

THE BENCHMARK

VOLUME 4 ISSUE 1
OCTOBER/NOVEMBER/DECEMBER 2017



This Newsletter
is intended for
Members Only

A MESSAGE FROM THE DIRECTOR:

Thank you for your support

By Ken Kudela



I want to begin by thanking the entire OH-KY ADC membership for your vote of confidence when you cast a ballot to retain our current elected officers.

It is humbling to know that you support the direction of our District Council, the plans we have put together to grow our ranks and agree with our vision for the future.

Over the years, I have learned to never take an election lightly, as membership feedback is important in any union – especially this one.

Secretary-Treasurer **Don Huss**, Executive Board members **Don Mays**, **Shawn Herzog** and **Brian Wear**, and myself will continue to work hard for you, the members.



OH-KY ADC Secretary-Treasurer Don Huss and Director Ken Kudela pause for a photo during the Oct. 21 Open House event at the Northern Training Center.

Over the past decade, we have made significant investments in our training centers and later this year, we will officially open our new District Council office building. These investments ensure our

members and apprentices receive training at two of the nation's elite training centers, while the office building allows for future growth and other opportunities.

[See MESSAGE on page 2.](#)

THE SECRETARY-TREASURER'S MESSAGE

By Don Huss



I would like to start by wishing the entire BAC/OH-KY ADC community happy holidays.

At the time of writing, winter has made its presence known, and after a relatively mild fall season, Mother

Nature has reminded us that she will always win the war.

The District Council election cycle is now complete. I would like to thank the entire membership for electing me to serve as your Secretary-Treasurer.

As I said in my previous Benchmark article, it is my plan to attend as many Local meetings as possible in order to get to know the membership better.

In the New Year, I will be attending monthly meetings of Locals 6, 7 (Kentucky), 22 (Tile), 39, 40 and 46.

Those six Locals will be going through negotiations in the spring and I want to hear from the membership what is important to them and what they want the Negotiating Committee to fight for in negotiations.

Once all of the negotiations are completed, I will then continue to work my way around the state to cover the remaining Locals.

One of the most important things to me, as your Secretary-Treasurer, is

[See SECRETARY on page 3.](#)

THE IMI UPDATE:

By Tom Elliott



I would like to wish everyone a Happy Holiday Season, and I hope this finds you well.

With the winter months here, we need to follow the guidelines established in the TMS 402/602 for cold weather masonry procedures.

The TMS has instructions that break the process down into preparation, construction and protection stages, with the temperature ranges for each well-defined. The specifications we need to follow for the construction phase are in TMS section 602 1.8-C-3.- Construction: These requirements apply to work in progress and are based on ambient air temperature. Do not

heat water or aggregates used in mortar or grout above 140°F.

Comply with the following requirements when the following ambient air temperatures exist:

a. 40°-32°F

- 1.) Heat sand or mixing water to produce mortar temperatures between 40°-120°F at the time of mixing
- 2.) Heat grout materials when the temperature of the materials is below 32°F

b. Below 32°-25°F

- 1.) Heat the sand and the mixing water to produce mortar temperature between 70°-120°F at the time of mixing. Maintain mortar temperature above freezing until used in masonry.
- 2.) Heat grout aggregates and mixing water to produce grout temperature between 70°-120°F at the time of mixing. Maintain

grout temperature above 70°F at the time of grout placement.

c. Below 25°-20°F: Comply with Article 1.8 C.3.b (above) and the following:

- 1.) Heat masonry surfaces under construction to a minimum temperature of 40°F.
- 2.) Use wind breaks or enclosures when the wind velocity exceeds 15 mph.
- 3.) Heat masonry to a minimum temperature of 40°F prior to grouting.

d. Below 20°F: Comply with Article 1.8.C.3.c and the following:

- 1.) Provide an enclosure and auxiliary heat to maintain air temperature above 32°F with the enclosure.

If you have any questions about the specifications above, or any question that relate to any portion of our crafts, do not hesitate to contact me.

Message

Continued from page 1.

Speaking on behalf of Don and the Executive Board, we are excited to see all this hard work pay off and provide our membership with the buildings and tools they truly deserve – facilities as elite as the skills our members possess.

As we embark on this new term, I again want to thank you for the opportunity to serve each and every one of you. It is an honor and a privilege to continue to lead our roughly 5,000 members, who are part of 19 Locals in two states.

NEW ORGANIZING PLAN

In the midst of all that is going on, we recently implemented a new organizing plan designed to grow our membership and help meet our contractors' demand for skilled BAC workers.

Noah Carmichael, Local 7 Field Representative, was appointed to be our District Council Lead Organizer.

One of his first actions was to form an organizing steering committee, made up of rank and file members. This new steering committee is tasked with developing a plan to educate our members on the need to organize and how organizing plays an important role in the labor movement.

This program is being led by rank and file members because you are on the front line where Organizing takes place. On jobsites and events where you live, speaking in small groups or one-on-one, our members are the best examples of what this union has to offer.

This will involve offering COMET training to members at various Locals to help with Organizing efforts within each Local.

This also involves letting your Field Reps. know when you see non-union masonry contractors working on jobsites. Tell us what jobsite and if possible, the contractor.

Should you happen to talk with any

of these non-union masonry workers, tell them about all the benefits of joining our great union.

While we are hoping everyone helps, if you want to be more involved, I urge you to contact your Local Field Rep. for more information.

IN CLOSING

Based on our current forecasts, the upcoming 2018 construction season should be another good year for our entire District Council and members. Throughout Ohio and Kentucky, projects are lined up that will keep most members busy once the weather turns.

With your hard work, training and skills, we can make this another great year.

On behalf of the OH-KY ADC, our officers, Executive Board and staff, I hope all our members and their families have an enjoyable holiday season.

Here's hoping 2018 brings you and your family good health, happiness, prosperity and many blessings. ■

Stay Connected to the OH-KY ADC:



www.oh-kyadc.com



www.facebook.com/oh.ky.adc/



@BAC_OHKY

Secretary

Continued from page 1.

to get feedback from the membership. I will be notifying your Field Rep. when I am coming to your meeting with the hopes they will let you know when I will be attending.

With that being said, if you have a problem or need to talk to me about anything, my phone is always on. I can be reached in the office at 440-986-3000, or on my cell phone 419-779-1220.

TRAINING REMINDER



I would also like to remind the membership to take advantage of any journeyman upgrade classes that are available. The winter months are the perfect time to get these trainings.

Whether it is a cross-craft training, steward training or OSHA training, all of those classes will make you more

employable as a BAC member.

I recently had a conversation with a PCC apprentice who wanted to know what he can do in the winter months since his trade typically shuts down during the season.

My only suggestion to him (and all BAC members) is to get experience in other crafts that we cover. This will make him more employable as a craftsman and if there are openings in a certain field, then the Field Rep. could possibly place them on that job.

Be sure to check the website www.oh-kyadc.com or call the training center closest to you for a schedule.

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 automatically be 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 benefit can be suspended.

It would be 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 keep you from getting on a jobsite as well.

Dues can be paid several ways. Mail them to the District Council office: 8497 Leavitt Road, Amherst, OH 44001; by calling them in on a credit card to 1-800-442-0479; or by paying dues online at www.oh-kyadc.com. ■

BRICKLAYERS LOCAL REPORTS

LOCAL 3



Toledo,
Ohio

Matt Aberl

wall is anchored to the block wall, along with the installation of flashing, term bar, weeps and the hook and eye.

The students enjoyed installing the material themselves. I would like to thank **Tom Elliott, Keith Fisher, Emilio Valentin, Seth Gaghen, Ian Rivera, John Sattler, Brian Breneman, Don Huss** and all the others who helped make this event such a success.

Your dedication to your Union is very much appreciated.

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

Not only will you then have to pay the reinstatement fee, but you jeopardize your health insurance and other benefits.

We know life can get busy. Dues can be paid in several easy ways: Mail them to the District Council office at 8497 Leavitt Road, Amherst, OH 44001, or pay them on a credit card by calling 1-800-442-0479.

MUCH APPRECIATION



Unlike the past couple of winters, this one looks like it could be long and cold. However, please keep in touch about any job possibilities that may pop up this winter.

In November, we held a hands-on demonstration with the engineering students from the University of Toledo. We had two panels set up to show them the structural design of a block wall and how durawall, vertical rebar and horizontal rebar placed in the bond beam and control joint.

The other panel was to show how a brick

DUES REMINDER



You know the drill: Paying your dues is an important part of membership. If you fail to pay your dues, you are subject to a reinstatement fee.

Your dues are important, as they go toward funding supportive services and benefits for you and your family, now and in the future.

This includes your health insurance, access to legal representation, work opportunities and pension.

SHARE CONTACT INFO



If you had any changes in phone number, address, marital status, etc., please let me know by calling 419-478-1818.

It is important that I have updated information so that I can help you as efficiently as possible.

I currently have a number of documents marked return to sender, so if you think your information may not be up to date, or you think you should have received something, please call as soon as possible.

BRICKLAYERS LOCAL REPORTS



PHOTOS: COURTESY OF LOCAL 3

Engineering students from the University of Toledo attend a hands-on demonstration of various structural designs and the installation of various masonry materials.

MEETING REMINDER



As always, I look forward to seeing you at our regular meetings on the second Thursday of every month at 7:30 p.m. Not only will your attendance keep you updated on matters of business, but it is your opportunity to voice your opinions and concerns.

Meetings are also a great time to meet your fellow members and make new friends.

IN CLOSING

“The story of the labor movement needs to be taught in every school in this land... America is a living testimonial to what free men and women, organized in free democratic trade unions, can do to make a better life. We ought to be proud of it.”

– Hubert Humphrey. ■

LOCAL 5 EAST



Cleveland,
Ohio

Dave Dabrowski

I hope you and your families have a safe and happy holiday season!

With the holiday season comes

the seasonal freezing temperatures, which have slowed down the work in Local 5 for the time being.

There are some projects that have winter protection and will try to continue throughout the winter months.

The work outlook for 2018 looks to be favorable, as we see some of the upcoming scheduled projects start to move toward the construction phase.

The Warrensville Heights School District was rewarded with state funding for a new elementary school, which will start this year, thanks to other districts in the state not being able to pass their school levies.

The North Royalton School District is planning to start construction on a new elementary school and an addition to their high school, thanks to the passage of their levy last November. Hammond is the construction manager at risk for their projects.

The Euclid High School addition looks to get started this year with Hammond as the construction manager at risk on this project, also.

The Cleveland Metropolitan School District plans on breaking ground in April on the new John F. Kennedy High School with Higley as the construction manager at risk.

Tri-C West Campus will have the addition to their Advanced Automotive Tech Center moving, thanks to the passage of Issue 61 last November.

We will have updates for these projects, along with all others for 2018, at our monthly Local 5 Union meetings on the third Wednesday of each month.

STEWARD CLASS

For anyone wishing to take the steward class, we will announce the date and location in The Labor Citizen in the upcoming months, and also at Local 5 meetings.

Please call the Local 5 office if you are interested.

UNEMPLOYMENT REMINDER



Remember, you must call the Local 5 office for a verification form to be sent to the Unemployment Office whenever you start a new claim or reopen a claim.

This must be sent right after you start or reopen the claim.

DUES REMINDER



I would like to take the time to remind all members to continue to keep your monthly dues current.

If you are dropped, you will not have health and welfare coverage.

All monthly dues are paid to the District Council. All reinstatements are to be done at the Local 5 office.

Make sure your drug free cards are up to date, also.

More and more projects are requiring workers to show proof that they are part of a drug testing program.

IN CLOSING

Please continue to work safe and be aware of your surroundings on job sites. ■

BRICKLAYERS LOCAL REPORTS

LOCAL 5 WEST



Cleveland,
Ohio

Jairo Cabrera

And like that, the year 2017 comes to an end leaving us with the most successful, busiest year that I have ever experienced in the trade.

With the thought of next season and what's to come, I would like to take the time to say thank you to all my Brothers and Sisters for such a successful season, with no major casualties on the jobs.

Keeping in mind that we are all working for the same common goal, I would like to say God Bless to all our fallen Brothers and Sisters that have passed away this year. You will not be forgotten.

I would also like to say thank you to all of our contractors – from new construction to restoration to refractory – thank you.

Although I have not had the pleasure of meeting everyone yet in person, I will continue my efforts of making it out to see everyone in 2018.

As we're focusing our efforts on setting goals for next season, rest assured that our contractors are already setting their sights on the upcoming projects.

We have close to 13 different school packages coming out between Lorain, Medina and Cuyahoga counties. This includes Westlake middle school coming out for bid; Amherst schools Pre-K to 3rd grade school, Elyria School District K-4th grade school, pre-K-8th School and two 5th-8th grade middle schools.

There are still more projects that are continuing throughout the winter months, and more coming out (it seems) every day.

This is why we are projecting another busy year in 2018. These projects will bring large amount of work and tax revenue for all these areas.

THERE IS HELP

Let me talk about another important matter.

We all have someone in our life that struggles with personal issues – from family issues, addiction or depression.

Whatever it may be, I would like you to know that we have a system put in place to provide helpful support.

MAP is a member assistant program that is also available to family and friends at no cost, just call 1-888-880-8222. Please pass this information along if you know anyone struggling.

JOBSITE REMINDER



Remember if you're on a job working with just journeyman, and no apprentice or steward, please give us a call so we can place an apprentice or a steward on the job.

They will be our future, so we need to help them out as much as possible.

Also, don't forget to pay your union dues.

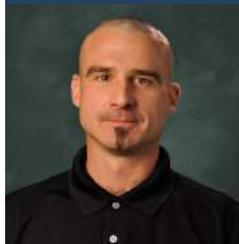
All contractors are working with us to make sure that if your dues are not paid up, you will be off the job.

It your own responsibility to pay your monthly dues.

IN CLOSING

Congratulations to all the board members on your recent election. ■

LOCAL 6



Canton,
Ohio

Justin Gartrell

Fellow BAC Members, hopefully this newsletter finds everyone in good health and spirits, eager to start the New Year.

I hope everyone in the trade has capitalized on the extremely busy year we had in 2017.

Many of our members were working six and even seven days a week for much of the year.

Although the busy work schedules make it challenging to keep up with things

on the home front, it should make life a little more comfortable financially, going into the winter months.

Hopefully the weather will still be cooperating with us when this newsletter reaches you, but if it's not, I'm sure many are looking forward to having some time off to rest their bodies and enjoy some of the winter activities.

NEW MEMBERS

I would like to say welcome and thank you to all of the new members who have joined over the past year.

You have helped to make our Union and contractors stronger by joining our team.

I hope all of you find it to be a good fit for your lifestyle and stick with us.

Should any one of you out there have questions or concerns about the Union, please feel free to call me. I will do my very best to address any issues that arise.

I want all of our members to feel as though they're part of an organization that is here to help them and their families.

HEALTH AND WELFARE UPDATE



Local 6 received its renewal rates for 2018. We will have an average increase of 3 percent, depending on which option you have selected.

We were told that the 3 percent increase is due to ACA taxes and fees, not past claims.

That being said, I would encourage all of the plan participants to take advantage of the Preventive Care Checkups that are offered with our coverage.

Our plan provides 100 percent coverage for preventive care, as long as you're using a network doctor.

There really shouldn't be any shame in going to the doctor for a checkup. I feel this is probably the best way we can combat the rising costs of health insurance (being proactive and catching issues before they become major medical claims).

The more money we can save on health insurance, the more we can put on our checks.

If anyone has questions about the insurance, please feel free to call me at the office or you can give **Paula** a call at our Fund Office, 330-492-4422.

BRICKLAYERS LOCAL REPORTS

REMINDERS



I would ask that everyone who is reading this article, please take a moment to check the status of your dues payments.

If you're not sure if you are current, pick up the phone and call me.

You can pay your dues by calling 440-986-3000.

Please do not let yourself get dropped. It will only cost you additional money. You cannot work for a Signatory Contractor as a non-member.

IN CLOSING

Always be aware of what is going on around you while you're working. Accidents always happen when we least expect it.

I wish 2018 to be blessed and prosperous for all of our Members and contractors. ■

LOCAL 7 OH



Akron,
Ohio

Noah Carmichael

Hello Brothers and Sisters. It is now the holiday season and we are getting out the heavy coats and winter hats.

All and all, it has been a pretty good year for work. I hope everyone has enough time in this year to be able to enjoy some time with their families over the holidays without too much worry or strife.

I know the winter months can sometimes be tough, but stay strong Brothers and Sisters.

It looks like work will be good again after the winter thaw.

ORGANIZING PUSH

As many of you already know, I was recently appointed to be the lead organizer for the OH-KY ADC.

This is in addition to my duties as Local 7 Field Representative, and while it will be challenging to juggle both responsibilities,

I am looking forward to throwing myself into this work.

In addition to me being the lead organizer, we have formed an organizing steering committee, and an organizing council comprised of mostly rank and file working members.

The council met in November, and the response and interaction that we received from the group was enthusiastic and uplifting!

Rest assured we are developing a plan to educate our own members to better understand the labor movement, and the need to organize.

After that, the plan is to take the message everywhere we go, and organize as many members and contractors as possible.

I will put out more comprehensive details about the organizing council and our initiatives as soon as we get a little further along.

I can tell you that I am excited to be doing this type of work!

TRAINING REMINDER



Please take the time this cold season to take advantage of any classes that are offered by the Training Center.

I would also encourage everyone to enroll in the COMET training courses. This is the first step in membership outreach, education and organizing.

IN CLOSING

In closing I would like to wish everyone a very happy holiday season and a great New Year! ■

LOCAL 7 KY



Ashland,
Kentucky

Richard "Willie"
Moon

Once again Brothers and Sisters, autumn has come and gone, and the winter weather has set in.

But some masonry projects are still pushing into the winter months.

ARC is still performing work at the Marathon Control room and they also have started the AEP sub-station building in Louisa.

KCS is still at the Blue Grass Army Depot and will have work continuing into the spring of 2018.

Central Masonry has finished up at Summit Jr. High and Paul Blazer High, and is continuing to bid other projects in the area.

Grishaber & Sons has finished up at the Pikeville medical center in Pikeville, Ky. and is looking into some other projects to bid.

Refractory has been fair in the area.

JT Thorpe & Sons finished their turnaround at Air Products, and Apache finished up as well at Marathon and is back to the maintenance work for the plant.

They had RC Refractory at Calgon Carbon for a few weeks on the hearths.

I was recently handed a "National Construction Agreement" contract, signed by RCL Chemical Conversion LLC through the Tri-State Building Trades, for a gas conversion plant in Floyd County, Ky.

The plant will be built in three construction phases at \$300 million per phase, so in the coming months we should see the full scope of this project.

RESIDENTIAL RATES

As some of you may have heard, we have been talking about re-doing the Residential rates so we can get back into the residential market.

By the time you are reading this article we should have it finalized and ready to go. If any members have any questions on how to become a residential contractor, please call or come by the Union Hall.

SHARE WORK STATUS

I would like to remind everyone to contact the Union Hall when you are out of work, so we can have members placed on projects that become available.

We will make sure all drug cards and background checks are up to date as well.

IN CLOSING

I would like to wish a Merry Christmas and a Happy New Year to you and your family. ■

BRICKLAYERS LOCAL REPORTS

LOCAL 8



Youngstown,
Ohio

Brian Collier

Greetings Brothers and Sisters: This year has been the best working year since I started serving Local 8 and the District Council as a Field Representative in 2014.

It has also been one of the best years since I joined the union in 1988.

As we move into winter, we are starting to experience some layoffs, but work continues to be decent considering the time of year.

PROJECT STATUS



DeSalvo Construction still has a good size crew on the Champion K-8 School.

Lencyk Masonry still has work left on Champion Christian Church, and a few jobs to start in the near future.

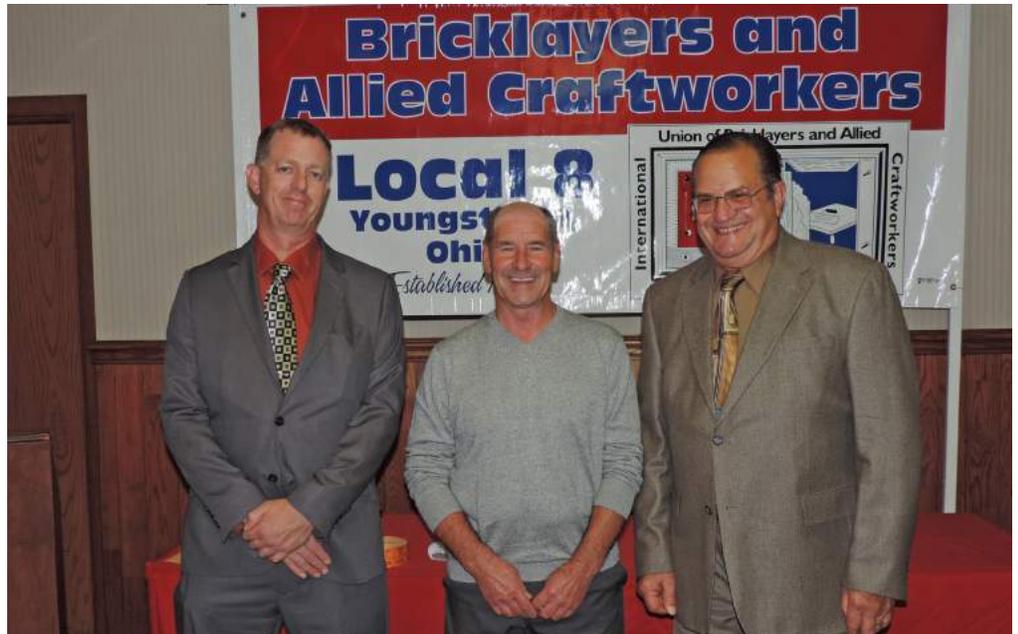
Tiffany Plaza in Boardman, the Boardman Fire Station, Mount Carmel Social Hall, Ohio Star Forge, BP in Austintown and Arconic are complete.

Tervo Masonry has started the brick veneer at Enclave on the YSU Campus.

HMH Restoration is still working on Saint Columba Cathedral in Youngstown.



Local 8 Banquet at the Serbian Hall in Youngstown.



Local 8 Banquet, 40-year BAC Award given to John Demidovich, standing between Field Representative Brian Collier (left) and President Lee Kurtz (right).



John Demidovich Sr., Tim James, and John Olson volunteer to lay brick on an old church building slated to be the new Idora Community Center in Youngstown.



Thank you again Stephen Lenhart and Lee Kurtz for help on Ellsworth Park. Photo shows Lee Kurtz, Eagle Scout Candidate Dylan Smith and Brian Collier.

PHOTOS: COURTESY OF LOCAL 8

BRICKLAYERS LOCAL REPORTS

Mike Coates Construction has finished the brick veneer on the new shooting range at the Air Base in Vienna.

Youngstown Tile and Terrazzo restored the granite steps in front of St. Columba Cathedral and has Champion, Lake, Lakeview and Streetsboro Schools.

WE NEED YOUR HELP

2017 was a good year for Local 8, adding new apprentices and journey worker members to our roster.

Our current total membership has increased to about 287 over the last few months, but that number is also down from the 305 members we had when I started as Field Representative in 2014.

Based on these numbers I would like to encourage Local 8 members as well as all OH-KY ADC members to participate in "Organizing," or seeking and recruiting new members and new contractors to join us.

We could have easily put more skilled people to work this year, which ultimately would have helped with things like our fringe funds and market share.

I would hate to see our contractors turning work down, especially considering the recession we have put behind us.

Our District Council is constantly changing and seeking new ideas to help meet the demand for more skilled members.

One recent change is the addition of new Organizing Committees to each Local.

I'd like to thank Local 8 members **Don McMurdy** and **Tyler Hanks** for being gracious enough to join the new committee and volunteering their personal time to help out.

This brings me to my point. I believe that if each of you as members could help out, maybe even do as little as one thing a year to help with our cause, it would benefit all of us.

It could be as simple as attending a union meeting or volunteering to help with our organizing campaign.

We always have strength in numbers. Our cause is a united cause, thus we are a Labor Union.

MEETING REMINDER



Local 8 meetings are held the second Thursday of each month in the same building as the office, but in the meeting room on the third

floor. The address is 5211 Mahoning Ave. in Austintown, starting at 8 p.m.

IN CLOSING

Thank you, loyal BAC members. We can't do it without you. ■



We have now moved forward from the recent District Council Elections, so I wanted to thank all of you that honored Team Kudela, and myself, with your votes of support.

I am personally very humbled by the support I received. So again, thank you.

WINTER WORK



It has been some time since we have had this much work, and this much work in the winter.

I am hopeful the weather lets us take advantage of the opportunities.



Local 52 Apprentice Alex Fox working at Ohio University Peden Stadium project.

The East to South East part of Ohio has had a good year and this has provided the opportunity for us to reach out to non-union Bricklayers, as well as increase our apprenticeship rosters.

We welcomed three new apprentices in Local 52, **Alex Fox**, **Sebastian Drawdy**, and **Tyzer Smith**.

We have three new apprentices in Local 10, **Garrett Mays**, **Matthew Johnson**, and **Brent Smith**.

I am interviewing in Local 9 and Local 44, as the opportunity presents.

We have been able to start adding some journeymen to our membership in the last couple of months.

Welcome to **Randy North** (52), **Herb Hebron** (10), **Steve Glendenning** (9), **Brian Cline** (9), **Dan Faulkner** (10) and transfer **Ted Trzaskoma** (10).

Many of you know a few good non-union trade persons. We would like to meet with them and share what the opportunities we have to offer them.

Your involvement is often the difference in us getting to meet with them. Ask me about incentives for introducing them to us and the membership organizing participation efforts underway.

RESIDENTIAL WORK

We are focusing more than we used to on the residential market.



PHOTOS: COURTESY OF LOCAL 52
Local 52 member Steve Bolin working at Ohio University Peden Stadium project.

BRICKLAYERS LOCAL REPORTS

To respond to a request from several of our smaller and new contractors, we have reworked the residential agreement and the wage package to give us a more competitive edge in that market.

Those of you who know some non-union contractors, as well, may benefit from this agreement. We again need your assistance in introducing us or referring us.

Your Local meetings are a great place to get more information.

LOCAL OFFICERS

Local 10 recently held local officer nominations. There were no contested offices.

The new local officers are, **Don Mays** – President, **Ryan Mays** – Vice-President, **David Cunningham** – Financial/Recording Secretary, **Taylor Mays** – Sargent at Arms.

After the local 10 meeting on Dec. 6, we had wings and pizza.

IN CLOSING

The New Year is starting off the right way. Let's work together to make sure.

To get the date, time and location of your meetings or to learn how you can help us in the efforts to grow this great union, call me, **Don Mays**, at 330-382-9600 (office) or 330-571-5289 (mobile).

You are more valuable and your voice is more important than many of you may realize. ■

LOCAL 16



**Mentor,
Ohio**
Dan Musacchio

Brothers and Sisters, first and foremost I hope you all enjoyed a safe and joyous holiday season.

Looking back on the past year, it's been a roller coaster ride.

We had a heated National Election, a state-wide District Council Election, a District Convention, a multi-state apprentice competition, a public open house for

the new Administration Building, the first apprentice class to train in the new Northern Training Center, the largest first-year class we have ever had – made up of 127 new apprentices – and more hours worked than we have seen in some time.

An incredible year, to say the least.

It's exciting to be a part of an organization that's moving forward and has no signs of slowing down.

NEW ORGANIZING COUNCIL



We have seen the establishment of a District Organizing Council, who have been tasked with some very challenging objectives and have some lofty goals set for the District.

This Council is looking for interested members who want to make a difference in their organization, who want to take some ownership in organizing new members to secure the pensions they are counting on.

The turnout has been great so far, but there's always room for more dedicated individuals.

This is a great opportunity for those who want to get involved, but don't know where to begin.

This is the ground floor of what I feel will be the pivot point in our organization.

Don't be a spectator. Help move the labor movement.

COMET TRAINING



There will be a COMET class held at the North Central Regional Training Center on Jan. 6, starting at 8 a.m.

Contact me as soon as possible for registration information.

OFFICER NOMINATIONS

November's meeting was dedicated to the nomination of local officers.

The results were as follows:

President - **Danny Musacchio**, Vice President - **Alex Dimitroff**, Financial Secretary - **Rich Bacurin**, Recording Secretary - **Mike Dodge**, Sergeant at Arms - **Ray Henderson**.

Negotiating Committee: **Danny Musacchio** - Committee Seat 1 and **Mike Dodge** - Committee Seat 2.

All offices were uncontested and the Election Committee declared the nominees

dually elected for another term per the Local Constitution.

Thanks go out to **Jolene Taggart** (Election Committee Chairperson), **Ben Howell** (Committee Seat 1) and **Dan Fertig** (Committee Seat 2).

Thank you all for your help in our electoral process.

MEETING TIME CHANGE



Beginning Jan. 31, 2018, in an effort to make meetings more accessible and bolster participation, a motion was made and unanimously passed by the body to change the meeting time from 7:30 p.m. to 5:30 p.m.

This will be on a six-month trial basis, and if it works for the membership, we will take the necessary steps to amend the Constitution.

Taking into consideration that most members will be coming straight from work, food and refreshments will be provided monthly.

IN CLOSING

"Time is a created thing. To say, 'I don't have time,' is like saying, 'I don't want to.'" – Lao Tzu. ■

LOCAL 18 NORTH



**Cincinnati,
Ohio**

Brian D. Wear

Greetings fellow members, I hope this issue of the Benchmark finds you well.

Winter is here, along with a New Year of work opportunities.

There have been a few events that will affect Local 18 in this upcoming year.

One of the major changes is the insurance rates and the deductibles.

At this time, the deductibles on the Ohio Bricklayers Health and Welfare have increased. All of you were mailed a letter to that effect in October.

The plan trustees will be addressing

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the future increase to the monthly premiums in February.

The projected increase is not available, but any increase is a cost to the working member. I can tell you it will be larger than any one of us would care to incur.

The trustees have tried to put off an increase but some things are inevitable.

WORK STATUS



There is an upcoming job on the #4 furnace at AK Steel Middletown.

This is expected to run 2, 10-hour shifts, with 20 bricklayers per shift.

This should start in the middle part of May and run for three months.

The best part about this project is the wage scale of 100 percent wages and fringes.

Yes, the 90 percent scale is gone at AK steel. The last bit of work was done over the summer on the few shut downs that we worked.

This is good news for all of the union crafts that work there. The plant is typically hot and dirty, with long shifts.

CONTRACTOR CHANGE

Another change that is going to affect Local 18, is Weisbrod Masonry.

After many years of Nick Weisbrod at the helm, Nick has decided to pass the torch so to speak.

The new company is Combs & Weisbrod Masonry. Nick was a great asset to Local 18 as a stable employer and a contributing trustee on our Health and Welfare plan and the pension.

While there will be some downsizing, this change is the best-case scenario for the Local.

Both Rob Combs and Matt Weisbrod know the Cincinnati masonry market, our man power and what it takes to keep people employed.

As with some of the larger companies that went out of business or retired in the past, it can be crippling to the membership and the Local.

I am confident in the new owners, and the manpower they employ.

The members of the BAC will continue to work hard for their dollar, as well as the contractor paying them.

LOCAL ELECTION



As many of you know, Local 18 held an election for the Executive Board and the delegates of the Local.

I would like to take this time to thank **Tim McGrath** for his years of service to Local 18.

Tim held the Recording Secretary's position, negotiating committee and the Grievance Board on many occasions.

Tim has always carried the voice of the tile setters and finishers with him. It was something we all respected and the membership needed.

Someone looking out for the other crafts besides just the Bricklayers as he would say. I am proud to have Tim as a leader of the Local and Local 18 should be proud to have him as well.

The new officers of Local 18 are as follows, **Brian Wear**, President; **Jeff King**, Vice President; **Dennis McGrath**, Secretary-Treasurer; **Brian Speed**, Recording Secretary; and **Steve Gregg**, Sargent at Arms.

I would like to welcome **Jeff King** to the Executive Board. His role as Field Representative has given him great experience, and I look forward to having him on our Executive Board.

MEETING REMINDER



As reminder, Local 18 holds its union meetings on the third Monday of each month

at 6:30 p.m.

There has been an uptick in the attendance, and I appreciate everyone taking the time from their busy schedule to drop by. ■

LOCAL 18 SOUTH



Cincinnati,
Ohio

Jeff King

As we usher out fall and come into another winter, I hope that good health and good work opportunities follow you as we start 2018.

Work was good in Local 18's area this past year, and the forecast looks promising heading into next year.

We are hoping for a mild winter, allowing ongoing projects to stay on schedule with our members making good time during months that can often be challenging.

TRAINING UPDATES



January is going to be a busy month at the Southern Regional Training Center, including the following:

- COMET Class: Jan. 6 (Construction



PHOTO: COURTESY OF LOCAL 18

Local 18 Field Reps. Jeff King and Brian Wear, honor 75-year member Cliff Faeth, along with retired OH-KY ADC Sec.-Treas. Freddie Hubbard.

BRICKLAYERS LOCAL REPORTS

Organizing Membership Education Training).

- First Aid and CPR training: Jan. 15 and 19.
- OSHA 30-hour Class: Jan.16 – 19.

The center will also be hosting a Gauged Porcelain Training and a Steward Training class with the dates to be determined.

There will also be a pre-apprenticeship sometime in March.

The Southern Regional Training Center is a state-of-the-art facility where our apprentices are trained by International Masonry Institute certified instructors to become the best craft workers in their chosen field of masonry.

I cannot say enough good things about the apprenticeship program, the instructors: **Jeff Garnett** and **Mark White**, and most importantly, the apprentices themselves.

I am proud to say that they play a critically important role in the success of this union. Our future looks bright!

We have one of the largest apprenticeship classes that I can remember. The size of the apprentice classes is something to be happy about, but it is the quality of these apprentices that gives me great hope for our continued success.

These apprentices are taking an active role in our Local, attending meetings and volunteering to serve.

They even provided the food for November's meeting!

Thank you!

HELPING OUR COMMUNITIES

There are a lot of great people who do much to help out in the communities where they live.

Often times, the volunteer work of these members goes unnoticed.

Whether it is building a baseball dugout at a local park, or working on a Veterans Memorial, or fixing a sign at a local house of worship, this service work is humbly performed without drawing any attention to the good deeds.

Perhaps we need to publicize these acts of kindness to help break down the negative stereotypes of unions.

YOU WILL BE MISSED

Local 18 recently lost **Mike Hauer**. Mike was a 54-year member and

President of Jess Hauer Masonry. Our sympathy goes out to his family.

IN CLOSING

May your year be safe and healthy! ■



It has been another decent year for Local 22 and its members, but we all know what winter means for the Bricklayers of Local 22.

Hopefully with the work that is going on, and the work that is just starting, our contractors will be able to winterize these projects to keep us getting some hours through these winter months.

Looking to the future, spring also looks to be busy. There are a lot of projects coming out for bid.

Local 22 Tile and Terrazzo members have had another good year, and have stayed very busy, as contractors continue to pick up more work.

We have been able to pick up a couple new tile members in 2017. With the help of our members and our contractors, I would hope to pick up a few new apprentices on the tile side in 2018.

As a reminder to all members, continue to mentor and teach our new apprentices on the jobsite.

They are the future of this union. We must grow our union every year in order to survive.

CONDOLENCES



The Local 22 Executive Board and members would like to send our condolences to the families of **Norman Rudnicki** and **Anthony Marino**, for the loss of their loved ones.

May our thoughts and prayers be with them.

CONGRATULATIONS



Local 22 would like to congratulate Brother **Dale Herzog** on his recent full retirement, and thank him for the dedication toward our membership for so many years.



Congratulations to Dale Herzog on your retirement.



Life members from left to right, Larry Niswonger, Norman Danes and John Groff.

PHOTOS: COURTESY OF LOCAL 22

BRICKLAYERS LOCAL REPORTS

Local 22 also would like to congratulate Life Members **Larry Niswonger**, **Norman Danes** and **John Groff**, for their years of service to Local 22 and the International Union of Bricklayers and Allied Craftworkers.

LOCAL 36



Cleveland,
Ohio

Matt Neeson

Hello Brothers and Sisters, another year is here and gone.

I want to take this time to thank all of you for what you do.

We all know this is a difficult field to be in, but as professionals, we move forward and handle our business.

The work we put out is the best around, and you all deserve a round of applause.

I thank you, the members and the contractors. Most of all, I'm sure your families are just as thankful.

I hope you had a Merry Christmas and are ready for a Happy New Year in 2018.

Thank you again to all of our members who have attended a meeting within the last year and to our retirees.

TRAINING CENTER



It's nice to see our new Northern Training Center up and running. Soon we will have all the training and upgrade classes available right here in Ohio.

DISTRICT COUNCIL ELECTION



For those of you who may not have heard by now, the Kudela slate won the election and all is well at the District Council level.

Congratulations to **Ken Kudela**, **Don Huss**, **Don Mays**, **Brian Wear** and **Shawn Herzog**.

Now we can all move on into 2018 and get things done!

DUES REMINDER



Don't forget to keep your dues paid up. It's easier to stay current then pay late fees and reinstatement fees.

ORGANIZING COMMITTEE

As we move into 2018, we will be setting up an Organizing Committee using our own members.

This committee will come up with new and innovative ideas to help grow our Union.

We all know we need more members and contractors to keep us all busy. There are a lot of different avenues to get to where we need to be.

All help is welcome. Together we will be a strong union and grow Local 36 into a well-oiled machine.

CHRISTMAS PARTY



Our Christmas party was a great success with over half of our members showing up – 85 to be exact.

It was the biggest of all my time in the union. It was great to see everyone connecting with each other on a non-work basis.

Once again, **Jeremy Slivka**, made an incredible feast for us all to enjoy and nothing was left.

Great job Jeremy!

I would also like to thank Local 36's Executive Board and staff for all that is needed to keep Local 36 rolling and a viable asset to the trade.

It takes a lot more than what is seen. Thank you and have a great holiday season.

CONTRACTOR APPRECIATION

I also want to thank all of our contractors for getting the jobs and keeping us all busy.

It takes a lot of time and energy to keep all of our members working with today's safety issues and all that is involved with General Contractors, this is no easy task.

It takes special people to do this, and not want all of the money.

These contractors care that we have insurance, a pension and all other benefits that are offered to us.

Please take the time to tell your contractor how much we appreciate them.

WORKERS' MEMORIAL EVENT



Lastly, Workers' Memorial Day will be approaching, and we will be getting some baseball tickets to the Indians game again.

First come, first serve, so let us know if you're interested. Last year was a great time. ■

LOCALS 39 & 45



Portsmouth,
Ohio

Heath "Luke"
Henry

Greetings Brothers and Sisters, I hope each of you had a Merry Christmas and I wish all of you a Happy, Healthy and Prosperous New Year.

WORK STATUS



Looking back, 2017 was a decent year for us. I think we all stayed busy for most of the year.

Miami Trace High School should be wrapping up soon.

Flour just finished the Coke Wharf at Suncoke, a nice project with some overtime, which is always nice just before Christmas.

We continue to do maintenance work at Suncoke with Flour and Fosbel. As the coke batteries age, they seem to be requiring more attention, which is good for us.

We completed several nice projects in 2017, and I think 2018 will be at least as busy, and has the potential to be even busier.

TRAINING OPPORTUNITIES



With work slowing down for the winter months, it is a great time to take advantage of the many training opportunities that we have.

If you need to update your OSHA 10, OSHA 30, or if you would be interested in OSHA 510 or OSHA 500, these classes are available through the LEAD program at no cost to you.

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IMI also offers a wide range of Journeyman Upgrade Training, Cross Craft Training and Safety Training that is also free to any BAC member.

We have two first class training facilities right here in Ohio, and the International also has a training center in Bowie, Md.

Please get in contact with me if you are interested in any type of training, and we will get you signed up.

BAC MEMBER PORTAL



I know most of you have heard of the BAC member portal, but many of you have not set up your account yet.

The portal allows you to check your work history, your IU pension hours, your IU annuity balance and it gives you access to the BAC Job Network. You can also designate or change beneficiary information.

This portal is a great way for you to keep up to date with all your information.

You can set up your account by going to the BAC Member Portal, click on create an account and fill out the form. You will need an active email address and your IU number.

When you have completed the form, the IU will send you a confirmation email. Once you click on that confirmation, you will be able to access your account.

Once you open your account, you can download the BAC Mobile App, which makes it easy to access your account from your phone.

If you have any trouble, please feel free to give me a call or catch me at a union meeting and we will get this set up for you.

THANK-YOU LETTER

Local 39 member **Charlie Cooper** recently had an illness and asked that I would include a thank-you letter in The Benchmark to all of the members who helped him during his ordeal.

Hello Brothers and Sisters:

I would like to thank all the members of BAC Local 39 and BAC Local 7 KY for your donations and get well wishes. You guys sure made this ordeal a lot easier on my family and I. It's truly a blessing to be a member of this great organization and to know that when you're down, that so many of your Brothers and Sisters have your back. My family and I wish you all good health

and prosperity.

*Thanks again Brothers and Sisters,
Charlie Cooper*

IN MEMORY OF



Local 39 member **Brian N. Bradford** lost his life in a tragic accident on Oct. 21.

Brian was a very skilled craftsman who loved this trade. He was proud to be a BAC member and always tried to support its efforts.

Brian joined us at the Labor Day parade this year, and he was so excited to be a part of it.

He enjoyed giving to people, and I will never forget the way he smiled every time he would give a handful of candy to a child, or a bottle of water to an elderly person.

He loved to make people smile and would help anyone that he could.

Our thoughts and prayers go out to his wife Mindy, his children Courtney, Hannah, Emma and Elijah, and all his family and friends.

IN CLOSING

Please come out and support our Local meetings this winter.

Local 39 meets on the first Tuesday of the month at 7:30 p.m.

Local 45 meets on the second Monday, at 7 p.m.

If you need help with anything, please feel free to call me anytime at 740-624-6027. ■

jobsites having a fair amount of winter work.

As we get later into winter, we will get a better idea of how work is going to get started in the spring of 2018.

TRAVEL REMINDERS



With members who travel outside the Local for employment, there are several things to remember.

First, it is a requirement of the I.U. Constitution for a member working in another Local's jurisdiction to notify that Local, usually through a jobsite steward or Local Field Rep.

Failure to do so may result in charges and a fine.

Second, we have had several issues with reciprocity.

Always make sure to fill out a reciprocal form and make several copies.

I would suggest you submit one copy to the jobsite steward, one copy to the Field Rep. in the Local where you are working and submit one copy to your home Field Rep. that they can submit to the funds office.

You can never submit too many reciprocal forms. It helps to have a paper trail through your home Local.

And then make sure you keep track of your own hours daily, by jobsite and contractor, and then follow up with the funds office after the 15th of each month to make sure the correct number of hours were submitted.

Remember it takes some extra time for hours to be reciprocated when working in another Local.

But keep following up until you make sure the hours are in your Local home funds.

This is your money. You work hard, so make sure it is getting paid back to you.

Field Reps. can help you track down hours if you have good records, but the member needs to keep track of their hours worked, so we can help you when needed.

IN CLOSING

As we have always done in the past, if anyone knows of a member in need through no fault of their own, especially at this time of year, notify the Local Field Rep. or a Local Officer, and we will make sure they have what they need. ■

LOCAL 40



**Mansfield,
Ohio**

**Matthew R.
McClester**

Work in Local 40 has been steady and decent this past year, and there was enough work in the bordering Locals to keep those who wanted to work busy.

Jobs are starting to slow down heading into the winter, but we still have a majority of our members employed, with some

BRICKLAYERS LOCAL REPORTS

LOCALS 44 & 55



Columbus,
Ohio

Bill Hulet Jr.

Hello fellow BAC members, 'tis the season of giving, looking back at what you accomplished over the past year and to make new resolutions for the upcoming year.

It is also the season for colds, flu, pneumonia, bronchitis and a host of other viruses that can put you down for a couple of days to several weeks.

As we age, our body's immune system weakens, and you are more prone for illnesses.

Make sure you take care of yourself and watch for the signs of getting sick. Don't wait on taking care of the illness as it progresses.

Eating healthy and getting exercise, especially in the winter time, can help strengthen your immune system. Even if the only exercise you can get is walking, it all helps your body a little bit.

A simple cold, or the flu, if not taken care of, can move into a more serious problem like bronchitis or pneumonia. A couple of days of being sick can turn into weeks or even months of being laid up in bed or even worse, the hospital.

Take care of yourself, so you can enjoy the time that you spend with your loved ones this holiday season.

CAREER FAIR SUCCESS

The Construction Trades Career Fair at Fort Hayes Career Center was a bigger success and better turnout than it was the first year.

We had people of all ages come through and do hands-on demonstrations of spreading mortar and laying brick.

A lot of the kids really liked the interactivity they had with our two apprentices, **Charles Brown** and **Ruben Salas-Pinon**, both first-year apprentices of Local 55.

SHARE YOUR KNOWLEDGE

If you get a chance to work with any of our BAC apprentices, please take the time to mentor them and give them guidance as they go through their apprentice program.

Also, mentor the new members and help them understand the way our union works and that we are here to help each other out, to do the best job that we can.

Don't take offense if someone points out something you missed, we are all in this together to help turn out a top-quality job.

STRONGER TOGETHER



I would like to see more members at our regular meetings.

I strongly emphasize the United We Stand, Divided We Fall, and that it is all of our jobs to help support, promote and live United for a better life, wages and prosperity!

We need to come together in promoting, supporting and growing our unions.

We all have a stake in seeing our union thrive and grow.

Part of being a union member is to come to the Local meetings and show your support for the Local Union.

Get involved in the union and have discussions on the issues going around the job sites, political or just what is happening around our communities.

Another part of that is to talk to other people about what the building trades

unions are and how we differ from other unions (service, automotive and government industries).

Point out our differences like the fact we do not get paid if we do not work, or how we pay for our apprenticeship training through the members and that no funding comes from any outside sources or government agencies.

TRAINING REMINDER



Local 55 will be holding a Comet Class on Jan. 20 at our Union Hall.

This is something that you should take to get further understanding on what we are trying to do to help grow our union and for you to get involved.

Contact **Bill Hulet** at 330-323-0818, to get the application and to pay the registration fee of \$23.

When you show up and complete the class, the fee is put toward your union dues. Lunch will be provided.

SEEKING VOLUNTEERS

I will be looking for volunteers this spring for a service project to help build a couple of walls for the Lendon area community garden on Cleveland Avenue.

The work will consist of eight-inch block with brick veneer on both sides and a stone cap.



PHOTOS: COURTESY OF LOCALS 44 & 55

Our hands-on demonstration at the Construction Trades Career Fair at the Fort Hayes Career Center was a popular stop for several people who attended.

BRICKLAYERS LOCAL REPORTS

We will be assisted by the Fort Hayes masonry class and they are asking that we mentor the students in this joint project.

This will be good in looking to see if we can help the students better understand what we are about, and to also see who we can bring into our union as apprentices.

This would be good for both active members and retired members.

Let's help and start giving back to the communities that are around us.

SHARE WORK STATUS



There is quite a bit of work coming up for the New Year, so keep in touch with your Field Rep. If you get laid off, we can let you know when the work is starting and who has the work.

MARK YOUR CALENDAR



Local 55 meetings are held on the first Monday of the month, unless that Monday is a holiday, then it is held on the following Tuesday.

Meetings start at 7:30 p.m. at 3005 Lamb Ave.

The retiree's luncheon is held on the last Wednesday of the month. It usually starts around 11 a.m.

All retirees are welcome. Lunch is \$6 a person.

IN CLOSING

Wishing every Fraternal Brother and Sister a very happy and safe holiday season. ■

LOCAL 46



Fremont,
Ohio

Tim Linder

Brothers and Sisters: I hope you all had a wonderful holiday season!

We had wet, but decent temperatures this fall. As I write this, it is a warm 55 degrees, but of course, a cold snap is fast approaching.

APPRENTICE SUCCESS



Recently, two of our apprentices were selected to represent Local 46 in the Local Apprenticeship Contest that was held in October.

I would like to personally congratulate second-year apprentice, **John Weininger**, for his first-place finish.

John earned a spot to compete at the national level in Las Vegas, Nev. in January. Best of luck to John!

Also representing Local 46 was **Mike Roberts**, first-year apprentice.

If you see these two on a jobsite, or out locally, be sure to congratulate them both.

SERVICE AWARDS



I would also like to congratulate two of our members who recently reached their 50 years of service with the union: **Jack Peters**, November 2017 and **James Agerter**, December 2017.

EXECUTIVE BOARD ELECTIONS



In October, Local 46 carried out its annual E-board elections.

The E-board committee will remain the same with **Tim Linder**, president; **Mike Shanahan**, vice president; **Greg Weaver**, secretary; and **Jorge Perez**, sergeant at arms.

GREAT ATTENDANCE



The attendance for our November meeting was extraordinary.

Our members must have caught wind that we were going to raffle off five holiday turkeys.

All kidding aside, I was pleased with our attendance numbers and hope that we can continue to have the same participation at future meetings.

ORGANIZING PUSH

Many of you did the COMET Class a while back.

Beginning in 2018, all Locals are going to start doing this again.

It is necessary that we all take part in this. Why? Organizing.

We need to organize to gain new members, to show people the positive attributes of the union and the positive affect union

membership could have on someone who might be interested in joining the union.

Negativity in our representation will only defeat us.

The New Year needs to be a time for growth, a time to strengthen what we have lost.

We need your involvement as much as possible, so we all have the opportunity to enjoy the benefits we have earned when our time is up.

REMINDERS



If you get laid off and need to file for unemployment, you must contact me at the Hall immediately so that I can fax the required information to the Ohio Department of Jobs and Family Services (ODJFS).

Monthly dues must be current in order for your unemployment to be approved.

Also, if you have any change in contact information (address, phone, etc.), contact me.

For those of you working outside of your Local, it is your responsibility to get with that Local's field representative to fill out the necessary reciprocity forms for your health and welfare and retirement benefits.

Many of you know that hours are very important to keep up with to maintain your health insurance.

Words of advice: Keep track of your own hours daily!



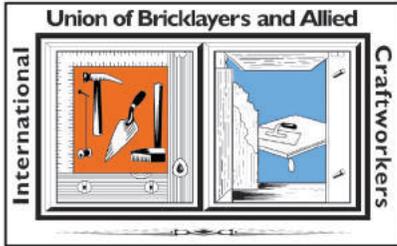
PHOTO: COURTESY OF LOCALS 46
John Weininger, Second-year apprentice finished in first-place at the Local Apprenticeship Competition.



Ohio-Kentucky Administrative District Council
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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



REPORTS

This way, you can see if you are being shorted on your fringes. This is very important.

Next, if you are off due to weather or lack of work, I encourage you to take advantage of the many classes that are available to you to advance your skills (OSHA, steward training, grout certification, caulking, etc).

Additional training will only benefit you and the contractor(s) you are working for.

Also, make sure you stay current on your drug free workplace card so we can place you on these jobs that require them.

WORK OUTLOOK



The outlook for this spring will be busy, with Fostoria City Schools and Sandusky City Schools starting.

Fremont City Schools will start in 2019 and will last approximately two years.

We have had many contractors working in our area.

Contractors that had the most hours were: Coon Restoration and Sealants at

Perry's monument; Mosser Construction, Inc. at the Seneca County Court House in Tiffin; and Studer Obringer, Inc. at the Findlay Hotel and Norwalk Fire Station.

Spartan Construction Co. has recently started on the new Terra Village in Fremont. This is mostly a foundation with elevator shafts and stairwells, with a brick veneer.

CONTRACT NEGOTIATIONS



In May 2018, our Collective Bargaining Agreement (CBA) will expire and I am asking all of you for your input.

Even though this is a negotiated CBA with our contractors, your input will provide me with the necessary tools to negotiate items that you, the members, feel are important to you.

IN CLOSING

Let's start off the New Year with a fresh start.

I wish you and your family happy holidays and safe travels this holiday season. Don't drink, or text, and drive! ■

IN MEMORIAM

Alfred Cappelletty, Local 3 OH
Raymond Hall, Local 3 OH
Robert Anderson, Local 5 OH
Robert Arnold, Local 5 OH
Dean Lamb, Local 5 OH
Charles Mlinarcik, Local 5 OH
Gary Pigman, Local 5 OH
Severino Romanin, Local 5 OH
John Schobak, Local 5 OH
Charles Schulz Jr., Local 5 OH
Edward Surman, Local 5 OH
Jack Turle, Local 5 OH
John Carbon, Local 8 OH
Hugh Potter, Local 8 OH
Marvin Austin, Local 18 OH
Michael Hauer, Local 18 OH
Gottfried Loch, Local 18 OH
James Murray, Local 18 OH
William Yochman, Local 18 OH
Joseph Delbalso, Local 36 OH
Michael Haddock, Local 36 OH
Brian Bradford, Local 39 OH
Harold Bennett, Local 55 OH
Robert Denney, Local 55 OH
Roy Siewertsen, Local 55 OH