THE BENCHMARK

VOLUME 5 ISSUE 2
OCTOBER/NOVEMBER/DECEMBER 2018

OF THE OHIO-KENTUCKY ADMINISTRATIVE DISTRICT COUNCIL

This Newsletter is intended for Members Only

A MESSAGE FROM THE DIRECTOR:

A New Year's resolution: Commit to grow

By Ken Kudela

Around this time in 2017, I announced the implementation of a new organizing plan, designed to grow our membership and help meet our contractors' demand for skilled BAC workers.

Local 7 Field Representative **Noah Carmichael** was appointed District Council lead organizer and one of his first actions was to form an organizing steering committee, made up of rank and file members.

The new steering committee developed a plan to educate our members on the need to organize and the important role organizing plays in the labor movement.

Thanks to Noah, members of the steering committee and our members, we have been doing a good job recruiting new members into our union.

While we should be pleased with the effort and the results, we need to work even harder and organize more non-union members into this District Council.

Our District Council, like many construction unions, has a large number of members that are part of the Baby Boomer generation. As I said, we have been doing a good job bringing new members into our union, but despite these efforts, we are barely keeping up with retirements.

Instead of growing our District Council, we are remaining about the same size.

Think about it for a minute. At a time when our industry is booming and many of our contractors need additional members on jobsites, in some areas of the District Council we are scrambling to provide enough skilled craftworkers.

Unfortunately, the retirement trend will only get worse, which in turn, will increase the need for highly trained and highly skilled OH-KY ADC members.

I am suggesting a New Year's resolution for every member to help us grow our membership. Every member can and should be an organizer. If we do not grow, our pensions and health and welfare plans will also suffer.

The prosperity of our District Council is tied to the growth of our membership.

We need experienced non-union bricklayers, stone and marble masons, cement masons, plasterers, tilesetters, terrazzo and mosaic workers and pointers/cleaners/caulkers to join our union. It benefits both the new member and our union.

Without their contributions, these plans will not grow. These plans are better off from a financial standpoint when more members pay into them.

Remember, the District Council has a program in place to provide you an additional incentive to bring new members into our union.

See MESSAGE on page 3.

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 this 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 winter months are a great time of the year for the membership to take advantage of any journeyman upgrade classes that are available.

Whether it be a cross-craft training, steward training or OSHA training, all of those classes will make you more employable as a BAC member.

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

All the Field Representatives on the OH-KY ADC staff are trained and certified to teach the Steward Training Class for those that are interested in taking that class, or if you need your certification updated, please contact your Field Representative.

Remember, in order to have your union dues reimbursed to you for your steward duties, you must turn in a completed Steward Report, and have taken the Steward Class within the last four years. This needs to be renewed every four years, as well.

In addition to that, I am happy to announce **Matt Aberl** (Local 3), **Brian Collier** (Local 8), **Don Mays** (Locals 9, 10, 44 and 52) and **Matt McClester** (Local 40) are now certified instructors for the OSHA classes to be taught to our members.

If you are in need of OSHA Training, please check with one of those individuals.

NEGOTIATION PREP

As we do every year around this time, we are starting to think about which contracts are up for negotiations in the spring.

This year will be one of the slower years for negotiations since we only have a couple of contracts to negotiate: Local 3 (Brick), Local 7 (Brick) and the Heavy Highway Agreement.

Just as I did last year, I will make it a point to attend those meetings to hear from the membership.

These are important meetings to attend, not only for myself and the Negotiating Committee, but also the entire membership.

I encourage all members to attend your Local's monthly meeting. That is the place where you can make your voice heard to the Negotiating Committee and express to them which clauses in the contract you would like to see either deleted, added or what clauses need to be clarified to avoid confusion.

The bottom line is that if we do not hear from the membership, we can only assume that you are satisfied with the contract.

If for some reason you are not able to make it to any of the upcoming meetings, please make it a point to contact your Field Representative and share your thoughts on the contract.

DUES REMINDER

This is typically the time of year 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 a 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 very unfortunate if this happened and an accident occurred where you or a family member would need to use your health 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 job site 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 800-442-0479; or by paying dues online at www.oh-kyadc.com.

IN CLOSING

As I have said before, I have an open-door policy with the membership, and I am always available to talk with the membership.

If you have a problem that needs fixed or a question that needs answered, I encourage you to give me a call.

I, in turn, will do my absolute best to fix that problem for you, or to answer those tough questions.

If I don't know the answers or how to fix the problem, you have my word that I will not rest until I do.

I can be reached at the District Council office at 1-800-442-0479.

Happy Holidays.

NEW OSHA CERTIFIED INSTRUCTORS

Matt Aberl
Local 3

Brian Collier
Local 8

Don Mays
Locals
9, 10, 44 and 52

Matthew R. McClester
Local 40

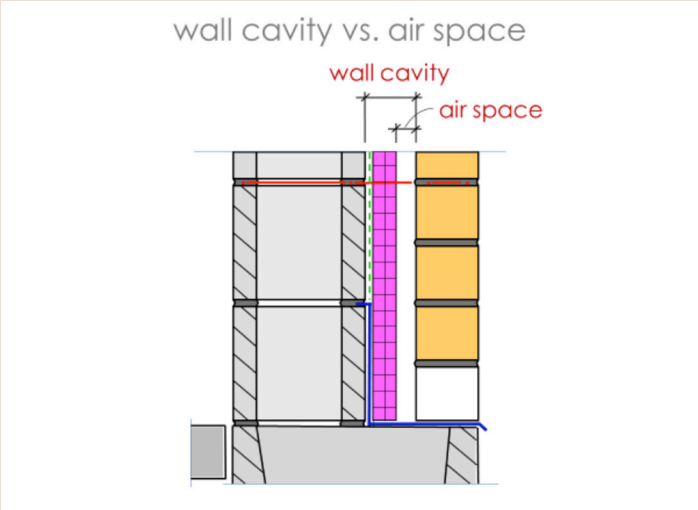
THE IMI UPDATE:

By Tom Elliott

Masonry cavity and veneer walls are required by code to have a 1-inch minimum air space.

This air space is required regardless of the materials used to construct the backup wall.

The air space should not be confused with the cavity. The area between the outward face of the insulation and the back face of the masonry unit is the air space.



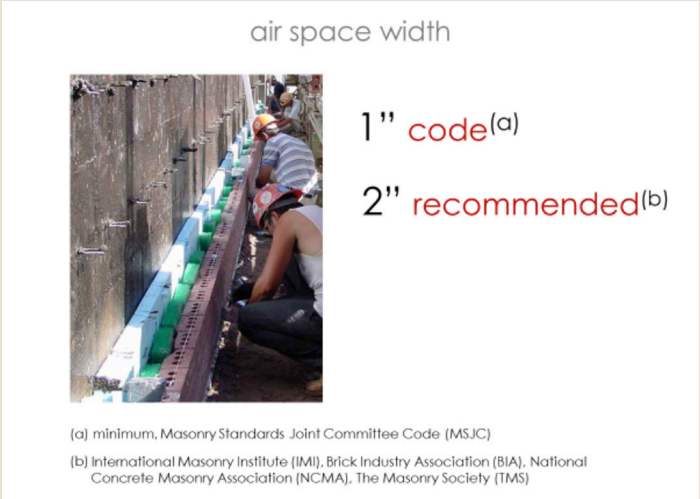
The cavity is from the inside face of the backup wall to the inside face of the veneer unit.

Most industry resources, including the IMI, recommend a 2-inch airspace for masonry walls.

Some of the reasons for the larger air space are:

- Room for masons to cut off mortar tags
- Allowance for tapered air space conditions
- More drying capacity
- Better drainage
- Less mortar bridging
- Allows for recessed brick details
- Less likelihood of efflorescence

Another benefit of the larger air space would be to maintain code compliance if the backup wall encroaches on the masonry façade.



If you would like additional information on cavity wall construction, or any of the training we offer, you can contact me at: telliott@imiweb.org.

Message

Continued from page 1.

If a current member (either apprentice or journeyman) refers a new member to a Local, and that new member signs up and pays at least six months of union dues, the OH-KY ADC will pay the referring member's dues for six months.

A few Locals have approved matching the six months of paid dues, which means you could have your dues covered for a full year.

This is a win for everyone, as the non-union craftsman joins our union and receives excellent wages, benefits and workplace protection under our CBA; the OH-KY ADC and one of our Locals gain a new member; and you get at least six months of your dues paid.

IN CLOSING

Based on our current forecasts, the 2019 construction season should be another good year for most of the members and Locals in our District Council.

Throughout our jurisdiction, projects are lined up, which will keep members busy once the weather turns. Remember to stay up-to-date on your training, certifications and drug card.

We need all our members to be eligible to work, as we strive to keep up with the demand. With your hard work, training and skills, we can make 2019 a great year.

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

May 2019 bring you and your family many blessings, such as prosperity, happiness and good health.

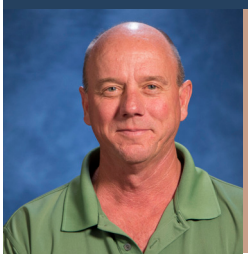
National Child Identification Program

The OH-KY ADC and the IUBAC have teamed up with the National Child Identification Program to ensure that our families and communities are as safe as possible.

Please contact Cynthia Roth via email (oadc@oadc.net) or call (800) 442-0479 for your free kit.

BRICKLAYERS LOCAL REPORTS

LOCAL 3



Toledo, Ohio

Matt Aberl

Winter and her harsh bite arrived in the area a little early this year, so I would like to remind everyone to stay safe and warm.

Be sure to keep your body parts as warm as possible, as frost bite can occur quickly.

Wool socks are a must this time of year, so if you do not have them yet, put them on your list!

If you start to notice yourself feeling unusually exhausted or unreasonably confused after being in the cold for an extended period of time, tell someone and get to a warm area immediately.

These can be signs of hypothermia.

Also, though it is tempting to switch out water for a little extra hot coffee on cold days, do not give in!

Less water and more coffee can lead to a false sense of warmth, due to an increased heart rate and dehydration.

It may sound strange, but heating up your water is always an option!

OSHA TRAINING

Speaking of safety, in November I took the OSHA 510 and 500 classes.

This means that I am able to teach both the 10- and 30-hour OSHA classes.

If this winter shapes up to be a bad one, let's take advantage of that time!

If you take the OSHA and Steward Certification classes, or any other type of certification class, please let me know and get me a copy of your certificate so I can keep it in your file.

That way, should you lose your copy, I still have one saved for you.

DUES REMINDER

As always, paying your dues is an important part of your 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.

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.

Since 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 800-442 0479.

You can also fill out a form to set up a worry-free automatic payment!

If you need any help with these payment options, do let me know!

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 very 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.

IN CLOSING

As always, I look forward to seeing

IMPORTANT INFORMATION FOR LOCAL 5 MEMBERS

To: Members of BAC Local 5
From: Local 5 Funds Office

Re: Paladina Health

We are excited to let you all know about a great opportunity for Bricklayers Local 5 members and their eligible dependents, who are covered by our group's Anthem policy.

Beginning Oct. 1, personalized, high-quality primary care will be available at no out-of-pocket cost with Paladina Health.

Paladina Health has four doctors' offices across Northeast Ohio.

Primary care is the key to good health and your Union worked hard to make this high-quality healthcare benefit available to you with no co-pays.

As you think about the benefits that you and your family utilize throughout the rest of the year, we strongly encourage you to take a look at Paladina Health and try it out.

You can sign up at any time and the healthcare experience you'll receive is above and beyond what you likely experience today.

There's nothing to lose (your current network is not affected or changed in any way), and a lot to gain.

Once you sign-up, you get access to convenient, one-stop healthcare complemented by same or next-day appointments for urgent needs, and 24/7 access to your doctor via phone.

Further, Paladina Health doctors see roughly one third the number of patients as a fee-for-service primary care doctor.

This means more time is dedicated to you to ensure that you get the personalized care you deserve.

Simply put, you can save money while receiving a more patient-focused relationship with a doctor who has your best interest at heart.

You'll also enjoy unhurried appointments – allowing more time with your doctor at each visit (up to 90 minutes, if needed). And you can even make appointments for you, a spouse and children at the same time.

If you have any questions at all, reach out to Paladina Health's Member Services team at 866-808-6005 or via email at memberservices@paladinahealth.com.

More information can also be found at www.paladinahealth.com/bricklayers.

BRICKLAYERS LOCAL REPORTS

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.

"To be free, the workers must have choice. To have choice they must retain in their own hands the right to determine under what conditions they will work." — Samuel Gompers.

LOCAL 5 EAST

Cleveland, Ohio

Dave Dabrowski

Season's Greetings to all Brothers and Sisters and your families!

Looking back, 2018 was a very productive year for our trade, and it looks like it will continue into 2019.

Local 5 had many new apprentices and journeymen join this past year, and we look to increase our membership this upcoming year even more to accommodate the need for Bricklayers on the projected new construction and restoration projects for 2019.

It seems like the wintry weather came a little early compared to past years.

Even so, our contractors are continuing to try to get as much done as they can before they have to slow down for winter.

Also, there are projects that are planning to continue through the winter months.

The Cleveland John F. Kennedy High School with LMR and the Cleveland West Side High School with Miencorp look to have winter protection.

Zavarella will continue to work on the St. Ignatius Athletic Facility and the Gilmore Academy Performing Arts Building through the winter.

Norm King looks to keep members working on the CWRU Cleveland Clinic School of Dentistry on Chester Avenue in Cleveland, and Crowe Masonry will continue to work at the Chagrin Falls Intermediate School addition.

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

STEWARD CLASS UPCOMING

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 the Local 5 meetings.

Please call the Local 5 office if you are interested.

UNEMPLOYMENT PROCESS

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.

Please call the Local 5 office at 216-447-9965 for the verification form.

It must be sent from our office fax machine to Unemployment.

DUES REMINDER

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

If you get dropped, you are no longer a member in good standing and therefore we cannot send in a union verification form on your behalf to Unemployment.

More importantly, you will not have health and welfare coverage if you are no longer a member in good standing.

All monthly dues are paid to the District Council office, either by phone, mail or stopping at the office in Amherst.

All reinstatements are to be done at the Local 5 office.

You must come to the Local 5 office in Independence to reinstate.

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

As I have said before, 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 the job sites.

LOCAL 5 WEST

Cleveland, Ohio

Jairo Cabrera

Greetings to all my Union Brothers and Sisters. I hope everyone had a wonderful holiday with their families and loved ones. We've had yet another great year for which to be thankful. Not everyone has had this kind of opportunity to experience what we had in Northeast Ohio in the last two years.

I would like to say thanks to all of you BAC members (Re-factory, PCC, New Masonry, Concrete, Terrazzo, Stone Manson, Marvel Mason, Tile Setter and Landscapers) for this past year. We were able to accomplish so much together.

This type of accomplishment does not come easy. It comes with the price of dedication, devotion and determination.

This type of accomplishment is just a fragment of what we must contribute in order to be successful in securing our percentage of the market.

We must stay vigilant. We cannot get complacent with the way things are going right now.

It has taken a lot of hard work and dedication throughout the last 150 years to get where we are now.

Please help me to thank all of those that came before us. They have sacrificed so much and because that, today we are able to sit down with our families and loved ones at a dinner table. We have food, clothing and a roof over our heads.

Just take a moment and think how your life would've been 20 years ago, even 50 years ago. Now imagine 150 years ago.

As every new day will bring a new challenge, I will continue to stand strong and protect the legacy and integrity of this Union, as a proud member of the Union Bricklayers of Cleveland Local 5 Ohio.

I know that we have lost a lot of loved ones in this Union. We owe it to them as well to continue and strive to be better every day.

BRICKLAYERS LOCAL REPORTS

OUR 150TH ANNIVERSARY

Join us in the celebration of the 150th anniversary of Bricklayers Local 5 Cleveland, Ohio. Details are forthcoming.

HELP US GROW

Regarding our new members, I will ask that you all get involved with the Union. Become a proud Union member and don't simply treat it like just a job with benefits.

This is a Union career. We have an opportunity to contribute hard work and dedication in the present day with the intent to create a strong legacy for the future generation.

Our example will serve as a blueprint for them to take over and carry on the tradition.

Remember these words regarding the meaning behind the word Integrity: *The quality of being honest and having strong moral principles; moral uprightness. The state of being whole and undivided*.

There's a lot of work to be done in the area. We have an opportunity and an obligation to do our part as members that go to work with our contractors.

They have deadlines that need to be met and we can help them with these projects and protect our market share.

You better believe that the developers will look for other contractors to come into the state of Ohio with their labor force to take these projects head-on, if we are not doing our part.

It's already happening in a lot of areas in Ohio. We must do our best to protect our market.

THANK YOU STEWARDS

I would like to give special thanks to the job stewards. Without your efforts, it would be very difficult to protect everyone on the job.

Thanks to you, we're able to make sure everybody's hours were paid correctly.

Thank you for your hard work.

APPRENTICE SUPPORT

Apprentices, although it seems to be tough at times and maybe unfair to some, just remember that we have all walked the same path that you're walking now.

We understand the path you're walking now. We've been there and survived it.

Don't be in a rush to journey out. This could only hurt you.

Be patient and learn as much as you can. With hard work comes great accomplishment and reward.

Make sure you attend class as scheduled. Just think that there are other people out there wishing that they were in your shoes.

Take advantage of this opportunity and make something great come of it.

If you're getting ready to journey out, be sure to make **Tammy Tansey** aware so she can schedule you to take the oath and fill out the necessary documentation.

REMINDERS

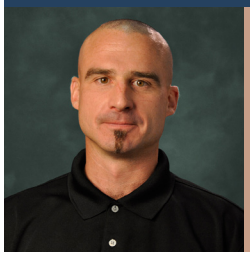
Remember to keep your monthly dues paid up-to-date. If you need to make a payment call OH-KY ADC at 1-800-442-0479.

If you need to schedule a drug test, call SCT at 1-800-204-1729.

IN CLOSING

Be safe and God bless!

LOCAL 6



Canton, Ohio

Justin Gartrell

Fellow Members,

I hope this newsletter finds everyone doing well. Hopefully everyone got to spend some relaxing time with family and friends for the holidays.

As we head into the cold dreary days of winter, I'm sure things are going to slow down a bit.

Every year we approach winter optimistic that the jobs will keep moving right along, and every year reality is that we just can't fight Old Man Winter.

Hopefully everyone has prepared financially for some down days due to the cold.

I will do my best to keep everyone working as much as possible, and I'm sure our contractors will do the same.

Please remember that we have no control of the weather and some jobs are just not practical to winter protect. We will cross that bridge when we get to it though.

WORK OUTLOOK

There seems to be plenty of work still bidding with winter and early spring start dates.

Several of these projects have been targeted with the hopes of keeping everyone rolling right into nice weather again.

Talking with Contractors and other Field Reps., it seems as though there will be plenty of opportunity to work, although some members may have to be willing to travel.

Anyone who is willing to travel for work, please look at the BAC Job Network for work opportunities throughout the country.

You can access this using your I.U. number.

CURRENT PROJECTS

Valentine Contractors still has work at the Carrollton School, but should be finishing up around the first of the year.

Rohr Masonry still has work at the Lake High School, but will also be wrapping up shortly.

Ameriseal Restoration is finishing with the caulking at First Friends Church, but will have work at the Wheeling Lake Erie Office Building going into the New Year.

Grunwell-Cashero is finishing at the ODOT Building in New Philadelphia. There will probably be additional work there in 2019.

Beaver Constructors has work at United Glass in North Canton.

Lencyk Masonry will have work at Dover High School throughout next year.

We continue to keep our fingers crossed for work at the Hall of Fame. The most recent talk is that work will resume in the spring when weather breaks.

HEALTH AND WELFARE UPDATE

Local 6 renewal rates for the 2019 plan year have increased an additional 10 percent.

Election forms have been mailed out. Anyone wishing to change deductible

options or family/single coverage, must do so in December for January coverage.

Options cannot be changed throughout the year unless there is a qualifying event.

UPGRADE TRAINING

I would like to encourage anyone who is off work this winter and considering any upgrade training to take advantage of classes being offered by the International.

Please contact the office if you would like information about upgrade training and dates. Also, we are considering putting on a CPR Training/Refresher course if anyone is interested.

Please let me know. We will set something up if we have enough interest.

IN CLOSING

Wishing everyone health, happiness,and prosperity in 2019!

LOCAL 7 OH

Akron, Ohio

Noah Carmichael

Hello Brothers and Sisters: the roads are getting icy, and a light dusting of snow is on the ground as I write this article.

Usually, that means most members are either game hunting or in the early stages of winter lay off, but that has not been the case thus far.

Work continues to be pretty strong in the area considering the time of year. I am certain that for many of you, it will be too cold to work very soon, but for now, there is still plenty of work being put in on projects, and plenty of overtime hours being worked.

Hopefully all those work hours allow you to stock up a little savings for the holidays.

Hopefully this little building boom will continue.

For a complete analysis of current and upcoming projects, please attend the Local 7 Union Meeting on the second Monday of each month at 7 p.m.

BENEFITS AND VACATION

Most of you already know about the transition from the Administrative Services of ABC to Benesys concerning the insurance and check-off dues for Local 7.

A bookkeeping transfer of this scale will take a few months to adjust, and the insurance has not changed – just the people who are administrating it.

I am confident the transition period will be over soon, and things will be running smoothly.

There have been some concerns recently from members whose home Local is outside of Local 7 about the vacation fund.

So, I will explain how that all works to those who aren't familiar:

Once your employer has paid your fringe benefits and check off dues to Benesys, Benesys will then reciprocate your money to your home Local.

The vacation fund however, will be sent to Towpath Credit Union. Towpath's bank policy is that a person has to be present at the bank in order for them to set up an account properly.

If Benesys sends the money to the Credit Union and an account is not set up, the funds are sent back to Benesys.

Benesys will collect the funds again and distribute checks twice a year, similar to the way other vacation funds work.

If you have any questions about the status of your vacation fund, call the Benesys office at 833-289-4921.

DRUG TESTING

Local 7 members, please be sure to get your drug cards current and stay on top of the random screenings.

We have had many members this year miss out on work opportunities by not having their drug free card current.

This announcement sounds like a broken record at this point, but it's worth repeating. Don't miss out on earning a living because of a simple missed piece of mail.

ORGANIZING COMMITTEE AND POLITICS

Elie Wiesel once wrote, "We must take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented. Sometimes we must interfere."

What I have found this to mean is that by abstaining from struggle, one turns over the power to the one who has more leverage in the struggle.

This is why it is sometimes important to choose sides, even if you remain open to new ideas and information.

I decided at some point in time that I wanted to join the side of the worker, which if you are studying the world around you, instantly politicizes you.

When it comes to politics, I believe that our politics need to be working class issues, period.

Leave out the candidates, the theatrical and hollow talking points and scare tactics that basically make up the personality contest of modern American politics – and what are you left with?

The answer is the ever-important decision of who gets what. And my concern has become primarily what working people get.

Here is one example of a "who gets what" topic worth discussing: Our Rank and File Organizing Committee recently met to discuss some of the very things that have a direct impact on our working families, and how education can aid us in organizing.

Among the most important topics the group could think of were issues like Prevailing Wage and So-Called "Right to Work."

These are terms that we often hear, but how many people know what they really mean?

Prevailing Wage is vitally important to our way of life in the Union construction industry, and many of our own members don't fully understand what it is.

If you are one of them, I was once in your shoes, so here it is: Prevailing Wage is a set standard wage (usually based upon union wages) that requires certain publicly funded projects to pay the folks working on those projects the area's "prevailing wage."

It's a simple idea right? Pay the local workers in that area the best livable wage for the type of work that they are doing. This levels the playing field in construction and keeps bottom feeder disreputable contractors from undercutting bids and building shoddy structures.

Sounds like a pretty reasonable and painless way to keep things fair for construction workers, right?

Well, there are lots of politicians and corporate leaders (what's the difference,

I know) who are attacking Prevailing Wage, or would not support Prevailing Wage if it came to vote.

Take a look at the states that have lost their Prevailing Wage in the last 5 years. They are all around us:

Indiana – Repealed Prevailing Wage in 2015.

West Virginia – Repealed Prevailing Wage in 2016.

Wisconsin – Repealed Prevailing Wage in 2017.

Kentucky – Repealed Prevailing Wage in 2017.

Michigan – Repealed Prevailing Wage in 2018.

With all of the attacks on a workers' right to make a decent wage around us, this is a crucial point in Ohio history.

This politicizes you, whether you realize it or not. You are in the fight.

Which side are you on?

Please make sure you are educated about what workers issues are, who supports them, who is against them and learn what we can do about it.

Ask your local Field Representative or officers how to get involved in preserving our standards and furthering the fight for workers rights.

It might be a good idea to act as if your family's future depends on it – because it does.

IN CLOSING

I hope that all of you have a great holiday season.

I also know that this is a difficult time of year for some people – you are not forgotten.

I hope all of us find some joy in the holiday season!

LOCAL 7 KY

Ashland, Kentucky

Richard "Willie" Moon

I would like to start off by wishing you and your family a Merry Christmas and a happy New Year.

WORK STATUS

Work in the area has started to slow down due to the season, but we are still getting in some hours before the snow falls.

Central Masonry is currently working on the Elks Lodge in Ashland, Ky., and their AEP Hanging Rock Ohio project should see Bricklayers in the near future.

ARC announced that they were awarded the masonry work on the new Marriott Hotel in Ironton, Ohio.

We found out that Early Construction has the AEP project in Pikeville, Ky. and should be hearing who they are subbing for the masonry. Also, Early Construction is the Construction Manager at the Carter County Sports Complex in Grayson, Ky.

There are still a few jobs that have been out for target, and we are waiting to see who has been awarded these projects.

The Refractory work will see an increase at the start of 2019 with RC Refractory at Calgon Carbon and Heimbrock performing some work at the Harbison Walker plant in South Shore.

Apache is still performing the maintenance at Marathon Petroleum.

Onex had seen a little time back at AK Steel.

The RCL plant in Floyd County, Ky. should see some ground work starting in the spring of 2019 and should see a mixture of masonry and refractory work once the project is underway.

TRAINING UPDATES

I would like to thank both Director of Market **Steve Bolognese** and Director of Industry **Tom Elliott** with the IMI for the Contractor Development Class that was hosted here at the Union Hall.

We had a pretty good turn out and the class was very informative to all branches of the masonry trade.

As we are well into the winter months, I would like to remind all members who are in between jobs and looking for additional training and certifications, please contact the Union Hall for information on any "Journeyman Upgrade" classes that we offer at both Northern and Southern Ohio/Kentucky Regional Training Centers.

PHOTO: COURTESY OF LOCAL 7 KY

IMI Director of Industry Tom Elliott presenting at the Contractor Development Class, held at the Local 7 KY Union Hall.

BRICKLAYERS LOCAL REPORTS

LOCAL 8

Youngstown, Ohio

Brian Collier

Greetings Brothers and Sisters. Moving into winter, local employment has improved, but a majority of our members are still working out of town.

Local 8 has a few decent-sized projects starting and continuing.

PROJECT STATUS

DeSalvo Construction has the buildings at War Fab in Masury on hold, and has the Sweeney Chevrolet project in Boardman, but has not announced who will do the masonry.

Lencyk Masonry is still working at the Youngstown Amphitheater, 717 Credit Union in Warren, Southwoods Medical Center in Boardman and Shepherd of the Valley in Liberty. They have pulled off of Whitman Plaza in Canfield and finished work at PurFood in North Jackson.

Mid State Restoration has been working on the National Guard Armory in Austintown and First Energy in Youngstown.

Tervo Masonry is working on Angels for Animals, North-Mar Church in Warren, the Ohio State Patrol Barracks in Southington, Kufleitner Dodge in Boardman, a Carwash in Canfield and the new office at the Builders Association in Vienna.

United Masonry completed the foundation at Broadway Park Senior Center in Youngstown and should start soon on the veneer stone.

Youngstown Tile and Terrazzo is working at Harrison High School in Cadiz and has work at the Armory in Austintown.

NEW OSHA TRAINING INSTRUCTORS

In October and November, OH-KY ADC sent four Field Representatives for a total of 72 hours of OSHA 500 and 510 training.

Those reps are **Matt Aberl** of Local 3, **Matt McClester** of Local 40, myself and **Don Mays** of Local 10 who took a refresher.

Now three of us are newly certified OSHA 10 and 30 instructors along with Don Mays.

As can be imagined, the classes were far more intensive than OSHA 10 and 30 but I came through them with a better understanding of safety and regulations.

If you consider my experience helping my brother-in-law remodel his house, I have been in construction for 35 years and I would like to think I have learned something about safety in that time period.

I remember my early thoughts on safety as my brother-in-law insisted that I purchase a set of work boots if I wanted to help him on his project when I was 15-years-old.

I soon realized that the boots were a must and I have learned much more since then.

I held on to the thought for years that jobsite safety was achieved by nothing more than using common sense.

I have now come to the realization that common sense is an important part of safety, but if we are to work safe we need much more.

It is often the unknown that will injure or kill a worker.

Take this scenario for an example:

Let's say that a member is working restoring a church steeple, gets sick and shows the following symptoms: labored breathing, perspiring, pain, headaches, numbness, paresthesia (a tingling or skin crawling), malaise (an overall sense of feeling mentally or physically unwell), diarrhea or skin erythema.

Can you guess what the problem may be? If you said radiation poisoning, you are correct.

Why? Throughout the nation there is a trend to hide cell phone towers in places like church steeples so they are not unsightly in towns where they do not meet the architectural zoning codes.

As unlikely as this may seem, a worker could be exposed to radiation in these cases if they are unaware of the dangers or what type of equipment is near.

PHOTO: COURTESY OF LOCAL 8

President Lee Kurtz, Special Guest retired Local 9 PA Field Representative Terry Mariacher, 50-year award recipients Andy Rehlinger, Jim Lanterman, Henry Good, Larry Fox, Jim Wagner, Mario DiLullu and Field Representative Brian Collier.

BRICKLAYERS LOCAL REPORTS

President Lee Kurtz, 25-year award recipient Scott Mazon and Field Representative Brian Collier.

A great turnout for the annual Western Reserve Building Trades Fish Fry.

PHOTOS: COURTESY OF LOCAL 8

President Lee Kurtz, 40-year award recipient Jack Elston and Field Representative Brian Collier.

I can't imagine that this happens very often, but I would hate to see it happen to any worker who is unaware of this potential danger.

This is just one example of something bad that could happen as a result of poor information or a lack of knowledge.

Bearing this in mind, I think it is prudent to become educated any way we can to work safely.

Always remember, we are here to help.

IN CLOSING

Thank you BAC Members for your faithful support!

LOCALS 9, 10, 44 & 52

East Liverpool, Ohio

Don Mays

As we are starting off the New Year, it's nice to look back and appreciate the successful 2018 year we had.

As with every January, we now focus on making 2019 a successful year as well. Coming into January, we have already been doing just that.

Activities through the fall up until now have been to secure all the man hours we can on projects in planning.

We are looking good already on a few, but there is much work to be done on several others.

As many of you who are involved in your Locals know, many projects require considerable effort for them to evolve into good union projects.

Unlike years ago, many forces against us have grown requiring a constant battle.

On that note, I want to thank those of you who assist even just keeping an ear to the tracks. Your involvement is extremely important in the process and I truly appreciate your efforts.

TRAINING REMINDER

This winter season is a good time to update your training as well. Many of you have OSHA 10- and 30-hour cards that are over 5 years old, or have lost your OSHA cards.

Many general contractors and construction managers are requiring cards to be no older than 5 years to work on many of these projects, and OSHA themselves will not replace an OSHA card older than 3 years.

If it has been over 3 years since you have taken your class, or it is too old to get a replacement, it is a good winter to

BRICKLAYERS LOCAL REPORTS

Local 44 member Marion DeGarmo received his 50-year pin and gold card from Don Mays.

get it done.

The OH-KY ADC staff and training centers have more instructors trained than we ever have to assist in getting the training done.

This is also a good time to check with your Northern or Southern training centers for upgrade or cross trade training as well.

CONGRATULATIONS

I would like to congratulate **Marion DeGarmo,** as he recently came to the Local 44 meeting to accept his 50-year pin and gold card.

It was great to meet Marion and present his card. It was also great to see a retiree in good spirits and enjoying his retirement.

I would like to congratulate Local 52 apprentice **Sebastian Drawdy** for the quality project and his professionalism representing Local 52 in the MCAA apprentice contest in Detroit.

Sebastian has a legitimate shot with his skills of advancing in future contests.

I look forward to representing Sebastian in the future as a journeyman.

Thank you Sebastian for representing the OH-KY ADC and Local 52 so well.

IN CLOSING

This is 2019, if we work and stand as one together, we will succeed together.

PHOTOS: COURTESY OF LOCALS 9, 10 44 and 52

Apprentice Sebastian Drawdy at the MCAA competition in Detroit.

LOCAL 16

Mentor, Ohio

Dan Musacchio

First and foremost I'd like to wish you all a happy holiday season and a prosperous New Year.

It's been a busy year for all of us, to say the least.

All the work we talked about the last few years has finally broke loose, and the forecast for the immediate future is just as promising with more school, library and private work to look forward to.

I'm so proud of this membership. The help received in our effort to grow was inspiring to watch.

Knowing that not one of you would have recommended this trade or Local to a friend without believing wholeheartedly in both, and for that, I thank you.

So many among you stepped up and either brought in member prospects or vouched for what we have here and the direction we're heading.

The result of our concerted effort over the last year spiked new member growth roughly 13 percent.

There is however a flip side to that coin. Once you factor in the attrition rate (retirement and members passing), we

barely tick the meter into the black. We're simply maintaining.

Please don't take that negatively, all growth is inspiring and maintaining is gratifying work.

The point is more to the mindset that we all need to stay vigilant organizing potential members, whether they are future apprentices or seasoned journeymen, to get on the other side of the washout rate and get our numbers back to where we were pre-recession.

As a first step in doing that, I would encourage each and every one of our members to attend at least one rank and file organizing meeting.

Not only do we cover organizing topics and strategies that you, the member in the field can benefit from, we get down to the brass tacks of working class issues.

Education is power. The more knowledge this membership has, the easier we combat the misinformation that gets circulated on jobsites and in our personal lives with issues such as So-Called "Right to Work" legislation, Prevailing Wage reform initiatives or the ongoing class war in this country, to name a few.

As a Local, goals were set last year in January and we have strived to reach them.

Some we attained fairly quickly, while others we are still fighting to put in the win column. But without a plan and diligence, we can't expect to succeed.

As members, what are some goals that can benefit the body that we can set for ourselves going into the New Year?

Member involvement tops my list.

Undoubtedly, we're all busy. We all have families and responsibilities outside of work, but involvement doesn't just mean showing up to union meetings or showing up for political walks when asked.

That has its place, but I'm speaking to the member you are in the field. Take one of the many apprentices or new journeymen that have come to us for a career and teach them, mentor them.

You are teaching them whether you know it or not.

The only Union they know is the one they see every day.

How about Stewardship? We are the only Local in the District Council that has negotiated a pool of certified stewards to fill jobsite positions.

We also have a dedicated group that meets monthly to hone our skills dealing with the issues that come up on site and learn from one another the most efficient ways to negotiate obstacles.

Steel sharpens steel and that is how our future leaders are forged.

Talk to me or your Steward about attending a meeting and learning more about this side of the business.

If taking on the sole responsibility isn't for you, than take some time and get involved and educated so you can offer support to your Steward when he needs it on the jobsite.

IN CLOSING

Please continue to look out for one another in the field.

Work safely and remember you are the Union.

LOCAL 18 NORTH

Cincinnati, Ohio

Brian D. Wear

Old Man Winter has made his way upon us. It seems we go from summer to winter anymore.

This has made the tail end of the year tough on the restoration contractors and the membership.

Hang in there. Spring will be here soon, right?

WORK OUTLOOK

If all goes well, I think 2019 will take off in a hurry.

The work opportunities the contactors are estimating include the pending school projects in Carlisle and Winton Woods, the parking garage on Dana Avenue and the new Warren county jail.

However, there have been a few projects that went over budget.

The Elmwood Place/St. Bernard school, Johnson Elementary in Ft. Thomas, Mt. Healthy Health Center are all jobs that our contractors bid on, but the owners and the construction managers are going back to the drawing boards.

This will put these bids back on the street sometime in January, about the same time all the other stuff is bidding.

ADMIN SWITCH

As most of you have seen by now, the transition from ABC to Benesys has taken place. While there have been a few hiccups along the way, I believe it has been a better than expected process.

If and when you need to address any concerns about your eligibility, dollar bank (MRA) or pension, there is one number to call that will link you directly to plan associates.

Take this number and put it in your phone or on the refrigerator, 833-289-4921.

If you call one of the 248 area code numbers, you may get rerouted to the Bermuda triangle. Please utilize the number listed above.

Along with the new administrator, Benesys, the trustees and Anthem have made a few changes that are necessary to keep the plan going in a positive direction.

In some cases, a referral or preapproval for certain medical procedures has become necessary.

Please make sure you are getting this done prior to any procedures. With regards to dependents and spouse coverage, specific information is going to be required to cover them.

Don't get offended if someone says prove you are married to the spouse you claim or the child you raise.

Appropriate legal action is required to make them eligible. These are all required to cut down on the fraud that can occur in health plans.

IN CLOSING

If you did not make it to the December union meeting, you missed out on the new shirts and hats.

Be sure to catch an upcoming meeting, or stop by the hall to get your swag.

We have enough … until they are gone. Until next time, keep working safe!

BRICKLAYERS LOCAL REPORTS

LOCAL 18 SOUTH

Cincinnati, Ohio

Jeff King

I have decided to focus my fire on the subject of organizing in this article.

Organizing is the heartbeat of the Organized Labor movement. It was by organizing, that workers won basic rights such as fair pay, safe workplaces and reasonable hours, which sparked the very birth of The Labor Movement.

It was organizing that enabled working people to negotiate the earliest contracts, not to mention all the subsequent gains made at the bargaining table ever since.

With recent victories in Missouri overturning So-Called "Right to Work," and by teachers in Kentucky and West Virginia, a little more exploration of organizing "Best Practices" is warranted.

Organizing gives Labor its collective power, and organizing will be what sustains and strengthens the movement in the post-Janus World.

The primary objective of the founders of this union was to organize all persons engaged in work within our jurisdiction. Today, we need to continue to stay focused on this objective.

It is human nature to put off even the most necessary things. Usually it takes some compelling event to energize us.

We tend to wait until it is almost or too late to respond.

Labor's current challenges are the outcome of its own success, and then its own complacency.

It is a fact that U.S. workers have lost a lot of bargaining power over the past five decades.

Wage gains, for example, have not kept pace with rising productivity. Workers have not shared equally in the profits increased productivity brings.

Why has Labor not kept pace?

The deterioration of Labor has been gradual – an erosion, rather than a rapid decline.

There has been no single, identifiable compelling event, but rather a slippery slope.

Fifty years ago, nearly a third of U.S. workers belonged to a union.

Today, it is one in 10. First, the Taft-Hartley Act of 1947 took away many of our tools and made it easier for states to enact anti-union laws, while various other regulatory changes weakened our bargaining ability.

Compounding our woes, we failed to make adaptations quickly enough. There are many explanations about why unions are where we are at today, but the one thing we can agree on is that in order to survive we need to change.

So, what must organizing look like in 2019? In the category of "silver linings," the Trump era has sparked some of the most creative thinking in labor in years.

With 28 states now firmly in the evil grip of So-Called "Right to Work," and unions facing an adverse decision from the U.S. Supreme Court in Janus vs. AFSCME, Labor's very survival sits more firmly on the shoulders of new and more creative approaches to organizing than ever.

So, let us begin with the low hanging fruit. There are a couple of straightforward ways unions might better adapt to the current economy and hostile labor environment.

First, we must do a better job of organizing at the local and regional levels. We need to be open to organizing anyone who is making a living working in the crafts we represent!

We need to educate them on the many values of what it means to be a union member.

Classes like COMET (Construction Organizing Member Education Training), educate our members and "load their lips," enabling us to share our union story.

Second, Labor must look to provide additional, new, loyalty-building services to their members by expanding the range of benefits that are offered.

We need to continuously evaluate the needs of membership and strive to address those needs.

Historically, it was the Labor movement that improved worker safety, addressed health issues, bargained for a living wage and looked out for the wellbeing of the working class.

The Labor movement of today remains steadfast to those traditional roles.

Moving into 2019, it is important that we give honor to the proud history of this union and where we came from, but more importantly, we need to turn our eyes and our energy toward moving our union forward.

Let's organize!

LOCAL 22

Dayton, Ohio

Shawn Herzog

Brothers and Sisters, another year has come to an end. I'm glad to report that 2018 was a decent year for work, and for the most part it was steady.

With what contractors have on their books and the amount of work to bid next year, I look for 2019 to be steady also.

Work looks to be steady through these winter months coming. Most jobs are trying to winterize.

LET'S KEEP GROWING

We have been adding new members and apprentices every year. Some of you may be working with them.

I ask everyone that happens to be working with some of these new members to take the time to mentor them and show them what it means to be a member of the BAC and our Brother and Sisterhood.

Also, if anyone knows anyone that is currently working in our trowel trades that is not a member of our Local, and they would like to be, have them contact me,

I'm sure we will need to add more members next year.

And anyone that may have someone wanting to join as an apprentice, we will need more this upcoming year.

BRICKLAYERS LOCAL REPORTS

SERVICE AWARD WINNERS

I would like to congratulate all of our service award members.

25 years of service: **William Twining, Terry Metz, Timothy Whitford** and **Donald Blankenship**.

40 years of service: **Joe Cooley, Howard Hallman, Steven Swanson, Andrew Cooper, Raymond Moorman Jr.** and **Thomas Pietrzak.**

50 years of service: **Richard Frantz, Kenneth Allen** and **Russell Woolery.**

Thank you all for your service to Local 22.

MARK YOU CALENDAR

I would like to remind everyone to mark their calendars for next year's Local 22 annual picnic.

The date will be Sept. 7, starting at noon.

If you have any questions give me a call.

PHOTO: COURTESY OF LOCAL 22

40-year member Tom Pietrzak (top left), 40-year member Andy Cooper (top right), and 50-year member Russell Woolery (bottom.)

LOCAL 36

Cleveland, Ohio

Matt Neeson

Brothers and Sisters: Well, another year has come and gone and Local 36 has worked more hours than ever.

With the addition of our new contractors, it has allowed us to expand our manpower by 85 members – leaving us in a position to take back more of our work, and that's what we have been doing.

Not all will make it. It is truly a numbers game, but as I say, the cream always rises to the top and only the best will survive.

Let's keep up the good job and make sure we give an honest day's work for an honest day's pay.

As we move forward, we are still looking to bolster our organizing committee – the more the merrier.

Local 36 is always looking for more ways to get more hours for our members.

With that being said, the fight is still on to keep So-Called "Right to Work" out of Ohio.

All states that touch Ohio (except Pennsylvania) are So-Called "Right-to-Work" states.

We must take a hard look at who we are putting into office and what it will cost us as a union!

Go out and find a better situation, if you do, let me know what it is so we can all make a move for a race to the bottom and a fight to get back up.

If you know any union history, you know many have died to get us here.

Most are complacent and are not thinking of the consequences if we don't vote our pocketbook. We are surrounded. We must take action before it's too late.

HELP IS AVAILABLE

During this holiday season, times can be hard for some.

Don't forget if you need to talk to someone, we have the Members Assistance

Program. Please use it. This service is one thing that we pay for.

IN CLOSING

Local 36 and its staff hope you had a Merry Christmas and enjoy a happy New Year!

Also, I would like to thank all who are involved with the inner workings of our union from the IU, to District Council, to our Administrative Assistant and our contractors.

We all know what it takes to do this. Merry Christmas to all.

LOCALS 39 & 45

Portsmouth, Ohio

Heath "Luke" Henry

Greetings Brothers and Sisters. I hope that each of you had a Merry Christmas, and I want to wish all of you a happy, healthy and prosperous New Year.

WORK STATUS

Work has slowed in the area due to weather, but there will be some opportunities during these winter months to get in some hours.

If you are off and looking for work, please contact me and let me know.

We will get off to a good start once the weather breaks. We have some projects that were shut down for weather that will need to be finished, and some new projects that will start early in spring.

Let's all do our part to make 2019 a safe and productive year.

There is no doubt that you are the best craftworkers in this business. I have worked jobs with many of you and I know that we can compete and out-perform any of our non-union competition.

As BAC members, we are the highest paid workers in our industry, and in order to succeed, we must be the safest, most efficient, best trained and most productive workers that we can be every day that we put on our boots.

TRAINING OPPORTUNITIES

During this slow period, it is a good time for us to get in some training.

We will be partnering with Local 7 KY to do Steward Training and a COMET course this winter.

Currently all of our stewards have training has expired, so it is very important that we update all of our active stewards and welcome anyone who may be interested in becoming a steward in the future.

Steward Training will be held at Local 39's Hall on Jan. 19, starting at 9 a.m.

COMET Training will be held at Local 7 KY Hall on Feb. 16, starting at 9 a.m.

Stewards are strongly urged to attend both classes.

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

A current LEAD is required for any LEAD training.

IMI also offers a wide range of journeymen upgrade, cross craft training and safety training that is also free to BAC members.

Please contact me if you are interested in any of these training opportunities and we will get you signed up.

MEMBER AWARDS

We would like to recognize the following members for BAC service awards.

25-year Members: **James J. Brown** (Local 45), **Bryan W. Wilbur** (Local 45), **Kenneth R. Williams** (Local 45), **David Wolfe** (Local 39), **Terry L. Tackett** (Local 39), **Larry C. Winston** (Local 39) and **Gerald E. Dodridge** (Local 39).

40-year Members: **Michael L. Sommers** (Local 45) and **Steve K. McCorkle** (Local 45).

50-year Member: **George Donovan** (Local 39).

On behalf of BAC Local 39, BAC Local 45 and the OH-KYADC, we would like to thank you for your service and commitment with the International Union of Bricklayers and Allied Craftworkers.

Each of you have played an important role in our union's past, present and future.

All of you have been a part of this union for many years. Some of you are still actively working, and some of you are enjoying retirement, but the skills, knowledge and work ethic that you have passed down to younger generations will carry our union well into our future.

Congratulations and thank you!

IN CLOSING

Again, I want to wish you and your family a happy, healthy and prosperous 2019.

If you are interested in training, if you have any questions or if you need anything, please feel free to call me anytime at 740-624-6027.

LOCAL 40

Mansfield, Ohio

Matthew R. McClester

Hopefully everyone is having a joyous and happy holiday season. It is hard to believe we are winding down another year.

It has been a mixed blessing year for work for the Local membership.

The jobs in the Local jurisdiction have been somewhat sparse, but surrounding Locals have been extremely busy, which has allowed members to find work throughout the year and into this winter.

With that being said, I want to stress again the importance of members checking in with the steward or business agent when working in another Local and making sure you receive and submit reciprocal forms.

You will still need to track your hours by retaining pay stubs and verifying your hours get paid back to your Home Benefit Fund.

It is my understanding that members should start receiving statements of their hours from our new Benefit Administrator, Benesys.

Use these statements to verify you have received the proper hours.

BRICKLAYERS LOCAL REPORTS

WORK OUTLOOK

Next year should be another decent year of work. There are some jobs coming out to bid over the winter that if they go our way, will keep some guys working in the Local.

And as in the past year, work in the surrounding Locals sounds like it is promising, too.

HOLIDAY CELEBRATIONS

We hope everyone had a safe and happy Christmas and New Year. For those that were able to celebrate at our Members' Christmas Party and our Kids' Christmas on the Saturday before Christmas, we hope you had a good time.

TRAINING REMINDER

We encourage members to use the down time in the late winter months to get some extra training and to make sure your drug card is updated.

If anyone is in need of certain training classes, let the Local office know and we will try to find what you need.

Four of the Field Representatives were recently trained and certified to teach OSHA 10- hour and 30- hour classes, so there should be some of those classes being put together in the near future.

Even if you have had this training in the past, many jobsites are requiring your recent class must be within the last three years.

It is always better to be proactive and take these classes when available and not have to scramble to get training to get on a jobsite.

And it is always beneficial to members to have their safety training refreshed to new safety regulations and practices as well as be reminded of common issues that arise on our construction sites.

HELP IS AVAILABLE

And as throughout the year, but especially at this time, if anyone knows of a member in need through no fault of their own, please let the Local office know so we can make sure they have what they need over the holidays.

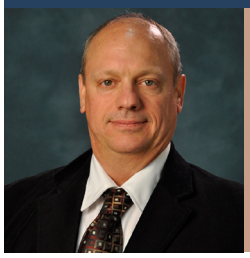
Always keep in mind that this time of year is a tough time for some individuals. If any member needs assistance with personal issues, the International Office has a Membership Assistance Program (MAP).

This office is managed by Karen Grear who is passionate and extremely helpful in getting our members the assistance they need.

She can be contacted at 888-880-8222 from 8 a.m. to 7 p.m., Monday through Friday.

Also, the Local office has contacts within the community for any needed help, and is willing to assist confidentially at any time, by contacting me at 330-550-7344.

LOCALS 44 & 55



Columbus, Ohio

Bill Hulet Jr.

Hello BAC Brothers and Sisters. 'Tis the season to look back and be thankful for what you have in your life, including family, friends, loved ones and people who you cherish in your heart.

Be thankful for what you have: Like the roof over your head; the heat that keeps your family warm in the long winter days; and the food that you put on the table. Some people are less fortunate then you.

Let's all try to help the people in need, when possible.

Sometimes, it is not just giving money to a charity, but donating time to a shelter; being a volunteer at a neighborhood senior center or a community center or giving a helping hand to someone in need that cannot fix it themselves or does not have the means of getting it fixed.

Even simple things like fixing a leaking faucet, fixing a loose handrail or lending an ear for someone to listen can mean a lot. So can checking on an elderly person in your neighborhood to make sure that they are okay.

Give some time to help someone less fortunate then you. This is the humanly thing to do — to help our fellow man or woman in need, when they need help.

Pay attention to how people are acting and what people are saying this time of the year. This is the time of year where depression is the worst.

Just taking the time to sit down and listen to what someone has to say and give them someone to talk to might just lift their spirts and give them hope.

MCAA COMPETITION

The MCAA competition is Jan. 23 in Las Vegas.

The Ohio Kentucky District Council will be well represented this year.

Mitch Kittenger won the regionals for the second-year apprentice and **Ruben Salas-Pilon** won the regionals for the first-year apprentice. Both are out of Local 55.

John Weininger from Local 46 won the Regionals for the third-year apprentices.

If you are working with them, give them encouragement and wish them luck in their competition.

WORK OUTLOOK

Work is looking really good this coming year for both the Brick and PCC work.

We have a lot of work either started in December or will be starting in the first couple of months of the New Year.

Please check in with me for the upcoming work in the area and who might be hiring.

HELP UP ORGANIZE

Organizing is something that every BAC member can be doing. By bringing new members in, the District Council will pay your dues for six months when you bring in a new member and after the new member pays the initiation fees and the first 6 months of dues.

DUES REMINDER

Speaking of dues, it is what we must pay to belong to the union.

BRICKLAYERS LOCAL REPORTS

Your dues are due at the first of every month. If you are always behind on your dues, and something tragic happens to you, your family or your beneficiary will not get the IU death benefit because your dues were not paid up-to-date.

Please keep your dues up-to-date. If you want it directly taken out of your bank account or charged to your credit card, please contact your Field Representative and he can get you the form that you need. Contact the District Council and they can mail you one out as well.

You can also pay your dues by phone, in person at the Amherst Office, by calling 440-986-3000 or you can pay them online at the BAC web portal.

Remember, keep your dues paid up.

TRAINING UPDATES

I will be looking to put on a COMET Class this coming February.

If you are interested, please give me a call to get you on the list. This is a class that every member should take.

I am looking to put on a steward class this winter as well.

I would like to get more of the Local members that are willing to be stewards on jobsites, those who did not take the training or their training has expired after 4 years, updated.

This is something that we need more involvement out of the Local membership.

With a lot of the membership that has retired over the last several years, so has the knowledge that goes with experience, and our foremen's as well.

With this being the case around this Local, and possibly others as well, this might be a good time for you to start looking to take some of the journeyman upgrade training classes that goes on from time to time in the training centers or from the IMI as well.

Start thinking about being an asset to the contractor and think what it would take to be a foreman and run work for a company.

Start offering to help in any way you can.

Have a talk with your foreman that you are working for to see what you can do to improve your skills and that you are interested in running work.

I can remember when I came into the union, just about any of the senior Bricklayers on the wall new what needed to be done and made sure that it got done correctly.

Any one of those Bricklayers could have taken over for that foreman on any given day and run work if needed.

Now a days, it seems like no one wants to step up and help out. It seems like everyone is content on just being the line burner or the lead builder and not want to take any initiative in helping out the foreman.

Just think about it for a minute, no one around to be a foreman, then there goes the work if the contractor does not have anyone to run the job for them.

RETIREE REMINDER

The retiree's luncheon is the last Wednesday of the month.

It usually starts around 11 a.m. All retirees are welcome.

Lunch is $6 a person.

IN CLOSING

I would like to wish everyone prosperity and a joyful New Year.

Local 55 has a Facebook page. Search for "Fiftyfive Bricklayers" in Facebook.

BRICKLAYERS LOCAL REPORTS

"Quality" is what we have, "Quality" is what we give, "Quality" should be in everything that you do, "Quality" should be what you strive for....

"Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives."

LOCAL 46

Fremont, Ohio

Tim Linder

Season's Greetings to all our Brothers and Sisters of Local 46.

I hope all of you had a great Thanksgiving with your family and friends, and hope you have a wonderful holiday season.

We gave away some nice gifts to our members at our Christmas party at our regular monthly meeting on Dec. 17.

If it wasn't for our members, we would not be able to put on this event, so I want to thank all that serve our Local.

HELLO WINTER

Winter came in with a bang, starting way before fall was even over. But as we all know, that's Ohio weather.

If you are on a job, please make sure you stay where you are to get those much-needed hours to cover your health insurance premiums.

ADMINISTRATOR SWITCH

Many of you may not be aware that we have switched our third-party administrator from American Benefits to BeneSys.

A third-party administrator (or TPA) is the organization that processes the insurance claim(s).

You should have received paperwork to complete and return as well as new insurance cards.

If for some reason you did not receive anything, please call BeneSys at 833-289-4921 or call me at 419-334-2454.

Note, we still have the same insurance company, Anthem.

STAY CONNECTED

As I say, time and time again, if you have a new phone number or address, please reach out to me at the hall.

I sound like a broken record, but I need this information to keep up with any changes that occur to be able to provide you with the information you need.

Another great way to find out what's going on is to attend our monthly meetings, held every third Monday of the month at 7:30 p.m.

CONGRATULATIONS

Congratulations to our apprentices, **John Weininger** and **Mike Roberts**.

They represented not only Local 46, but also the OH-KY Administrative District Council at the apprenticeship contest in Michigan in October.

Mike took second place for the second-year apprentices and John took first place in the third-year apprentices.

PHOTO: COURTESY OF LOCAL 46

John Weininger, Field Rep. Tim Linder and Mike Roberts at the apprenticeship contest in Michigan in October.

BRICKLAYERS LOCAL REPORTS

John will head off to Las Vegas to compete in January.

Good luck John!

WORK OUTLOOK

Work in the area is steady, however, most of it is slated to be outside.

If you are laid off, please call me as I do have contractors who call the Hall looking for skilled tradesmen.

Sandusky City Schools is going out for rebid in late December with some of our Local contractors bidding on them.

Kroger has started the site work at the Fremont location with Spartan Construction, performing the masonry.

Spartan will also be doing the Cedar Fair's indoor sports complex in Sandusky.

Mosser Construction, Inc. is still plugging away at Fostoria City Schools with a few other jobs in the area.

DC Meyers Masonry, LLC has been working hard at the Cedar Point Dorms, along with Kapton Caulking, who is doing the interior and exterior caulking and Commercial Flooring of Toledo, LLC, who is performing the tile work.

Anese Masonry, LLC has terrazzo work coming at a couple of schools and continues to be busy with tile jobs in and around our area.

I want to thank the members and contractors for coming into the Local 46 area throughout the 2018 season. Union Pride.

IMPORTANT REMINDERS

A reminder to all members, when you work in a Local other than the one you are signed up through, please check in with that Local.

Many of us take for granted that we are getting the right pay or that our money is reciprocated to our home Local – automatically.

Never assume anything. Everyone needs to be aware of what they should be receiving.

You should be proactive and not reactive. Check-in, make sure you are keeping track of your own hours so you know if there are any issues.

It is my job as your Field Representative to provide you with the necessary information. This information is communicated through our regular monthly meetings or newsletters.

It is your responsibility to make the time to attend.

Also, please be sure you are current with your drug card and any other cards that you may hold that have or will soon expire.

IN CLOSING

Hope you all have a safe winter.

Mike Roberts took second place for the second-year apprentices at the apprenticeship contest in Michigan in October.

PHOTOS: COURTESY OF LOCAL 46

John Weininger took first place for the third-year apprentices in the apprenticeship contest in Michigan in October.

Ohio-Kentucky Administrative
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We are the B.A.C.
Bricklayers and Allied Craftworkers

IN MEMORIAM

Robert Anderson, 5 OH

Dominick Antolino, 5 OH

Eneo Cifani, 5 OH

Jakob Geyer, 5 OH

Dean A. Heina, 5 OH

Donald Kroon Van Diest, 5 OH

Paul J. Schermer, 5 OH

Chancey Shawver, 6 OH

William Etling, Sr., 7 OH

Jack Jett, 7 OH

Roy Hungerford, Jr., 8 OH

Sam Coy, 16 OH

Louis Mavko, 16 OH

Thomas Wright, 16 OH

Bernard Grueser, 18 OH

Richard Studt, 18 OH

Thomas Kelley, 46 OH

Ronald Wentz, 46 OH

CORRECTION: In the JULY/AUGUST/SEPTEMBER edition of the Benchmark **Manifred Smoot** was mistakenly listed as a member of Local 5. He was a proud member of Local 55.