

THE BENCHMARK

VOLUME 9 ISSUE 1
JULY/AUGUST/SEPTEMBER 2022



This Newsletter is intended for Members Only

OF THE OHIO-KENTUCKY ADMINISTRATIVE DISTRICT COUNCIL

A MESSAGE FROM THE DIRECTOR:

Intel equals Change in Ohio

By Ken Kudela



Intel recently broke ground on the largest construction project in the history of Ohio. It is expected to create more than 7,000 jobs for the building trades – including our members.

Working under a National Construction Agreement, building trades members will construct the largest and most advanced semiconductor manufacturing plants in the world in New Albany, about 15 miles north-east of Columbus.

Semiconductors, or chips, play an integral part in our lives, and the current shortage of chips has created a shortage of goods – such as automobiles, appliances, computers, etc. – and also impacted other sectors, including our national defense.

Phase I is a \$20 billion project that includes the construction of two Intel semiconductor plants, or fabs, an office building, parking garage, wastewater treatment plant and other key infrastructure. Additional phases will increase the total number of fabs constructed to eight, and push the total cost to an estimated \$100 billion.

Crews are currently performing site-work, so it is too early to predict just how many of our members will be needed for Phase I of this project.

Building Intel's campus is the start of dramatic changes for the construction industry in Ohio.

Besides the actual Intel project, there will be an influx of Intel suppliers coming to the Buckeye State. More than 70 suppliers



National, state, regional and Local Union building trades leaders attended the Intel groundbreaking ceremony on Sept. 9. The OH-KY ADC was represented by Local 55 President Mike Smith (fifth from left) and Bill Hulet Jr., Field Representative for Locals 44 and 55 (fourth from left).

have indicated they will set up shop in Ohio to service Intel, and this number is likely to increase.

Our contractors will have the opportunity to bid on the new construction or renovation work needed for many of these suppliers.

It is expected that most of these facilities will not be built near the Intel campus. For a variety of reasons, Intel suppliers are reportedly looking to build outside of central Ohio. This should spread the work across most of our District Council.

WE NEED TO GROW



For many Locals, work has been plentiful this year. Throughout the state, Bricklayers are working on everything from schools and hospitals to

industrial plants, datacenters and more. Additionally, our Restoration, Tile Setters and other craftworkers remain in high demand.

As you will read in the reports from our Field Reps., the work outlook is expected to be strong in 2023. And the impact of Intel is not factored in to most of this forecast.

Based on this, it is imperative that we continue to recruit new members – both non-union and apprentices.

Apprentices will help our future, while organizing non-union bricklayers is both an immediate and long-term necessity. The more non-union bricklayers we bring into our Locals, the more we weaken our competition, which makes our union stronger.

As a reminder, the District Council is

[See MESSAGE on page 3.](#)

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 that you contact your local Field Representative. They should know which contractors are still putting people on, and where the projects are located.

At the end of September, the International Union of Bricklayers and Allied Craftworkers will hold a Special Called Convention in Boston.

Along with the convention they will also hold the finals for the National Apprentice Contest in all crafts covered by the B.A.C.

The Ohio-Kentucky Administrative District Council and the Northern (and Southern) Regional Training Centers will be well represented by six different apprentices from around the jurisdiction.

Kurtis Sutter (Local 3) and **Garrick Manning** (Local 46) will be competing in the brick contest.

Don Murray (Local 5), **Daniel Nie-naber** (Local 18) and **Robert Dellaripa** (Local 18) will be competing in the restoration contest.

Zach Slone will do his best work in the marble contest.

Best wishes and good luck to all the apprentices that will be competing in Boston. The Ohio-Kentucky Administrative Council is proud of you.

CHECK YOUR CERTIFICATIONS



As winter approaches, now is the time to start reviewing your certifications that are required for you to go to work.

The items that I am referring to include your OSHA certification and annual drug screening. Please be sure those are up to date.

If you need a drug screening or an OSHA refresher class, please let your Field Representative know.

In most cases they can send you for a drug screening immediately.

Once they get enough people (typically 10) interested in an OSHA class, it can be scheduled.

Another training that typically happens in the winter months is the Steward Certification class. This class needs to be renewed every four years.

If your certification is due to expire in the coming months, or if you have never taken the class, please contact your Field Representative and just like the OSHA class, once they get enough members interested, the class will be scheduled as well.

Remember that the District Council will reimburse the trained Stewards their monthly union dues when they are appointed as a job-site Steward and they have at least three members working on the job for at least four weeks.

MENTORSHIP TRAINING



Another training that we are beginning to offer is the Mentorship Matters Class.

This is a two-part class with the first part geared toward journeymen and teaching them how to effectively work with and mentor the next generation of bricklayers (apprentices).

The second part of the program is focused on the apprentices, and will teach them how to become a productive worker, how to take criticism and what it means to be a good Union member.

This second part is being taught to every apprentice as part of their classroom education while at the training centers.

It is our responsibility to help educate and groom these new members in order to have a sustainable work force in the future.

In the coming weeks you can expect to hear more about this program from your Field Representative.

If you are interested in becoming a mentor, don't wait for your Field Representative to call you. Please give him a call today, and let him know that you are interested in taking the class.

HELP US RECRUIT



With the recent passing of Labor Day, I am reminded that an organized Union is only as good as its membership.

An active membership is a healthy membership.

I encourage all members to get involved with their Local union.

The Labor Day holiday also reminds us that there is an absolute power in numbers. The more members we have, the stronger our bargaining unit is.

If you have a majority of the work force, you can negotiate better clauses and wages into your local contract.

I am confident that each of us knows at least one craftworker that is working in the non-union market.

We need for those people to join the union and to start working with us instead of against us.

It is pretty simple, the more members that we have, the better off the Union is going to be.

Please do your part and help us recruit new members.

The District Council has offered several incentives to the membership to reward you for your efforts in bringing in new members.

Contact your local Field Representative for the details.

STAY CONNECTED



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

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 to fix the problem, you have my word that I will not rest until I do.

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

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

By Tom Elliott, CSI, CDT



Movement joints are critical components in a building's longevity, and their primary purpose is to either accommodate or restrain movement.

Some points to consider with masonry materials are concrete materials shrink and clay materials will expand.

The movement joints are to be called out differently based on the movement characteristics of the materials.

Control joints (CJ's) are located in cement-based materials and that includes CMU and concrete brick.

Expansion joints (EJ's) are called out in products and materials that expand, including brick and tile.

With the different movement capabilities of these materials, the size of the joints often will vary in width.

The IMI recommends that CJ's be no larger than 3/8" and EJ's no smaller than 1/2" when initially installed.

EJ's should be free of mortar in brickwork / grout in tile or any other obstructions that may not allow for the expansion of the units to occur.

In the accompanying picture, you will see damage that happened with an EJ that had mortar in the joint, but was raked out for a sealant.

As the brick expanded, it was restrained by the mortar in the EJ and

MASONRY MATERIAL MOVEMENT CHARACTERISTICS

	architectural precast	→	↓	(shrink)
	brick (clay)	→	↑	(expand)
	brick (concrete)	→	↓	
	calcium silicate ⁽¹⁾	→	↑	
	cast stone	→	↓	
	concrete masonry unit (CMU)	→	↓	
	E.I.F.S.	→	↓	
	fiber cement stone	→	↓	
	manufactured stone (thin)	→	↓	
	natural stone ⁽¹⁾	→	↑	
	terra cotta	→	↑	
	tile (ceramic)	→	↑	

= shrinkage
 = expansion

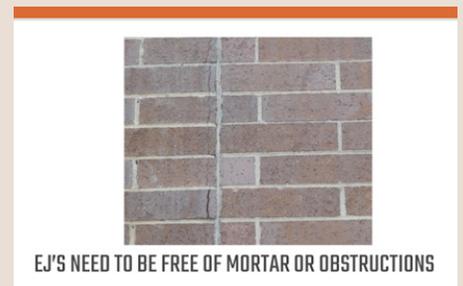
(1) stone is essentially inert but may expand due to hysteresis, thermal, or other factors

WHERE TO SHOW MJ IN CONSTRUCTION DOCUMENTS

- CMU back-up wall CJ's **on plans** ⁽¹⁾
- veneer MJ's **on elevations** ⁽²⁾

Locating movement joints in specification only is not enough information for the mason and can have negative impacts on your building

(1) typically located by structural engineer
(2) typically located by architect



caused severe damage to the veneer.

It is up to the architect or engineer to locate these on the drawings, and the masonry codes require that the designer, "show all code-required drawing items on the project drawings, including: provisions for dimensional changes resulting from elastic deformation, creep, shrinkage, temperature and moisture."

The IMI works closely with architects and engineers in many states helping to design and locate movement joints on projects, while continuing to promote BAC craftworkers and contractors.

If you have any questions on this or any other masonry subject, please do not hesitate to contact me. ■

Message

Continued from page 1.

still offering an incentive to encourage our members to help organize non-union members. Through Dec. 31, our Membership Recruitment Program will reward any current member who brings in three new members to the union with a \$500 check.

These new members must receive a new International number and pay either the full initiation fee of \$419 for journey men and \$102.80 for apprentices or utilize the "Special Fee Wavier" and pay one

year of dues, which are \$276 for journey-men and \$211.20 for apprentices.

Just think about what you could do with an extra \$500 this holiday season.

TRAINING REMINDER



As we head down the stretch of 2022, it is important we look ahead to 2023. For those members whose work is directly tied to the weather, the offseason generally begins once the temperature dips into the 30s.

When our jobsites shut down due to the cold, this is a great time to consider training to renew or gain certifications.

Many contractors and jobs require

specific certifications – many of which have expiration dates. Please check your certs and make sure they have not or will not expire in the upcoming year.

If you have questions or need help, contact your Field Rep. for assistance.

Once the weather breaks in 2023, we will need everyone to be ready to work.

IN CLOSING

On behalf of the District Council staff, I wish you and your families a safe, happy and healthy holiday season.

Keep up the good work in the final quarter of 2022, and stay safe on the job. ■

By Noah Carmichael



Hello Brothers and Sisters of the Labor movement!

Labor Day has passed, and I was thinking recently about when I first

became a staff member and an officer of the union, the mood was much different among the public when I talked about being a union member.

What I mean by that is that outside of our small circle of union folks (about 11 percent of all workers in 2013), many people spoke about unions as if they weren't even around anymore.

Others would try to find a common talking point by telling me about how their grandfather was a steelworker, or another relative was in another union long ago.

There just simply wasn't a lot of buzz about union stuff in 2013 in our culture, or politics.

I have spent the last 10+ years trying to educate folks about how important organized labor is to everyone, even the non-union.

I talk about how we set standards for safety, education, workers rights, benefits and demand that work be done with dignity and humanity.

And in the last 10 years, I have noticed something.

Workers are waking up.

Those conversations that used to be so difficult to get started are already on a lot of people's minds.

Starbucks workers are talking about collective bargaining and running union election campaigns.

Amazon workers have webpages and social media sites for workers trying to organize or just better their working conditions.

Union approval ratings among working age folks is at 71 percent – the highest it has been since 1965.

People are quitting jobs in the service sector and/or demanding better conditions.

The talk about workers' rights and unions are back at kitchen tables and homes everywhere.

And it's about time.

So, what does this mean for us as union bricklayers?

It means the ground is starting to become fertile for organizing. The more people that support unions, the better chance we have of influencing our fellow workers and getting them to organize and join our union.

The more people that support unions, the greater the pressure on builders to build with union labor.

This means more work for you to support your family, and more members for the future to preserve the craft and to keep our pension funds thriving.

How important is it to belong to a union?

We have all seen the graphs about declining union membership over the last 50 years. But we are going to see one again (below).

There is a direct relationship between union density and workers getting their share of the pie in society.

The bottom line is, the more union members in society, the more money goes

to the working class.

The less union members, the more money goes to the wealthy.

That's as simple as it can get.

Now, what should we do to reverse this decline?

Talk about it; ask questions about it; demand your elected representatives do something about it; and most importantly ORGANIZE other workers!

THREE WAYS TO ORGANIZE

There are 3 primary ways that we organize other workers:

- **Top Down:** By talking with contractors and getting them to sign contracts to become union contractors.
- **Bottom up:** By talking with workers at non-union shops and explaining the benefits of a union. We then try and call for an election where the workers vote for union representation.
- **Recruitment or stripping:** We get non-union craftworkers to join the union. Which one should we do? All of them.

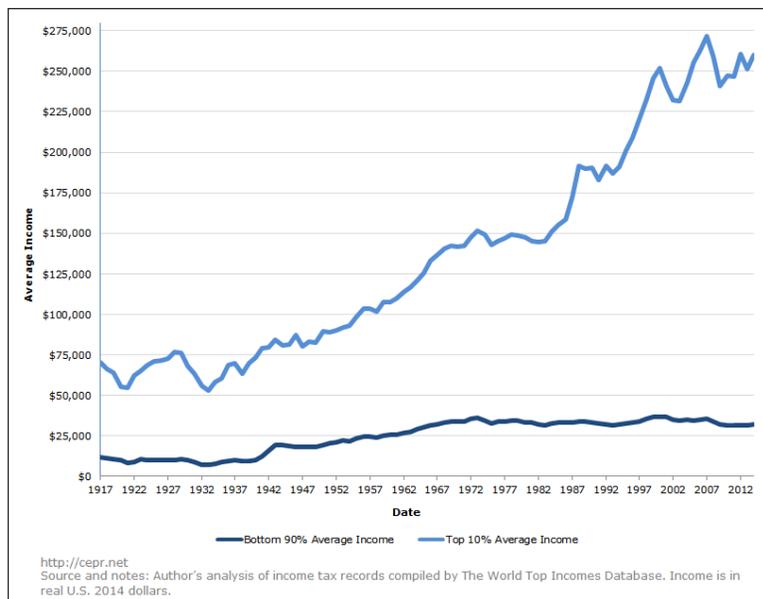
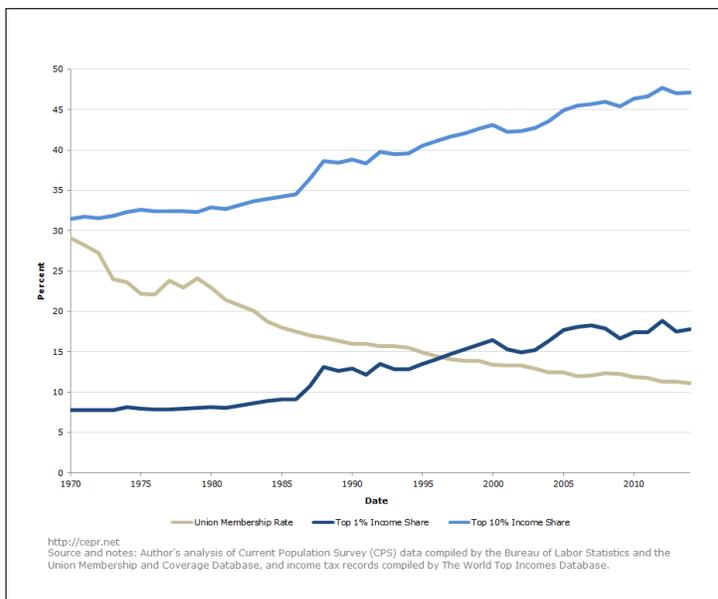
Every situation calls for different tactics. If you ever find yourself in a situation where you need help organizing or talking to a worker, feel free to reach out.

Call or email me anytime at ncarmichael@oadc.net or 440-986-300, ext. 125.

We are going to organize like our future depends on it, because it does.

IN CLOSING

I'll close by wishing you all a safe fall season, and a hope that we get swept up in the momentum of a newly charged labor movement. ■



BRICKLAYERS LOCAL REPORTS

LOCAL 3



Toledo,
Ohio

Matt Aberl

The year is winding down and will bring with it cooler temperatures.

As we move into October, be sure to dress in layers as mornings will be cool, but afternoons can still get very warm.

Remember to hydrate and get the rest you need to stay healthy this fall.

Be safe out there.

CELEBRATING LABOR DAY

It was nice to see everyone who came to this year's Labor Day parade.

Celebrating Labor Day is a great time to remember all the strides we've made in this country, and re-energize for the work that we have left to do.

I hope to see even more of you out there next year, reminding our community that we are union strong.

NEW RECRUITMENT INITIATIVE

I am excited to announce a new recruitment and retention initiative.

Any member who brings in a new member could receive up to \$1,500 in bonus funds.

To learn more about this awesome opportunity, call me at 419-478-1818.

MARK YOUR CALENDAR

In more exciting news, our annual holiday party will take place on Dec. 8, during our regular meeting time.

INSURANCE FORMS

Please make sure I have the correct mailing address for you. In October, you will receive Open Enrollment insurance forms in the mail.

The envelope will be stamped with an "OE." It is extremely important that you

fill out the forms and return them to keep your coverage up to date.

Failure to return the form will cause problems when making insurance claims, especially for any dependents you may have.

Claims cannot be paid if the form is not filled out and returned.

DUES REMINDER



Dues can be paid in easy and convenient ways: Pay by mail to the District Council office at 8497 Leavitt Road, Amherst, OH 44001; make a credit card payment over the phone by calling 1-800-442-0479; or in the BACMobile app.

You may also choose automatic withdrawal, so that you don't have to think about it again. If this is something you would like to set up, call my office.

If you have any questions about how these payment options work, please do not hesitate to reach out.

IN CLOSING

"Unions have been the only powerful and effective voice working people have ever had in the history of this country."
— Bruce Springsteen

LOCAL 5 EAST



Cleveland,
Ohio

Gary Browning

With the blink of an eye, fall is here. It is unbelievable how fast summer has come and gone.

The work in downtown and on the East side has not let up, and there's a new project out for bid each week.

As I write, the downtown skyline has not seen this type of change in decades, with the second tower crane going up on the site where the 23-story City Club Apartments will be built.

Valentine will be performing the masonry.

On the outskirts of the city, we have a vast number of apartments being built that's keeping all our new construction

Brothers and Sisters busy.

The restoration side of things is steady, flowing with an abundant amount of build that has been neglected over the years.

The work is here and the work will be plentiful for quite some time.

LABOR DAY CELEBRATION

I thank everyone who attended and helped at the second annual Labor Day picnic at the Hall.

It was good to see all the children that attended.

Everyone who attended had a chance to catch up on old times with friends.

SERVICE AWARD WINNERS



Congratulations to these members for their years of service:

25 Years: **John C. Graham, Michael S. HollenDonner, Joseph A Swee-ney, Nick M. Bozickovich, Rickard S. Brady and Matthew W. Mroczka.**

I want to thank each of these members for their years of service.

MEMBER INCENTIVE PROGRAM



We are still looking for new qualified journeymen to bring into our Local to continue to man these projects.

Until the end of the year, the District Council will still be offering the Member Incentive Program of \$500 to any member who recruits three new members in a year.

Take advantage of this!

IMPORTANT REMINDERS



Remember to always work safe and stay aware of what is going on in your work area.

A reminder to have your current drug card and OSHA card as these are becoming a must have on projects.

Last but not least, remember to pay your dues!

If you are dropped, it is \$70 to reinstate. It's a total waste of your money when this would have covered three months of your dues.

This can easily be done by contacting the District Council at 440-986-3000.

BRICKLAYERS LOCAL REPORTS

LOCAL 5 WEST



Cleveland,
Ohio

Jairo Cabrera

Greetings, Brothers, and Sisters: I want to thank all my Brothers and Sisters who attended the Labor Day picnic at the Cleveland Bricklayers Local 5 Hall.

Also, a special thanks to the Bricklayer softball team. What an incredible turnout! It was great seeing everyone and your families.

Also, I thank the Executive board for such a great job in hosting the labor picnic. For the second year in a row, this has been an excellent event for everyone.

This is what we all have been working so hard to preserve and build in a more assertive Union family.

This is becoming possible by everyone that has taken the time to participate.

We are looking forward to next year to see if we could get more Brothers and Sisters involved.

CRAFTSMANSHIP AWARDS



Congratulations to the apprentices named Building Excellence Craftsmanship Award winners.

The Apprentice of the Year Awards go to **Joseph Chick** and **Jennifer Reed**.

HELP US GROW

Brothers and Sisters, it's our responsibility as Union members to be organizers and help organize new members.

As a rank-and-file member, you have a lot of influence out there in the workplace, as well as with other members, and you might not realize how important your words are to a new member or a non-union bricklayer.

Keep in mind that when you are working with someone who may be different than you, that person is looking to adapt to the Union ways of doing things, and your guidance and support can be all they may need to adjust.

WORKPLACE ABUSE

I want to share with you a few words

about an issue that keeps reoccurring on the job sites.

Here we are in 2022, and we still have to deal with mental abuse in the workplace!

Mental abuse is defined as, "any willful action or inaction of mental or verbal abuse."

Mental abuse includes, but is not limited to, "coercion, harassment, inappropriately isolating a vulnerable adult from family, friends or regular activity, and verbal assault that includes ridiculing, intimidating, yelling, or swearing." (Mental Abuse, 2015.)

Everyone at one point may have experienced this type of treatment on the job. This behavior will not be tolerated. We must do better to end this kind of abuse on the job.

WINTER WORK



Around this time of the year, most of you probably coordinate with contractors to plan for winter work.

Local 5 Ohio has been fortunate in recent years that most signatory contractors have provided enough work to keep everyone busy throughout the winter season.

ELECTION REMINDER



I want to express to you how important it is for your support in securing future projects that will be placed on the 2022 November ballot. The way that you can support is by casting your vote in support of the work.

The projects on the ballot will include, but are not limited to:

- New construction of North Ridgeville City Schools
- K-3 School Building, North Ridgeville City Schools
- High School Rebuild, North Ridgeville City Schools
- Performing Arts Center along with North Ridgeville City Schools
- Maintenance and Transportation Facility

If you're a resident in this community, please get out and vote.

Invest in your and our future, so that no one is sitting at home without a job.

SAFETY FIRST

Keep in mind that safety is always the number one priority.

We don't want or need any Brothers and Sisters getting hurt or worse.

We have lost so many great individuals this year alone, and we need no other reason to lose one more BAC member.

READY TO WORK



If you can physically perform work and are in good standing with Bricklayers Local 5 Cleveland, need your support.

Do not hesitate to get in touch with me at the Local 5 office.

Please be safe out there, and we are looking forward to seeing you soon. Now we must continue to work together to secure market share and grow as a union.

OTHER REMINDERS



All BAC members must retain a current drug card.

If you need to schedule a drug test, please contact SCT at 800-204-1729, or visit their website, <http://safetycontrolstech.com>.

We will give a complete update on all the projects at our Local 5 meeting on the third Wednesday of the month, starting at 7 pm at the Bricklayers Hall, 9525 Sweet Valley Drive in Valley View.

Also, don't forget the BAC Mobile for your online information and payment of monthly dues, along with reciprocating forms.

IN CLOSING

Thanks to all the BAC members that have continued to work and show contractors support! ■

LOCALS 6, 9 & 10



Canton,
Ohio

Justin Gartrell

Fellow Members, work remains busy in Locals 6, 9, and 10.

We still have a need for additional manpower on some of the projects, if anyone is available.

Some of the current projects are:
Looks like Harris Masonry has work at Franciscan University.
Valentine Contractors at North Canton

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School, Akron Children's in Canton, the County Building in New Philadelphia and Fairless School.

Beaver Constructors are at the North Canton School and Hall of Fame retail.

Lencyk Masonry is at Tusky Valley School, Salem Veterinary Clinic, Steubenville Stem Project Terracotta Rain Screen, Columbiana Plaza and East Palestine Waste Water.

Kusler Masonry has foundations, shafts and veneer at the Steubenville Stem Project.

Stanley Miller Construction is at Canton Collections Department and Centennial Plaza Restrooms in Canton.

Angelina Stone and Marble has some work at the Catholic Church in Barnsville and Powhatan Point, along with several other smaller projects in their area.

Ameriseal has work at the First National Bank and Trust Company Building in Steubenville.

There are three Perry Schools in Massillon that are still expected to start in the spring. I'm told all of these have a significant amount of masonry.

LOOKING AHEAD

While writing this newsletter I can't help but think about the rising inflation that we've all been dealing with over the last couple of years.

It has put a major financial strain on all of us. Prices for everything have skyrocketed and from my personal experiences, most prices never did come back down much even when supply caught back up with demand.

I don't need to go into great detail about this because everyone, working or retired, knows what I'm talking about.

This is just leading into my next topic.

Approximately 4.5 years ago, Local 6 negotiated what I and many others believed was a pretty good contract.

In hindsight, it was an alright contract, at best.

I myself will be looking at contract negotiations much different going forward. I would encourage all our membership to start putting some thoughts down on paper.

The Local 6 Contract will expire on April 30, 2023. This day will be here sooner than we realize.

This is going to be the time to take back what we've lost over the last couple of years.

I want to start having conversations with the membership of Local 6 around December or January.

This should give us enough time to

have some decent discussions about our plans.

Please reach out to the Local 6 negotiating committee members, **Jeremiah Unklesbay** and **Joshua Moss** with ideas and suggestions as well.

NEED TO GROW



Another major subject related to all of what I just mentioned is organizing.

I'm very thankful for all the new members that have joined our Union, but getting these new members has become more challenging than ever, due to the fact that every organization and company out there is competing for the same good working men and women.

Great wages and benefits are what attracts workers to a company.

If we want to be the best at providing a service or product, then we need to offer something more attractive than the next company, so we have those quality workers on our team.

Local 6 recently paid one year of membership dues for all the members and has decided to pay one year of membership dues for any new member coming into Local 6.

With the International Union waiving the Initiation Fee, and the Local picking up the 12 months of membership dues, it does not cost new members anything to join.

Please remember this when trying to recruit new members into our Union.

Also, don't forget about the \$500 reward from the District Council for any member who brings in three new members.

We will continue to come up with creative ways to promote this organization and help our Union grow. ■



Richard "Willie" Moon swearing in apprentice Hannah Miller, Local 7 KY.

LOCALS 7 KY & 52



Ashland, Kentucky

Richard "Willie" Moon

Greetings Brothers and Sisters. I hope this article finds everyone well.

We have made it through the warm summer months and now are rolling into the comfortable weather that just about every bricklayer enjoys.

CURRENT PROJECTS



Local 7 KY: Tri-State Flooring is still at Kings Daughter Medical Center and is looking to pick up some more work in the future.

Central Masonry has finished up at Pure Cycle and Bridges Christian Church. Central Masonry has stated they have started the Amtrack Station in South Shore Ky., and have also been awarded the Pediatric Dentist office in Russell Ky. and the Primary Plus in Morehead Ky. Both should be starting in the early fall.

ZSR is still at the US Bank in Ironton, Ohio and stated that they may have to repair the other wall on the river side.

RC Refractory has had two emergency shutdowns at Calgon that generated several weeks of manhours and has also secured a project at Kentucky Electric Steel.

Apache has put their maintenance on hold and has hired more for a turnaround at Marathon for several weeks.

Local 52 OH: M-Squared has had



PHOTOS: COURTESY OF LOCALS 7 KY & 52

President Ted Linscott swearing in journeyman Kourtney Custer.

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several weeks at Ohio University.

Coon Restoration is about to wrap up at the old Dime Bank.

Central Masonry has picked up a project in Nelsonville and Pomeroy that should be starting soon, and had also been doing some maintenance work at OU. as well.

Pioneer Pipe is currently at the Energizer Battery plant, and is expected to have another turn around in late September.

REMINDERS



Anyone who needs to update their drug cards and/or OSHA 10 refreshers, please contact myself or the Union Hall.

If anyone finds themselves out of work for a couple of days to a couple of weeks, please contact me and let me know.

We have had several projects open up on short notice and some that have been weekend work in the plants. ■

LOCALS 7 OH & 8



Youngstown,
Ohio

Brian Collier

Greetings Brothers and Sisters. As summer ends, we have certainly had our share of good, dry weather to work our trade.

But as fall approaches, I am sure

we will embrace the break from the extreme heat.

PROJECT STATUS



Cleveland Marble and Foti are working at Summa Behavioral Center in Akron.

Crowe Construction has Kent City Hall, Ocasek Federal Building, West High Pump Station in Akron and brick work at Akron Children's Hospital.

Grunwell Cashero has work at LG Chem Plastic in Ravenna and PetSmart in Fairlawn.

Lencyk Masonry is working at Western Reserve Medical in Hudson, ModWash in Warren, White Hall at KSU, Preston Toyota and Youngstown Orthopedic in Boardman and Optima Care in Macedonia. They also have future work at BWXT in Barberton, Mosquito Lake and Take 5 Carwash in Austintown.

Norm King Construction has Tractor Supply Company near Chapel Hill.

Tervo Masonry is working at Struthers Fire Station and Campbell Health and Wellness Center.

Valentine has future work at Kent State Aeronautics and is finishing at Brimfield Fire Station.

Youngstown Tile and Terrazzo has work at St. Patrick's Church in Hubbard, Columbi- ana Career and Technical Center and future work at Tuscarawas Valley Schools, Steubenville Stem and terrazzo work at Trinity Hospital in Steubenville.

STILL AN HONOR TO SERVE



As many of you are aware, I am currently representing Local 7 Ohio in addition to my regular

position at Local 8.

I would like to take this opportunity to point out what an honor this is serving in Akron, considering who my very first mentor was in our industry.

When I first applied to be a bricklayer apprentice in 1988, I was selected and served in a four-week, pre-apprenticeship under the old Youngstown 8 and Warren 43 JATC.

At the age of 19 I was blessed with the instruction of a true gentleman bricklayer by the name of Paul Moore.

Paul, originally from Local 7, had transferred from Akron 7 to Youngstown 8 in the 1960s.

He was quite an accomplished man, and a role model for many facets of my life.

Paul's father had been a member of Local 7. If I recall correctly, Paul joined before he was drafted into the U.S. Army to fight in WW II.

When Paul returned from serving our great country, he worked for a few years at the trade and then he was elected to a term as Business Agent for Local 7 around the late 1950s.

He later moved on to be a brick salesman and finally he worked representing machinist apprentices for the Department of Labor.

Paul had retired from the DOL when our JATC talked him into the part-time position as our instructor, which later became permanent for many years.

With his long track record of service, he always encouraged us students to become involved, and serve to make a difference.

When I met Paul, I was in my late teens or early 20s.



Instruction Supervisor James Rook and Carpenter Field Representative John Sfranko cut the ribbon for the new pre-apprenticeship program at Gordon D. James Career Center in Lordstown.



PHOTO: COURTESY OF LOCALS 7 OH & 8
President Kurtz swearing in Caleb Dalton, Connor DiRienzo, Phillip Witkowski and Steven Filimon at the July 14 Local 8 Union Meeting.

BRICKLAYERS LOCAL REPORTS

The last thing on my mind when I was learning to use a trowel was serving like he did.

Like so many of the wonderful people that I had the pleasure of working with over the years, Paul is gone now.

I wish that he had stayed in this life long enough to know that I followed in his footsteps to represent the same Local where he started his multiple careers.

This is an unexpected honor that I am thankful for.

NEW PRE-APPRENTICESHIP TRAINING CENTER



One empty and defunct shop at the Gordon D. James Career Center in Lordstown has been remodeled into a functional tool that will help local trades recruit new, younger members.

The Trumbull County Educational Service Center managed to secure a \$300,000 state grant along with other donations.

They employed a local union contractor to remodel, and provide tools, materials and a place to work for area students to get specific building trades type training.

The goal is to make these students viable candidates for trade apprenticeships when they graduate.

Area Building Trades agents are working closely with faculty as they are eager to start reaping the benefits of the program two years from now when the first class, currently juniors, graduates.

The training will be accepted by some JATC programs if students join the trades and hours will be credited.

Western Reserve Building Trades has played a key roll involving itself with the local ESC's and developing programs like this one.

NEW SHIRTS

Local 8 has purchased new T-shirts.

To get a complimentary shirt, please schedule to meet with me in the office or come to a regularly scheduled union meeting held on the second Thursday of every month at 7:30 p.m.

We are not currently selling any additional shirts until we are sure that everyone has had a chance to pick up a complimentary shirt. Thank you.

IN CLOSING

Thank you for your continued, generous support and patience. ■

LOCAL 16



**Mentor,
Ohio**

Dan Musacchio

Brothers and Sisters of the OH/KY ADC, hopefully this communication finds you well.

It's been a busy season with no real end in sight.

Public projects have been keeping many of you busy throughout the summer, peppered with some very masonry-friendly private work to round out the book of work.

As of now, next year's work projections are very encouraging, as well.

There are a lot of projects currently in design that will be ready for boots on the ground next summer.

Many will agree the hours were there for the taking on many projects the last couple of years.

It's our hope that everyone took advantage of such plentiful work opportunities. It should be said as a reminder, this a feast or famine business.

Looking at the hours generated this summer puts years like 2013 far in the rearview mirror, but they are certainly not forever forgotten.

It can't be said loud enough; take advantage of the volume of work we're seeing right now. We undoubtedly will experience a slowdown again.

SERVICE AWARDS EVENT



Since the onset of the coronavirus, our meetings have been sporadic and labored.

So many of the things we do as a body have been sidelined for the benefit of the whole.

One of those has been large scale gatherings.

With that said, the Executive Board would like to get together and honor our members who have earned service awards.

We haven't had an awards ceremony since before the trouble started, with the intention of catching up once the dust settled.

It's evident that this is a way of life now, and to some degree we will be dealing

with outbreaks and isolation for the foreseeable future.

We have learned to coexist with this virus, taking precautions when necessary.

With that said, if you thought you were forgotten about concerning an award, you were not.

We have been keeping track of all eligible members, and cannot wait to get together on Oct. 14, and give the deserving a long-awaited round of applause for your years of dedication to this great organization.

This will be a party, not a union meeting. All members in good standing are invited.

Dinner and refreshments will be provided. Please keep an eye out for the event flyer and remember to RSVP so we may have an approximate head count for the caterer.

DIFFERENT WAYS TO MENTOR

What is "Passive Mentorship?"

An example of a passive trait would be language learning. In language learning, passive skills consist of listening and reading, as opposed to the active skills of speaking and writing.

It's basically those skills where you don't need to form sentences yourself. Instead, your work consists of trying to make sense of what's said or written down.

Leading by example on the jobsite, without overtly trying, would be a form of a passive skill or trait.

In many cases this leading happens without our knowledge. A worker with any degree of seasoning is being studied by workers of lesser experience.

From apprentices with a little time under their belts to journey level workers, you are being watched and listened to by younger members – and in most cases, emulated in some fashion.

In the same way a foreman dictates what acceptable behavior will look like on their jobsite, what you deem appropriate becomes a workplace norm for those who know little about the construction world.

Your opinions and thoughts about the Union, politics and current social issues become sustenance for eager, impressionable minds who are struggling for approval and acceptance.

When we talk about mentorship, we lean toward the active skills of hands-on teaching, and the way we speak to our younger workforce.

There needs to be a balance between the active and passive, and recognize we

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are teaching through what we whisper, often louder than when we shout.

The concept of mentorship and the sustaining of a new workforce isn't going anywhere.

In fact, you are seeing the infancy of a movement within the District Council, and it has reshaped the organizing division.

As our numbers decline in both membership and contractors, there demands to be new blood to replace the old guard.

If we are serious about our survival, this organization cannot and will not look and function the same as it currently does.

It cannot be one gender, one color or speak one tongue. It will need to resemble what our founders' roster looked like nearly two centuries ago.

A culmination of anyone who performs our craft, regardless of race or creed.

The numbers necessary to not only get us back to where we were pre-recession, but to surpass that, simply do not exist without redirecting our efforts and mind-set accordingly.

Our new workforce needs to be built, nurtured and developed into a class-conscious army of died in the wool trade unionists, who view this Union like the family it was intended to be.

That's the only way this organization, our pensions and our legacy survive.

This is not a process left entirely to your business agents, your executive boards or the job stewards of our Local Unions.

This effort needs to come from a body of workers who recognize they are union members first, working for a company who has agreed to our conditions through collective bargaining – not company employees who have to join a union as a formality.

That message has a landing pad. We have an unrepresented workforce who is starving for the conditions we have grown complacent with.

It's our obligation to take whatever steps necessary to ensure every benefit we currently possess, and treasure, is there for future generations.

We cannot accomplish this without organizing new members.

IN CLOSING

As schedules tighten and the race to beat the cold weather begins, remember to work safely, looking out for one another.

Always keep in mind we are constantly teaching, making sure what we are passing on is worth giving to someone. ■

LOCAL 18 NORTH



Cincinnati,
Ohio

Brian D. Wear

The brickwork in the Cincinnati area continues to stay busy.

The winter workload looks to be positive. While most of the larger projects have broken ground and are going to keep people onsite, there are a few that look to start soon going into winter.

This includes: Sharonville Convention Center expansion, Jess Hauer; Findlay Market Garage, Combs and Weisbrod; Hyde Park School, Jess Hauer; Miami Ogden Hall Renovation, Jess Hauer; Clifton Cultural Arts Center, Combs and Weisbrod; St. Catherine Church, American Façade Restoration.

The restoration work that is bidding now will be ready in the spring.

Most of the contractors are keeping what they have on the books quiet. This is a very competitive market.

NEW INSTRUCTOR



The apprentice school year is approaching fast.

I'd like to welcome Local 18 member **David Hale** along. He has stepped up to teach the next generation of restoration apprentices.

Like most of the qualified journeymen we have in this local, David has enjoyed teaching the apprentices on the job.

I thank all of you who take the time and patience to instruct the young craftworkers.

I, along with Jeff King, recently completed the Mentorship Matters training.

This training will give us the opportunity to instruct the apprentices and the Journeymen on the foundation and principals of the mentorship and apprentice program.

As you all know, there is a drastic decrease in persons wanting to join the construction trades.

This is nothing new. It just seems to be more relevant now than in the past.

This training may help us retain some of the ones we have, and gather others along the way.

I think we all could benefit from this training.

Moving forward we will be hosting classes at the Union Hall. Please take the time to attend. ■

LOCAL 18 SOUTH



Cincinnati,
Ohio

Jeff King

Values are a person's or society's beliefs about good behavior and what things are important.

After listening to Rep. Tim Ryan (D-Youngstown) speak at the Cement Masons/Plasterers' Union Hall I was inspired to write my Benchmark article on values.



Jeff King and U.S. Secretary of Labor Marty Walsh attended the Cincinnati AFL-CIO Labor Council Labor Day Celebration at the Reds game.



PHOTOS: COURTESY OF LOCAL 18 AFL-CIO President Liz Shuler and U.S. Secretary of Labor Marty Walsh both throw out the ceremonial first pitch at the Reds game on Labor Day.

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If I look at the level of division in this country, it reminds me that we need to collectively identify our values and behave accordingly.

We should not focus on red or blue, left or right, liberal or conservative, but identify that we are all Americans. We have more in common with each other than we realize.

The seeds of division have always been sowed to keep the working class focused on things that divert our energy from moving forward together.

I ask myself; how can we turn this division in this country around?

As I look at where we are at today, I ask myself how can we begin to heal as a nation, and what can be done to make this union stronger?

These are not easily answered questions, and the solutions may seem overwhelming.

With any change, we must look at what we are able to influence.

The first place we need to start is with our own behavior.

When people have differing views than ours, we should still feel obligated to treat them with respect and dignity.

It is amazing to witness defenses start to disappear when someone feels listened to.

We need to be grace givers!

How can we create change if we are unwilling or unable to forgive ourselves or others?

We need to stop looking at what is in it for me, and put our focus on the good of the whole.

We need to have gratitude play a big role in our lives. Take a little time each day to reflect on what you have to be thankful for.

We need to pursue joy! Often, we waste too much energy on pursuits that don't bring us joy. Identify what brings you joy and go for it!

Looking at the values and our role, through our behavior, in healing this nation we can look at the same principals to strengthen our union.

We need to ask ourselves, what is my role as an individual in making this union stronger?

How can I promote unification, instead of fanning the flames of division?

Is there something I can volunteer for to help my Local Union or community?

Are you willing to mentor an apprentice, or newly organized member?

IN CLOSING

We have had a couple of fun events our members had the opportunity to enjoy recently, including our Family Picnic.

We also participated in the Labor Day Weekend Event at a Cincinnati Reds Game. Please get active in your union. ■

LOCAL 22



Brothers and Sisters, work has stayed steady through the year, and it looks to

remain that way heading into fall.

But we all know that winter months can be unpredictable.

With that being said, it's important to work every hour available during the good months. Contractors are depending on you to be there every day, and get the jobs completed.

WORK STATUS



Contractors have multiple jobs in the area that are going strong, including Fairborn School, East Clinton School, the Delco project downtown and the ALBAT project, just to list some.

There are multiple jobs that will be starting next year.

If anyone knows journeymen looking to join the Union, we have work for them, and we are still taking apprentice applications.

GREAT PICNIC



I thank the Local 22 Executive Board for helping get everything ready for this year's picnic that was held on Sept. 10.

I also thank members who attended and brought their families.

I hope everyone enjoyed themselves.

SERVICE AWARDS



Congratulations to all the 25-year, 40-year and life members for their years of service.

25 years: **Bradley Stewart, Shawn Herzog, Chris Hill, Rodney Herzog and Chris Harness.**

Life members: **Leonard Watson, Archie Mills and William Nix.** ■



25-year members from left to right Bradley Stewart, Shawn Herzog, Chris Hill, Rodney Herzog, Chris Harness.



PHOTOS: COURTESY OF LOCAL 22

Life members from left to right Leonard Watson, Archie Mills and William Nix.

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LOCAL 36



Cleveland,
Ohio

Matt Neeson

Brothers and Sisters, fall is fast approaching and soon we will be raking leaves.

I hope that everyone had a great Fourth of July, and a wonderful Labor Day weekend.



New Local 36 Vice President Angel Fievet, pictured on the right, with her Grandmother.



Matthew Miksa (second from left) received the CEA Craftsman Award for large panel porcelain installation, and Zachary Slone (center) received Apprentice of the Year.

WORK OUTLOOK

Work is staying busy as we head into the fall season. With all our contractors bidding as much as possible, the workload is keeping Local 36 members busy.

If you are not working, give me a call at 216-440-3000, or the contractors on the contractor list to get your name on the mind of the contractors.

There's only one way to get on your feet, you must get off your ass! That's a little joke my grandfather always said to me.

NEW CONTRACTORS

Since our last report, Local 36 has signed two new contractors.

Welcome to Stollings Tile and Stone LLC and Hukill Tile LLC to our list of the best contractors in Ohio.

Lionel Stollings was a member, and still is of Local 36. He started his own business with the intentions of becoming a B.A.C. Tile contractor.

After several years building his brand, Mr. Stollings has signed with Local 36, along with two of his employees, to become one of our smaller contractors.

He hopes to become a player in our industry. Let's help Lionel help us grow along with him. Congratulations Lionel!

Hukill Tile LLC has been in business for over 20 years, and brings over 100 years of experience with them in the form of nine new members, and looks to be one of our largest contractors taking on larger union projects.

If you work with or see any of these

folks on the jobs, let's welcome them, and show them the Local 36 work ethic that we are trained to do.

Congratulations Hukill Tile LLC. We look forward to working with you!

CRAFTSMANSHIP AWARDS



I would like to congratulate **Matthew Miksa** for his award, Playhouse Square Fireplace, a large format porcelain tile installation.

Your skills will forever be on display. Great job Matt!

Zach Slone won the award for Apprentice of the Year. Congratulations Zach!

Zach and Matt's superior skills have been acknowledged by the Construction Employers Association, The Cleveland Building Trades and its contractors.

Great job guys!

Zach Slone also advanced to the next level of stone installation competition in Boston on Sept. 23.

Let's wish Zach the best of luck in Boston.

NEW CONTRACT

We have settled on an \$8.15 increase over five years, our largest raise ever over a five-year period, as we are a skilled trade and should be paid as such.

Congratulations Local 36 and its membership!

For more details about changes to the CBA, call me at 216-440-3000, or come to our Local 36 general meetings on the fourth Tuesday of the month at 980 Keynote Circle in Brooklyn Height, starting at 5 p.m.

LOCAL 36 ELECTIONS



Since our last report, Local 36 had our Executive Board elections. Here are the results:

Andy Yanok – President, **Angel Fievet** – Vice President, **Jerry Armendarez** – Recording Secretary/Treasurer and **Kevin Yanok** – Sergeant of Arms.

Congratulations to our new Local 36 Executive Board.

A special congratulations goes out to **Angel Fievet**, our first female Executive Board member.

Angel has worked through her apprenticeship and has proven herself among our contractors and membership to earn her spot as Local 36 Vice President.

Congratulations Angel!

PHOTOS: COURTESY OF LOCAL 36

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NEW DATE FOR CHRISTMAS PARTY



Due to scheduling conflicts and larger parties, the date for our event has changed.

We have moved the party to Dec. 9, from 2 to 7 p.m. at 980 Keynote Circle in Brooklyn Height.

Come and enjoy the food and gifts, while picking up your vacation checks.

We look forward to seeing you all there.

Due to mailing issues, vacation checks will not be mailed without your consent.

Please call 440-799-4246 in advance, if you want to try your luck with the mail. ■



PHOTOS: COURTESY OF LOCALS 39 & 45

Thanks to the IMI, members received the Kemper 2K Certification, among others, that was required to work on the Scioto County Courthouse project.

LOCALS 39 & 45



Portsmouth, Ohio

Heath "Luke" Henry

Greetings Sisters and Brothers. Work in the area has been very busy and will remain that way for the remainder of 2022 and into 2023.

We have several projects that will start this fall, along with fall outages at the power plants and papermill.

We expect the next three months to be extremely busy. Please be sure to contact the Hall if you are off work, even if you only expect to be off for a short time.

More than likely there will be somewhere that you can go to work.

LABOR DAY PARADE

■ ■ ■ We want to thank all the members and their families who came out to represent our union at the River Days Parade this year.

As always, Tri-State Building Trades had the grills going and we fed all our members, and many others, during the parade line up at Spartan Stadium.

Even though we had some rain, we still had a great time and a good crowd.

TRAINING UPDATE

Advanced Building Restoration was awarded a restoration project at the Scioto County Courthouse that had certain product certifications required on it.

One of the certifications needed was for Kemper 2K that would be used to waterproof the stone cornice of the courthouse.

Thanks to the IMI, our members received the training that was required for this product and they have been working on

the project for the last two months.

"This is a product that I was first introduced to while attending the Historical Masonry Preservation Certification at IMI. We are being challenged all the time with waterproofing these cornice tops or water tables, and I believe we have found our material for that application. Kemper 2K PUR is a low VOC self-terminating liquid applied membrane. This product was a perfect fit for the Scioto County Courthouse. Thanks to all the guys (at) IMI for assistance on this project," said Charlie Leisure, Advanced Building Restoration.

IN CLOSING

Please check your LEAD cards to be sure that they are updated.

If you need to update your LEAD card, please contact me and we will make arrangements. ■



PHOTO: COURTESY OF LOCALS 39 & 45

Thank you to the members and their families who represented our union at this year's River Days Parade.

LOCAL 40



Mansfield, Ohio

Matthew R. McClester

The recent cool weather mornings are a reminder that we are on the back side of another masonry work year in Ohio.

It is my hope that all the members in our District Council have taken full advantage of the work opportunities we have been blessed with this year, and have

BRICKLAYERS LOCAL REPORTS

worked every hour available in order to fully strengthen their health and welfare and pension accounts.

As I was taught when I began my apprenticeship, being a successful Union Bricklayer is all about hours worked, and the best money you make is the money you do not see on the check.

My experience is we will always mostly spend what we make.

Many Locals like ourselves, have started annuity funds in the last several years, which is another opportunity for the members to ensure they are able to retire with dignity.

Another practice that will benefit all of you when your time comes to retire is making sure your reciprocity is completed when working in other Local's jurisdiction.

Then, even more importantly is documenting your work hours by keeping pay stubs, and then reconciling those hours with statements from our benefits offices to make sure everything is balanced.

We have the technology and resources to verify all our hours with Ohio Bricklayers and the International Funds. It is much more effective to rectify any discrepancies within months of the discovery as opposed to five, ten, fifteen years later.

If anyone has any questions concerning reciprocity, feel free to contact your field representative.

Again, be responsible and keep track of your own hours, and do not wait until the year before you are ready to retire to check and make sure all your hours are where they are supposed to be.

Many members, such as myself, have kept their hours tracked by using a pocket calendar and recording hours worked each day, contractor and jobsite. This, matched with your paystubs, is gold when disputing any discrepancies.

WORK OUTLOOK



The work opportunities in the Local jurisdiction started off promising this year, but faded over the summer to the point where we are now. There are still opportunities for any members to work, but they are mostly outside the local area.

Over the next several years, there should be an incredible amount of work opportunities to the south of the Local.

The Intel project near Columbus is a once-in-a-generation project that will forever change the economic landscape of the

central Ohio region.

There are not many projects of significance bidding locally in the second half of this year, but there are some indications there may be a few bidding into late winter and early spring that may help get some members working in the Local next spring and into summer if anyone is willing and available.

GROWING OUR MEMBERSHIP



Two words that our members are going to be hearing a lot over the next several months are "Mentorship" and "Organizing."

These are action words, and for our organization to grow in order to ensure our survival as Union Bricklayers, then we must mentor the new generation of workers, and we must organize those who are not members of our ranks.

It is easy to sit back and scoff at these notions. It is well documented the easy thing to do is nothing, or even more detrimental is to complain about all the problems without doing your part to be part of the solution.

A saying that has been printed on the back of T-shirts for apprentices says, "Teach me like your Pension depends on It!"

I really do not know how to say it any better. The future of our livelihood as Union members is hanging in the balance.

It is up to each and every one of you to do your part. ■

LOCALS 44 & 55



**Columbus,
Ohio**

Bill Hulet Jr.

Hello BAC Brothers and Sisters. I hope everyone has had a safe and healthy summer.

Old Man Winter is around the corner. The push is on to get the outside work done before the weather turns bad.

Be safe and do the work correctly the first time.

The contractors don't like when they must go back and fix someone's work.

You are all professionals and are getting paid top dollar for what you do.

Take pride in your work, and do it correctly the first time.

That makes a better impression than having to send someone back, which could be you, to fix the work that you were already paid to do correctly the first time.

If you are the one that the contractor is always going back to correct your work, sooner or later, that contractor will have no use for you, and will let you go.

This gives not only you a bad reputation of shotty craftsmanship, but also gives the Union the same reputation. It does not reflect good with the building owners and the construction managers for future jobs for our signatory contractors.

Just do it right the first time.

Don't be mad if someone is pointing out your work that needs a little correction, like filling a bee hole that you may have missed or any other issue that may be happening.

If the contractor is always fixing your work, then they are not making the profits to sustain being in business, and can either leave the area or go out of business.

The more contractors that we can go to work for, the better it will be for all of us.

It is in all our best interest that we help each other out to be the best craftsman that you can be.

LOCAL WORK OUTLOOK



Work in the area is still good going into the winter.

Look for the work to slow down around the first of the year, until springtime.

Remember to keep your dues paid up when you get laid off and request unemployment verification sent in on your behalf.

Your dues must be up to date before we send that form in. It is always nice to get your dues paid up ahead, so you won't have to worry about it when you are sitting at the house during the winter down times.

RETIREES LUNCHEONS



The Christmas luncheon will be held on Dec. 14. Please RSVP by Dec. 12 at 3 p.m. by calling 614-342-8970 with your name, phone number and how many will be attending.

BRICKLAYERS LOCAL REPORTS

Next year's luncheons will be held on the last Wednesday of the months of March, June and September.

Hope to see all of the Local 55 retirees there.

DUES REMINDER



Please keep your monthly dues paid up to date.

If you want to have your monthly dues taken out of your checking account, or paid once a month on your credit card, contact your Local Field Rep for the enrollment forms.

You can go online to bacweb.org and pay your dues there.

You can also get the BACMobile app on your phone and pay them on the app.

Remember that once you are dropped for non-payment of dues there is a reinstatement fee of either \$70 or \$140 depending on how long ago you were dropped, plus all those back dues that you need to catch up.

That is either three months or six months of dues that you could have had paid instead of paying the reinstatement fees.

IN CLOSING

Be safe at what you do. Do your job correctly the first time. Be the professional that you are getting paid to be.

Our value is on display every day, and your workmanship is always front and center on every project where you work.

It shows, so strive to be the best in your field. Be thankful when someone points out some of your work that needs attention. They are not picking on you, but trying to help you be the professional that you are getting paid to be.

Don't get mad at what someone is pointing out that needs fixed. Take it as a learning experience. Learn from it, do the work better and incorporate what you have learned into your work habits.

We are all human, and we should all strive to be the best professional crafts-person that we can be.

Professionalism: "The skill, good judgment and polite behavior that is expected from a person who is trained to do a job well."

Stay safe. Stay healthy. Have a great day. ■

LOCAL 46



Fremont,
Ohio

Tim Linder

This summer was brutal as we have fought the heat and humidity, but I think it is safe to say fall is upon us and we are noticing cooler morning temperatures!

Work has not been as good in our area as it has been in recent years. However, contractors are picking up with work going into fall.

If you are off, please reach out to me as I am getting calls from contractors that are in need of workers.

Contractors in the area include: Trisco, Edco, Spartan Construction, AA Boos, Studer-Obringer Inc. and Coon Restoration.

REMINDERS



Many of you must maintain a current drug-free card in order to work on specific jobs.

If you are not current, or you have

misplaced your card, contact me at 419-334-2454.

Additionally, if you need or are looking for any extra training, reach out.

I can look up available training, or see if we could benefit by getting something set up at our training center.

I was trained along with all the other field reps this summer to teach a Mentorship Matters class.

Mentorship is a big key for all of us in the trades. It will allow us to be able to help one another out in many of ways.

The main reason for this is to keep retention in our industry, as many of us tend to forget we all have been in a situation where we either needed a mentor or were the mentor.

Please be on the lookout as I try to organize a class over the fall or winter.

CONGRATULATIONS



Congratulations to **Andrew Cok** for finishing his four-year apprenticeship, and becoming a Journeyman.

Andrew spent all four years of his apprenticeship with Spartan Construction.

Also, best of luck to Local 46 member **Garrick Manning**, who is off to compete in Boston at the National Apprenticeship Contest on September 22-23.

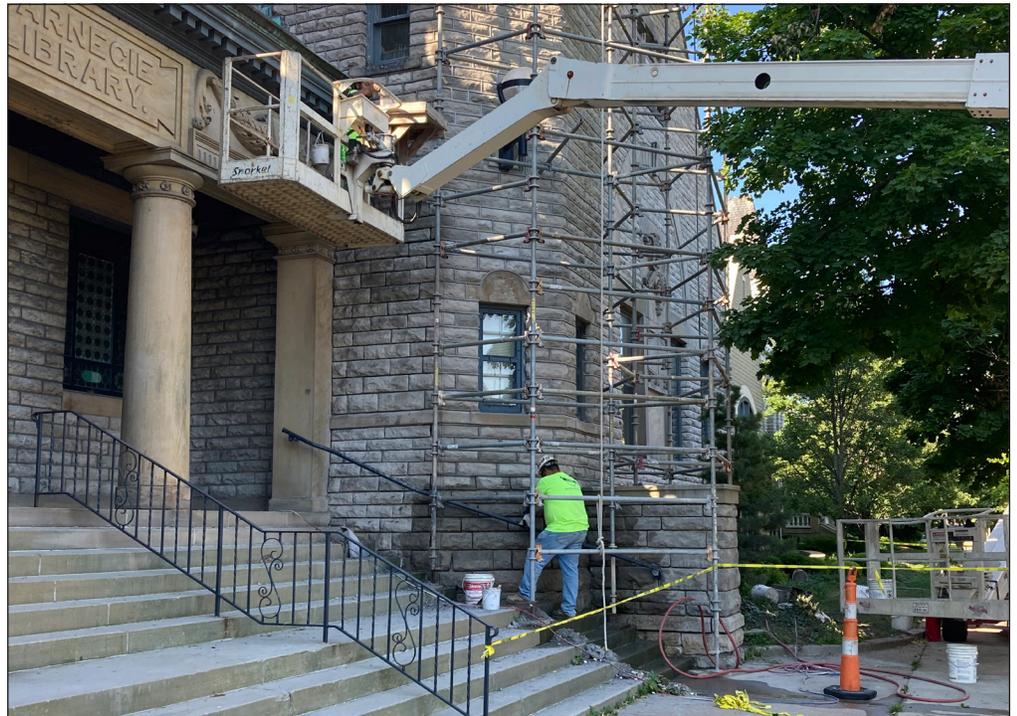


PHOTO: COURTESY OF LOCAL 46

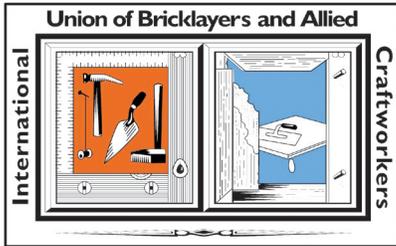
Pictured are Malcom Burris, fourth-year apprentice, and journeyman Jorge Perez, working on the Sandusky Library for Coon Restoration.



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



REPORTS

If you see either of these young men, be sure to wish them good luck.

UNEMPLOYMENT REQUIREMENTS

As a reminder, if you get laid off, you are responsible for informing me so that I can submit the required union verification form to the Ohio Dept. of Jobs and Family Services (ODJFS).

If this is not done, the unemployment agency will require you to seek work.

You must also be current on your dues when you file for unemployment.

When you report getting laid off, I will submit the required form and retain a copy in your file.

Be patient, as this could take a few weeks to be updated in the unemployment system.

DECEMBER MEETING



The December meeting will be at Victor's Banquet Hall in Fremont on Dec. 19, starting at 6 p.m.

This will take the place of our regular meeting at the Hall.

I will be sending out RSVP cards for you to fill out and return.

If you don't receive anything by Nov. 10, please let me know.

We are allowing you and your spouse or significant other, only.

Please note if your dues are not current, you will not be eligible to attend.

DUES REMINDER



To pay your dues, you can call the District Council at 440-986-3000, or by filling out and sending in the form for automatic withdraw.

Staying current on your dues will avoid delays in filing for unemployment benefits should you get laid off.

MARK YOUR CALENDAR



Union Meetings continue on the third Monday of every month, starting at 7:30 p.m. ■

IN MEMORIAM

Louis Debeljak, 5 OH

Vincent Decapite, 5 OH

Greg J. Hopkins, 5 OH

Karl Jung Jr., 5 OH

Andrew L. McIlveen, 5 OH

Thomas W. Stockard, 5 OH

Gene A. Summa, 5 OH

William H. Vetovitz, 5 OH

Hampton Walker Jr., 5 OH

David L. Fether, 6 OH

George Kmetz, 8 OH

James F. Wolfe, 8 OH

John M. Lucarelli, 16 OH

Ralph E. Carpenter, 18 OH-KY

Charles R. Cash, 18 OH-KY

Robert J. Rohrig, 18 OH-KY

George Winston Jr., 18 OH-KY

Howard D. Tobias, 40 OH

Gerald E. Eberly, 46 OH

Willard O. Conley Jr., 55 OH

Joseph Fyffe Sr., 55 OH