

THE BENCHMARK

VOLUME 2 ISSUE 3
JANUARY/FEBRUARY/MARCH 2016



This Newsletter
is intended for
Members Only

A MESSAGE FROM THE DIRECTOR:

Spring is here, it's time for us to grow

By Ken Kudela



Spring officially arrived in late March, meaning our busy construction season is about to start.

I am sure many of you are ready to get back to work, and while

the temperatures have warmed enough for a few jobs to begin, the majority of our work will start very soon.

The good news heading into the upcoming construction season is that almost every

Local is projecting to have at least as much work secured as last year, if not more. The vast majority of our members should be prepared for a busy year.

While this is certainly good news, it can still present problems for us, especially if we are not able to supply our contractors with enough craftsmen to work on all the projects on the books.

More work means we need to increase membership to ensure we can meet the manpower demand of our contractors.

In order to increase our numbers, all members of the trowel trades must act as part-time organizers. Everyone, even our retired members, can be on the look out to recruit non-union bricklayers and masonry construction workers into our union.

It is imperative to let them know how

our union can improve their lives. Besides providing them with better training, they will work in safer conditions, receive better pay and get better benefits, including healthcare and a pension.

Recruitment though, is not limited to non-union masonry workers. We must all be on the lookout for future apprentices. Every one of us certainly knows some high school-aged children – nieces and nephews, cousins, neighbors or your friend's children – who might be interested in hearing about the career opportunities we can offer.

As you all know, young individuals who are not afraid of hard work can make a great living and take care of their future families. By becoming an apprentice, a young man or woman can earn while they

[See GROW Page 3.](#)

Final silica rule announced at BAC/IMI Training Center

Standing in front of a supportive crowd of union Bricklayers, U.S. Labor Secretary Tom Perez announced the implementation of the long-overdue final silica rule. The new rule is expected to prevent about 600 deaths and thousands of illnesses related to silica exposure each year.

Secretary Perez made the announcement on March 24 at the John J. Flynn BAC/IMI International Training Center in Bowie, Md.

The BAC has taken a leading role in working with community and industry partners, scientists and lawmakers to ensure adoption of the final rule.

“This is a huge step forward for millions of workers in the U.S., including

[See SILICA Page 4.](#)



PHOTO: COURTESY OF THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS
U.S. Secretary of Labor Thomas E. Perez discusses the Silica Final Rule at the International Masonry Institute Training Center in Bowie, Md. on March 24.

By Freddie R. Hubbard, Sr.



Greetings Brothers and Sisters: I hope the mild Ohio-Kentucky winter we had was good to you.

I know in several of our areas, work was very steady and most had employment opportunities. If you are looking for work contact your local Representative.

CHANGE OF ADDRESS



As most have heard, we have moved into our new location in South Amherst, Ohio.

I also hope everyone has received information on the address change and the new phone number.

If not, here it is. The new address is 8497 Leavitt Road, Amherst, OH 44001. The new phone number is 440-986-3000.

After a fiasco with the old phone company and the new service we have in Amherst, I am pleased to say that we have retained our 800 number, which is a service provided for those of you who do not have access to a free long distance provider. That number remains 800-442-0479.

DUES REMINDER



Remember that dues must be submitted by the first of every month, and the Constitution says you can be dropped without notice if you become more than two months in arrears.

POLITICAL REPORT



Now I am sure you are going to read and already have been barraged with politics. And you know from my previous articles that this is my most hated subject.

I choose to write about the worst thing that could happen to us as Union BAC members, and that would be the repeal of the Prevailing Wage in Ohio and Kentucky.

As soon as Matt Bevin was elected Governor of the Commonwealth of

Kentucky, the politicians who are dead against a working man or woman making a living wage that would provide for a decent home, good schools, some time off on the weekend and a future for our children, started attacking the Prevailing Wage laws, claiming it would save the commonwealth money.

I am going to insert some facts that were in a paper titled: "The Economic, Fiscal, and Social Impacts of State Prevailing Wage Laws: Choosing Between the High Road and the Low Road in the Construction Industry."

This study was commissioned by the Illinois Economic Policy Institute, along with an organization called, Smart Cities Prevail.

Here is a direct quote from the study titled, "The Purpose and Consequences of Prevailing Wages."

"The main purpose of prevailing wage laws is to protect local construction labor standards from distortions associated with publicly funded construction. Large infusions of government spending into an area, along with a contract award process that favors the lowest bidder, may attract contractors from areas where construction worker wage rates are lower and where the industry under invests in skills development. Competition between these out-of-area and local contractors may result in the erosion of local compensation standards and the labor market institutions designed to develop and enhance workers' skills and safety.

Prevailing wage laws create a level playing field for all contractors by ensuring that public works expenditures maintain and support local area standards."

The Author goes on to say, "Opponents of prevailing wage laws claim that repealing or weakening the wage policy will save taxpayer dollars, yet 75 percent of recent peer-reviewed studies indicate that construction costs are not affected by prevailing wages.

However, the absence of prevailing wages increases taxpayer burdens by increasing the likelihood that construction workers will earn incomes below the poverty level, become more dependent on public assistance, and will not have health insurance and retirement benefits.

Furthermore, prevailing wages perform an important economic development function by reducing the leakage of construction funds, jobs,

income, and spending from the local economy. Weakening or repealing prevailing wages does not reduce construction costs, but increases poverty and decreases economic activity.

In fact, weakening or repealing state-level prevailing wage laws in the 25 states that currently have strong or average wage policies would have negative economic, fiscal, and social impacts on the U.S. economy."

I think the last two paragraphs give you an idea of how important State Prevailing Wage Laws are to us in the Nation, and especially in Ohio and Kentucky.

Any effort to repeal these laws will only bring a race to the bottom, and we will not have to worry about the effects of So-Called "Right to Work", or much of anything else.

This is a 58-page comprehensive, well-written and taken from economic facts document. If any of you would like to read it, contact me and I will get it to you.

So remember that with the growth of the non-union, we have to use all the tools in our bag to defeat the attack. Every project awarded to a non-union employer takes food out of the mouths of our children. It hurts our pensions and health funds.

Therein lies the reason we must all join together and fight the attack on us that is coming straight from corporate America through the politicians we elect. Let's all help ourselves by not only voting the baloney between our bread, but, also by volunteering to help get the people elected that are concerned about working folks having a future, which only lifts the community and the State and the Country we all live in.

IN CLOSING

I would like to congratulate the Ohio IMI representative, Tom Nagy, on his upcoming retirement. Tom has been a hard worker to get the BAC more employment opportunities by marketing and training the craftworkers of the BAC. I have always respected his tenacity and willingness to do his job for our members.

And he will be missed.

Finally, have a safe and productive spring, and I hope to see you soon. ■

THE IMI UPDATE:

By Tom Nagy



The International Masonry Institute prides itself on being the top resource for masonry information.

While there are many sources available, IMI is considered the “go to” organization for masonry support.

The IMI website’s Masonry Detailing Series, Tool Kits, Technology Briefs, “Ask IMI,” and more, are tremendous tools to foster and promote unionized masonry.

Additionally, face-to-face educational programs for industry professionals are a fantastic avenue to reach these key decision makers.

On Dec. 1, 2 and 3, IMI partnered with the Brick Industry Association to conduct three multi-firm educational events at the Southern Ohio Regional Training Center, BAC Local 9 PA Training Center, and the Northern Ohio Regional Training Center.

More than 200 architects, engineers, facility owners, construction managers, general and mason contractors, materials representatives, and building code officials attended this half-day event that offered not only technical seminars on masonry detailing and



PHOTO: COURTESY OF IMI

Regional design and construction professionals try their hand at bricklaying during the “Masonry Design, Construction, and Troubleshooting” event at the SORTC in Batavia, OH on Dec. 1, 2015. Aided by IMI/BAC certified trainers, these folks gained a new appreciation for the skill involved with masonry installations.

troubleshooting, but also interactive hands-on sessions as well.

The events also qualified for accredited continuing education credits for the participants.

In addition, a contemporary masonry cavity wall mockup was pre-built at each of the respective training centers to reflect what is considered best practice for design and construction.

The benefits to unionized masonry are that we are sharing up-to-date masonry design principles through

technical seminars and mockups, as well as providing practical installation knowledge with the hands-on sessions, and exposing industry professionals to our training protocol and centers.

These professionals are hugely important to our existence – they make day-to-day decisions regarding what materials will be used for the construction of a wide variety of facilities.

The goal, as always, is to continually create work opportunities for the BAC members and contractors. ■

Grow

Continued from Page 1.

learn, which means they will avoid costly and burdensome college debt.

Every non-union member we recruit and every apprentice we add makes our union stronger – one person at a time.

TRAINING REMINDER



Another way you can help us meet the manpower needs of our contractors is by making sure you have the necessary certifications to report to work when the call arrives. Most jobs now require an OSHA 10-hour card, while some require an OSHA 30-hour card.

If you are not current, you should contact your training center to see when the next OSHA safety class will be offered. Some websites even offer OSHA 10 and 30 courses online.

Again, contact the training center for more information.

The same can also be said regarding drug testing. If your drug free card has expired, you need to contact your Local Field Rep. for help scheduling a test.

Do not let either of these matters keep you from reporting for work.

DISTRICT COUNCIL INCENTIVES

Recruiting new members and OSHA training will both be discussed in more detail at your upcoming Local Union Meetings. I would encourage everyone to attend.

Your Local Field Reps. will share all the details about new individual incentives the District Council will be offering related to both safety training and efforts to bring in new members.

CONSTRUCTION STATUS



Finally, I wanted to let everyone know that construction has yet to begin on our new training center and new administrative office in Amherst.

The permitting process delayed the start, but despite this setback, we anticipate breaking ground sometime in April.

I will continue to keep you updated on this process in future editions of the Benchmark. You can also check our website and Facebook page for further updates.

As always, remember to stay safe on the jobsite. ■

Silica

Continued from Page 1.

BAC members who have suffered from silica dust exposure for generations,” BAC President James Boland said. “Many thanks to all our members who helped put a human face on the loss and illness associated with this occupational peril. Together, our Union and the labor movement have and will continue to improve safety and health protections for our workers. Together, we can make workers’ lives better. And together, we will continue the fight to protect this final standard.”

To raise public awareness of the deadly consequences of silica exposure and support the final adoption of OSHA’s proposed silica rule, BAC launched a “Stop Silica from Killing Again” campaign, and its members also testified at OSHA hearings sharing their personal stories on dangers of silica exposure, among many other efforts.

“We will keep fighting to ensure that working people are protected from this avoidable danger,” said BAC Executive Vice President Gerard Scarano.

“More than 80 years ago, Labor Secretary Frances Perkins identified silica dust as a deadly hazard and called on employers to fully protect workers,” said U.S. Secretary of Labor Thomas Perez. “This rule will save lives. It will enable workers to earn a living without sacrificing their health. It builds upon decades of research and a lengthy stakeholder engagement process – including the consideration of thousands of public comments – to finally give workers the kind of protection they deserve and that Frances Perkins had hoped for them.”

President Boland added, “This is why it is so important to have a ‘Collaborator-in-Chief’ in the White House – someone who knows how to get things done. We thank President Obama and his Labor Secretary for making the safety of workers a priority.” ■



PHOTOS: COURTESY OF THE INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS
After announcing the promulgation of the final silica rule on March 24, U.S. Labor Secretary Tom Perez, other government officials and BAC leaders toured the John J. Flynn BAC/IMI International Training Center in Bowie, Md.

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LOCAL 3



Toledo,
Ohio

Don Huss

Spring is finally here and that should bring plenty of work opportunities for the membership.

Rudolph/Libbe has been awarded the new school building at Northwood.

Midwest Contracting has been awarded two schools in the Washington Local District.

Defiance Schools has awarded their new school project to Weigand Construction, which will also start this spring.

The Patrick Henry, Liberty Center and Eastwood School Districts will also have sizable projects this year.

With all of this school work, it is fair to say that it should be a very busy year for the members of Local 3.

SPECIAL THANKS



I would like to give a special thank you to Empire Refractory, Allstates Refractory, The Schaffer Group, **Doug Rogers, Bob Colton** and **Will Rogers**.

This past winter we decided to sponsor a "refractory class," for members of Local 3 and members of the OH-KY ADC.

The three companies listed above came through and donated materials for the class. Doug, Bob and Will also donated their time and came into the school and taught the class.

Without the donations from the companies and the selfless donation of time from these three men, the class would have never been able to happen.

It is my goal that this "refractory" week becomes a permanent part of the apprenticeship class.

Not only do we need to teach our young apprentices all the skills of restoration and new construction, but we also to make sure that we have a readily available and trained work force for the refinery and glass industry in the area.

NEGOTIATIONS UPDATE

Congratulations are in order for **Matt Aberl** and **Dave Shasteen** for being elected

to the Local 3 Negotiating Committee.

The Local 3 Collective Bargaining Agreement is set to expire on June 30. If all goes well, we are hoping to have the agreement settled by early June.

I encourage all members to attend the upcoming monthly meetings to discuss what is felt we need to take to the negotiation table. This is the time to make your voice heard.

DUES REMINDER



This is typically the time of the year that we see the most members dropped for non-payment of dues.

Please take this as a friendly reminder.

If you become three months behind in payment of your dues, you will be automatically dropped from the membership.

If this happens, it can become very costly for you and your family.

Not only do you have to pay a \$70 reinstatement fee, but you can jeopardize your health insurance as well.

The Union health insurance is a privilege and benefit of being a union member.

If you allow your membership to drop, it is possible that the funds office will be notified and your benefits can be suspended.

It would be very unfortunate if this were to happen and an accident happened where you or a family member would need to use your insurance.

Lastly, if you are not a member, most Field Representatives will not refer you to a job site, so letting your membership drop could cost you from getting on a jobsite as well.

Dues can be paid two ways.

Mail them to the new District Council office: 8497 Leavitt Road, Amherst, OH 44001, or by calling them in on a credit card to 1-800-442-0479. ■

LOCAL 5 EAST



Cleveland,
Ohio

Russel Smith

The winter months did not bring the terrible winter we are used to experiencing. And now, the spring months are here at last. When spring time approaches, most

members get very antsy.

The work ending last year that did not start on schedule has actually put us in a great position to start our spring months.

The jobs that started late last year and will continue into late spring and early summer are as follows:

Zavarella Brothers – Salvation Army Temple Corp and Chapel (Cleveland), Salvation Army Eastside Corp (East Cleveland), Emerald Alliance VIII (Cleveland).

Crowe Masonry – Cleveland Heights High School Addition (Cleveland Heights).

Klass – Community Room (Mayfield Heights).

Foti – Metro Health Hospital (Cleveland), ODOT Facility and Garages (Warrensville Heights).

MK Masonry – Marriot Springhill Suites (Independence).

Lallo – Capital Grille (Beachwood), Kollel Jewish Temple (University Heights).

HMH Restoration – W. 25th Lofts (Cleveland).

Renaissance Restoration – Drury Hotel (Downtown Cleveland).

Ram – Leader Building (Downtown Cleveland).

CMJ – Drury Hotel (Downtown Cleveland), Schofield Building (Downtown Cleveland).

New work we expect includes the following:

Zavarella Brothers – Heritage View (Cleveland).

Valentine – Salvation Army (Downtown Cleveland).

LMR – Cedar Extension 1 and 2 (Cleveland).

Cleveland Marble – Capital Grille (Beachwood).

McMahon Masonry – Dave's Supermarket Addition (Cleveland).

SPECIAL THANKS



In March before the Primary Election, we had good participation from our members.

We participated in a BAC phone bank at our Hall after hours; we also participated in a BAC literature drop the following Saturday.

At the literature drop we had 30 guys and gals come out and support our cause. I would like to tell all members that participated, "Thank You."

Participation of our membership always shows that we stand as one.

SEEKING NEW MEMBERS

Once again, the work outlook is plentiful,

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so we will be looking for new members.

New members come in all ages, shapes and colors. The message is that we must all do our part to recruit new members.

We heard statistics that stated “we must add 175 new apprentices each year.” Yes, that is a big number, but that number replenishes the members that we lost over the years and the members that will be retiring each year from now on.

While at the Winter Cluster Convention, the term Millennial Generation was used a lot. The Millennial Generation age group is 19 to 30.

By the year 2025, Millennials will make up a big portion of all work forces.

Another statistic is that the Minority workers will be the Majority workers by the year 2030.

So guys and gals, we must embrace the changes that are coming to our trade, or guess what? We will not be around in 30 years.

Once again, let’s all make an effort to do some recruitment.

REMINDERS



Make sure we keep our dues paid.
Make sure we have an updated drug card.

Make sure your OSHA card is in your wallet or purse.

Missing any of these three items will keep you from working. Make sure they are available.

IN CLOSING

Enjoy the upcoming work. Enjoy the upcoming weather.

Please be safe 24 hours a day, not just the eight hours at work. With warm weather comes more activities, so be safe.

If there is anything I can do for you, please don’t hesitate to call. ■

LOCAL 5 WEST



Cleveland,
Ohio

Vincent Isaac

You’ve probably heard about the massive propane tank explosion alongside the new American Greetings Headquarters

building at Crocker Park.

It was amazing that no one was hurt. It was a tribute to some of the people near the tanks including one of our members, **Rob Carpenter**, that saw the flames before the explosion and began yelling for people to clear the area.

Of course there were a few people that didn’t heed the warnings to get as far away as possible because they wanted to film the incident on their phones.

Some of these brave souls (or depending on your point of view, fools) were knocked on their butts by the concussion of the blast as witnessed by the videos taken by people behind them.

Again, fortunately nobody was hurt.

At the time of this writing, there has not been a determination of what caused the incident.

The lesson to be learned here is that everyone on a job site has to be vigilant to what is going on around them.

Safety is not to be taken for granted. Job safety is a result of everyone doing their part to make sure people don’t get hurt.

There is a reason why radios are not allowed on most jobs. Jobsites are noisy enough by nature and any added noise could result in workers not hearing the calls or alarms to clear an area or be aware of a dangerous situation.

My point is this: Safety is not always easy and effort has to be made to achieve it.

Don’t look at having to take an OSHA class as a burden. Pay attention and get something out of it. Learn about the potential hazards and ways to remedy them.

It could mean the difference between life and death.

On the job, take time to check out the area around you and make sure things like the ladders are secure and tied off, the planks are lapped correctly and in good shape, your scaffolding is braced correctly and safety rails are in place.

These are just a few examples of things to watch for on a jobsite. Don’t be a hero and think that if I take a chance this one time it will be alright and my contractor will appreciate it.

That’s how a lot of accidents happen.

When it comes to safety, don’t become complacent. Speak up and point out issues to your foreman or steward.

Remember a foreman is responsible for your safety and can be held liable if they are negligent.

No one makes enough money to risk being injured or even worse, killed because they weren’t careful or took chances.

I know, over the years, I’ve harped quite a bit about safety. But I want all of you to remember that you have loved ones that depend on you, that care about you, and you owe it to them to come home at night the way you left in the morning.

Here’s another thing to consider that is also important: By helping to keep your contractors from being cited with OSHA violations and keeping their worker’s compensation ratings down due to lack of injuries or deaths, they are more competitive when bidding jobs, which results in more work for you.

WORK OUTLOOK



We are still seeing a lot of jobs out for bid and our contractors have been aggressively going after them.

The bids for the North Olmsted Middle/High School project have been pushed back from early February to June with intentions to break ground by early July instead of early May like we first heard.

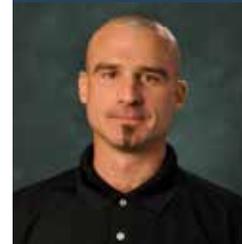
The Lakewood High School addition (Foti) and the North Ridgeville Middle School (Valentine) will be gearing up when the weather breaks.

Once all this work gets going, along with the Cleveland schools coming out for bid, we will be busy.

IN CLOSING

As always, work smart and stay safe. ■

LOCAL 6



Canton,
Ohio

Justin Gartrell

Fellow Brothers, once again another winter is slowly passing us by. Fortunately for most of us, it has been relatively mild. This has allowed several of our members to continue working with only minimal time off.

As for those of you who had some time off this winter, hopefully you were able to enjoy yourself with some wintertime hobbies. Sometimes just having a few weeks off to rest your body, both physically and mentally, can make all the difference in the world when you start back to work

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in the spring.

A good friend of mine, who I often went hunting or fishing with when we were out of work, always said to me at the end of the day, "we might be poor to the wallet, but we are rich to the mind."

I encourage everyone who has a little time off work to do something enjoyable and productive (within your budget).

Then at the end of the day, rather than think doom and gloom about not working, try saying that little phrase to yourself. I assure you that it puts a different perspective on the situation.

What I am trying to stress here is that we are all Bricklayers, we have all faced struggles in our lives, and we have all missed some time. Whether it was due to cold temperatures, rain or just simply no Union work.

We must plan for this. I do not think anyone out there today has been guaranteed 40-hour weeks for the duration of his or her career.

Please establish a budget, and live within its parameters.

WORK STATUS



Enough about the winter. Let's focus on spring.

It looks like work should start early for us this year, so be ready to go when the contractor calls.

We have a couple of nice size projects that are well underway. These jobs should ramp up fast – as soon as the weather breaks.

One of the big projects that we continue to watch unfold in the city of Canton is the Hall of Fame.

I admit that I was a little bit skeptical of this project, but it is building steam. The first phase will wrap up towards the end of July or first part of August just in time for the Hall of Fame Festivities.

The second phase, which will be three times the amount of work, will start around the middle or end of August.

This phase will probably see guys working around the clock to complete in the same amount of time.

All in all, we should have another really good year with high man-hours.

THANK YOU MEMBERSHIP



I would like to thank all of the members of Local 6 who made it out to the February meeting.

As most all of you know, we did vote at that meeting to allocate additional money to our Target Fund.

This fund has been the most effective tool that we have for securing work in our area.

With the increase of work in our area, comes the increase of non-union workers. I assure every member that this will be money well sacrificed.

Remember this, if our members do not work, we do not fund our pensions and our health and welfare.

It is very important that we continue to be proactive in finding ways to keep our members working.

So thank you, again, to **Don Huss** for helping to explain the importance of this Fund, and thank you to all of the members who came out to vote.

THINGS TO REMEMBER



Local 6 will be holding Steward Training Classes. The cost is \$23 which will be applied toward your monthly dues.

Please contact me at 330-454-5900, if you are interested. It is very important that we have responsible Stewards on our jobs, especially the Target Jobs.

This is our only way of tracking hours for the members.

Also, remember that drug testing needs to be done every year.

You will be sent a notice to re-up your drug card about a month before it expires. It is important that you pay attention to these notices when they come in the mail.

If you have never taken a drug test, contact me. I will arrange for you to get it done. Do not miss an opportunity to work because you don't have a current drug card.

Next, a reminder to members working outside of their Home Local: Always fill out a Reciprocal Form.

This is the only way that your fringe benefits will get sent back to your Home Local.

Stewards are responsible for seeing that you have this form filled out. If there is no Steward on the job, call myself or the Agent of the Local in which you are working to get the Reciprocal Form.

Always remember, you are the Steward of your own money. Make sure this gets done. Do not take anything for granted. It is very hard to track down old money.

Do not assume that the Union just magically knows where you are working, or where you have worked. Always keep your pay stubs.

Finally, Union meetings are still held on the third Tuesday of every month at 7:30 p.m.

I cannot stress enough the importance of getting involved and educating yourself on what the Union is really about.

It's always nice to see some new faces at the meetings, so I encourage you to come and join in the camaraderie with your fellow members.

You might actually be surprised at what you learn.

IN CLOSING

Always remember to work hard, work smart and work safe! ■

LOCAL 7 OH



**Akron,
Ohio**

Noah Carmichael

Hello brothers and sisters. I hope everyone is well and getting ready for the upcoming work season.

I know that you all have been inundated with political calls, literature, and questions, but the primary is over in Ohio and that means a little reprieve from some of that stuff.

I will address some political concerns very briefly by saying if you voted, great, and if not, you should seriously consider getting involved.

Even if you stay away from national politics, try to find something that interests you in your own community that will benefit you and your neighbor.

Activism is a very strong form of politics! So, educate yourselves about how to fight for working people's interests.

Alright, enough of the politics for now.

WORK STATUS



Work has slowed a bit in Local 7 this early spring, but should improve as we get closer to summer.

I see a fair amount of projects on the books, and hopefully the two school districts who passed a levy recently (Peninsula and Rootstown) will begin plans to start by late summer.

Looks like the bulk of work getting ready to start for the spring is privately funded, which is sometimes difficult for

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our contractors to obtain.

The Executive Board at Local 7 will make every effort to grab as many work hours as possible for our membership.

As always, for a detailed report of the work for the area, come to the monthly meetings where I report on these projects; or call anytime.

LOCAL 7 NEWS

Keep an eye on the Bricklayers Local 7 Facebook page for updates including info on events coming up this summer.

We are reviewing estimates for a new concrete parking lot, and some exterior building improvements for the Union Hall. Work should begin around April or May. Come and check out the progress soon!

Finally, a special thank you to Brother **John Ferguson**, Brother **Dan Collins**, Brother **Rich Nagy**, Brother **Mike Hull**, Brother **Jack Green** and Brother **Steve Pavkov** for helping out with the meeting room renovations!

DIVERSITY

In 1897, the Bricklayers International Constitution was amended, in order to address prejudice. The amendment was intended "to unite... for mutual protection and benefit all members without condition as to servitude or race."

A noble concept for the time, and one that continuously needs reinforced.

Throughout U.S. history and labor

history the concept of diversity has had to be shored up again, and again.

Why? I believe the plain and simple truth is that we have not done a good enough job as trade unions of changing and challenging old prejudices in order to include all people as members.

Aside from the obvious reason for having an open door policy, (because it is the right thing to do) there are a few other factors to consider.

We need increased membership in order to sustain our apprenticeship programs, pensions and to replenish the contractors and leadership of our organization.

This means it is absolutely crucial to attract a diverse range of members, contractors, and community leaders and bring them into the Bricklayers Union.

The initiative put forth at the 2015 convention by the Bricklayers International Union to build diversity is essential to our survival and growth.

'BAC = Build, Adapt, Change' was the theme of the convention.

Let's BUILD our union and encourage others to join. Let's ADAPT our thinking and approach and be open-minded about trying new organizing techniques to find new members.

It is time to diversify our Locals, from rank and file members, to officers and leaders. CHANGE is a necessary part of nature.

As I look back at some of the old pictures from various Bricklayers' Locals

and conventions, we were not a very multi-cultural group.

It is time to make a sturdy effort to make our union strong through inclusion of all people, regardless of race or gender. I believe our organization has taken the proper steps to do this, but it will be up to all of us to participate.

I thank you all in advance for helping to secure our future.

IN CLOSING

I wish you all a very healthy and prosperous summer.

"Labor cannot stand still. It must not retreat. It must go on, or go under."
— Harry Bridges. ■

LOCAL 8



Youngstown,
Ohio

Brian Collier

Greetings Brothers and Sisters. As I write this article, work has started to pick up a little as our welcomed mild winter subsides.



PHOTO: COURTESY OF LOCAL 8

Group photo from the Stewards Class Local 8 hosted on March 19. Pictured from left to right: Bob Barber, Todd Bussard, Alex Neff, Chris Vetterly, Tim Karabin, Lou Michaels, Brian Collier, Scott Mazon, Bob Ady, Walt Paris, Don Arbogast, Jennifer Graham, Doug Sharps.

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Special thanks to Local 10 and Local 16 members who helped with primary campaigning in Niles on March 5. Pictured are Pablo Benz, Dan Musacchio, Neil Helmick, Bojan Slatinsek, Rich Bacurin, Shawn Roberts, Alex Williams, Ray Henderson and John Setele. Not pictured Dave Dabrowski.

With that said, I've served a 47-year winter sentence in Ohio, and yes, I realize Spring can turn bad for us in the blink of an eye, so I will try to remain optimistic and pray for continued good weather.

PROJECT STATUS



Graycor continues to work at the Warren Coke Battery, which I'm hoping will take our members into early summer. With the recent addition of two more crew members it looks like they are well on schedule.

VIP Restoration has started on the Youngstown City Annex Building, by doing a probe and should start back on the Mahoning County Courthouse soon.

Lencyk Masonry has started back on; the Mahoning County Vocational School; has started renovating the YMCA in Downtown Youngstown; and continues to work on Springfield Fire Station.

St. Thomas Church in Vienna and Dr. Youseff's office in Warren have started back up as well.

Miencorp has built scaffold and has brick on site at Parkman Landing Apartments in Warren.

Youngstown Tile and Terrazzo has done a great job inside and out on the Cafaro Office in Niles and should finish up soon.

LOCAL ELECTION PHONE POLL



As I am sure everybody reading this article has had their fill of the Primary Election, I would like to take this opportunity to say what a

pleasure it was conversing with Cleveland Local 5 members during the course of the election poll done by the staff members of OH-KY ADC.

Each Field Representative was given a list of 184 members to call.

We were given members names outside of our own Locals to help speed up the process knowing that we would probably spend 10 to 20 minutes with our own members.

Only one of the members I spoke with had I ever met face to face.

I would like to say that if you have never made cold calls to folks you do not know, you never know what to expect.

I found that the Local 5 members were honest, decent, respectful red blooded American Union Craft Workers.

Not holding back on their opinions and displaying an interest in the future of our great nation.

Thank you Local 5 for your cooperation and for supporting labor friendly candidates.

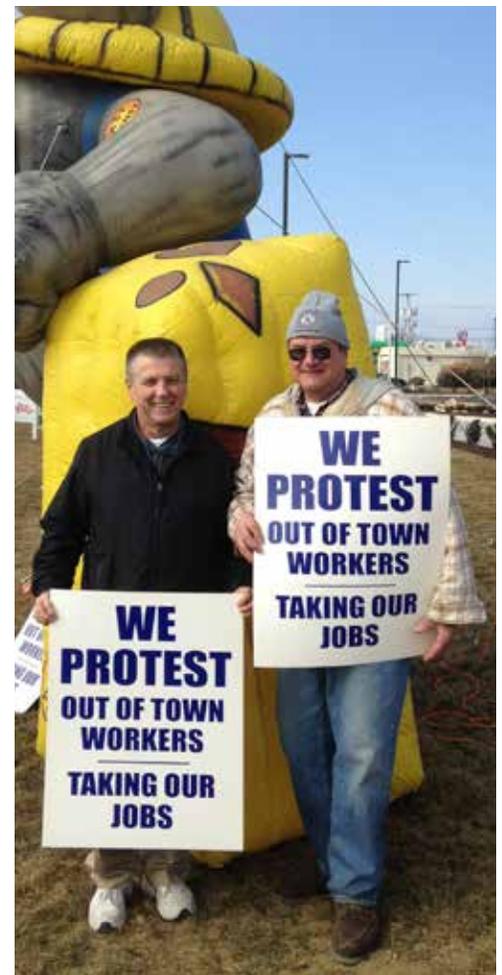
RETIRED DUES



As a reminder to retirees, when you retire, your out-of-pocket dues can be reduced, depending on your status.

Retired with under 40 years of service is \$10 per month. Retired members with over 40 years of service get free dues.

Please make a call to your Local or District Council when you retire.



PHOTOS: COURTESY OF LOCAL 8

Local 8 and IBEW Local 64 protest Out of Town Workers taking local jobs in Boardman, Ohio on a new Chick-fil-A restaurant.

BRICKLAYERS LOCAL REPORTS

TRAINING CLASSES AND UPGRADES



Special thanks to **Director Kudela, Don Mays** and the Local 8 body for letting Local 8 host a Steward Class on March 19 at the Local 66 Operating Engineers Hall in Boardman.

DATES TO REMEMBER



Tentatively, Local 8 will have a Wage Allocation Discussion at our May 12 meeting.

Up for discussion is the Bricklayer contract raises set for June 1. A total of \$1.10 raise depending on allocation.

Also, Tile negotiations are set to start around the first week of April, as the tile contract expires May 31. Wages have not yet been determined.

IN CLOSING

Thank you BAC Members for your Solidarity!

Let us work together to keep a good standard of living and working conditions. ■

LOCALS 9, 10 & 44



**East
Liverpool,
Ohio**

Don Mays

After speaking to many of you over the winter, it seems most of you are looking forward to spring.

I share that attitude as well.

CONDOLENCES



We lost Local 44 Bricklayer, **Marion Francis "Bud" McKenzie**. Bud was 85 years old and a life member. He joined the BAC in April 1947. Bud served in the Navy during the Korean Conflict. Bud and his wife, Mary Jane, were married for 62 years.

Please send your condolences as we do to Mary Jane and the McKenzie family.

WORK UPDATE



Work is looking much better this year compared to last.

If we are successful in our efforts and get a couple of breaks our way, work could be very good.

Local 44 has a couple of nice jobs in Lancaster, and there are a couple of smaller jobs in Cambridge and Newark in the short term as well.

Local 9 has the Belmont County Senior Center project and a smaller project currently working at this writing.

Local 10 will be starting the Best Western veneer soon and the Laborers 809 Hall addition, the Holy Name Church and several smaller projects are looking good at the time of this writing.

SPECIAL MEETING



We are working on several projects to improve our market share.

We fight battles today we did not have to fight in the past, which makes improving market share more difficult than ever.

To that end, we have scheduled a special meeting for Locals 44 Zanesville, 52 Marietta, 9 Bellaire and 10 E. Liverpool/Steubenville, to discuss what we can do to help ourselves.

Some Locals in our District Council are using different tools to improve their market share. I have invited some of them to come to this meeting to speak and let us determine if what they are doing could benefit us.

Consider this old saying: The definition of insanity is doing the same thing over and over and expecting a different result.

This special meeting will be, April 23 at 10 a.m. The location is the Stratton Ohio Senior Center, 103 Alley E, Stratton, Ohio.

If you are a member of 9, 10, 44 or 52, you are invited to this important meeting.

We have a chance to learn about tactics and tools that have proven successful in other areas that we may be able to utilize individually, or even collectively if we choose.

I am sure you are all as frustrated as I am about the attacks on our livelihood, benefits and rights at work.

We have a chance to learn some new ways to fight back. I hope to see all of you there.

You will be receiving a letter in the mail, if you have not already, that includes general directions to the Stratton, Ohio location.

If you have questions, call your Field Representative or me, **Don Mays**, at 330-382-9600. ■

LOCAL 16



**Mentor,
Ohio**

Dave Dabrowski

With Spring arriving, the work outlook in the area for this season looks to be good.

I am waiting on awards for a few projects that had bid out for a Spring start, while other projects are in the bidding stage as I write this.

I am currently working with our contractors with hopes that we can secure some of this work for the Spring months.

Some of the projects in the Local 16 area that are scheduled to begin this season are: The Lakeland Community College Health Technology Building addition and the Lake Health Wellness and Aquatic Center in Mentor.

Also scheduled to bid and start this season are the Willoughby/Eastlake Schools' renovation of four elementary schools and two middle schools, along with a new Longfellow Elementary School and new Eastlake North and Willoughby South high schools.

I will have updates for all projects at the Local 16 Union Meetings on the last Wednesday of every month at 7:30 p.m.

I encourage all Local 16 members, retired and active, to attend the meetings.

ROOM TO GROW

I would like to ask all members, if you know of any person who may be interested in becoming a Union Bricklayer, Stone and Marble Mason, PCC or Cement Finisher in Local 16, please have them contact me.

Whether it is someone looking to become an apprentice or a Bricklayer who is not in our Union, give them the Local 16 office number (440-352-1158) and I will assist them in becoming a Union member.

We are in need of apprentices and journeymen, not only in Local 16, but throughout the District Council.

STEWARD CLASSES



Any member who has a steward card or may be interested in becoming a steward, please fill out the registration form on the OH-KY ADC

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website for a steward class.

Steward classes require a \$23 fee, which will be applied to your monthly dues.

The OH-KY ADC web address is: www.oh-kyadc.com.

If you have any questions, feel free to contact me.

ISSUE 2 IN MENTOR

There is only one political issue that I would like to address at this time, and it is Issue 2 in Mentor.

This was an issue to rezone the property by the Mentor Civic Center for the Lake Health Wellness and Aquatic Facility. This rezoning issue passed overwhelmingly. The project will be all Union, with a substantial amount of masonry and tile.

I would like to thank all the voting members in the City of Mentor who helped with the passage of this issue!

IN CLOSING

I would like to remind you to keep your monthly dues and drug program cards current.

If you are dropped for non-payment of your monthly dues, it is possible that the Funds office will be notified and your benefits could be suspended.

This is an issue that neither you, nor your family members, need to deal with if an accident occurs.

More projects are requiring workers to be part of a drug program. Keeping your drug card current will allow you to start on a project without an obstacle.

With work starting, be safe and observant of your surroundings on the job site. ■

If you are a Bricklayer or Restoration Mechanic, you should be capable of being employed with one of the area contractors. If you are from other areas and wish to work in the local 18 area, please make the call.

The work is here.

WORK STATUS



Speaking of the work load in the Local 18 area, it is looking like this:

Hagerman – at Miami University.

Gunlock – at Yeager Stadium.

Jess Hauer Masonry – at Talawanda School, Summit Park and Fairfield School.

Weisbrod Masonry – at Fairfield (2) Middletown, Lebanon, West Clermont Athletic portion and UC Teachers College.

Jim Hauer Masonry – at West Clermont Auditorium, Kettering Cancer Center in Dayton and GE Evendale.

Flach Bros Masonry – at Fort Wright Elementary, Cincinnati VA Hospital and Mercer Elementary.

The restoration work also looks to be busy this year.

American Facade and ZSR have plenty of work.

Houston Brothers and Hummel are looking to start off with work from last year.

MARK YOUR CALENDAR



This year's Local 18 picnic will be on July 23 at Harvest Home Park in Cheviot.

This is the fourth Saturday of the month. Please make an effort to attend.

The food is always good and union solidarity can always help the soul.

The kids seem to have a good time as well. ■

and become somewhat dormant in the winter season.

It is difficult for me to keep a lot of energy when it is dark when I go to work in the morning and dark when I come home at night.

Spring changes everything. Temperatures are on the rise and the days are giving us more time to soak in the sun's warmth.

This is a season of hope that gives us a boost of energy. It is a great time of year to work in the trowel trades!

WORK OUTLOOK



Work continues to look good in Local 18's area.

We should have everyone working soon and we need to grow our membership numbers to successfully man all the upcoming projects.

That is an exciting position to be in. If any of you know skilled journeymen that might be interested in joining, or reinstating in our union, have them call Brian or me.

The southern area of Local 18 is busy, and looks to stay that way.

Purdy Masonry is working at the University of Kentucky science building.

Parco Construction has a nice masonry project coming up at the Toyota plant in Georgetown.

The tile and terrazzo work is also busy.

Rosa is working at UK. They also have work at Passage Mound School in Lexington, Scott High School, and a terrazzo job at the University of Cincinnati.

Weiffenbach Marble and Tile are loaded with work. They are currently working on two Mercy Hospital additions.

They also have work at Miami University and at a Tallawanda Middle School.

Simmering is working on several terrazzo projects.

T.H. Winston has a project at Memorial Hall.

SHARE CONTACT INFO



Please let us know if you are off work so that we can help you find work.

It is also important that we have a current phone number and address on file.

IN CLOSING

BAC members are individuals who come to work prepared to give our employers a fair day's work for a fair wage, and to work to the highest standards.

Remember to work smart and safe! ■

LOCAL 18 NORTH



Cincinnati,
Ohio

Brian D. Wear

NOW HIRING!

The masonry work in the area of Local 18 OH/KY is booming.

The work load has exceeded the Local's availability for Craftworkers.

LOCAL 18 SOUTH



Cincinnati,
Ohio

Jeff King

Spring is here. Flowers are blooming, the grass has turned green and the trees have awakened from their long winter nap.

Sometimes I feel kind of like the trees

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LOCAL 22



Dayton,
Ohio

Shawn Herzog

Hello Brothers and Sisters. I'm sure all members of Local 22 are thankful for the mild winter that we had this year.

Most Local 22 members were able to fight through what cold weather we had, and make some decent pay checks.

With winter coming to an end, and spring just starting, work in Local 22 jurisdiction looks as promising in 2016 as it did in 2015.

The work outlook going into spring looks good.

Greenville school will be going strong into the summer, along with Bethel school.

Work that will be starting within the next month is looking good as well.

Hagerman has picked up a nice job on the WPAFB and a Hobart Arena job.

PCC masonry has a couple water treatment plants along with Jackson Center School.

Jim Hauer Masonry is getting started on the five-story Kettering hospital addition.

Miami Valley Masonry has just started a fire station, and will be starting a hangar at Dayton International Airport.

Gostomsky Masonry has started on the Miami Valley School Renovation, and the Downtown Main Library.

On the Tile outlook, Wieffenbach marble and tile has a lot of work throughout Dayton and the surrounding Locals.

F&M Tile and Terrazzo will be starting Greenville High School this spring. It is a large terrazzo project.

ADDING MEMBERS

With all of this work, if any members know of anyone that wants to join the Brotherhood and Sisterhood of BAC Local 22, whether it would be an apprentice or a journeyman, have them contact me.

My door is open and my phone is on.

IN CLOSING



I would like to remind everybody that this is an important election year.

I encourage everyone to get out and vote. If you are not registered, please do so.

I look forward to seeing everyone at the union meetings, held on the first Monday of every month, from 8 to 9 p.m.

Finally, I hope everyone has a wonderful spring. ■

LOCAL 36



Cleveland,
Ohio

Dan Zavagno

Hello Brothers and Sisters. Once again we roll into another spring construction season.

The good part is we don't have to wait until the weather breaks because most of you worked right through the winter.

We did have a very mild winter, which helped. Our workload has continued to grow since the small slow down we had around Thanksgiving.

In January, we started looking for extra Tile Setters and Finishers, and we have been able to recruit some new members from the open market and non-unions.

It has been the busiest winter in quite a few years.

When March started, some jobs began to push for overtime.

Take full advantage if the extra hours and money going into your retirement and health and welfare because historically the big wave of work will hit our shores and dry up in the sand.

I will continue to fight to keep our area union-friendly, and you should do the same.

Attend your Local area schoolboard meetings and council meetings, and encourage your board to vote for working class union wages.

T-SHIRTS READY

We have hi-res T-shirts available again

at our union meetings and at the office.

We recently ran out of XL sweatshirts, but still have large and mediums left.

Stop by for yours, and help promote your union.

TIME TO REGISTER

If you have not registered to vote, now is the time to get it done.

Your vote does count, and voting is a right that you should never pass up.

There are far too many people who would cherish your right to have citizenship in the United States and the basics of our democratic form of government.

PAY INCREASE



You should see our pay increase of \$0.85 for Tile Setters and \$0.30 for Finishers on your May paychecks.

If you don't, let us know and I will take care of it.

Also, this is a good time to check the BAC Portal to make sure all of your working hours have been reported.

STEAK ROAST



Set your calendar for June 4, when we host the annual Steak Roast and Vacation Fund Party.

We are also looking for someone to assist our world renowned Chef, Jeremy Slivka, with the cooking this year.

Please let me know if you are interested in helping. ■



PHOTO: COURTESY OF LOCAL 36

President Andrew Yanok swearing Kevin Yanok, his son, into Local 36. We don't just train our new members, we pass down the trade.

BRICKLAYERS LOCAL REPORTS

LOCALS 39 OH, 52 OH & 7 KY



Portsmouth,
Ohio

Ted Linscott

How do you start a letter to the membership of this great organization with regards to my retirement?

What do you say in your last newsletter submission?

But, it is official for me. My last day of work for the OH-KY ADC will be May 27.

It's been a hell of a ride for me, and words can't describe what an honor and privilege it has been to have served the membership for all these years.

My whole life has revolved around my identity as a Field Rep for the Bricklayers, and a Labor Leader.

While my regrets are very few and my pride is immense, I wish I could have done better.

You folks that get up every day, drag your ass out of bed and do what we do deserve nothing but the best.

I have always endeavored to be that. There is no doubt that there are a few that will say otherwise, but any mistake I have made was not from a lack of action, effort or petty personal feelings.

I have done my best to treat the members with respect and to treat everyone the same, regardless.

I still put on work boots every morning. Being a full-time Union Rep is a lot like a card game. You have no control over the cards you are dealt. It's your job to figure out what you have and then play the hand you've got.

Sometimes you play it cool. Sometimes you bluff, bluff your ass off. And sometimes you can play things strong.

The real trick is to try to figure the next play. All the while trying to stay around for the next hand.

But you know you always have to keep an eye out for that "all in" moment that you pray is never necessary.

I now have more than 20 years in the office, and 18 on the wall.

My hands are not as rough as they once were – a computer keyboard,

steering wheel and telephone do not cause callousing.

But my greatest source of pride is the fact that I am a BRICKLAYER, and still consider myself one.

I always will.

No one will mourn my absence, as no one should.

I have all the confidence in the world that the Leadership of our organization will pick the right replacement to fill my position.

Someone with fresh eyes and a renewed spirit and enthusiasm will be good for everyone.

I wish I could say I am leaving the Labor Movement better than I found it, but I can't.

I guess I have to console myself with the truth that it could have been worse.

Thanks for the opportunity to try.

May God Bless You.

IN CLOSING

"Never give the F-Up" — Ted Linscott, 2016. ■

LOCAL 40



Mansfield,
Ohio

Matthew R.
McClester

As Spring begins, some reminders for members so they are ready for work.

Make sure you have OSHA 10-hour training, and make sure you have the original OSHA card received from this training.

Make sure you have a current drug free card.

Our testing is done through Safety Controls Technology (SCT). Their phone number is 216-587-3000. Call them the day you wish to take the test and they will fax paperwork to the facility of your choice. The two most used locations in our Local are WorkAble on 4th Street in Mansfield and the AIMS Clinic off Mifflin Avenue in Ashland.

UNION VERIFICATION

By now, most working members have

had to call about the Union Verification form for Unemployment Compensation.

To accurately complete this form, we need to have your name as stated on the Unemployment application, last four digits on your Social Security Number, Claimant ID (Located on the top of your notice you receive) and your Benefit Year ending Date.

Without this information, the form may be rejected and your compensation held up.

Also, until they get this form processed, which may take several weeks, continue to fill out two employer contacts on your weekly reporting.

WORK STATUS



As is always the case, work cannot get started fast enough.

We have had some smaller projects bidding and some larger projects bidding in the Local Jurisdiction this year.

This is better than last year, when there were very few projects bidding.

However, it looks like a second consecutive year with no school work.

Last year, we had a few schools bid out, but were not successful. This year, we are not aware of any bidding out.

In 2017, there should be several school projects out for bid. It is important to get our members and other building trades members involved in the planning process of these projects.

If we do not speak up for local workers and local residents, "uneducated in construction" school board members will generally turn over everything to the superintendent and construction manager, often to our detriment.

To find out more information on projects in Local, attend our monthly Union Meetings on the second Wednesday of the Month, starting at 7 p.m.

IN CLOSING



I would like to offer a debt of gratitude for two Union Brothers who we lost recently, **Martin**

Gottschling and **James Grove**.

Although I never worked with Martin on the Wall, his craftsmanship was legendary in the Local, as was his love of his Faith. I enjoyed getting to know him through his phone calls to the office over the last several years.

One of the Conditions that contributed to his demise was silicosis, he always was reminding me to tell the guys to use

BRICKLAYERS LOCAL REPORTS

respiratory protection.

It is in our Collective Bargaining Agreement, and we need to hold the Contractors accountable.

I did have the pleasure of working with James Grove. Better known as Grover, he was one of my first stewards and was always willing to help his fellow Bricklayers and had a wonderful sense of humor.

One of the conditions, in my opinion, which led to his demise was untreated depression, which is a reminder to the membership that we have resources available including the MAP (Membership Assistance Program) to help members or their family members in need.

Sometimes a simple phone call and/or reaching out to someone for help can save a life. ■

LOCALS 45 & 55



**Columbus,
Ohio**

Bill Hulet Jr.

Hello fellow BAC members. Hibernation is over and hopefully our members are starting to get back to work.

This year, I am optimistic about the work coming out for bid in the area.

I am hoping that we start getting more contractors to bid in the area, and go after some of the schools and other projects that are coming out for bid this year.

There are jobs that are coming up or have started in Locals 45 and 55 when this comes out.

GOLD CARD

I would like to thank **Thomas Harris** for his 50 years of service in the BAC. Thomas received his 50-year gold card in March 2016.

MOSQUITO PROBLEMS

Spring is in the air. Flowers are blooming, the birds are singing and, along with the lack of winter in the central Ohio area, so are the mosquitos.

With spring comes lots of showers, standing water for the infestation of mosquitos and the diseases that they carry.

The Zika Virus causes birth defects and this is a virus that we need to be vigilant about protecting ourselves against, along with our families.

If you, your spouse, your kids or grand kids are pregnant or trying to get pregnant, make sure that they (and you) read up on the dangers of this virus, along with their spouses.

This virus and the many other viruses that mosquitos carry are dangerous to us, our kids and our pets.

Cover up and/or wear mosquito repellent.

EXPANDING MY INVOLVEMENT

In this position as a Field Rep, I have come to realize that there are many different things that you need to do, other than your normal daily tasks in dealing with the membership and their needs.

This can include political outreach – going door-to-door, or even making phone calls for political candidates when we are needed to help out.

Or, I may go sit in on city council meetings, or have a sit down meeting to explain to politicians that ask what our issues or concerns are.

I also can help with outreach to people in need, or help organize members to use their skills to help out someone in need.

I also can spend time promoting the BAC, along with the bricklaying/trowel trades industry to school age kids, and their parents. We can help them understand if a student is not cut out to go to college, there is always a skilled trade that they can learn and make a good career.

I am getting more involved with some school districts, and have been learning what I can do to help the schools in promoting their programs.

These are just a few areas where I am spending time and energy.

MASONRY SKILLS TEST

On March 12, Fort Hayes Career Center in the Columbus City Schools held a Masonry skills test for the junior and senior high school classes.



PHOTO: COURTESY OF LOCAL 55

High School seniors tackle the Masonry skills competition at the Fort Hayes Career Center. Students from eight Ohio and Pennsylvania schools participated on March 12.

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PHOTO: COURTESY OF LOCAL 55

A group of junior high school students competing various Masonry skills tests on March 12 at the Fort Hayes Career Center in Columbus.

There were eight schools that participated from Ohio and Pennsylvania. There were 17 juniors and 18 seniors that participated.

I was glad to see a female in the junior class and she tied for fifth place.

Local 55 was one of many who helped sponsor the event, along with supplying a few of the judges that previously came through the program for the event.

IN CLOSING

Always remember to help out, teach and share your knowledge of the trade with your fellow apprentices when you are working with them.

They are the future and they will be working to help pay your pension when you retire.

Always be safe and look out for your fellow workers. ■

Recession took a toll on many of our members. During that time, there was little work to speak of and many left the trade and never came back.

Now, things have come full circle and as you drive around you see many places with "Now Hiring" signs in front of many businesses.

This is true for the Bricklayers Union too! Many areas will have a shortage of men this year.

The Ohio Bricklayers (Stoner & Associates) is allowing retirees who have been retired for at least 90 days to return

to work with no penalties to their pensions. (You still must notify the International Pension because their rules are different depending upon your age).

It's a way to add to your pension as well as your health insurance.

We need to add to our membership numbers.

Some people feel that the non-union worker is not as good as the Union worker.

If you have this perception, I want you to drive around to some area worksites. You will see many buildings being built, and not by our members.

You may feel that those people are not as good, but the open shop contractors still get their projects built and sold!

It is our job to welcome any trowel tradesman into our organization, and make them feel welcome, as well as teach them what they may need to know. These are the people who will help keep our pensions and health funds strong going into the future.

We all need to be ambassadors of our Union – to anybody we come in contact with.

We are not a private club with exclusive membership. We need to promote the benefits of being a Union worker to anyone we can.

We all need to be Union organizers if we are going to survive!

IN CLOSING

Work safe. ■

LOCAL 46



Fremont,
Ohio

Steve Shively

Greetings everyone. I hope you all survived the mild winter that we just went through.

The worst part about it was all the political ads and phone calls.

As I've talked about before, the



PHOTO: COURTESY OF LOCAL 46

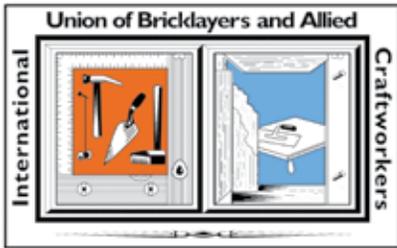
Steve Shively presenting Tom Miller with his gold card and watch.



**Ohio-Kentucky Administrative
District Council**
8497 Leavitt Rd.
Amherst, OH 44001

Phone: 800-442-0479
Email: oadc@oadc.net
www.oh-kyadc.com

We are the B.A.C.
Bricklayers and Allied Craftworkers



IN MEMORIAM

Leon Coberley, 3 OH

Lester St John, 3 OH

Chester Clark, 5 OH

Charles Crowe, 5 OH

Raymond Didonna, 5 OH

Theodore Fahey, 5 OH

Max Kebeiks, 5 OH

Ronald Lang, 5 OH

Bob Lohmier, 5 OH

Jay Stewart, 5 OH

Amos Stokes, 5 OH

John Walker, 5 OH

William Walters, 5 OH

Philip Stanley, 6 OH

Richard Little Sr., 8 OH

Anthony Infantino, 18 OH

Joseph Servizzi, 18 OH

James Warner Sr., 22 OH

John Metro, 36 OH

Daniel Schuh, 36 OH

Gene Lambert, 39 OH

James Grove, 40 OH

Marion McKenzi, 44 OH

Leonard Sines, 45 OH

Frank Capicchioni, 46 OH

John Weaver Jr., 46 OH

John Dipietro, 55 OH

Larry Doan, 55 OH

Hershel Parsley, 55 OH

Gregory Waits, 55 OH

Paul Whitesides Jr., 55 OH

