

THE BENCHMARK

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This Newsletter is intended for Members Only

A MESSAGE FROM THE DIRECTOR:

Who couldn't use \$500 right now?

By Ken Kudela



Since the last Benchmark, a number of members from Local Unions around the OH-KY ADC have received a check as part of our Member

Incentive Program.

To all those members who received a \$500 check for recruiting three new members and helping us grow our union, thank you, and keep up the good work.

The OH-KY ADC is happy to keep writing checks. As a reminder, the program runs through the end of the year.

A new member is defined as someone who receives a new International Union number.

The new member can be a journeyman, apprentice and/or improver.

DATE: _____
AMOUNT: \$500.00
PAY TO THE ORDER OF: *Your Name Here*
Five Hundred Dollars and no cents DOLLARS
MEMO: *Membership Recruitment*
SIGNATURES: *Ken Kudela*
Don Huss

PHOTO ILLUSTRATION: KAREN AMICARELLI/THE BENCHMARK

By taking part in the OH-KY ADC's Member Incentive Program, current members can receive a \$500 check by recruiting three new members to the District Council.

To qualify, the new members must pay the full initiation fee, which includes the following:

- The journeyman's fee is \$350, plus three months of window dues, for a total of \$419.
- The apprentice fee is \$50, plus three months of window dues, for a total of \$102.80.

- The improver's fee is \$175, plus three months of window dues, for a total of \$239.80.

DON'T LET UP ON SAFETY

As we begin the final quarter of 2020, I urge all members to keep following

[See MESSAGE on page 2.](#)

THE SECRETARY-TREASURER'S MESSAGE

By Don Huss



Hello Brothers and Sisters of the Ohio-Kentucky Administrative District Council. I hope this edition of the Benchmark finds you well.

Fall/Winter is quickly approaching, but there are still plenty of work

opportunities to be had before the nasty weather sets in.

If you are currently seeking employment, please make sure you contact your local Field Representative. They should know which contractors are still putting people on and where the projects are located.

POLITICAL SEASON



With the fall season comes the yearly grind of the political season. As expected, this

season is going to be very busy, especially since it is a Presidential election year.

In Ohio, at the state level, there are several elected offices we will keep our eye on. At the District Council office, we have had a continuous flow of politicians seeking our endorsement.

Director Kudela and I have done our due diligence by interviewing several of these candidates prior to making any endorsements.

A couple of the must-ask questions

[See SECRETARY on page 2.](#)

Message

Continued from page 1.

the current jobsite safety requirements. Remember, safety begins and ends with you.

You are responsible for your safety, and to a degree, the safety of those working near you. I cannot stress enough the importance of following all safety guidelines, especially those in place to help combat the spread of COVID-19.

Right now, all the safety precautions mandated by the government – and agreed upon by the various trades and our contractors – have helped to limit the spread of the virus on job sites and within our Union.

As many projects make a final push before cold weather sets in, it is important to not cut any corners. In fact, the opposite goal could happen if these jobs are forced to shut down due to COVID-19.

Please remember, if you feel any

COVID-19 safety protocols are not in place or not being followed on your job site, contact your Field Representative. And if you experience any symptoms, like fever, cough, nausea, trouble breathing or fatigue, stay home and consult your doctor about getting tested.

While on the topic of safety, the Occupational Health and Safety Administration recently held its annual Safety Stand Down Week (Sept. 14-18).

Whether or not a Safety Stand Down Event took place where you were working, it is never a bad time to take a moment to help raise awareness about jobsite safety. The focus of many events during this week is fall prevention.

These events, and these types of conversations, are important because it is easy to grow complacent about the potential dangers that exist in our industry.

According to OSHA, in 2018, there were just over 1,000 construction worker fatalities in the U.S., and about 33 percent (338) were caused by falls.

The sad truth is many of these deaths could have been prevented by following proper safety procedures.

While Safety Stand Down Week focused heavily on fall protection to eliminate injury or death, it also is intended to help reinforce other safety standards.

Remember, we want all BAC members to go home at the end every day in the same shape they started.

IN CLOSING

The November General Election is almost here.

I encourage everyone to read the message from Secretary-Treasurer Don Huss, as he provides a great deal of important information related to the various deadlines (different by state) you must meet in order to make sure you are registered, and then the options available to cast your vote.

You will find other election-related topics included in many of the reports from your Field Reps. ■

Secretary

Continued from page 1.

we make each candidate answer are, where does the candidate stand on Prevailing Wage and where does the candidate stand on So-Called “Right to Work?”

Those are must-know answers for us at the District Council that allow us to hold their feet to the fire.

If a candidate gets elected and then has the audacity to stab us in the back by casting a vote to repeal Prevailing Wage or enact So-Called “Right to Work” legislation you can be rest assured that we (as District Council elected officers) will hold them accountable for their actions.

What I would like to ask of the membership is to educate yourself before you make up your mind who should receive your vote.

Please ask yourself the following question: Is the person you are going to vote for a “friend” of the middle class and labor?

Those are the types of candidates we need to make sure receive our support.

VOTING OPTIONS

With the COVID-19 crisis in America,

voting has the possibility to look a lot different this year.

First, I would like to emphasize the importance of being registered to vote.

The deadline to be registered to vote in the 2020 election is Oct. 5 in Ohio, Kentucky and Indiana.

If you live in West Virginia, the deadline to register to vote is Oct. 13, and in Michigan and Pennsylvania, the deadline is Oct. 19.

For the members living and voting in Ohio or Kentucky, every Local should have voter registration cards in their office, so all you need to do is visit that office.

After registering, each of you need to decide how you would like to cast your ballot.

You have a couple different options. You can vote in person on Nov. 3; request a mail-in ballot and then mail in your vote; or vote early in-person.

For those of us not comfortable casting our vote on Nov. 3 due to COVID-19 concerns and would like to vote via mail, you need to be aware of another deadline that must be met.

In Ohio, all mail-in requests need to be received by Oct. 31. Indiana has set a deadline of Oct. 22. Michigan’s mail-in request deadline is Oct. 30. Pennsylvania’s deadline is Oct. 27 and West Virginia has an Oct. 28 deadline to request a mail-in ballot.

Early voting (in person) varies by

state as well.

The following is what I have found on the internet for early voting:

- Ohio and Indiana – Oct. 6 to Nov. 2
- Michigan – Sept. 24 to Nov. 2
- Pennsylvania – Sept. 14 to Oct. 27
- West Virginia – Oct. 21 to Oct. 31

The hours of operation and locations will also vary from state to state and county to county. Please check with your local board of elections for that information.

If you take one thing from this article, please let it be this: Every election has its consequences.

Once again, if we elect the wrong candidates, we as Union members stand to lose a whole lot.

IN CLOSING

Lastly, I want to remind the membership to keep your monthly dues up-to-date.

As our Constitution states, if you become three months behind in your dues, you will be dropped from membership.

Your monthly dues can be paid several ways.

Mail them to OH-KYADC at 8497 Leavitt Road, Amherst, OH 44001; by calling 1-800-442-0479; or you can have them directly withdrawn from your bank account. ■

THE IMI UPDATE:

By Tom Elliott



Adhered veneer, or thin masonry veneer systems, are aesthetically pleasing and are gaining popularity in commercial construction projects.

The TMS 402/602-Building Code Requirements and Specification for Masonry Structures defines adhered veneers as a “Masonry veneer secured to and supported by the backing through adhesion.”

The ability to attach the masonry directly to the backup wall can give architects flexibility in designs where footings or load bearing members may be a challenge, and we are seeing brick, natural and manufactured stone, as well as tile, being used in projects throughout the OH-KY region – using both masonry and other materials as the backup system.

With the materials being attached

directly to the backup wall, there are size limitations on the units that can be used.

The prescriptive requirements for adhered veneers in the TMS 402, allows a maximum unit size for adhered veneers not to exceed 2-5/8” in thickness, and not be more than 36” in any face, or have a total face area of more than 5 square feet.

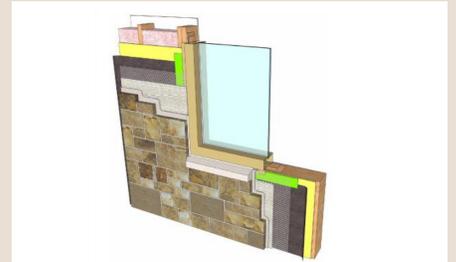
Any designs using units larger than those just described would fall under the anchored veneer specifications and would need to be supported vertically by a foundation or other structural elements.

The IMI is working with IMTEF (International Masonry Training and Educational Foundation) to update our adhered veneer curriculum and training that is offered to BAC craftworkers to ensure both our craftworkers and contractors have knowledge of the industry’s best practices for adhered veneer wall systems.

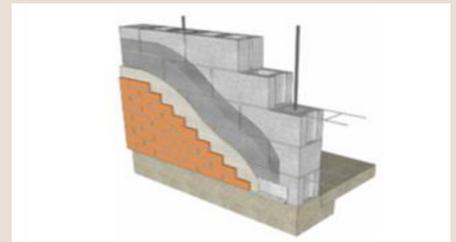
As always, please do not hesitate to contact me (telliott@imiweb.org or 440-986-2260) with any questions you may have on this or any other masonry topic. ■



Adhered veneer with metal stud backup.



Adhered veneer with wood stud backup.



Adhered veneer with CMU backup.

LOCAL 3



Toledo,
Ohio

Matt Aberl

I am sure you have heard this many times, but I hope that all of you and your families are staying safe and healthy during this time.

Be sure to practice healthy habits to keep your body strong. If you need any safety tips or recommendations, feel free to reach out.

Though we were unable to put on the annual Labor Day parade this year due to the current health crisis, we should all take a moment to remember the meaning of Labor Day for workers everywhere.

Toledo, especially, has played an important role in labor rights history, with the Toledo Auto-Lite strike of 1934 being one

of the three most important strikes in the United States.

This three-month strike culminated in a five-day battle between 10,000 strikers and 1,300 Ohio National Guardsmen.

Two young men, 27-year-old Frank Hubay and 20-year-old Steve Cyigon, were killed.

Neither man was an auto worker but had joined strikers in solidarity.

On June 1, 1934, about 20,000 Toledo union members and their supporters marched peacefully through the city.

Despite the Great Depression, Toledo workers of all trades were able to win wage increases, among other demands, for Auto-Lite workers on June 3.

The victory helped form the Toledo Industrial Peace Board, which served as a national model for strike resolution, and unionized much of the city.

Toledo remains one of the most unionized cities in the country.

“The labor movement was the principal force that transformed misery and despair into hope and progress. ... When in the 30s, the wave of union organization crested over the nation, it carried to secure shores

not only itself but the whole society.” Martin Luther King, Jr. said this in his speech to the state convention of the Illinois AFL-CIO, on Oct. 7, 1965.

DUES REMINDER



Our dues fund health insurance, access to legal representation, work opportunities and pension.

Paying your dues is an important part of membership.

If you fail to pay your dues, you will be charged a reinstatement fee. If you become three months behind in payment of your dues, you will be automatically dropped from membership.

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

We know life can get busy, so 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.

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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 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

We are still having regular meetings on the second Thursday of every month at 7:30 p.m.

We consider safety issues related to holding in-person meetings on a month-to-month basis.

If you have any questions or concerns about meetings, please contact me.

Not only will your attendance keep you updated on matters of business, but it is your opportunity to voice your opinions and concerns. ■

LOCAL 5 EAST



Cleveland,
Ohio

Gary Browning

Hello to all. I hope your Labor Day went well. It was unfortunate we could not spend it together amongst our Brothers and Sisters.

It is hard to believe how fast the year went by. With the year in the third quarter, the workload has been very busy on the east side.

We are still in need of manpower.

With the economic development in Downtown Cleveland and the surrounding cities in Cuyahoga County, I think we will be running to keep up with the demand for 2021.

Here are a few big projects we have going on right now:

Top of the Hill, Brecksville Broadview Heights, Euclid High School, Hebrew Academy of Cleveland and 75 Public Square.



PHOTO: COURTESY OF LOCAL 5

Local 5 members Rick Knight, Jimmy Gordon, Eric Puente, Gary Browning, Dennis Rahe, Daniel Browning and Jairo Cabrera helped build the accent wall in the new Local 5 Union Hall.

PRE-APPRENTICE CLASS



Following the governor's guidelines, the Training Center was able to put on a pre-apprentice class.

I would like to give a special thanks to **Tammy Tansey** (Apprentice Coordinator) and **Don Robinson** (pre-Apprentice Instructor) for being able to orchestrate this class in the evening.

After the class, those who followed the guidelines and completed the class were able to get out in the field as new members.

SPECIAL THANKS



The following members deserve a special thanks for their help in building our accent wall in the New Hall: **Rick Knight, Jimmy Gordon, Daniel Browning, Dennis Rahe, Eric Puente, Jairo Cabrera** and **Gary Browning**.

Also, a special thanks to O.A. Bertin company for the beautiful floors that our members installed.

Please give a special thanks to: **Bob Smith, Curt Lehmann** and **John Kilner** for their help with the installation.

Dave Greer and **Sal Carriere** also participated in the cleaning of the exterior of our new facilities.

SERVICE AWARDS



I would like to take a moment to congratulate and honor these men on their 25-years of service:

William L. Beam, James Boyes, Raymond Carlisle, Michael A. Corrigan,

Mikhail Kusmiy, John J. Graff, Andrew L. McIlveen, Joseph E. Piper and **John E. Slapnick**.

SAFETY AND DRUG CARDS

I have encountered a number of projects where I have not been able to send members because they lack a 10-hour OSHA card or do not have a current drug card.

Please keep up on both of these, as they are required on the job!

DUES REMINDER

Remember to keep up on your dues so you're not paying \$70 to reinstate. ■

LOCAL 5 WEST



Cleveland,
Ohio

Jairo Cabrera

Greetings, I hope you and your family are safe during these times. I am glad to say most of the Local 5 members are back to work.

The contractors are doing their best to provide you with every safety precaution, along with resources to ensure you remain safe on their projects.

Thanks to all contractors, along with you, the members, for taking the time to

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keep each other safe.

The members of the BAC Local 5 Ohio are very fortunate to be able to have the ability to come to work and make excellent wages. Please, we must not take this opportunity for granted.

Despite the fact many people with similar abilities and skills are able to work, they do not necessarily have the jobs to go to work.

We all may know someone who has lost their job, and with the winter months closing in, things might get worse. Please keep that in mind. Do not get caught or left behind, like the hare from "The Tortoise and the Hare."

WORK UPDATES



At this time, contractors are in need of our support, and we must continue to do our best to help out our Local.

Here are some projects to keep your eyes on in Lorain, Medina and Cuyahoga counties:

Zavarella Bros at Bendix in Avon

Metropolitan Builders at University Hospital in Avon and Northridge Animal Clinic.

Carlson Masonry at Avon High School, and Rocky River police station.

Valentine Construction at Elyria Library, at Hinckley Elementary School and Highland Elementary School.

Foti at Westwood School and Easton Elementary School.

Mike Coates at Westlake Community Center.

Miencorp at Oberlin School.

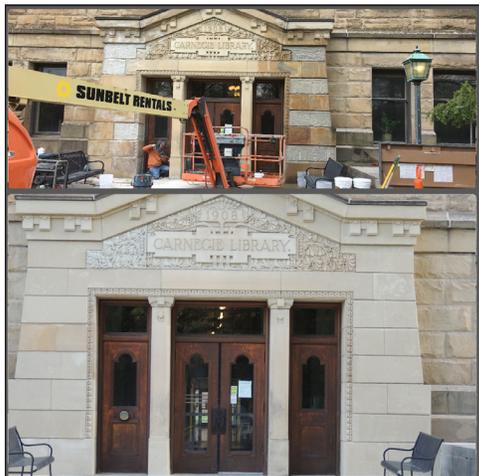


PHOTO: COURTESY OF LOCAL 5

Brothers David Addis, Robert Addis and David Correia are 26-year members of Bricklayers & Allied Craftworkers Local 5 Ohio, who demonstrated their amazing craftsmanship in restoring this project for American International at Oberlin College.

Cleveland Building Restoration at Lakewood Parking Garage.

Western Specialties is wrapping up the Human Resources building in Medina.

These are just some of the projects, with many more projects also taking place.

NEW CONTRACTOR

I would like to recognize a new contractor.

Standard Landscaping Services Inc., we welcome you!

REMINDERS



Members, keep in mind you must have an active drug-free card at all times – not just when you are looking for work.

It is our job as Union members to have an updated BAC Members card, OSHA 10 card and drug card at all times.

STEWARD TRAINING



We are looking to have a Steward training class soon, but keep in mind we are going to be limiting the size of this class.

If you are interested, please contact the Local 5 office at 216-447-9965 and sign-up.

We are going to have a monthly drawing to recognize Stewards.

As long as you are an appointed, certified Steward on an active project, your name will be automatically entered into the drawing.

Your name will be eligible to be selected once a month at the Union meetings.

You could win big prizes for being active on the job, so keep an eye out on Facebook where we will update everyone on the winner.

the fourth quarter of this year.

Many of our members have kept busy by continuing to travel outside the area for work.

As work does start to increase this fall, I can almost assure that we will be in need of additional manpower.

Please keep in mind the District Council Organizing Incentive Program.

Any member who helps to recruit three new members in the Union will be issued a check for \$500 from the District Council.

When referring these potential new members, please keep in mind that timing is everything.

We may not always have positions to fill immediately when someone calls looking for a job, but tell them not to get discouraged.

I generally keep names and numbers of interested individuals. If we do not have an immediate opening, I usually circle back around with them sometimes several weeks later.

It really just depends on the amount of work at that given time.

CURRENT PROJECTS



Rohr Masonry should be finishing up the office building in Belden Village. Rohr also has the Holy Spirit Catholic Church in Uniontown and Alliance Orthopedic.

Valentine is veneering their office building in North Canton.

Hoiles has the Blue Devil Plaza in Alliance and Piers in downtown Canton.

Beaver Constructors has a brick sculpture at Arts in Stark.

Coon Caulking seems to be busy with various projects around the Canton area as well.

WORK OUTLOOK



Although the work has been much slower in the area than we expected it to be for this time of year, it does look promising for later in this year, and even through next year.

Canton South School should be gearing up this fall.

Tusky Valley Schools should also see activity next year.

They have been in the designing and planning stages for quite a while.

Fairless also has been talking about schools.

The Hall of Fame has been moving dirt for additional projects. This has been a long time coming. Hopefully, they have all

LOCAL 6



Canton,
Ohio

Justin Gartrell

Fellow members, I hope this newsletter finds everyone doing well.

We should start to see work picking up around this jurisdiction as we head into

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the funding in place.

I have been hearing rumors of Aultman Hospital possibly building a cancer center.

Conotton Valley has started on the Rocket Center. Masonry will probably be starting in early spring on that project.

REMINDERS



Please remember to keep up with your monthly membership dues, your current drug cards and try and make sure you have your OSHA-10 card.

Do not forget to notify your Field Rep. of any address or phone number changes.

Finally, always be aware of your surroundings on the jobsite. We want everyone to return home safe at the end of the day. ■

LOCAL 7 OH



Akron,
Ohio

Noah Carmichael

Hello Brothers and Sisters of the labor movement.

We are living in some of the most tumultuous and interesting times in the last 50 years, no doubt.

The current political climate and the actual climate are reaching a fever pitch.

In addition, many years of subservience to monied interest are all coming to a head for our economy and society.

Not to fear on some of the political fronts, however, because there have been times like this before in history politically.

In fact, the last time we saw this type of wealth inequality, encroaching fascism and civil unrest, the United States set about a ton of progressive economic and social policies to help working people.

How did this happen? In one word, pressure.

Pressure from organized labor and the working class to force economic redistribution to the hands of the workers and ensure social safety nets were there for us (workers comp, Social Security, child labor laws, etc.).

Working people banded together and

looked out for each other, protested, went on strike, picketed, boycotted, and above all, organized.

It looks like it is our turn to ante up and join the fight.

While we no doubt will be bombarded with phone calls, TV and radio ads and flyers telling us who we should vote for and why, it is important to remember the facts.

If you recall, I wrote a piece some time ago (a year or so ago), stating that then was the time to prepare for the next election.

I still stand by this thought process.

Figuring out who is best for working folks is best done before the ridiculous spectacle of cult personality that takes place every four years or so.

I must say, that after 40 years of presidential election cycles, I am certain that we can do better.

If anyone wants to understand how candidates are made, debates are controlled and policy limits self-imposed, read "Manufacturing Consent" by Noam Chomsky.

That will give you a start on why we are where we are now.

With that said, I would never encourage someone to stay home on Election Day.

Vote your conscious, vote on your local issues and for local candidates who support labor.

The more important work lies ahead and requires us to be active in our communities and to become politically and historically literate.

As Howard Zinn once said, "voting is easy and marginally useful, but it is no substitute for democracy, which requires direct action by concerned citizens."

PENSION NEWS



Many of you have been aware that for some time, the Local 7 pension fund has been in critical and declining status.

There are many reasons why this has taken place and so quickly, but here are the biggest contributors: Attacks on labor unions over the last 40 years, resulting in decreased contribution hours; decreased membership; repeal on Prevailing Wage on school projects and Port Authority projects enacted during the Kasich administration (this resulted in millions of man hours our contractors missed out on); and the stock market crashes in the early 2000s, 2008, and again in 2019.

These reasons and more have contributed to the drastic reduction in funded status of the Local pension.

We are not alone in this. At least a dozen pensions from various trades have already applied for MPRA (Multi Employer Pension Reduction Act) or are in critical and declining status.

Unfortunately, many more may be headed in the same direction.

Many of us have started making other provisions by contributing to Defined Contribution plans or annuities, but these defined benefit plans could also be funded if the government made it a priority to do so.

Bottom line, if the federal government can hand out billions of dollars to the wealthiest 1 percent of the population and the most powerful and profitable corporations, they can help Bricklayers get what was promised to them.

We played Wall Street's game and it did not work. So it is time to give working people some help!

There are some organizations active in pension reform, and some politicians (believe it or not) who are strong advocates of getting help for pensions like ours.

We recently held a video conference with Sen. Sherrod Brown's advisors to explain our situation and combine our efforts with other groups to pressure legislators to act.

Senator Brown has been a friend of the working man when it comes to many issues and has supported the Butch Lewis Act.

Although it is not perfect, the Butch Lewis Act would allow the pension plans to keep the contributions going to both the retirees who worked hard for it and the members working hard to keep it alive.

For more information please visit the Local 7 Facebook page to see how you can get involved in solving this crisis and making a difference!

IN CLOSING

For those who do not like politics (of which I used to be one) you are out of luck. Your boss is into politics, your bank is into politics, non-union contractor associations are into politics and the corporate masters are into politics.

Working people who do not combine their forces politically to steer policies are doomed to be ruled by what Franklin Roosevelt used to call, "The Economic Royals."

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This means the elites will dominate you, if you let them.

Which leaves us with one last quote for which I will close, "The only solution to organized greed, is organized labor" – Thomas Donahue.

In your hands and mine, Brothers and Sisters, is the obligation of the past, and the promise of the future.

I look forward to the future with you all. ■

LOCAL 7 KY



Ashland,
Kentucky

Richard "Willie"
Moon

Greetings Brothers and Sisters. We are about to enter the fall months, and the work in the area is still picking up.

Central Masonry is now putting the

stone and brick veneer on the Desco Federal Credit Union and has also picked up a building for Kings Daughters Medical Center here in Ashland.

I was told Central will be doing the masonry work on the Primary Plus building in Grayson, Ky.

Early Construction is finishing up the AEP Building in Pikeville, Ky., and is also looking into bidding some projects in the Pike County area.

Advanced Restoration is still on hold for the Braumburg building in Ironton Ohio.

There are several projects still out for bid and some have target money behind them. We are waiting to hear who will be awarded the projects.

REFRACTORY WORK

RC Refractory just finished up an emergency shutdown at Calgon Carbon.

Calgon has also scheduled an outage starting Sept. 21.

Apache has increased the maintenance crew and will be adding manpower for the fall outage starting in October.

POLITICAL UPDATE



As you all know, the Presidential Election is Nov. 3, and we are making calls and sending out reminders to all our members, to be registered and on how to vote from home if you choose.

If you have not been contacted and have questions about voting this year, please contact the Local or get online at BACvotes.org.

Once logged in, it will walk you through how to find polling places near you, how to register and request a mail-in ballot.



Members of Local 7 KY have proudly worn the neck gators provided by the International on the jobsite and in the community to help stay safe.



PHOTOS: COURTESY OF LOCAL 7 KY

REMINDERS



Some journeyman upgrade classes have been postponed due to the pandemic, but we will have some dates in the near future regarding what classes will be available.

There are some online classes that IMI hosts via webinar for our members, which covers many branches of our trade. They also host COVID-19 protection webinars as well.

With all the work going on and more jobs to start, be sure to check all your job site required cards for expiration dates and get them updated so no one is left behind.

Please remember this pandemic is not over and we need to keep our guard up to keep the spreading to a minimum, at least until there is a vaccine.

Our Bricklayers have done a great job by following the jobsite safety requirements, and the members enjoy the neck gators that the International mailed out to members.

If you have not received one, please let us know and we will get one to you.

Let's continue to keep everyone safe, on and off the job.

LOCAL 8



Youngstown,
Ohio

Brian Collier

Greetings Brothers and Sisters: I hope everyone's summer has gone well, despite the uncertainty of the COVID-19 pandemic.

Work seems to be slow and steady in Local 8's territory, but thanks to our surrounding OH-KY ADC neighboring Locals and Pennsylvania Local 9 to our east, we have managed to keep almost every member busy since early summer.

Jobsites are employing virus safeguards and I trust that everyone is doing their part to maintain those precautions on the job and in our personal lives as well.

We have managed to start having Local 8 union meetings again, while being cautious and employing some good judgement.

We have temporarily suspended food

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and beverage at the meetings, just as an added safety measure.

We will continue to work and live safe.

PROJECT STATUS



Grunwell Cashero has some restoration work to do on the Niles Municipal Maintenance Building.

Lencyk Masonry is working on the Mahoning Valley Innovation project at YSU, Briarfield Place nursing home, the temporary Planet Fitness at the Southern Park Mall in Boardman, TJX Warehouse in Lordstown and Medici Art Museum in Howland.

Mid-State Restoration is replacing masonry and lintels at the Southington Fire Station.

Tervo Masonry is working at Mosquito Creek Water Treatment and has future work at the new ODOT Building in Liberty.

Zavarella Brothers is doing some work at the new Meijer store in Boardman.

PAY STUB REMINDER



By the time the membership reads this article, I will have been serving the members of OH-KY ADC Local 8 for six years as

Field Representative.

That having been said, I have learned some valuable lessons along the way.

I think that one of those lessons is I believe our members should treat their pay stubs with the same respect they treat other important documents.

Perhaps the argument comparing them to your Social Security Card or Birth Certificate is a little extreme, but please consider their potential importance to your future financial well-being.

When I first began working in our trade in 1988, a few older members encouraged me to save my pay stubs, citing that if a contractor or any other employer has neglected to pay into Social Security, the pay stubs would stand as evidence one day when I go to collect.

Sure, you may have to keep track of them for 50 years, but it is worth it to me to preserve what was earned by the sweat of my own back.

Another very good immediate reason is to help keep track of your fringe benefits.

Over the years, when members have reviewed their H&W and Pension statements, they have inquired with me about whether their accumulated hours and credits are correct or not.

Certainly, we have the ability to request our work histories from the fund offices, but if we do not have tangible proof of the hours that we worked, it makes tracking hours more difficult.

If we are going to make the effort to straighten out issues, I need as much help as I can get.

On a side note, every year Local 8 purchases enough calendar books to give out to the membership and visitors from other Locals.

Please ask me for one, and use it to track your hours.

I have been told over the years that a written record of this sort is even admissible in court, if needed, but I believe that pay stubs are even more credible.

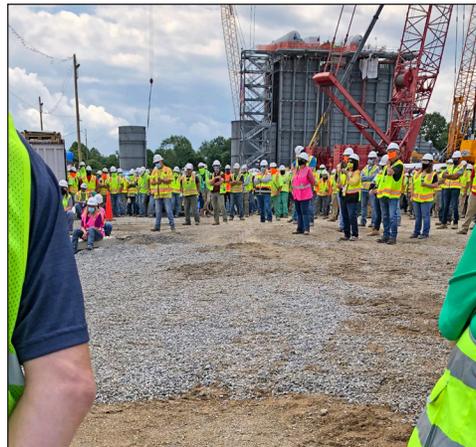
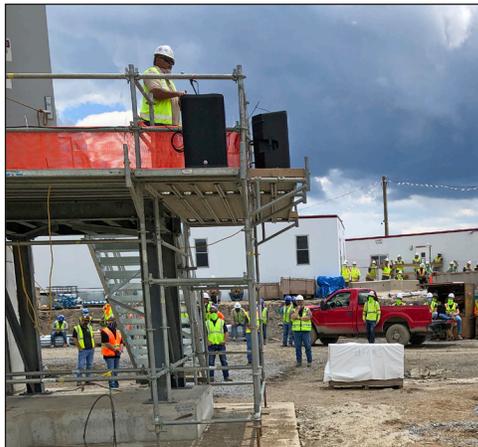
For members just starting, I suggest going as far as purchasing a fireproof box or filing cabinet to keep your important papers.

I even know one member that laid concrete block around his strong box in a secure area to keep it even more safe and fire resistant.

And yes, to answer the question on some people's minds, I do believe that I have every one of my pay stubs dating back to 1986 when I first started working as a handyman.



Josh Cohol, owner of Youngstown Tile & Terrazzo, and his family cut a ribbon for the company's Grand Reopening on July 29. Youngstown Tile & Terrazzo has been in business employing BAC Members for over 73 years.



Carlton Ingram of Operating Engineers Local 66 addresses over 500 union workers at a Southfield Energy Power Plant COVID-19 Safety Meeting on June 24. Area agents were asked to speak to encourage safe work practices.



PHOTOS: COURTESY OF LOCAL 8

A friend of union labor, Mahoning County Commissioner Dave Ditzler administers the pledge swearing in of Western Reserve Building Trades officers on July 27.

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It is certainly possible that I am missing a few, but I have enough to make a difference, if needed, which I hope I never have to press the issue.

SKILLED TRADES EXPO POSTPONED

The Mahoning Valley Skilled Trades Committee has postponed this year's Skilled Trades Expo until spring 2021.

No official date has been scheduled, but the event was such an overwhelming success last year, contributors are still eager to carry on with it.

I will be posting future updates.

AWARDS BANQUET CANCELLATION



Unfortunately, Local 8 members were forced to decide to cancel the Annual Local 8 Awards Banquet, which was to be held on Oct. 10.

The decision was made by a unanimous vote at the Aug. 13 union meeting.

IN CLOSING

Let us endeavor to give each other the support, respect and compassion that we would expect from one another in our union, community and nation. ■

LOCALS 9, 10, 44 & 52



East
Liverpool,
Ohio

Don Mays

I welcome new Local 52 apprentice **Gary Brooks** and new Local 10 apprentice **Chad Tice** to the membership.

I also welcome new Local 52 journeyman **Gary Harbison**.

We look forward to building friendships and brotherhood with you.

Our work outlook continues to look good in most of the jurisdiction I cover.

We continue to need new members, especially journeypersons, which will enable us to start more apprentices.

I am hopeful you all can assist, as we have written previously.

MARKETING SUCCESS

Our South East Ohio Industry Advancement Program (SEOIAP), continues to bear fruit.

I have included a photo of the Salem Dunkin' Donuts, a Lencyk Masonry jobsite that was a successful marketing effort by all involved.

In the photo below are, **Brock Lang**, **Spencer Frew** and **Steve Lenhart**.

It is nice to enter a business that our Brothers and Sisters have demonstrated our craftsmanship.

We are working continuously to increase our market share.

ELECTION REMINDER



We have an important election coming up. I hope you are tracking what is at stake.

Many of us have invested into our Social Security funds throughout our careers and now it looks like it could be under attack through a bait and switch.

That is just one concern, not to mention the continued removal of our working rights, including our right to negotiate collectively with contractors.

We all hold close our right to vote and make our choices individually.

I hope working people are watching what they want to take from us to stuff the pockets of the corporate stockholders and such.



PHOTO: COURTESY OF LOCAL 10
Brock Lang, Spencer Frew and Steve Lenhart working for Lencyk Masonry at the Salem Dunkin' Donuts.

The CEO's make in many cases, millions per hour, "really?" Meanwhile, many of us are working to provide for our families and live with some dignity.

I am hopeful, we can look out for us this time.

MEMBERSHIP INCENTIVE

Remember the OH-KY ADC membership incentive program to bring in new members continues.

The incentive program is designed to encourage members to assist us in growing our membership and manpower. Call me to learn about the program.

It is a great opportunity to help us grow and reap a financial benefit for doing so. ■

LOCAL 16



Mentor,
Ohio

Dan Musacchio

Brothers and Sisters, the catalyst of Labor's recognition is rarely talked about, but the similarities to the current American landscape are uncanny.

How did the working class get the ruling class to recognize our struggle? It was through force.

In no way is this advocating violence, however, history has clearly proven force is sometimes necessary.

This is our history. This is what we are remembering every Labor Day.

Whether you attended private or public education, the whole story of the unrest and revolution that led to labors plight being recognized is briefly touched on, if at all.

In the same way ancient Egyptian dynasties rewrote history after a succession of power, we really cannot be too surprised that a nationally sanctioned education curriculum would only hint at some of the atrocities inflicted on the working class, while suppressing most others.

Labor Day's recognition was a governmental olive branch to the militant working class of America.

Widespread unrest plagued the nation. Radicalized labor leaders were organizing

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work stoppages and demonstrations that threatened the oligarchy.

Two of the most notable events leading to the recognition were the Haymarket Riot and the Pullman Strike.

To appreciate the landscape of the times we are discussing, it is important to understand there was a massive push to overthrow capitalism because of its exploitive nature toward the working class.

Strikes and worker protests were becoming common place as the unions of the day were gathering support nationally for an eight-hour workday.

The day before the Haymarket incident, police opened fire into a crowd of protesters who were gathered at the McCormick Harvesting Company demanding an eight-hour workday.

An onlooker who was a prominent immigrant labor organizer immediately called workers to action. Word quickly spread through the community enraging different factions of activists.

Radicals, socialists and anarchists – all working class – gathered the following evening in Haymarket Square to criticize company-motivated police brutality.

Toward the end of the rally, police arrived to disperse the crowd. Immediately, tensions flared. As the police advanced through the masses, someone threw a bomb at them, and a gun fight ensued.

Seven officers and one participant died that night, countless others were injured. The retaliation was swift, as eight prominent foreign-born labor leaders were arrested, tried and convicted.

Seven received the death penalty, the eighth a lengthy prison sentence. Xenophobia ran rampant as this became an immigrant problem rather than a policing issue.

Lines were drawn and sides were chosen. Some were sympathetic to the working-class struggle, while others used nationalism to further divide.

Eventually four of the eight men were executed, one committed suicide on the eve of his execution and the two remaining were exonerated by the governor who was trying to stifle public backlash over a suspicious trial.

In the case of the railroad strike, the backdrop looked something like this: George Pullman's company produced luxury travel rail cars. He also built a "company town," where his employees were forced to rent housing and shop at the "company store," essentially enslaving them and recouping nearly every penny

paid out in wages.

After layoffs and pay cuts of nearly 25 percent of their already low wages, without a reduction in rent, or store prices, his workers faced starvation.

This coupled with the already notoriously dangerous conditions of railroad work led to a massive uprising.

Walkouts, solidarity strikes and the refusal to handle Pullman freight by nearly 250,000 workers across 27 states, crippled the country's railroads.

The state responded by sending militia regiments. Not to be outdone, the federal government sent its own troops. The armed forces were not posted to ease tensions or prevent violence, they were there to get the rail lines moving again and to break the strike.

Lives were lost, hundreds of rail cars burned, labor leaders arrested and a reluctant President gave us Labor Day to appease a voting constituency.

This was just a small sampling of an extensive number of similar stories.

The parallels are too coincidental to not consider, as 136 years later we have a nation divided with nationalism and race being the two driving factors.

The government is still using law enforcement to do its bidding, and the onlookers choose teams from the sidelines while identifying with a class who despises them.

All the while, politicians exploit feelings to entice us to vote against our own self-interest.

History is repeating itself in front of us. Ironically, we annually celebrate a working-class victory, but somehow view what is happening across the nation presently as terrorism.

UPCOMING MEETINGS



Please continue to join us monthly for our regular union meetings via Zoom.

By visiting the Local's website and clicking the link on the calendar, you can easily join the meeting remotely.

November's meeting will be the nomination of officers. The Executive Board agreed this should be done in person, not remotely.

We will suspend the regular order of business and concentrate solely on the nomination portion of the meeting.

Using state guidelines, we will be admitting 25 members at a time to accept any nominations. This will be done as many times as necessary to hear from any

member in good standing who wants to nominate another member for the offices of president, vice president, recording secretary, financial secretary, sergeant at arms and two negotiating board positions.

IMI INTERVENTION

Sometimes getting the right people in the room can generate hours for the membership.

With that said, I would like to thank IMI Director **Tom Elliot** for his work on the upcoming Geauga County Administration Facility.

He immediately recognized that replacing certain key structural components with masonry would not only lower the price of the build, but create hours for the BAC members not in the original design.

After proposing these changes to the architecture firm, we eventually received word that some of the suggested changes would be applied to the build.

This is a two-fold victory. Not only will our members gain additional hours on the project, but IMI just proved its worth to a customer who will undoubtedly utilize their services in the future.

Thanks Brother!

IN CLOSING

As always look out for one another in the field. ■

LOCAL 18 NORTH



Cincinnati,
Ohio

Brian D. Wear

Brothers and Sisters, I hope this finds you well. We have all been working on finding the new normal these days.

Wearing a mask at every turn to protect our potential spread and using hand sanitizer on a consistent basis are just some new parts of everyday life.

All of this while trying to educate, raise a family and pay the bills. And then there is sanity to maintain.

Challenging times to say the least.

WORK STATUS



The work outlook has continued to roll. The new masonry projects have our contractors looking for more bricklayers.

If in your travels via Facebook or where else you may cross paths with open shop masons, please spread the word.

We need to continue to grow this union. Do not forget the current membership promotion.

Bring in three new members, get \$500. This is for recruiting new apprentices and journeyman to the BAC.

If you have any questions or want more information call me on my cell.

NO TOLERANCE POLICY

Recently there was an issue on the FC Cincinnati Soccer Stadium Project.

This occurrence was not needed and honestly uncalled for. I can proudly say that it was not the work of BAC members.

However, that is not a pass. The use of derogatory racial remarks and references is totally uncalled for.

The actions that took place were against and perpetrated by fellow union Brothers and Sisters.

The results from these actions will have a lasting effect on everyone involved.

Working in the trades is not only about the skills you have. It's about reputation and how you carry yourself on a day-to-day basis.

The project immediately shut down, prompting Turner Construction to evaluate the situation and its sub-contractors. Currently, 75 percent of the FC Cincinnati Stadium work is being done by union contractors.

This is a poor reflection on the unions and the workers we represent.

Moving forward, after a meeting with several union trades leaders and Turner, it was agreed that racial and discriminative behavior of any sort will not be tolerated.

This means no more sharpie artists, no more drawing pictures and defacing property of others.

The Port-o-Johns are off limits to your opinions of people's color, anatomy and who you feel is fit to lead this country.

Enough is enough.

Turner has instituted a nationwide policy, that includes zero tolerance for

defacing property.

Such action will result in immediate removal from the project and a ban from future Turner sites.

I ask you with the utmost of urgency, be an advocate for changing this behavior.

ELECTION REMINDER



Another election cycle is upon us. This election is just as important as all the others.

I know many of you feel these are some of the best economic times ever.

Yes, we are all busy. Yes, we have gotten raises. And for us to change the course would seem foolish.

I would agree with you if that were truly the case. This economic time is in our face.

However, unknowingly to the everyday workers, the behind the scenes antics of this administration have severely hurt the unions.

His actions have crippled our ability to represent, protect and further our struggling union movement.

This November, I ask you to look at the candidates who have stood with labor on a consistent basis. Cast votes for candidates who support working people and the efforts we put in everyday supporting our families.

If you vote with these things in mind, I trust you will make the best decision for your family and our union. ■

LOCAL 18 SOUTH



Cincinnati,
Ohio

Jeff King

This Labor Day has come and gone, but my thoughts keep circling back to the sacrifices made and the blood shed to finally get to the point where one day a year is set aside to honor organized labor.

Do we, as union members, take time to think about those that came before us, who did the hard work to fight for the rights that we freely enjoy?

Someone recently told me that they would like me to fill my article with information about upcoming projects in the area. After thinking about the request for a little while, I concluded that it is more important to use this opportunity to address subjects that might be uncomfortable, but that encourage thought and dialogue.

I am not sure how or why we have become a country where we are so polarized that people with differing opinions no longer are able to have an intelligent conversation without retreating to the safety of their own view.

I have always felt that it is this country's diversity that makes us great. For our personal health and well-being, and for the much-needed healing of this country, we need to find common ground and focus on shared goals.

We are more alike than we are different from each other!

Everybody who is reading this article has at least one thing in common; you received the Benchmark because you are a member of this union.

Union membership should be the very principle it was founded on, be unifying.

I believe in this union!

I believe in the union movement!

I believe in the Brotherhood and Sisterhood of being union!

I also believe that we cannot survive and thrive without being unified. This brings me to an uncomfortable conversation about politics and union leadership.

As you know, the election is here and I encourage everyone to exercise their right to vote.

When you enter the voting booth or cast your vote by mail, that process is a personal choice. No one can tell you how to vote!

Let us look at the process of how a candidate receives the endorsement of your International Union. The endorsement is not based on a party, it is based on what candidate will have membership's best interest at heart.

I understand many of you reading this article are Trump supporter's, and no one will change your mind about how to vote.

Before you cast your ballot, I humbly ask you to consider how important your vote will be to helping this union stay strong!

I am seriously concerned about what this country and what your union will look like if Donald Trump is re-elected.

He is not on our side!

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Donald Trump has weakened OSHA, the Department of Labor and appointed judges with a union busting agenda.

He has publicly stated he is for National Right to Work legislation. The president, no matter what he professes, is no friend to the working man.

I know that for some it is difficult to get excited about the Biden/Harris ticket. However, please consider your vote in terms of pro-union or anti-union.

The choice is clear! ■

LOCAL 22



Dayton, Ohio

Shawn Herzog

Hello Brothers and Sisters, fall is here, and so far, work has been steady this year.

I hope everyone is being as safe as possible, as the COVID-19 cases continue to rise.

Due to the pandemic, the picnic has been cancelled.

Local 22 has been holding their monthly meetings, but the Hall will only hold approximately 24 members.

There was also a letter sent out to members that the monthly meeting time was moved from 8 p.m. 7 p.m.

HOODIES AVAILABLE

There are Local 22 hoodies at the Hall.



PHOTO: COURTESY OF LOCAL 22

Congratulations to the three new journeymen we welcomed into Brother and Sisterhood. From left to right are Brothers Matthew Poynter, Jonathan Horstman and Brandon Harshbarger.

They will be passed out at the monthly meetings to those that have not received theirs yet.

WORK STATUS



Work that is going on in the Local 22 jurisdiction includes the following:

PCC Masonry working on Springfield Shawnee School.

Gostomsky is working on Phoenix building, Greenville Hospital and Montgomery County CTC.

5 Star is working on Gem City Market.

Day Masonry is working on a couple of projects in Troy.

Jim Hauer Masonry has just started a project at WPAFB.

Tile work in Dayton has picked up over the last couple of months with some of Weiffenbach work becoming available.

On the refractory side, The Schaefer Group has been very busy over the last few months.

ELECTION REMINDER



As most of you are aware, there is a very important election coming up.

Brothers and Sisters, I hope all of you are registered to vote and do so.

NEW MEMBERS

I would like to congratulate and welcome three new journeymen to our Local Union.

Pictured below, from left to right are Brothers **Matthew Poynter**, **Jonathan Horstman** and **Brandon Harshbarger**. ■

LOCAL 36



Cleveland, Ohio

Matt Neeson

Sisters and Brothers, I hope all of you are safe and well. As of late September, Local 36 has had no COVID-19 cases.

This tells me our members are doing as much as possible to stay healthy and still provide for their families.

It only took a pandemic to let the world know construction is essential. We have always been essential. You know it and I know it.

Keep up the great work, you are appreciated.

Once again, I will ask you to work together with our contractors to keep things moving and understand that as we move through these COVID-19 times, the contractor has a new load of issues to deal with because of the pandemic.

They have a lot of extra paperwork and slowdowns with product. I always say it takes special employers to take on a union contract and pay top dollar to its members. Most contractors want all the money.

This is why we fight as a union to have what we have. Our contractors are those special people, let them know.

WORK STATUS



Work is slowing down as we move into the fall.

As most of us know, things tend to slow through the holiday seasons and into tax time.

Make sure you call the contractors and let them know if you are available or when you will be ready.

We are at a point where we are waiting for projects to get to the interior stages.

Some of our larger projects are still in the steel portion, just coming out of the ground.

As I said earlier, there is a slowdown with products, putting a little kink in the scheduling of the trades.

On top of that, we are going into an election. Over time, it shows that everything slows down during an election cycle.

I am expecting it to be a slow winter for us.

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TALKING POLITICS

Well here it is, another round of what are we going to do? Who are you voting for?

For most union members, it's a slam dunk. For others, it's a gamble.

What does that mean?

Well, I'll tell you what it means to me.

The Slam Dunk: This is what I call vote your pocketbook, meaning who is in this for us. Who has our backs as we vote?

As a union, we have multiple people who investigate every aspect of a candidate for all they stand for, when it comes to our livelihood.

Then they move to endorse them.

We then get a list of candidates who will work to keep us employed and getting union wages.

This is what I call vote your pocketbook, thus a slam dunk.

The Gamble: We have a person in office now, who a large majority of our members are liking what they see and are going to make the same vote this time around.

Now, I will say that this president has done some good things. But of all the good things that can be said, there is only one thing that sticks out to me.

He wants to break the Union. He has said it and is doing it.

So, what are we going to do if it is gone?

Do you have a backup plan for health-care or retirement?

Where will you find another job that even comes close to matching what we have.

This is a serious gamble.

Now this would not be a gamble if this man did not say publicly that these are his intentions, but he did!

Now that I am an agent, I see a lot of what it takes to keep the union moving.

Guess what? A simple stroke of a pen from this president can end our livelihood.

It is your gamble.

MEETING INFO



Our meetings will continue to be held virtually, via GoTo Meeting, until further notice.

You must call to get the code. This keeps our meeting as secure as possible.

Follow these steps:

- Download the GoToMeeting app on your phone or go to <https://global.gotomeeting.com> on your computer.
- Call the office, or Matt, to get the code for the meeting. If you get the voice-mail, leave a message and we will get back to you.
- Log on to the meeting at 5 p.m. on the date of the meeting. ■

LOCALS 39 & 45



Portsmouth, Ohio

Heath "Luke" Henry

Greetings Sisters and Brothers, I hope you are all doing well.

Labor Day has brought another summer to a close, and most of us welcome the cooler temperatures fall will bring.

Many of our Labor Day events were canceled this year, due to coronavirus. We were not able to collectively honor all workers who struggled for the worker rights throughout our history and in the current era of the Labor movement.

However, we can honor Labor every day. We can honor Labor by buying union made products. Even if we have to pay more, we can honor Labor by refusing to buy from anti-union retailers.

We can honor Labor by getting involved in our local communities. We can honor Labor by recruiting non-union workers to join our union, and we can honor labor by casting our votes for candidates who understand and support union labor.

ORGANIZING SUCCESS

Back in January, the OH-KY ADC started an Organizing Incentive Program to encourage members to get involved in organizing

and recruiting new craftworkers to help grow our union.

Under this program, any member who is responsible for bringing three new members into the union receives a \$500 reward from the OH-KY ADC.

In August of this year, **Guy (Allen) Kiefer** became the second Local 39 member to achieve that goal.

He was presented a \$500 check from the OH-KY ADC on Aug. 19!

We congratulate Allen on his achievement, and encourage all of you to get involved in this program.

Organizing new members is one of the most beneficial things we can do for our trade, for our contractors and for our union.

If you have any questions about this program, you can refer to Secretary Treasurer Don Huss article in the October/November/December edition of the Benchmark, or contact a Field Representative.

CONDOLENCES



We offer our condolences to the family and friends of Local 39 member **Dwight (David) Jenkins**.

Dave passed away on Aug. 26. Dave was a retired member and he would call in occasionally with a question. We would always reminisce about work and discuss the issues of the day.

Dave was an encourager, and would always uplift people when they were struggling.

Dave was a friend to many and a Brother to us all!

Our thoughts and prayers go out to the family and friends of brother Dwight (David) Jenkins.



PHOTO: COURTESY OF LOCAL 39

Director Ken Kudela and Secretary-Treasurer Don Huss present Guy (Allen) Kiefer with a \$500 check for referring three new members to the Member Incentive Program.

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IN CLOSING

As we head into the fall, let us all remember that the coronavirus is still with us and many experts are warning of a second wave this fall.

Let us all do our part to keep each other and all of our families safe from this virus.

Stay Strong! Stay Safe! ■

LOCAL 40



Mansfield,
Ohio

Matthew R.
McClester

To semi-quote one of my favorite bands, what a long, strange year it has been.

In spite of all the trials and tribulations 2020 has brought to our lives, we have been blessed with another busy work year.

And the work outlook looks positive through the end of year, along with two large school projects bidding this fall, Hillsdale and Lexington, that will determine our success in starting 2021.

MEMBER COMMUNICATION



Due to the challenges this year has brought, the Local membership approved the purchase of a One Call Now system to keep the members up to date on changes and send out notifications.

All information used in this system is controlled by the Local office. One Call Now only supplies a computer program to input and send messages. At no time do they have access to any membership contact information.

If you are not receiving these announcements and notifications through One Call Now or if you would like to opt out of these messages, please contact the Local Office.

Also, starting with the September Union Meeting, we will broadcast the Local Meetings online through the Zoom platform.

Therefore, members have the option to attend meetings either via the traditional method, in person or members may attend meetings online through Zoom.

The online Zoom link will be sent out prior to each meeting. You do not need a Zoom account, you just need to click on the Link sent to you or enter the Meeting ID and passcode.

If anyone has questions or needs help in navigating the Zoom option, please contact the Local Office for assistance.

We think this is a great option for members to attend Monthly Union Meetings who otherwise would not be able to attend in person due to health concerns or other reasons.

VOTING REMINDERS



Hopefully, all our members received their absentee ballot application from the International Union, and all our members have registered to vote.

The deadline to register to vote in November's election is Oct. 5.

Then on Oct. 6, registered voters can begin voting early at their respective boards of elections.

If any members have questions on registering to vote, absentee voting, early voting or any other election questions, please contact the Local Office.

We all owe it to the men and women who have died for our freedoms, to vote in every election.

It is our civic duty to be knowledgeable of the candidates on our individual ballots, and vote accordingly in regards to our own self-interests.

All we ask is that you be educated and to vote.

It is important to vote for all elected positions, including the local races where your vote carries the most weight.

If any members have questions on any local candidates in their area, feel free to contact the Local Office for help in finding information.

HELP IS AVAILABLE

I would like to close on a more solemn note.

I was recently made aware that our Local Union Brother **Lynn Schoonmaker** passed away in June.

I do not know the circumstances that caused Lynn's death, but I do know that Lynn dealt with some of the same demons I have dealt with in my life.

I would like to once again remind the membership that we have a Membership Assistance Program (MAP) through our International Union Office that is available to all members and their families who may be struggling with their own issues.

I personally received help through MAP in 2002, which played a large role in getting myself on the right track to a better life today.

MAP can help with a variety of challenges including, stress, depression, addiction, domestic violence, financial crisis, interpersonal relations, trauma and grief.

To contact MAP, call 1-888-880-8222 and ask the operator to connect you with MAP.

You may also contact me at 330-550-7344 for help with any personal issue. We have many contacts with Local agencies that provide help for a variety of issues.

And as someone who highly values personal anonymity, I personally promise to maintain full confidentiality with any personal information.

This pledge is for all members, whether you like me or not, as well as any member's family or friends.

IN CLOSING

As we wind down the last half of the year known as 2020, we wish all the members continued health and prosperity.

Work safe and live safe! ■

LOCALS 44 & 55



Columbus,
Ohio

Bill Hulet Jr.

Hello BAC Brothers and Sisters. I hope you, your family, your loved ones and all that you care for are safe, healthy and doing well during these troubling times.

Well, it is getting closer to the end of the year. This year has been a crazy one for sure.

With the current pandemic and the political races all over the place, it seems that most of the people have just pulled their face coverings up over their heads and are wishing that this year never happened. Or maybe they cannot wait until it is over.

In due time, this will be over, and we will have a different way of life.

That does not mean we have to like it, but it will be different when this is finally over. Or it will get back to what it was like before the pandemic.

I really do not see that happening, not totally the way it was before. Just my thoughts.

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WORK STATUS



Work is going strong this year again. We are still in need of more journeymen with experience.

We have a lot of new faces out working next to our current members. Remember to help each other out.

Help out the new apprentices as well. Teach them well, as they are our future journeymen that will be taking over for us when we retire.

We have had a lot of travelers come through this year. We sure can use some more new members to take over those who are coming into our Local and replace them with more Local members.

The work outlook looks great for the next several years, and they just keep bidding more work for the future.

We need to keep up the good work so our contractors keep bidding and keep all of us working.

LOOKING AHEAD

Contract negotiations are next year. We need to start thinking about what you want included during the upcoming negotiations.

Write your ideas down and bring them to our meetings to discuss.

This is a good way of letting the Local know what you are wanting in our next contract.

RECRUITMENT INCENTIVE

Remember the District Council's new Membership Recruitment Incentive Program.

For every three members that you get credit for bringing in with new IU numbers, you get a \$500 check from the District Council.

Just like our new member, **Jason Hyde** did this year.

You need to check with your Field Representative for the rules and make sure you talk to your Field Representative before he talks to the new member that you are trying to bring in for the credit.

TEXTING PROGRAM



Local 55 has a new texting app. If Local 55 members have not signed up for it yet, please do so.

The phone number for the texting is 833-765-0271.

You will need to text BRICK55 to accept the texting service and to receive texts from the Local.

HELP IS AVAILABLE

Just remember that the IU has a Members Assistance Program (MAP).

MAP provides members with a place to turn for help in coping with personal problems that interfere with job performance or home life.

MAP services are offered at no cost to active and retired union members and their families.

Member's privacy is fully protected. Just contact 888-880-8222, and ask for the Members Assistance Program from the Bricklayers International Union.

You can also go to the bacweb.org web site, and look under the dropdown menu on Member Benefits, where you will see

the Member Assistance Program link. Click on it and it will take you to that page.

Do not be afraid to reach out and talk to someone if you need help.

In these times when we cannot socialize like normal, it is depressing to a lot of people.

Please, if you have not talked to your loved ones, family members in a long time, now might be the time to do so.

You do not know what they might be going through, and just a phone call to say hi and/or see how they are doing. That much just might help someone that might be on that edge and you might not have seen any signs.

Remember that we are a big family, and even though it is just a fraternal membership family, we are still a family.

We all care that each and every one gets to go home every night safe and healthy.

Stay safe. Stay healthy. Be kind to one another.

Remember that we all care for one another as human beings, and as Brothers and Sisters in this BAC family. ■

LOCAL 46



Fremont,
Ohio

Tim Linder

Much like the rest of the world, we are still trying to figure out how to get things done amid living through months of the novel coronavirus pandemic.

This ever-changing world forces us to step out of our routines and discover new ways to live.

I am proud of our members for their ability to adapt and adhere to all the new rules in the workplace.

Despite all of the issues surrounding the pandemic, Fremont City Schools opened four new elementary buildings for the 2020/2021 school year, and continue with the masonry work on the new high school, which is slated to open for the 2021/2022 school year.

From May to August, they were able to keep approximately 30 members working.

Sandusky has one school building remaining that will be underway this winter.

It is great that many of you worked



PHOTO: COURTESY OF LOCALS 44 & 55

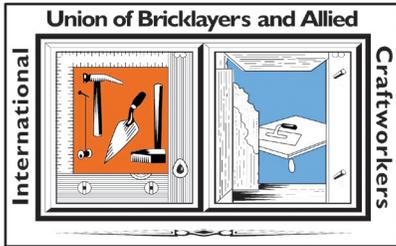
Jason Hyde received a \$500 check from the OH-KY ADC for bringing in three new members to the District Council.



Ohio-Kentucky Administrative District Council
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Amherst, OH 44001

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



BRICKLAYERS LOCAL REPORTS

throughout the summer with little to no time off, and have hopefully made a home for the winter months with the companies you have been working with.

If you are currently available, please reach out to me.

UPDATES, REMINDERS



It is unfortunate, but it has been decided that Local 46 will not be having its annual Christmas Party due to the Governor's Stay Safe at Home Executive Order limiting social gatherings to 10 people or less.

We have been having union meetings since June. In October we do have nominations for E-board. Voting is on Nov. 16.

Contractors currently working in our area include: Mosser Construction, Inc., Kirk Brothers, Coon Restoration, Spartan and Peterson.

All members are reminded to stay current on your monthly dues.

It is costing our union unnecessary time and money when we must make reminder calls and forward letters to our members.

To see if you are current, feel free to call the District Council office at 440-986-3000.

ELECTION REMINDER



The 2020 U.S. Presidential Election is less than two months away.

We, as a union organization, need to stay strong and continue to support the growth of our trade.

I encourage everyone to mail in your ballot or make your way to the polls on Nov. 3.

How ever you decide to do it, get it done! Your voice, your vote!

SERVICE AWARD



Congratulations to **Jason Deal** for his 25 years of service.

IN CLOSING

In conclusion, I wish you all well, and I hope you have a blessed Thanksgiving! ■

IN MEMORIAM

- Eugene K. Ahrendt**, 3 OH
- James A. Buettner**, 3 OH
- Joseph Fetty**, 5 OH
- Thomas L. Haymaker**, 5 OH
- John J. Kolesar**, 5 OH
- Lucius Lockett**, 5 OH
- George R. Ruzicka**, 5 OH
- Vincenzo Salvo**, 5 OH
- John Weber**, 5 OH
- Merlyn B. Immel**, 6 OH
- Clarence W. Towns**, 7 OH
- Zigmond Grivensky**, 8 OH
- John P. Jones**, 8 OH
- Donald J. Marinelli**, 8 OH
- Gustav S. Puskas**, 8 OH
- Isaiah Coleman**, 18 OH
- Billy R. Barlow**, 22 OH
- Thomas L. Howard Jr.**, 55 OH
- Carl C. Osgood Jr.**, 55 OH
- Thomas N. Oyer**, 55 OH