, was concrete training. After years of trying to simulate concrete for classroom training and it not working out too well, the Apprentice Training & Education Fund Trustees decided to put our money where our mouth is and purchase our own concrete truck. This now gives us the ability to pour concrete at either apprentice training center, whenever we want and how much we want. We have made arrangements with nearby Redi-Mix plants to load our truck and so far it is working out perfectly.

Anyone who is familiar with concrete and concrete finishing knows there is only one way to train apprentices on concrete, using real concrete. Prior to the purchase of the truck, apprentices typically were sent on projects with little, if any, real concrete experience. This is not a good way for a young apprentice to start off in the craft and is a tough way to ask contractors to employ apprentices on their concrete pours. Over the course of the last several months, pre-job students have had the opportunity to pour concrete several times at each training facility. They have had the opportunity to actually walk in concrete, screed or "pull up" the concrete, use the bull float to close up the surface and then learn to use their hand tools to float, trowel and edge the slab. The results have been fantastic. We now have the ability to let these pre-job students get a better taste of the "cement finisher" craft, and some are starting to lean towards concrete.

The most important part of our apprentice program is to properly train and educate the next generation of craftworkers. Purchasing this concrete truck will go a long way in achieving this. Now when apprentices go on concrete pours they will have had real life concrete experience, which is better for the industry as a whole. We at the BAC/ADC of NJ cannot just claim to have the best training and apprentice program, we need to prove it. Real concrete training will add to the proof.

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**Tom Doherty, Statewide Apprentice Coordinator** - With the purchase of a concrete truck for the apprentice training program, our concrete training is up and running for the pre-job students. So far we have completed 9 classes with the pre-job students in BAC/ADC of NJ Locals 4 & 5.



The students showed an interest in the training on the days we poured. Our Concrete Field Representatives, Ron Green (Local 4) and Lynn Canfield (Local 5), have been taking time out of their busy schedules to work with the students. All students have enjoyed their instruction on placing and finishing concrete, and the associated tools.

Moving forward we will be doing more concrete training with our apprentices when they are back in the training center for related training. We will also offer any journey worker that would like to cross train in concrete the opportunity to participate. Upcoming training schedule dates for concrete training, when available, will be posted on [bacnj.com](http://bacnj.com).



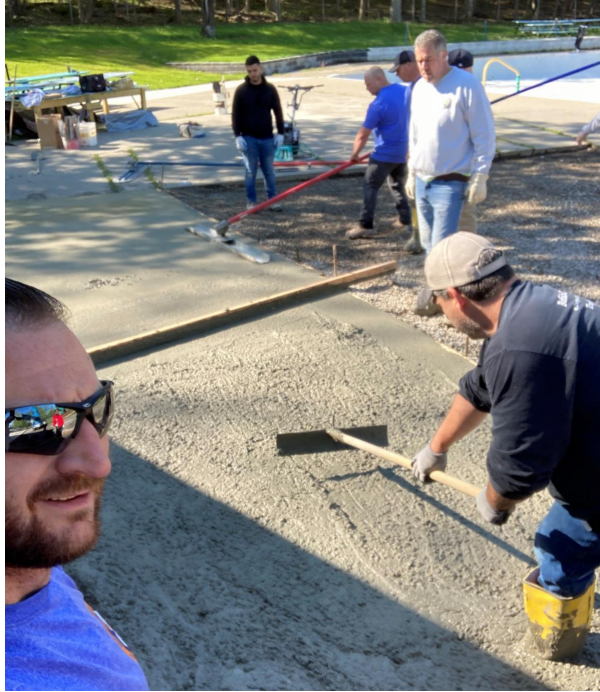
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**Ron Green, Local 4 Field Representative** - With our concrete work being very busy and changing, with new parking garages and restoration of older garages, our need for concrete training has grown. With the purchase of a concrete truck we are now able to have training for concrete weekly instead of once every 3 months. Concrete infills in parking garages, sidewalks and entranceways are providing hours for our apprentices and with training ahead of time we are able to man these jobs better. Concrete work was mostly on the job training, now with our own truck, we are equipped to train to the needs of our concrete contractors.

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**Eric Doherty, Local 4 Apprentice Instructor** - We have been working very hard to educate the apprentices and pre-job students to learn some fundamentals of finishing concrete, both on a smaller setting at our training center and some bigger jobs, such as the charity pour for the Totowa Town Pool. We purchased a 3 yard short load truck for training purposes for both BAC/ADC of NJ Locals 4 & 5 training programs. This makes it a lot easier to show the students how the trucks operate and what to expect when they are out in the field actually finishing concrete. I can honestly say that when I get the opportunity to tell the students we will be finishing concrete their eyes light up and they are very eager to see that new shiny truck in action! I look forward to continuing to train and educate the students moving forward with our new truck, and hopefully to see them working on a concrete job alongside some of our talented concrete finishers, who can further assist them to hone their finishing techniques.





**Lynn Canfield, Local 5 Field Representative** - Throughout the years the BAC/ADC of NJ has struggled with the training of concrete placement and finishing. The BAC has tried many different training curriculums from sand-in-a-box to watching videos, but this did not replicate the real working conditions of concrete placement and finishing. This has left the burden of training to the contractor and journeyman on the job. The BAC has often sent apprentices that have never seen concrete being poured or even knew the texture of the material. This has not only made the contractor and journeyman on the jobs frustrated, but it has also often left our apprentices discouraged, and all involved disappointed.

There were many discussions on how the BAC would have to train the apprentices in this field for the most optimal outcome and the only viable solution would be to train with real concrete. The BAC/ADC of NJ and the Apprentice Training & Education Fund decided to purchase a small concrete truck and start pouring slabs in both Fairfield and Bordentown locations. Although the program is in its infancy, it has been very successful. The new training programs will be integrated with the 12-week program that is already in place. This new training will take some of the burden off the contractor and will help make our apprentices more confident when they are sent into the field.

The decision that the BAC/ADC of NJ and the Apprentice Training & Education Fund made in this new curriculum will not only help in the betterment of the Union but it will also show the contractors that the BAC is dedicated in advancing the quality of the knowledge and workmanship in this field.

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**Ren Engelhardt, Local 5 Apprentice Instructor** - We are very fortunate to have the ability to show our pre-job students different aspects of our trade, to get different tools in their hands and hopefully give them the foundations for a successful masonry career.



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throughout the State of New Jersey**

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