



INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS

EXECUTIVE BOARD REPORT

BAC CONVENTION
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Live Online



BUILDING COMMUNITIES BUILDING LIVES

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EXECUTIVE BOARD MESSAGE

Resilience and determination of purpose will, as it has in the past, define BAC's path forward.

We enter this Convention finding ourselves tested as never before – with a health pandemic that has claimed over 200,000 lives across North America, record unemployment affecting over 32 million Americans and Canadians, and widespread protests for social justice. And while some may deploy deception as a strategy in confronting these challenges, self-delusion is not an option for us as trade unionists, nor as citizens.

Our determination to address in a forthright manner the challenges we face within our industry and our society is grounded in our shared experiences as craftworkers. We neither ignore nor wish away site conditions or other complications in executing the projects we build. Rather, we gauge the situation, determine the tools and resources needed, and perform our work accordingly. Likewise, as leaders of our Union we are charged with providing an honest assessment of the challenges we face, and then dedicating the resources and effort equal to the task. Resilience and determination of purpose will, as it has in the past, define BAC's path forward.

At the time of this writing, economic growth has been abruptly arrested by the first global pandemic in over 100 years. Currently, the construction industry across North America is generally stable, but a recession that has already crippled other sectors of the economy looms on the horizon. These challenges to the health and economic well-being of BAC members intersect with industry, social, technological, and political forces that will shape the economy and society that we work and live in. It is at this intersection that our Union must dedicate its efforts to ensure that the voices and livelihood of BAC members are maintained and elevated.

Your Executive Board is confident that we will, as a Union, rise to the challenge. To survive and grow in today's increasingly competitive, inter-connected environment, we must be able to adapt and change quickly and effectively. We have done so before and

will do it again. Because while change is inevitable, and while we must constantly adapt and develop the Union to thrive in new conditions, the core mission of BAC is unchanging.

There are numerous ways to define that mission, but any definition will contain a central truth: BAC builds communities, and it builds lives.

We build communities – not only in the literal sense of constructing the schools, churches, hospitals, and homes that make up the cities and towns in which we live, but also in the way that BAC members go beyond the jobsite to enrich their communities through charitable work and service projects. And we build lives – as the power of union apprenticeship transforms a job into a trade, the transformative power of organizing brings union solidarity to all craftworkers engaged in our trades, and the power of solidarity and collective bargaining transforms a trade into a lifelong career with good wages and benefits.

Trade unionism is fundamentally a community endeavor. Alone, workers have little leverage to influence their conditions on the job; only by uniting, as an intentional community, are they able to meet their employer on a level playing field and assert their collective interests. But unionism does not erase individuality, nor subsume the member into a faceless mass – far from it. By ensuring dignity on the job, by establishing limits to the employer's authority, and by ensuring that workers receive a fairer share of the fruits of their labor, the collective power of unionism creates the conditions for a fuller expression of individuality by every member.

In other words, by building the community of the Union, we build a foundation for members to live their lives as they choose.

This Report details the activities and progress of the International Union over the past five years. As you read it, you'll learn about the sweep of IU priorities – from our sustained commitment to organizing and member education, to our pursuit of innovative apprenticeship and training initiatives in conjunction

In the coming years, we will need to redouble our efforts to weather the pandemic and attendant economic contraction. We will need to take the lessons of the past and put them to use for our members. And by doing so, we will ensure that BAC continues to build North America, build its communities, and build the lives of every member.



INDUSTRY AND MEMBER TRENDS

The five years following the 2015 IU Convention have been marked by an uncertain recovery from the Great Recession and a struggle for the trowel trades industry, and for construction in general to regain lost work opportunities.

The steady growth in construction opportunity that we saw in 2015 through early 2020 served as welcome relief from the ravages of the Great Recession, with concomitant growth in BAC work hours and a steadying in the Union's membership. But 2020 brought the COVID-19 pandemic, and with it, a rapid acceleration of what may have already been a slight economic contraction.

Through 2019 many firms in the trowel trades expanded and the union masonry industry was running at near capacity and actively recruiting both

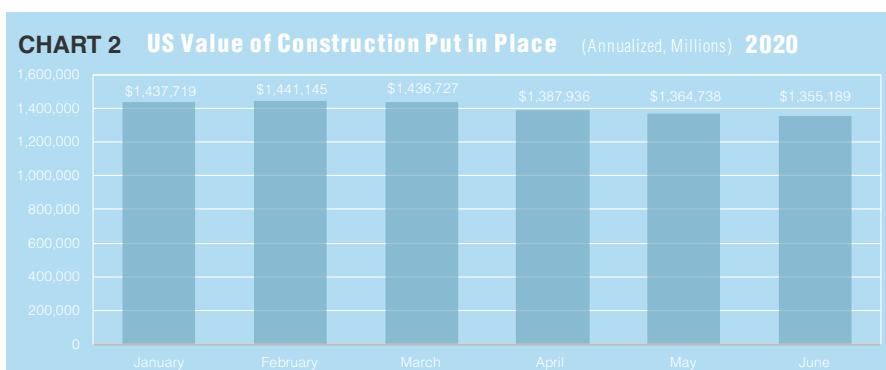
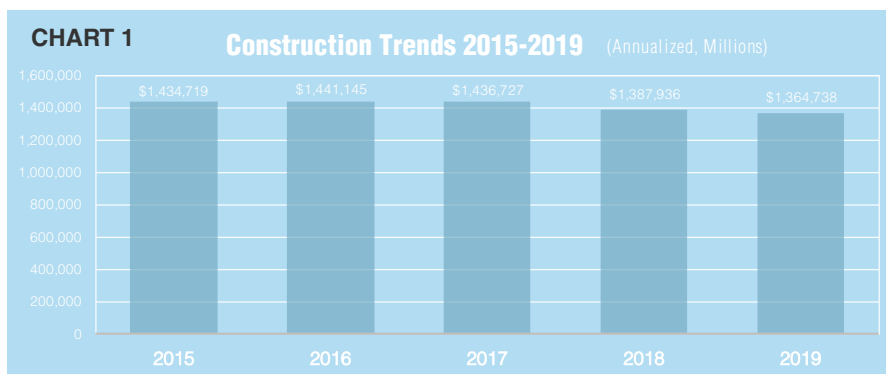
members and employers to meet opportunity in the construction industry.

With the uncertainty of the length of the pandemic and the long-term effect on the construction industry, we enter fall of 2020 with guarded optimism and continue to position the union trowel trades industry to thrive in the shifting marketplace.

The infrastructure of the IUBAC's governance, training system, market intelligence programs and ability to respond rapidly allow us to perform better than any of our competition and bring construction services to the market more efficiently.

From 2015 through 2019 the Value of Construction Put in Place, or the measure of all construction activity in the US saw significant growth (*Chart 1 - Construction Trends 2015 - 2019*). Powered by tax cuts, deficit spending and demographic trends driving demand, certain markets saw significant growth. Warehouse and distribution investment, health care and educational structures, along with public safety construction grew dramatically. Religious buildings and multi-family residential structures saw and were predicted to have declines.

In 2020, the investment and development side of the construction industry responded to the COVID crisis with a more cautious look at new construction (*Chart 2 - 2020 US Value of Construction put in Place*). Health care and public safety continue to show significant growth, while other sectors of the industry are more uncertain.



The Canadian building industry shows a steady increase in the Total Value of Building Permits from 2015 through 2019 (*Chart 3 - Canada Value of Building Permits 2015*). As we enter the construction period affected by the COVID virus, the effects appear to be regional, with declines reported in five provinces, with the largest in British Columbia. Other provinces show increases in construction, led by Alberta. Residential permits are down significantly in 2020 to date.

Another indicator of future construction need is the Architectural Billings Index, which is a measure of future works under design. An indicator of over 50 points to growth, while an indicator under 50 points to contraction. The years between our last Convention in 2015 and the end of 2019 showed nearly consistent ABI index ratings of near or over 50. The first quarter of 2020 saw a dramatic drop to under 30, and a rise to 40 in April of 2020.

BAC Membership

The chart above compares Jan-Dec hours for the 5 years of 2015 through 2019. In 2019 actual hours

CHART 3 Canadian Value of Building Permits (seasonally adjusted, December in millions)

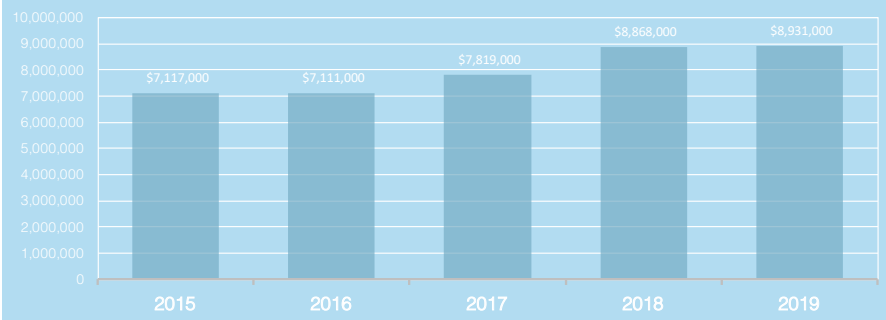
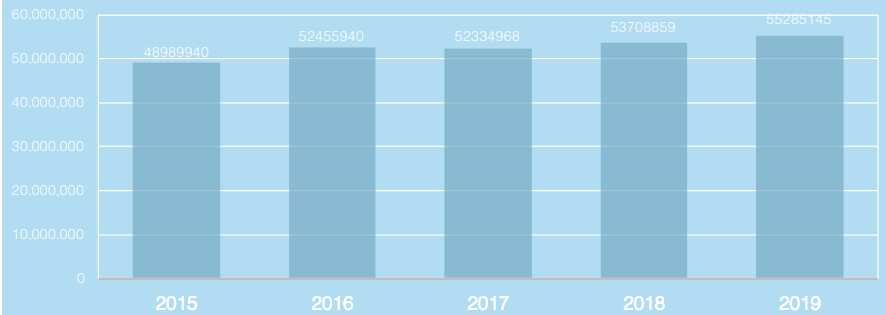


CHART 4 Hours Comparison Jan-December 2015-2019



hit 55.3 million, an increase of 1.6 million or 2.9% over 2018 hours. This follows a 2.6% increase in 2018 over 2017 hours. After the four flat years of 2011 thru 2014, the last 5 years have seen a 20% increase in hours from the 2014 levels of 45.6 million hours. 2015 and 2016 saw a 7% increase in hours each year respectively, which signaled a healthy recovery. The modest growth in the past 2 years is typical of recovery in its advanced stages after a long period of expansion. BAC membership has remained fairly constant even with the increase in hours worked (*Chart 5 - Total IU Membership*)

CHART 5 Total IU Membership

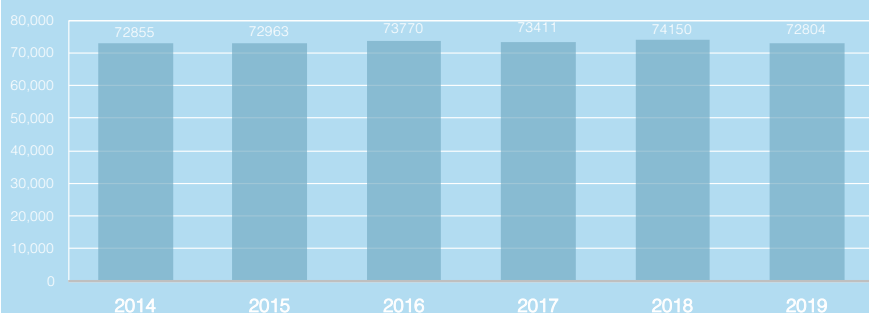
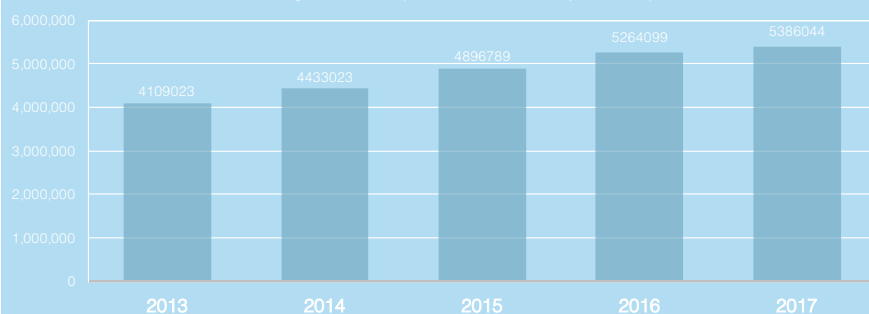


CHART 6 US Brick Shipments (Standard Brick Equivalent) X1000



Brick

Steady growth in the brick industry since the Great Recession has mirrored or lagged the general growth of the construction industry. However, even this steady growth falls far short of the pre-recession peak of nearly 9.5 billion brick produced in 2005. Couple this with the fact that nearly 80% of all brick in the US are consumed in the residential market and it points to areas for great opportunity to increase the use of brick to meet potential capacity (*Chart 6 - US Brick Shipments 2013-2017 (BIA).*)

Tile

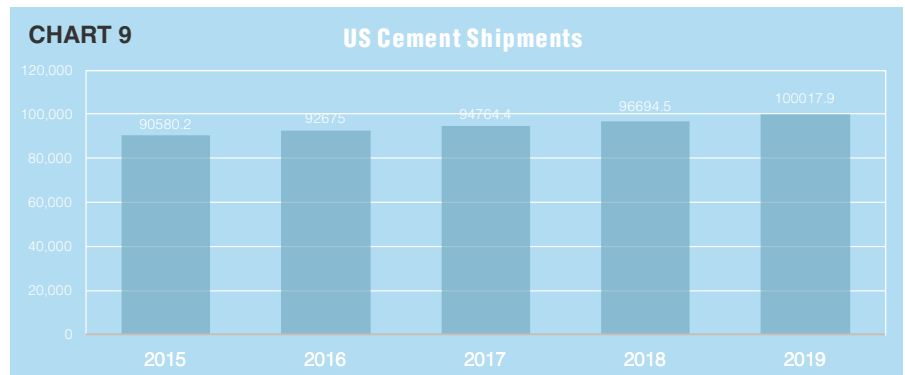
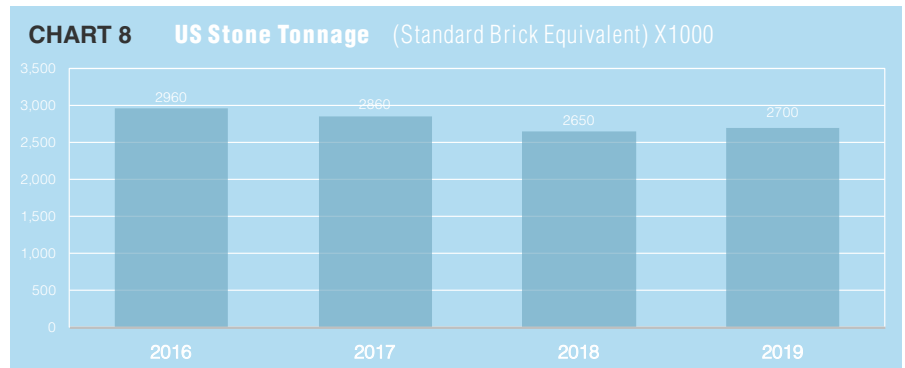
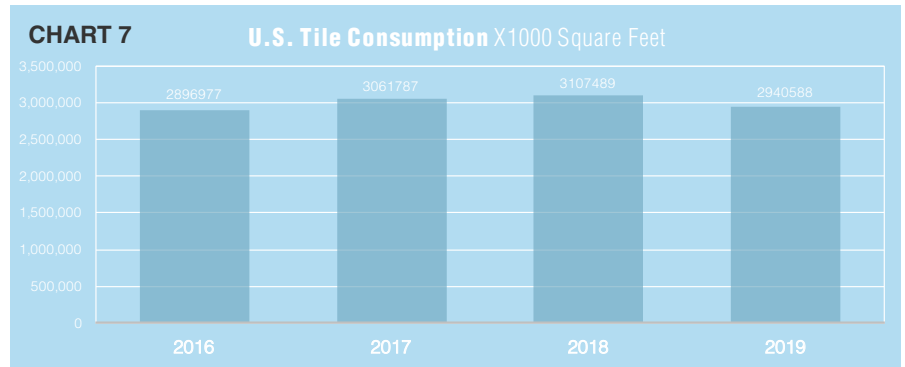
Tile consumption in the US continues a steady increase with a slight decline in 2019. Imports in 2019 comprised 70.6% of the US market with the three leading countries of import being Mexico, Spain and Italy (*Chart 7 - Tile Council of North America 2015-2019 total consumption in thousands of square feet.*)

Stone

Dimensional stone consumption in the US has held steady since emerging from the Great Recession at or above the 2500-ton level. (*Chart 8 - Source US Geological Survey Mineral Commodity Summary 2015-2019 in thousands.*)

Cement Shipments

Cement shipments are generally a good indicator of the construction economy as a whole. As they continued to rise through 2019 this signaled strong demand for construction services (*Chart 9 - Portland Cement Association (PCA) x1000 metric tons, includes both Portland and masonry cement shipments in the contiguous US.*)



COLLECTIVE BARGAINING

Collective bargaining is one of BAC's essential functions. Through negotiations with signatory employers, members' wages, benefits and working conditions are set. Administration of our collective bargaining agreements is the cornerstone of member representation.

Wage Trends

In the immediate years leading up to the last Convention, BAC Local Unions and ADCs were still experiencing some lingering effects of the Great Recession at the bargaining table. By 2015, as the construction economy continued to recover, BAC bargaining teams began again to negotiate longer-term agreements and wage increases grew percentage-wise. Between 2015 and 2019, the overall average first-year wage increases negotiated locally outpaced inflation in both the United States and Canada (Chart A). Indeed, with a relatively bright construction forecast in 2019, the average first-year increase for that year was 3.37%. Overall, since the last Convention, BAC members saw noticeable growth in their wage packages.

Over the last five years, the funding of pension trusts and health care remained important considerations for local negotiating committees. Over the past few years, several Locals and ADCs, including Local 4-IN/KY, Locals 1-MO and 18-MO in the Eastern Missouri ADC, and Local 8-IL opted to move to the

International Health Fund (IHF) to take full advantage of pooling risk and realize cost-savings for members/participants. In efforts to increase market share and organize different markets, some Locals and ADCs developed craft-specific agreements including agreements for cement, plaster, and residential restoration work. Locals also continued to use market recovery programs to secure work in the more competitive environments.

Collective Bargaining Support

Since the last Convention, the IU has provided Locals and ADCs preparing for negotiations with:

- ✓ Model agreement language.
- ✓ Information on how to prepare for negotiations and fulfill related government reporting requirements.
- ✓ Information on BAC wage trends, and their relation to trends in the industry, compared to other unions and inflation.
- ✓ Assistance with calculating the cost of various agreement clauses and provisions.
- ✓ Special agreement language to cover unique situations.
- ✓ Educational materials to help members understand the bargaining process and build support for their negotiating committee.

Since 2015, the IU's Department of Collective Bargaining Services has provided assistance for approximately 400 Local and ADC collective bargaining agreements up for negotiations (see Chart

Year	Average Increase (in Dollars)	Average Increase (Percentage)	US CPI-U	CN CPI-U
2015	\$1.06	2.69%	0.7%	1.10%
2016	\$1.27	2.98%	2.1%	0.01%
2017	\$1.27	2.79%	2.1%	0.02%
2018	\$1.09	2.49%	1.9%	0.02%
2019	\$1.54	3.37%	1.6%	0.02%

Source: Annual Average Increase; Department of Labor, Bureau of Labor Statistics; and Statistics Canada

B); has continued to promote the model agreement that includes 9(a) recognition language for US Locals and ADCs, substance abuse language (which has become increasingly relevant in light of the opioid epidemic), the traveling contractors clause, model safety language (particularly important with the change in the US silica standard in 2018), and an expanded scope of work clause. The IU has responded to the bargaining

needs of Locals/ADCs with assistance in the development of new agreements and agreement consolidation, and, in 2017, the development of language to address the emergence of robotics in the masonry industry. The Department has continued to be the certifying agent with the Department of Labor's Wage negotiations (see Chart B); has continued to promote the model agreement that includes 9(a) recognition language for US Locals and ADCs, substance abuse language (which has become increasingly relevant in light of the opioid epidemic), the traveling contractors clause, model safety language (particularly important with the change in the US silica standard in 2018), and an expanded scope of work clause. The IU has responded to the bargaining needs of Locals/ADCs with assistance in the development of new agreements and agreement consolidation, and, in 2017, the development of language to address the emergence of robotics in the masonry industry. The Department has continued to be the certifying agent with the Department of Labor's Wage and Hour Division by providing wage information needed for updating wage determinations under the Davis-Bacon Act.

International Agreements

Although Local/ADC collective bargaining agreements govern the vast majority of the work performed by BAC members, the IU also enters into International agreements and project labor agreements (PLAs) to advance and protect members' interests.

The Special Masonry Industry Agreement between the IU and the International Council of Employers of Bricklayers and Allied Craftworkers – commonly referred to as the ICE Agreement – was established to cover BAC signatory contractors who work in more than one area of the country. Since it was established roughly fifteen years ago, the ICE Agreement has proven to be a valuable tool in helping to keep work union and allow signatory contractors to compete with the non-union sector. The agreement uses the International Masonry Institute's Dispute Settlement Plan to ensure that disputes between contractors and members are settled in a timely and equitable manner. At the end of 2019, nearly 80 contractors were signatory to and regularly using the ICE Agreement.

The National Refractory Agreement (NRA) and the work of the BAC National Refractory Joint Committee continue to ensure that members covered by this agreement receive fair wages and benefits as they

Year	Agreements Settled	3-Year Agreements	Wage Rates Settled	Wage Rate Increases	Wage Rate Extensions	Wage Rate Reductions
2015	80	41%	278	244	24	10
2016	77	55%	297	283	9	5
2017	86	54%	418	403	10	5
2018	74	55%	191	173	16	2
2019	84	45%	307	290	12	5

travel to perform this specialized work, and that training is available to meet the industry's needs. Currently, over 80 contractors are signatory to and actively working under the National Refractory Agreement. Over the past five years, total hours worked under the NRA and the related Glass Tank Agreement have remained steady, even as work opportunities in basic steel – once the cornerstone of the union refractory industry – have continued to erode due to the continuing shrinking of the US steel industry. This resilience, and BAC's ability to adapt to a rapidly evolving refractory market, is due in no small part to the success of the National Refractory Job Targeting Program (NRJTP), which was initiated by the Executive Board in 2013, and which received vital funding through the actions of the 2015 Convention. In the five years since that Convention, the NRJTP has played a vital role in NRA signatories winning over three-quarters of a million hours of work on both maintenance and capital projects – including an increasing percentage of hours in the cement manufacturing industry – that otherwise might have fallen to non-union forces.

In addition, the IU Panelization Agreement, with over a dozen employers, continues to help BAC signatory contractors and members gain work opportunities in the precast erection market. In the last few years, BAC has monitored new work methods and materials and has always been prepared to develop agreements to expand BAC's work and ensure that our jurisdiction over such work is maintained.

Another type of agreement used to protect members' wages and working conditions is the project labor agreement (PLA). This type of agreement has been used effectively for many years in well-defined circumstances on federally funded and privately funded construction projects. PLAs have benefited owners, developers, contractors and craftworkers, because of special provisions aimed at ensuring harmony, including a "no strike, no lock-out" clause, standardized holidays and work shifts between crafts, and language for the settlement of jurisdictional



Gordie Howe Bridge, Detroit

disputes. Over the last few years, some significant projects performed under PLAs included Cove Point – LNG Export Terminal, LAX Airport, the Tappan Zee Bridge replacement, and all of Toyota Motor Corporation’s North American production facilities.

The General President’s Maintenance Agreement is an example of a PLA administered through the North America’s Building Trades Unions. A Committee appointed by the NABTU’s general presidents – including President Driscoll – administers the Agreement. The Committee works with signatory contractors to win construction maintenance jobs. In 2020 alone, over 100 contractors worked on over 300 projects in 34 different states in the US.

The Heavy and Highway Agreement is another example of a multi-craft agreement, and one of particular importance to the thousands of BAC cement masons. This Agreement covers a range of public works projects, including roads, highways, infrastructure projects, dams and bridges like the

Gordie Howe Bridge project between Detroit and Windsor, ON.

The Disney World Construction and Maintenance Agreements, the Hanford Site Stabilization Agreement, and the Tennessee Valley Authority (TVA) Agreement are further examples of PLAs administered through the NABTU.



ORGANIZING

Organizing new members and contractors into BAC is the organization's paramount goal. That was the case at the founding of our Union, it remains true today, and it will be so for as long as BAC exists to serve craftworkers. When we organize, we build better lives not only for our new members, but for all trowel trades craftworkers. By expanding BAC's share of the masonry and trowel trades markets, we strengthen our ability to raise standards for all craftworkers in our trade.

The capacity of our Local Unions and ADCs to grow and strengthen BAC's share of the skilled masonry-trowel trades workforce has been – and will remain – vital to our Union's longevity. Executing a range of organizing strategies with effectiveness and efficiency is as important now as at any time during our long history – particularly in a construction market that has been dealt significant adversity over the past decade, and which now faces unprecedented uncertainty.

While every IU department plays a role in the spectrum of actions that, taken together, comprise our organizing agenda, it is the responsibility of the Organizing Department – as directed by the Executive Board – to guide and coordinate those actions and assist Locals and ADCs in developing and implementing their customized organizing plans. Doing so requires knowledge of the law, familiarity with the latest organizing strategies, a thorough understanding of the masonry and trowel trades market forces in each area, and a zeal for recruiting underrepresented workers in an industry that will include increasingly high proportions of women and people of color.

Since the 2015 Convention, the IU Executive Board's guidance and Executive Council's actions have furthered our goals by establishing an Organizing Committee drawn from the ranks of the Executive

Council. The work of the Committee has resulted in some firm organizing standards moving forward. These include the directive that all affiliates: develop or increase the utilization of Organizing Committees; designate a "point person" responsible for oversight of organizing; and establish protocols of accountability to ensure that organizing remains a primary goal. These have been adopted in various degrees by all affiliates and will help the structure around Organizing.

The Executive Council Organizing Committee's leadership was also critical to the development of the new Organizer Workgroup, a team which has been a key mobilizer for campaigns throughout BAC's US regions. This group is comprised of both highly seasoned and skilled organizers, as well as newer and promising organizers from around the country. This blend of dedicated brothers and sisters has proven to be highly effective, as these organizers have helped jumpstart locally originated campaigns, and returned to their home jurisdiction armed with new knowledge and confidence.

Construction Employment and Union Density

In May 2019, the US Bureau of Labor Statistics (BLS) estimated that there were 6.2 million Americans working in construction – an increase of 900,000, or nearly 17%, from five years prior. During that same time, the number of bricklayers and stone masons increased by just 3.4%, while tile setter employment jumped by nearly 22%.

CPWR estimates that approximately 790,400 construction jobs will be added during the ten-year period between 2014 and 2024, representing a 13% increase. The demand for bricklayers will be even higher, with a projected 23.6% increase to the workforce – a welcome change from the past five years of anemic growth in the sector.

In 2019, US construction workers enjoyed a union density that was over two times that of private sector workers in general. Although that data point is seemingly good news, our enthusiasm is tempered by the fact that only 12.6% of construction workers

belonged to a union, down from 14.1% in 2013. While BLS does not track union density by craft, CPWR estimates that around 15% of US bricklayers are union members. In Canada, the outlook is significantly brighter, as an estimated 30% of construction workers are union members.

Learning from data pertaining to construction employment trends, union density, and market share intelligence allows Locals and ADCs to develop and tailor organizing strategies based on the labor and masonry market conditions of their respective areas. *Sources:* CPWR-The Center for Construction Research and Training; US Bureau of Labor Statistics; Statistics Canada

Accountability

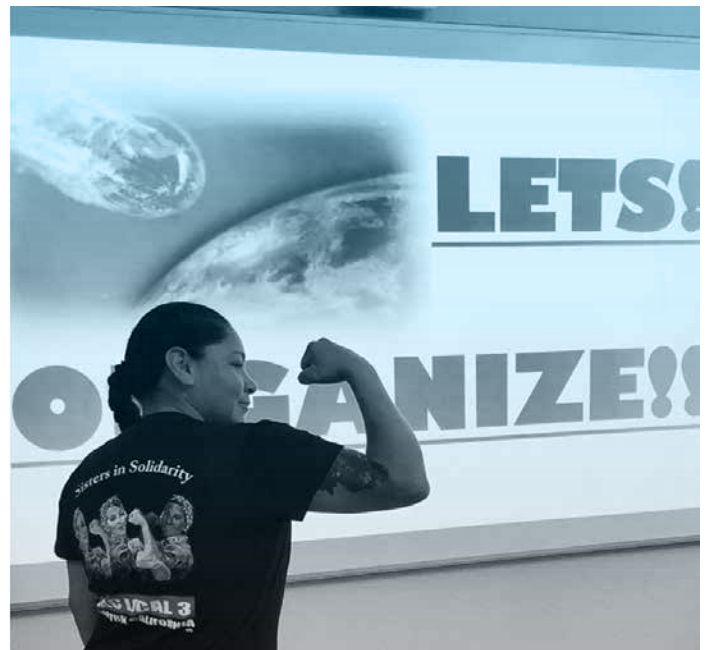
Upon direction from the Executive Board, and in collaboration with the Executive Council Organizing Committee, the Department has developed and refined a procedure for periodic reporting of affiliate organizing activities. This has enabled us to identify best practices, record real gains in members and contractors, monitor the progression of Local and ADC organizing plans, and better understand what kind of support affiliates need in their organizing efforts. The periodic reporting process has also created a regular opportunity for local leaders and organizing committees to review and refine their organizing plans and tactics.

Market Intelligence

Successful BAC organizing has always required a thorough understanding of the construction market. Ensuring that Locals and ADCs have access to the most relevant market intelligence, and are making the most of that intelligence, requires the ongoing collaboration of the Organizing Department with the IU field staff and headquarters staff, IMI, and ICE. The Department coordinates the International Union's subscription to online databases that provide up-to-date information on construction projects and bidding opportunities, and which allow affiliates the ability to directly share leads and opportunities with our signatory contractors. Given the importance of timely market intelligence to a Local/ADC in formulating proactive organizing and jurisdictional strategies, the Organizing Department has made market intelligence training and utilization a priority.

Organizing Training, Education, and Assistance

An indispensable function of the Organizing Department is providing customized organizing training and assistance to Locals and ADCs. The Department's range of services include courses and consulting on salting, market defense, runaway



contractors, as well as hands-on assistance on actual organizing campaigns and elections. Since 2015, the IU Organizing staff has conducted approximately 30 affiliate or regional training sessions in the field, and has played a direct role in dozens of employer campaigns in every IU region.

The Department has also created and conducted numerous organizing workshops, presentations, and panel discussions for BAC officers and staff at the New Leaders program, the Local Leadership Conference, and Executive Council and Regional Council Meetings.

Building Trades Academy

The IU Organizing Director and the BAC Education Department played an integral role in the development of the curriculum of the Building Trades Academy in 2011. Today, the Organizing Department continues to serve as principal BAC liaison and advocate for this capacity-building program, which offers classes in organizational development, strategic planning, 4X4 organizing model development and implementation, collective bargaining negotiations, teaching techniques and labor law in the construction industry.

Since 2013, the Academy has been administered and delivered in partnership with the Michigan State University. The affordability and accessibility of these classes to Local and ADC officers and organizers is an invaluable resource to our organizing arsenal. To that end, the BAC has partnered with NABTU and the Building Trades Academy to provide a BAC specific curriculum, and is sending 30 participants from across the union through a program of four one-week courses.

Rank and File Members

BAC COMET (Construction Organizing Membership Education Training) remains among the most powerful tools available to Locals/ADCs in fostering current members' understanding of the relationship between union density, BAC market share, bargaining strength and our capacity to weather downturns. The training helps mobilize members in support of various Local organizing initiatives. The COMET 2.0 program, loosely modeled after the MOVE program of the early 2000's, utilizes the strength and capacity of rank and file members as jobsite organizers in both covert and overt capacities.

Over the past five years, the Department has taken significant steps to revamp and modernize the COMET and COMET 2.0 curriculum and train-the-trainer offerings. With the Department's active guidance and participation, affiliates have begun delivering COMET training to members at a rate not seen in over two decades, and hundreds of members have graduated from these sessions with a new understanding of the importance of organizing. That development, taken in conjunction with the new Steward Training curriculum and mobile Steward App developed by the Department, the Education Department, and the Secretary-Treasurer's office, is giving birth to a new generation of BAC member activists.

Organizing Resources

The Department was able to expand slightly closer to pre-recession staffing levels in recent years, adding one organizer reassigned internally and two new and highly effective bilingual organizers since the 2015 Convention. The \$1 per member/per month organizing assessment has generated just over \$3 million since the last Convention. That vital source of revenue has buttressed the Organizing Department's ability to actively assist Locals and ADCs, develop materials, and conduct more in-depth organizing training programs – all of which are proof positive of the IU's unwavering commitment to organizing even in a continually challenging economic environment.

Local/ADC Organizing Initiatives

The Department has worked on several bottom-up campaigns in every IU Region, either in a supportive and strategic role, or directly with dedication of staff. These campaigns have often been interregional in nature, engaging contractors that have expanded their geographic range beyond Regional borders. The Organizing Department's support of local organizing has included training, strategic planning, and direct involvement in campaigns and elections. Since the last Convention, the Department continues to be engaged in long-term campaigns and investigations

focused on discovering and deterring disturbing trends in the masonry construction market. Moreover, the Department has played a key role in craftworker recruitment for existing signatories, as well as internal organizing in free rider states.

The Department has also investigated and assisted affiliates in investigating double-breasted contractors who are attempting to operate as both union and non-union firms. It is essential that the IU and its affiliates keep a close eye on companies that seek to "get the best of both worlds," and make sure that our members' interests are protected.

Since the last Convention, the IU has sought to strengthen existing ties and cultivate new relationships with more community and advocacy groups than ever before, and has pushed our Locals and ADCs to do the same. This is true whether the campaigns reached across many states or targeted a particular contractor or market within a single Local or ADC. In a period marked by fewer organizing resources, it is imperative for BAC and the labor movement to draw on the vast experience of these organizations in the overlapping spheres of organizing, policy formulation, leadership development, civic advocacy and training. Groups with which the IU has established or deepened relationships in recent years include Jobs With Justice, Workers Defense Project, Coalition of Labor Union Women, Partnership for Working Families, Working America, Casa de Maryland, Latin American, Coalition of Black Trade Unionists, A. Philip Randolph Institute, NAACP, the Labor Council For Latin American Advancement, Chicago Women in the Trades, Asian Pacific American Labor Alliance, National Day Labor Organizing Network, and Interfaith Worker Justice.

Organizing Materials

The password protected organizing section of BAC's new website has been regularly revised and expanded in recent years to give Local/ADC officers and organizers online access to organizing materials, tips, links to external resources, and ordering information for digital or printed materials. The "Join BAC" section of the website offers prospective members the opportunity to register their interest in BAC, which is shared with Locals/ADCs through Regional Directors for follow-up.

In addition to improved and streamlined BAC Steward Training Program and BAC COMET materials, a principal focus in recent months has been connecting affiliates to the digital Stewards App and training both stewards and field representatives on its use.

BAC Job Network

Available via the Member Portal, the BAC Job Network is a bulletin board-style system that allows Locals and ADCs to post job opportunities when there is a lack of craftworkers in their respective areas. Each job posting includes information about the project location, what type of craftworker (e.g. bricklayer, tile setter, etc.) or special training (e.g. ACI nozzle certification) is needed, how many craftworkers are needed, the total wage and benefit package, whether travel pay or a per diem will be provided, and the contact information for an area BAC representative.

In addition, members who travel for work can utilize the Member Portal to electronically check-in with the area Local Union or ADC to both satisfy the requirements for travelers outlined in the IU Constitution Code 4, Section 1(B,) and to facilitate the reciprocation of benefit funds.

Support for Labor Movement Now and into the Future

The IU continues to work cooperatively with the AFL-CIO and NABTU on a variety of organizing initiatives through their standing Organizing Committees and on specific campaigns. One example deserving attention is the multi-trade effort to require Skanska, one of the world's largest general contractors, to abide by basic standards in the burgeoning Nashville market. BAC has played an important role in supporting this campaign, and the Organizing Department is applying lessons learned there to other efforts throughout the Union.

The measure of success for BAC organizing initiatives in the years ahead will be more than just the sum of new BAC members recruited, or new contractors signed. Through the IU Organizing Department – and, most importantly, through our Locals and ADCs – we must strive to work with allies both within and outside labor to increase union density overall.

TRADE JURISDICTION

In the construction industry, a union's defense and development of its trade jurisdiction is an existential matter. Without vigilance and forward thinking, a union risks accepting a smaller share of the construction market and dwindling work opportunities for its members. It is for that reason that the defense and advancement of BAC's trade jurisdiction is a central objective of the Union, and why the Executive Board is committed to strengthening and expanding programs that promote BAC's jurisdiction and create more BAC jobs.

Building on Our History

Over the past 155 years, BAC members have continually risen to the challenges presented by emerging building products, systems, and technologies within the construction industry. Indeed, it has been BAC's ability to adapt to these changes and embrace new materials and methods that account for our Union's resiliency and longevity.



As we have for well over a century, BAC spent the last five years closely monitoring developments in the industry to ensure the integrity of our trade jurisdiction. New methods for the design, delivery and execution of construction projects – such as Building Information Modeling (BIM) and Integrated Project Delivery (IPD) – continue to provide challenges to traditional building and contracting, but also provide opportunities for enlarging the scope of work that our members perform. Likewise, newer building products such as rain screen systems, insulated concrete forms

(ICF), large format tile, epoxy, intumescent and elastomeric coatings offer the opportunity to supplement BAC's more traditional work opportunities.

Of course, defense of our jurisdiction requires more than simply staying abreast of new innovations. We must coordinate and cooperate with industry partners like IMI, signatory contractors, designers, owners, and manufacturers to ensure that BAC craftworkers are afforded the opportunity to play their role in contemporary construction.

Department of Trade Jurisdiction

The International Union's Department of Trade Jurisdiction is charged with defending, maintaining and advancing our Union's work jurisdiction in order to ensure BAC members the fullest range of work opportunities possible. Since the last Convention, the Department has continued to perform this function in a variety of ways.

The Department serves as a clearinghouse for existing and new information pertinent to our trade jurisdiction throughout the US and Canada. A core responsibility for the Department is the organization and maintenance of agreements, decisions, records of minutes, letters of assignment, manufacturers' specifications, and other materials related to trade jurisdiction. These materials are essential to defending BAC's trade jurisdiction at both the international and the local level.

The Department provides direct assistance and support to Local Union officers, the frontline in protecting and advancing BAC's trade jurisdiction. Indeed, the handling of disputes at the Local level is often the decisive factor in the determination of a jurisdictional dispute. The Trade Jurisdiction Reference Manual developed by the IU is a primary resource for Local officers in their charge to defend and advance BAC's jurisdiction. The Reference Manual helps Local officers navigate the various steps of a jurisdictional dispute and provides guidance on where and when to seek assistance with specific issues.

Plan for the Settlement of Jurisdictional Disputes in the Construction Industry

The Department of Trade Jurisdiction handles all grievances and arbitrations before the Plan for the Settlement of Jurisdictional Disputes in the Construction Industry (“the Plan”), as well as before subordinate local jurisdictional dispute boards. The Building and Construction Trades Department (BCTD) specifies the Plan as the exclusive method for the resolution of jurisdictional disputes between affiliates. As such, its procedures are binding on all labor unions that are affiliated with the BCTD.

There are a number of ways that the Plan can be invoked in a jurisdictional dispute between two or more building trades unions. However, the threshold requirement for binding arbitration is that the contractor(s) performing the disputed work must be stipulated to the Plan (i.e. signed to an Agreement that recognizes the Plan’s authority). Contractor stipulation most commonly occurs on project labor agreements (PLAs).

The BCTD requires that all PLAs submitted to and approved by the Department must specify the Plan as the exclusive jurisdictional dispute resolution process. Consequently, Local Unions (and contractors) participating in projects covered by a PLA must be mindful that work assignments on these projects are subject to potential challenge before the Plan. Therefore, when a Local Union is involved in a dispute subject to the Plan’s procedures, it should coordinate all related activities with the Department of Trade Jurisdiction at the earliest opportunity to ensure that BAC members work opportunities are fully protected.

The Plan and its subordinate local boards processed 249 cases between 2015 and 2019. The Department of Trade Jurisdiction represented BAC in 23 Plan proceedings (jurisdictional dispute, original assignment and impediment to job progress cases) during this period. These disputes before the Plan involved work such as fireproofing, ceramic tile installation, epoxy floor coatings, formwork, firestop installation, installation of refractory blankets, installation of paving units (including decks and roofs), installation of cultured/adhered stone units, exterior and interior plaster applications, cement finishing, and installation of precast and air-vapor barrier installations.

With the arrival of the COVID-19 pandemic in March of this year, the Plan (and the closely related National Maintenance Agreement (NMA) jurisdictional disputes mechanism) halted live arbitrations of disputes. In early August, both the Plan and NMA voted to authorize mandatory videoconference

arbitrations, meaning that the nation’s jurisdictional dispute resolution procedures are once again fully available and effective.

Department Functions

Beyond representing BAC in jurisdictional disputes, the Department’s responsibilities include the preparation and presentation of BAC’s jurisdictional positions at arbitration and jurisdictional proceedings specified in the various National and International agreements. Additionally, the Department assists in preparing and presenting BAC arguments before the AFL-CIO’s Article XX tribunal process for Settlement of Internal Disputes, as well as coordinating with Local Union counsel on jurisdictional matters before the National Labor Relations Board and the various provincial Labour Relations Boards throughout Canada.

The Department of Trade Jurisdiction works in coordination with the IU’s Education and Communication Departments to develop programs designed to advise and inform Local Union officers on issues surrounding trade jurisdiction. These efforts range from Local officer education programs to periodic circulars regarding new developments in our industry to presentations or seminars on the policies and procedures for adjusting jurisdictional disputes in a variety of settings.

The Department routinely confers with Local Union/ADC officers, Regional Directors, Craft Directors, the IU Organizing Department, the IU Collective Bargaining Department, IMTEF, and IMI market development and research staff regarding new construction materials, systems, and practices. Additional means of monitoring include reviewing trade journals, trade show attendance and industry conferences. The Department advises the IU Executive Board on opportunities as well as challenges presented by new developments in construction technology and systems.

Labor-Management Cooperation

BAC’s success in defending and advancing our trade jurisdiction is directly linked to the ability of our contractors to bid and secure work. Consequently, partnering with our signatory contractors is central to any effort to protect and expand our work jurisdiction. Toward that end, the IU continues to foster those working partnerships through the use of Craft Committees to address craft-specific challenges and opportunities. These Craft Committees serve as the springboard for the IU’s and IMI’s involvement in a host of new building systems and products, as well as examining BAC’s role in the continually evolving

construction industry.

The IU's participation in multi-craft labor-management committees such as the National Stack & Chimney Committee, the National Heavy & Highway Committee, and the National Maintenance Agreement Policy Committee are also important tools in ensuring that BAC's presence in these industry sectors is protected.

Working to Ensure BAC's Future

While the North American construction industry represents one of the largest sectors of our economy, it is fragmented into many segments. As a result, the value of any single segment corresponds to its

collective contributions to the final construction product.

The Executive Board is keenly aware that the growth and continued success of BAC is dependent on our ability to demonstrate our ongoing value to the construction industry, while also adapting to the changes in any and all parts of our working environment. Accordingly, the International Union's energies and resources remain committed to preserving and promoting our traditional work opportunities while broadening the prospects for greater BAC craftworker participation in new and emerging technologies and systems.

SAFETY AND HEALTH

“Construction is a dangerous industry. There are hazards lurking in every part of the job, and we signed on knowing there were risks in doing our jobs and we accept that.”

– Former BAC President James Boland testifying before OSHA, March 31, 2014.

For as long as humans have built their lived environment, construction has indeed been perilous. But BAC does not and will not accept unnecessary risks to the lives and livelihoods of its members. Our Union’s actions since the last Convention bear out our determination that BAC members and all workers in the construction industry should never fear for their lives in return for a day’s pay. And never has the need been greater for leadership from Labor.

Final Silica Standard

On March 24th, 2016, then-US Secretary of Labor Tom Perez announced the issuance of a Final Rule on Occupational Exposure to Respirable Crystalline Silica (“the Standard”) at the BAC/IMI John J. Flynn International Training Center in Bowie, Maryland. At that event, Secretary Perez said “We’re here to re-affirm a very basic value proposition: that everyone should be able to come home safe and healthy at the end of a hard day’s work... that no one should have to give his or her life to earn a living. Silica has been undermining that fundamental right for too long.”

The promulgation of the Standard represents the successful culmination of a four-decade fight for a protective exposure standard, critical to the health and safety of nearly every BAC member. BAC stood at the forefront of this fight. For decades, successive BAC Executive Vice Presidents (Frank Stupar, Jerry O’Malley, Henry Kramer and Gerard Scarano) served as chairs of NABTU’s Safety and Health Silica Subcommittee. The International Union and its affiliates fully engaged in and spurred on the rulemaking process, from presentation of a draft standard to the Occupational Safety and Health Administration (OSHA) in the late 1990s through the

issuance of the Standard. These efforts included written comments, evidence and briefs, but most notably and impactfully involved the testimony of then-BAC President James Boland and BAC members Tom Ward, Jr. and Dale McNabb (Local 2 MI), Dennis Cahill (Local 3 AZ/NM, Mountain West ADC), Tommy Todd (Local 5 OK/AR/TX) and Sean Barrett (Local 3 MA/RI/NH/ME). As proof of the impact of their testimony, the words of these brave members appear throughout the preamble to the Standard, and Sean Barrett was the Department of Labor’s keynote speaker at their Workers’ Memorial Day events at the end of April 2016.

BAC’s efforts to “Save Our Standard” also included political efforts to protect the Standard, and support of efforts to defend the Standard in litigation. Indeed, as soon as the Standard issued, Republican politicians and the industry began their attacks. Three weeks after Secretary Perez announced the Final Standard at the International Training Center, the House Subcommittee on Workforce Protections convened a hearing called “Reviewing Recent Changes to OSHA’s Silica Standards” to evaluate a challenge under the Congressional Review Act. Fifty BAC officers and representatives attended that hearing, filling the room. Their attendance meant that there was no space in the hearing room for industry representatives, and most notably, prompted Democratic Members of Congress to attend the hearing and push back against Republican efforts to undermine the Standard. Following the hearing, Rep. Frederica Wilson (D-FL) spoke with BAC members Tim Brown (WI ADC), Dale McNabb and Tom Ward, who appeared before the Subcommittee in support of the Standard, about their experiences. Representative Wilson said: “To hear these workers’ stories, to listen to their words, is to understand the importance of this final rule. You cannot put a price on the life, happiness, or survival of a worker.”

Litigation soon followed before the DC Circuit Court of Appeals with Labor pushing to support and improve the Standard and industry opposing. On December 22, 2017, the Court issued a unanimous decision rejecting an effort by employers to repeal or even weaken the Standard.

The Standard is now in full effect, but has been severely underenforced because of the Trump Administration's failures with respect to OSHA.

Occupational Health and Safety Administration

During the Obama Administration, under the direction of Secretary Perez and then-Assistant Secretary David Michaels, OSHA undertook many rule changes and Standards efforts, in addition to Silica, to improve worker health and safety, whistleblower protections and transparency in injury and illness reporting.

The opposite has been true during the Trump Administration. Worker safety and health is such a low priority that Trump has not even appointed anyone to run the agency. Worse yet, OSHA employs the fewest number of safety inspectors in the agency's history. As a result, worker injuries and illnesses are unacceptably on the rise.

COVID-19 Pandemic



“In the absence of leadership from the Trump Administration, the solidarity of workers across North America represents the best asset our country has in meeting this crisis. Nowhere is this clearer than with respect to worker safety.”

– BAC President Tim Driscoll

And nowhere is this clearer, as we head into the 2020 Convention, than with respect to a health and safety response to the COVID-19 pandemic. Many BAC

craftworkers remained on the job when stay-at-home orders shut down much of the North American economy, or returned to work earlier than workers in other industries. Although Prime Minister Trudeau and the Canadian federal government took a strong leadership role in ensuring occupational safety for workers during the pandemic, US OSHA had no safety and health response to COVID-19 for any industry, and critically failed to develop exposure standards for essential workers.

Rather than waiting for action, BAC – in coordination with national partners – developed a model standard for exposure control, raising the bar for the health and safety of all construction workers. BAC has further pushed for an exposure control plan tool that would allow all construction employers to develop written plans using the latest rules, guidance and data, similar to the SilicaSafe tool. BAC leaders at all levels have worked diligently to ensure the safety and health of BAC members as they continue to work during the pandemic, by making safety and health a priority on the jobsite and at the bargaining table, by sharing safe work practices with one another and with the broader industry, and by increasing access to healthcare coverage, health resources and hardship funds.

Enhanced Safety Training

Since the 2015 Convention, and especially in the face of the pandemic, BAC and the International Masonry Training and Education Foundation (IMTEF) have increased online training offerings and access. Specifically, demand for online OSHA 10 and 30 courses, provided directly by IMTEF instructors or through a national vendor, has increased dramatically. The availability and use of this online programming reduce time constraints for BAC members and increases resources available to training programs. Additionally, BAC members are also taking advantage of increased access to Infection Control Risk Assessment (ICRA) training, both in-person and online. This training is particularly critical given the increased demand for new construction and renovation in the healthcare industry during the pandemic.

Finally, although not available online because of the hands-on components, BAC members also now have access to EM-385 fall protection training. EM-385 is increasingly in demand for BAC craftworkers. Moreover, falls continue to be one of the most significant causes of worker injury and death, so increased access to advanced training is critical, particularly as OSHA has reduced its jobsite oversight.

EMasonry R2P Partnership and Safety Voice Ergonomics (Save)

BAC, IMI and BAC-signatory contractors continue to work on the Masonry Research to Practice (r2p) Partnership facilitated by the CPWR-Center for Construction Research and Training. r2p continues to set a model for construction industry safety and health partnership.

Since the 2015 Convention, CPWR, with support and input from the Masonry r2p Partnership, finalized the Safety Voice for Ergonomics (SAVE), a free training program designed to teach masonry brick and block apprentices problem solving skills and ergonomics. Musculoskeletal injury and risk remain high in the masonry trades. Apprentices and other new entrants to the construction workforce often do not have the experience to recognize safety and health hazards on a work site, especially unseen ones like

musculoskeletal risks. The SAVE program identifies such risks and also trains apprentices and new entrants how and when to speak up and who to go to with a concern.

BAC continues to fully engage with CPWR, IMI and signatory contractors to develop tools like SAVE, that will improve BAC members' health and safety.

Effective safety and health protections are perhaps the most important difference between BAC jobsites and those of non-union contractors. The IU remains committed to ensuring the safety and health of our members, never more so than now, and will continue to promote effective protections and to investigate and develop new ways to make sure workers in the masonry industry do not risk their lives for their livelihoods. We are, and will always be the best, and the safest, hands in the business.

GOVERNMENT RELATIONS

Everything that BAC does to better the lives of its members and trowel trades craftworkers – from organizing, to collective bargaining, to our fight for safe workplaces – is deeply affected by politics and government. When government decision-makers are friends of labor, focused unions can grow and thrive; when government seeks to crush worker power and enrich the already wealthy, unions have to struggle just to survive. The International Union recognizes the importance of politics to our members' future, and through the Government Relations Department plays an active role in both electoral politics and the halls of Congress.

ELECTORAL POLITICS

Since the last BAC Convention in 2015, there have been historic and significant changes to the US political landscape. In 2016 Americans elected real-estate mogul and reality TV star, Donald J. Trump as the 45th President of the United States, and Republicans maintained control of both chambers of Congress. The 2016 election was one of the most bitter and wildly unpredictable campaigns in the nation's history.

For the better part of the last decade, Republicans controlled a majority of governorships and seats in state legislatures. As a result, BAC and the labor movement were forced to play defense against a host of so-called right-to-work measures, bills limiting or prohibiting project labor agreements (PLAs), and attacks on state prevailing wage protections. This trend has recently begun to reverse, as we have seen labor-friendly Democrats regain many of the seats lost since 2010.

2016

In 2016, Donald Trump defeated former Secretary of

State Hillary Clinton by running the table in battleground states across the country. Although Clinton won a plurality of the national popular vote – 48.2%, with nearly 3 million more votes than Donald Trump – Trump carried 30 states and won the Electoral College vote by a 304-to-227 margin.

The 2012 and 2014 elections were dominated by economic issues, and 2016 was no different. Voters consistently ranked the economy as their top concern, followed by health care and immigration. In the lead-up to the election, the economy improved dramatically under President Obama, who had inherited an economy in free-fall. The unemployment rate, which had peaked at 10.2% in October of 2009 during the recession, fell to 4.7% by the end of Obama's term after 75 straight months of job growth. But while average weekly earnings rose 4.2% for all workers, many Americans believed that household income wasn't recovering fast enough, and were still searching for change. Trump successfully convinced many he would be the real agent of change, and Clinton failed to find a satisfactory response.

The 2016 election was largely characterized as extremely partisan and featured two broadly unpopular candidates. The lack of enthusiasm at the polls, especially by Democrats, provided Trump a pathway to victory with the worst favorability rating ever for a victorious candidate.

2018 Election

Turnout in 2018 was the highest turnout in a midterm election since 1966. Turnout was closer to a typical presidential election than a standard midterm. Buoyed by the energy at the polls, Democrats flipped over 40 seats in the House, seven governor seats, and seven state legislative chambers. However, Republicans performed strongly among the group of Senate seats that were up on the ballot, and expanded their majority in the chamber.

The overall results suggest a nation that continues to be deeply divided along geographical lines, with rural areas and Southern exurbs tilting ever more strongly toward the Republican Party, while cities and close-in suburbs increasingly lean to the left.

But the 2018 version of divided America shows the Democrats with a clearly larger proportion of support. Republicans essentially matched Trump's 46 percent of the vote, but House Democrats consolidated the other 54 percent behind them in a way that Hillary Clinton did not. And while Trump skated by on a narrow Electoral College win in 2016, the Democrats in 2018 held strong in the key midwestern swing states

BAC'S PRIORITY ISSUES

Protecting the Registered Apprenticeship System

Our apprenticeship programs represent the gold standard in training. Registered Apprenticeship programs under the National Apprenticeship Act are subject to high standards and stringent oversight by the United States Department of Labor (DOL) and state apprenticeship systems.



But on June 25th 2019, the Trump DOL published a proposed rule that would create so-called "Industry-Recognized Apprenticeship Programs" (IRAPs). This proposal, which would allow low-road contractors to create unregulated, phony "apprenticeship" programs with no real standards, represented an existential threat to our Registered Apprenticeship programs. BAC worked with the North America's Building Trades Unions (NABTU) on a carefully orchestrated campaign to make certain that the Administration was aware of the serious concerns that rank-and-file construction workers had regarding the threat IRAPs posed to the Registered Apprenticeship system. As a result of this effort, over 300,000 comments, roughly 5,000 of which came from BAC members, Local Union officers, JATCs, BAC employees, related entities and signatory contractors, were submitted on the proposed rule.

We are proud to report that our hard work, and the commitment of BAC members, paid off. When the final rule was published on March 11, 2020, it exempted the construction industry from IRAPs –

meaning that BAC's apprenticeship standards and programs will not be undercut by bad actors seeking to exploit inexperienced workers. BAC is committed to working with our friends in Washington to ensure that after the 2020 election, we have an Administration and Congress that supports us and the Registered Apprenticeship system.

Labor Law Reform – the PRO Act

For far too long, corporations and CEOs have enjoyed far too much power. They have used that power to change labor law to suit their interests, and make it harder for workers to organize and bargain collectively. As a result, the US economy is out of balance, and income and wealth inequality continue to get worse. It is long past time to reform our labor laws and give working Americans a fair opportunity to fight for better wages, benefits and rights in the workplace

The PRO Act is historic labor law reform legislation that will help workers join unions and restore balance and fairness to our economy. Among other things, the PRO Act would:

- Provide stronger penalties when employers violate workers' rights;
- Create a process to ensure that workers get a first contract after organizing a union;
- Streamline the NLRB election process;
- Protect the rights of workers to engage in strikes;
- Address misclassification (or "1099ing") of workers, and;
- Close loopholes that allow free riders to get the benefits of union representation without paying their fair share.

Over the past two years, BAC has worked with our brothers and sisters in the labor movement to push for a vote on the PRO Act. On February 6th 2020, the PRO Act passed the House of Representatives and is a step closer to becoming law. While final passage will undoubtedly require a more labor-friendly Senate and President than we have as of this writing, this is the closest we have been to real labor law reform in generations, and it shows the kind of legislation that could be possible with a worker-oriented government.

Immigration Reform

The US immigration system is broken. It has allowed employers to drive down wages and working conditions in our country for US workers and immigrants alike, by exploiting immigrant workers who have been relegated to the economy's darkest shadows. BAC has long supported comprehensive

immigration reform, and there is bipartisan support for a balanced approach to the issue – one that focuses on the needs of all working Americans, rather than the companies that have benefitted from the exploitation of workers.

It is important that any immigration reform is consistent with labor's framework, and does not expand abusive guest worker programs. Immigration reform has been stalled by gridlock in Congress, and the extreme anti-immigrant position of the current Administration. BAC has worked with other unions to form Working Families United, a group that has pushed for sensible reform and highlighted the plight of members and others who are in Temporary Protective Status (TPS). People in TPS have faced many threats on their ability to remain in the country. We continue to support comprehensive reform that fairly addresses the entire immigration system including TPS, DACA, guest worker programs, and border security.

Infrastructure

Significant investment in US infrastructure is long overdue. According to the American Society of Civil Engineers, the current condition of the nation's infrastructure earns a grade of D+. That is unacceptable. BAC has long supported comprehensive direct investment in rebuilding our school and municipal infrastructure, as well as highways, transit systems, and airports. We have also supported bond programs like Build America Bonds, which can leverage private sector investment.

Investment in infrastructure is the backbone of economic growth. It can provide stability and improve workplace health and safety and the overall quality of life. Infrastructure investment creates good paying jobs, which results in more demand and a stronger, growing economy – stimulus that the economy will sorely need as a result of the economic contraction caused by the COVID-19 pandemic and subsequent mismanagement by the Trump Administration.

NABTU and BAC pushed for infrastructure investment to be included in COVID-19 recovery legislation. Our efforts helped spur the House of Representatives to pass the Moving Forward Act, which would provide a \$1.5 trillion federal investment in surface transportation, water, aviation, broadband, healthcare and energy – and critically, from BAC's perspective, also includes a \$130 billion investment in our nation's school infrastructure modeled on the Rebuild America's Schools Act (RASA), long a BAC legislative priority. The bill also includes investment in bond programs, with comprehensive Davis-Bacon coverage.

A bold and aggressive investment like the Moving Forward Act would go a long way toward addressing our country's infrastructure needs, and it will stimulate the economy and put us on the road to recovery. The current Senate is unlikely to support this important legislation, but like the PRO Act, its passage in the House of Representatives demonstrates what could happen with new leadership in the Senate and the White House.



IMI - INDUSTRY DEVELOPMENT

The International Masonry Institute empowers the architecture, engineering, and construction (AEC) community to design and build efficient, economical, and aesthetic masonry structures and systems. Through outreach, education, and technical support, IMI's priority is to grow the market share of union masonry by expanding job opportunities for BAC signatory contractors and members.

IMI reaches a growing number of project decision-makers each year through its core services, which include seminars and webinars, plan and specification review, job site troubleshooting, project-specific assistance, and more. Recognized as the industry leader in masonry and tile design, installation, maintenance, and repair, IMI's technical expertise is central to developing relationships with building owners and AEC professionals who seek qualified BAC contractors and craftworkers for their projects.

With nearly half a million views annually and growing, IMI's Masonry Detailing Series (MDS) is a valuable resource and reference for designers and signatory contractors in detailing wall systems. Along with its renowned technical tools like MDS, IMI has produced a series of persuasive pieces that make the case for using qualified union labor and building with materials represented by BAC's crafts. These resources, which span print and multi-media pieces, are available digitally to support top-down organizing efforts by BAC Administrative District Councils (ADCs) and Local Unions, Training Centers, Joint Apprenticeship and Training Committees (JATCs), and other stakeholders.

Service through COVID-19

IMI's strong digital presence poised the organization to continue providing service to both designers and BAC signatory contractors in the wake of the COVID-19 health crisis. Of note, IMI's popular Contractor College program, which gives BAC

signatory contractors the tools to grow their businesses, is now delivered online in a webinar format, drawing record numbers on a regular basis. To continue educating AEC professionals about the benefits of union masonry and tile, IMI also expanded its renowned design webinar series, which reaches hundreds of attendees each week. In addition to its regular programming, IMI facilitates pertinent and timely information related to the pandemic via webinar, like navigating the Small Business Administration's (SBA's) relief programs, implementing proper safety procedures, and using structural masonry to get stalled projects back on track.

IMI also provides its core services via video conferencing, phone, and email to accommodate restricted travel and social distancing measures.

Certification Programs Win Workhours

When AEC professionals want to be sure the craftworkers on their projects are uniquely qualified to perform the work, they include IMI's certifications in their project specifications. That's because the advanced training provided in these programs signals a high level of expertise, whether in supervising a complex job, installing specialty tile, or restoring an important landmark. With IMI certifications in specifications, BAC signatory contractors are better positioned to bid and win more projects, increasing workhours for BAC members. These certifications, along with upgraded training offered by the International Masonry Training and Education Foundation (IMTEF) and JATCs, also make BAC members more employable. IMI's Grouting and Reinforced Masonry Certification, Historic Masonry Preservation Certificate Program (HMPC), Supervisor Certificate Program (SCP), and Flashing Certification, along with the Advanced Certifications for Tile (ACT), have appeared in countless project specifications. In addition, thanks to efforts by IMI, ACT is now joined by SCP in the American Institute of Architects' (AIAs') MasterSpec, along with BSD SpecLink, the two major providers of standardized specification language. Moreover, hundreds of engineering firms across the country require the Grouting Certification on structural masonry projects.



Advancing Building Codes and Standards

IMI continues to lead in the development of codes and standards that help to expand and improve the use of materials representing BAC's crafts.

IMI is a member of the standards organization ASTM International, and sits on the Board of The Masonry Society (TMS), which publishes TMS 402/602 Building Code Requirements and Specification for Masonry Structures.

Designing and building with reinforced structural masonry is more efficient than ever, thanks to a series of updates to TMS 402/602 that make it easier to meet design requirements and provide a resilient, energy efficient, and durable masonry wall. An update to ASTM C90 Standard Specification for Loadbearing Concrete Masonry allows new block shapes, like open-ended "A" and "H" block, to be used more commonly. These units eliminate the need for craftworkers to hoist block over the top of reinforcing bars, alleviating some of the physical wear and tear associated with overhead lifting.

IMI sits on the American National Standard Specifications (ANSI) Accredited Standards Committee (ASC) 108 for the manufacture, installation, sustainability, and general use of ceramic and glass tile. Of special significance is the development of material and installation standards for Gauged Porcelain Tile (GPT). GPT requires unique installation procedures, which are represented in the Advanced Certifications for Tile (ACT) and covered in IMTEF's apprenticeship and upgrade training curriculum. BAC has more ACT-certified installers than any other industry organization, and ACT is listed as an installer qualification in the standard, which – along with its inclusion in specifications – opens the door for BAC signatory contractors to bid GPT projects.

Representing another advancement in tile materials and installation methods, IMI successfully advocated for an International Building Code (IBC) update, to be published in the 2021 IBC, that will allow designers to use adhered porcelain tiles as large as 48 inches x 48 inches, or 36 inches x 72 inches, on building facades.

This change gives AEC professionals the flexibility to choose attractive large format tile as an alternative to precast concrete, metal panels, and other materials.

IMI's consistent efforts to influence codes and standards not only improves design and construction for the industry, but also helps to safeguard masonry and tile against competing materials – ensuring steady and growing work opportunities for BAC signatory contractors and members.

Building Information Modeling for Masonry (BIM-M) Makes Masonry Design Accessible

Building Information Modeling for Masonry (BIM-M) has revolutionized the way architects, engineers, and BIM users design with masonry while providing practical tools like clash detection, stocking and scheduling modules, and more for BAC signatory contractors. BAC and IMI, in partnership with other industry organizations, spearheaded the development of three critical BIM-M plugins: The Masonry Unit Database (MUD), Revit Content Pack, and 3DiQ's Masonry iQ. These tools provide designers downloadable digital masonry units and assemblies while improving modeling productivity in Revit.

In addition to promoting BIM-M to design professionals and providing hands-on demonstrations, IMI developed a BIM-M Deliverables Guide for BAC Signatory Contractors, coinciding with a Contractor College BIM-M course.

High-Performing, Resilient Building Enclosures

The IMI continues to advocate with the AEC community for resilient design using high-performing, efficient masonry systems that are installed by a single trade: BAC signatory contractors and craftworkers, who are trained to address air, vapor, and moisture barriers along with the accessories within the building enclosure.

Through research and education, IMI helps to make the case that masonry effectively meets the triple bottom line by providing cost-effective, resilient structures that benefit the planet and the public good. Structural masonry has become the clear solution for IBC provisions mandating that critical infrastructure in high wind areas like K-12 schools, emergency response centers, police stations, and fire stations have a storm shelter complying with the International Code Council (ICC) 500 standard.

IMI's outreach, education, and technical services bolster BAC's stake in the construction market, successfully growing the union masonry industry.

IMTEF - APPRENTICESHIP AND TRAINING

Training is the bedrock of our BAC crafts. The trowel trades could not exist without continual education – of apprentices and journey craftworkers alike – and it is BAC and signatory contractors, working together, who provide that education. The International Masonry Training and Education Foundation (IMTEF) is the labor-management organization that leads the way in developing and delivering training, certifications, and continuing education programs to BAC members. These programs begin with pre-job training, progress to intensive related training for apprentices, and continue throughout members' careers with journey craft upgrade, cross-craft, and safety courses. IMTEF's state-of-the-art programs and curricula help BAC members develop employable skills, remain competitive, and advance in their careers.

The Apprenticeship Program

During the past five years, IMTEF has created a host of resources to standardize the experience of BAC apprentices throughout the US and Canada, including comprehensive new curricula, train-the-trainer courses, and more. The apprenticeship curriculum for brick, PCC and tile, including instructor guides, presentations and student manuals, has been redeveloped and is frequently refreshed. IMTEF also created new courses such as the BAC orientation program, basic and advanced math, arches in masonry, refractory and blueprint reading. Through the Instructor Certification Program, IMTEF instructors have learned effective teaching techniques and how to successfully utilize the new curriculum. All printed materials are readily available in the online IMTEF bookstore, which allows orders to be quickly

fulfilled. Digital presentations have been developed for each course and are available online for easy instructor access. In 2019, BAC's national apprenticeship standards were updated to reflect the new curriculum and newly implemented Equal Employment Opportunity/Affirmative Action Obligations.

The establishment of the BAC/IMTEF Apprenticeship Program Certification ensures that our training system consistently implements best practices in administration, instructor methods and facilities. Continued improvements to IMTEF's online training management system allows every local union to track members' training history, from apprenticeship to certifications and upgrade training, on a user-friendly platform that will soon be fully cloud-based. The new apprentice portal makes it easy for BAC apprentices to track and submit on-the-job training hours from their phone or computer. Through the portal, apprentices can log their hourly progress on skills and request a raise to the next wage level, all reviewed and approved by JATC staff.

Retention of apprentices is critical to the future of the trade, and is heavily dependent upon the quality of their experiences in the apprentice program. In order to evaluate the satisfaction of BAC apprentices with their programs, the International Masonry Institute (IMI) conducted a series of surveys, which were well-received by apprentices, and which yielded valuable results. Apprentices reported high levels of satisfaction with the quality of their instructors, their training (hands-on, classroom, and on-the-job) and the newly improved IMTEF curriculum. Apprentices are also increasingly apt to recommend the program to a friend, a testament to the quality of BAC apprenticeship and the success of ongoing improvements to the program.

The BAC/IMI International Apprentice Contest was held in 2018 at the International Training Center, drawing seventy-five apprentices from across the US and Canada to compete in their crafts. In order to qualify for the international contest, apprentices had to place in local and regional contests, building projects that were judged on quality and completion.

The apprentices showcased their skills learned in apprenticeship by completing a challenging project and a written test that covered topics from installation standards, safety, trade math and union history.

A More Diverse Workforce

IMTEF has continued and intensified its efforts to build a more diverse and inclusive trowel trades workforce in partnership with BAC and signatory contractors. One major step was the creation of a comprehensive recruitment kit for career fairs and other in-person events that includes banners, handouts and key talking points, all of which portray young people reflecting the diversity of our country, and which are designed to create excitement about a career in the trowel trades. These kits have been distributed to all BAC-sponsored JATCs, and are regularly updated. Beyond the new kits, increased use of video and social media for recruitment has also expanded the reach of IMTEF's message to a younger audience.



All these efforts are bearing fruit. The results of the recent apprenticeship survey show a positive trend towards a younger BAC workforce, with a growing majority of respondents in the 18-30 age group. Although recruitment is a continuous process, the demonstrable progress in BAC/IMTEF's efforts to

replenish our union trowel trades workforce is heartening.

At the same time, IMTEF is translating its core training manuals into Spanish to better attract the growing number of Hispanic and Latino people performing BAC's crafts. Instructors are encouraged to order Spanish curriculum from the IMTEF bookstore to support and enhance the learning experience of Spanish-speaking members.

IMTEF is also keenly aware of the need to open doors for young women interested in our trades, and provide support to existing BAC women apprentices and journeymen. Women Build Nations, the largest gathering of female tradeswomen in North America, is a key event for IMTEF each year, and a valuable opportunity to show our support and collect feedback from women and people of color. After discussions with BAC members who attended in 2019, IMTEF inaugurated the first Women's Leadership Conference at the International Training Center in March 2020, bringing together influential BAC women for enhanced leadership training and networking.

National Training Programs

In addition to the annual Instructor Certification Program, which provides constantly updated education for BAC instructors, IMTEF created a new Coordinator Conference in 2019, where over 60 apprentice coordinators and training directors gathered to share best practices in administering and growing BAC apprenticeship programs. Topics included the latest curriculum and teaching resources, fiduciary responsibility and measures to prevent harassment and discrimination. The importance of mentorship was also discussed, as attendees learned more about Mentorship Matters, a program that IMTEF has helped many JATCs implement and is emerging as one of the most vital elements in workforce development in our trades. This program provides tools for apprentices to make the most of their time working with on-the-job mentors and offers a framework for mentors to convey skills.

Certifications and upgrade programs have become increasingly valuable for BAC members in recent years, enabling them to increase their work hours. The updated grout certificate, the new foreman training course, and the flashing upgrade program are all offered nationwide. More advanced programs, such as the Advanced Certification for Tile and the Historic Masonry Preservation Program, have also been in high demand due to their exacting

requirement and value to employers.

Health and safety training remains an essential IMTEF offering. Thousands of BAC members receive OSHA-10, OSHA-30, and MSHA training each year, the vast majority of which is delivered by instructors who have graduated from IMTEF's train-the-trainer programs. Four IMTEF employees have been certified as OSHA Master Trainers, and can offer a broad variety of specialized and advanced courses. And IMTEF is continuing to innovate in its pursuit of better safety education; the Silica in Construction program is an example of a new and vital course created by IMTEF in response to the ground-breaking DOL standard.

As we move forward, IMTEF continues to look to the future of construction in projecting training needs, and identifying innovative platforms to deliver the instruction that our changing industry demands. One excellent example of IMTEF's adaptability is its

response to the recent growth in the use of robotics and computer technology on the jobsite. IMTEF has developed a familiarization course for using the MULE (Material Unit Lift Enhancer), and has invested in MULE units at the National Training Center to deliver the course to both apprentice and journey bricklayers. Beyond the traditional training floor, IMTEF has designed training programs utilizing BIM and other digital tools.

IMTEF's commitment to versatility and innovation has positioned BAC well for the current moment. The 2020 pandemic has spurred the expansion of online training, and pointed the way toward more flexible and targeted training options for BAC members. As instructors have become more comfortable online, and members look for ways to interact from their homes, IMTEF will be ready to offer many new opportunities to meet the needs of BAC for the next decade.



BENEFITS

As our members have consistently told us in survey after survey over the years, access to good benefits is critically important to them. They have deferred wages year after year to support their access to high-quality healthcare for themselves and their families, and confidence in a secure retirement. The Executive Board continues to strive to strengthen and improve our benefit programs, to continuously improve quality and increase value for our members and their families.

Pension Benefits

The Bricklayers and Trowel Trades International Pension Fund (IPF), established in 1972 to allow every BAC member access to pension benefits, continued to make great strides toward that goal since the last Convention. As of last year, virtually all BAC members in the United States had access to pension benefits through IPF and/or a local plan; and more than nine out of ten (92 percent) US members are covered by IPF.

IPF's breadth and fundamental financial strength proved to be invaluable during this period, as the Trustees continued to work to preserve excellent benefits while shoring up the long-term security of the

fund. IPF's assets grew from roughly \$1.4 billion in 2015 to crossing the \$1.5 billion mark in 2019, hitting that threshold for the first time since 2007. At a time when retirement security means more than ever before, IPF today provides benefits, typically in the form of lifetime income, to more than 26,000 pensioners and beneficiaries. Since its inception, IPF has paid out more than \$3 billion in benefits to BAC members and their families.

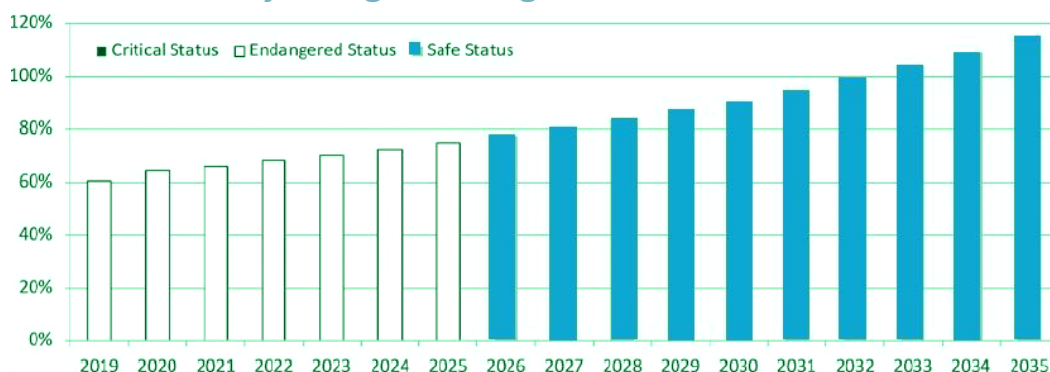
The Pension Protection Act (PPA) requires pension funds to maintain rigid short-term funding levels few could achieve in the turbulent years of investment and contribution income declines since its 2006 enactment. Fortunately, the IPF US Trustees accurately predicted a slow economic recovery from the Great Recession and prudently developed a Funding Improvement Plan in 2010. Continued industry contraction and challenging investment returns led the Plan to reach "critical" status just months after the last Convention, in early 2016. The Trustees adopted a Rehabilitation Plan making corrective benefit changes, some of which were required by law, to lump sums, certain payment options and early and disability retirement features, leading the Plan quickly out of critical status that same year. Since then, the Plan has remained on track with its Funding Improvement Plan, including scheduled contribution increases that have not changed in the ten years since they were first adopted, and which will end next year, in 2021.

Throughout, the Plan has remained solvent for its thirty-year projections, and as the Chart below demonstrates, as of the last plan year end, is on a clear trajectory toward full funding.

Retirement Savings Plan

The Retirement Savings Plan (RSP) has continued to be a valuable retirement tool for participating members, including by providing participants with additional

Projecting Funding Ratio & PPA Status



retirement income through its Annuity option. The Annuity Plan assets have grown to roughly \$186 million in the three decades since its inception. The Plan's more than 20,000 participants received a very robust annual rate of return of 14.43 percent for 2019, very good for plans of its type, and much higher than the rate participants could have achieved through individual bank-savings accounts. Overall, since inception, the RSP has maintained an annual average investment rate of return of more than 6.16 percent. Administrative costs remain modest at less than 1 percent of Plan assets. The Annuity Plan, like the 401(k) Plan described below, includes a hardship benefit feature that BAC participants have made good use of during periodic contractions in the construction industry, natural disasters or other events causing pressing financial need. Indeed, within the last few months, in response to the economic crisis caused by the COVID-19 pandemic, the RSP Trustees adopted changes expanding participants' access to their retirement savings, pursuant to the Cares Act.

In addition to the Annuity, BAC members also have the option of saving for retirement in the BAC SAVE 401(k) plan through pre-tax participant contributions that grow over time with tax-deferred earnings. The BAC SAVE 401(k) features immediate vesting, self-determined tax-deferred contribution levels, and a choice of 22 different investment options, varying from a conservative 'Stable Value Fund' to more aggressive 'Large Company Growth Fund.' Recent enhancements to the BAC SAVE 401(k) include an improved website through Wells Fargo, and the 2019 addition of the very low-fee Trowel Trades Large Cap Equity Index Fund as an investment option for participants. Though 401(k) plans, standing alone, will not guarantee a secure retirement, when offered alongside the lifetime income provided by most BAC-sponsored pension plans, this feature continues to be a popular supplemental retirement tool for some BAC members.

Investing in Participants' Investments

Since 1982, IPF has made what are often referred to as "Economically Targeted Investments" in job-creating real estate portfolios that mandate the best project economics and business certainty possible through different types of agreements such as Responsible Contractor Policies and Project Labor Agreements that require union labor. The purposes of these agreements include (1) to provide the highly skilled labor required to successfully complete projects, (2) to develop and implement the localized apprenticeship training needed to support projects and to develop skilled workforces, and (3) solving the federal, state, and local issues that can otherwise impede, delay, or derail projects. All of this has been a significant value add for the asset owner and the investor.

In addition to generating competitive and solid risk adjusted returns and contributing to a well-diversified portfolio for IPF and other BAC benefit funds, these investments provide opportunities for our members, capital for the union construction industry, and increased work hours, and therefore contributions, for our multiemployer benefit funds. This is a win-win-win, and totally consistent with trustees' duty to act "solely in the interests of the participants and beneficiaries" and with the "exclusive purpose" of "providing benefits."

The specific real investment vehicles used to achieve these goals include the AFL-CIO Housing and Building Investment Trusts, Amalgamated Bank's Longview Ultra Construction Loan Fund, the Multi-Employer Property Trust, American Realty Advisors, ULLICO's J for Jobs Program, the Intercontinental Real Estate Investment Fund, and the ULLICO Infrastructure Fund. Although all investments are subject to market fluctuations, the Funds' real estate investment activities endure by simultaneously earning competitive risk adjusted returns and directly putting plan participants to work generating new contributions to the plan. Combined, these programs represent a total investment of more than \$258 million and have generated an estimated 41 million hours of employment for BAC members since inception. Moreover, these investments provide needed housing, build communities, and serve as a tangible example of organized labor's contributions to society at large.

Corporate Governance

BAC and IPF use their shareholder rights to advocate for responsible practices at the companies in which they invest. These rights include voting proxies and submitting proposals to publicly traded companies, including in support of improved management, reasonable compensation for executives and a governance framework that reduces the risk of corruption and misconduct. In the past five years, the Trowel Trades Large Cap Equity Index Fund and the IPF have submitted 24 proposals to companies.

When investors submit proposals, corporate decision-makers either reach out to negotiate a resolution, or the proposal goes to a vote of the company's shareholders. If the proposal receives a majority vote in support, the onus is on the company to implement it. Although it is traditionally extremely difficult to win any shareholder proposal without management support, since 2015, BAC and IPF notched an impressive win record, successfully negotiating implementation for 11 of the 24 proposals, and winning shareholder support for two more.

Since 2018, publicly traded companies have been required to report the ratio of CEO pay to median worker pay. The Trowel Trades Large Cap Equity Index Fund's proxy voting program tracks those ratios as grounds for shareholder rejection of executive compensation plans where necessary. In 2020 alone, we have voted against 46 percent of executive pay plans.

All investors have shareholder rights, but relatively few exercise them, and even fewer do so in the calculated and coordinated manner of BAC and IPF, as an important part of our overall efforts to increase shareholder value, and therefore benefits for our BAC members and IPF participants. For example, IPF is part of the Say-on-Pay Working Group, comprised of 21 institutional investor representatives principally from the multiemployer and public fund sectors, focused on executive compensation. In 2019, the Group urged all S&P 500 firms to add context to their pay ratio disclosure, outlining 12 categories where supplemental information would be helpful to investors. An audit of 2019 reporting showed 15 percent acceded to the Group's suggestion and provided more information.

IPF is also a member of the Investors for Opioid Accountability, a global coalition of 55 members representing public, faith-based, labor, and sustainability funds, as well as investment managers, with \$4 trillion in collective assets under management. Investors established the IOA in July 2017 out of heightened concern that the opioid crisis impacts the economy at a systemic level and poses risks to companies in the supply chain that impact long-term shareholder value and put workers at risk. IOA members push for corporate governance improvements at companies in the opioid supply chain and, to date, has a 52 percent success rate on its shareholder proposals.

Responsible investors have a critical role to play now as the markets struggle to stabilize in response to COVID-19. Companies that fail to provide adequate protection to workers pose a health risk to the community and a risk to their ability to operate. Paid sick leave policies and flexible work arrangements, once viewed by some as a luxury, now are seen by responsible employers as critical. Companies failing to adopt such policies likely will shutter.

Reciprocity

At any given time, one in four BAC members (25%) is working outside their home local benefit fund jurisdiction. Members who travel for work do so on average between five and six weeks a year. Since their introduction in 2000, the International Pension and

Health and Welfare Reciprocal Agreements have significantly reduced the benefit reciprocity problems that BAC members encounter when they travel for work.

BACRecip, BAC's private, secure, web-based computer network, has saved time, paperwork and hassles for BAC members and fund administrators alike. BAC does not charge members or participating funds to use the system, though Locals and ADCs pay a modest fee. We are currently enhancing BACRecip to enable transmission of contributions between Signatory Funds electronically. Since its rollout, BACRecip has worked beautifully for the funds that use it, and the over 16,000 BAC members on the BAC Member Portal have taken great advantage of the ability to track benefit contributions made on their behalf by viewing BACRecip transactions on the portal. In fact, if there is any downside to these new tools, it is only the efficiencies lost because of those local benefit funds not yet on board.

Health and Welfare Benefits

International Health Fund

The BAC International Health Fund (IHF) was founded in 1988 by the IU Executive Board to combat escalating medical costs that were burdening our members, affiliates, and signatory employers. Since the 2015 convention, IHF has worked hard at building a community for our members through a strong value proposition and partnership with our participating locals. In that time, IHF coverage has doubled to over 10,000 lives, thereby giving participants access to a nationwide plan with national account services typically only available to Fortune 500 companies. IHF's growth also has resulted in efficiencies and savings in administration costs, with \$0.92 of every \$1.00 collected going towards member benefits and only \$.08 going towards administration costs. The growth has also allowed the plan to mitigate risk through the law of large numbers, the pooling of risk and the more predictable and stable experience which occurs with larger groups, reducing the variation risk in claims by about half.

In addition to battling health care costs, IHF has focused on improving clinical outcomes through the BAC Cares wellness program. Based upon member utilization data and biometric screenings provided to members at our onsite member health fairs, IHF has been able to tailor wellness programs and plan offerings to meet the particular clinical needs of our BAC members. IHF offers many no cost and low-cost features in our patient-centric benefit design, including:

- \$0 copay for all generic preventative drugs, such as statins, betablockers, etc.
- \$5 copay per script on all other generic drugs
- \$0 copay on all preventative visits and biometric screenings
- Free onsite medical clinic in Indianapolis
- \$5 copay for telemedicine and tele-mental visits
- \$5 copay for outpatient mental health/substance abuse visits
- No cost for lab tests at Quest/LabCorp/other approved site
- No cost for diagnostic imaging at a free-standing center (non-hospital)
- No deductibles or coinsurance within Spine & Joint program
- No cost to member to earn rewards with Rally
- No cost for Real Appeal weight loss program
- Low copay for acupuncture and massage therapy

Since establishing the IHF Private Exchange in 2015, BAC leaders and members have embraced, and benefitted from having a choice in benefits. Affiliates may choose from among six benefit packages, each of which includes medical, prescription drugs, dental, vision, life, disability and Health Reimbursement Account (HRA). Then, during open enrollment each July, each member selects one of six plan designs within that package, with lower cost plan designs resulting in higher contributions to the member's HHRA. HRAs are "accounts" that the member owns and has access to use for medically necessary costs, including:

- Copays for doctor visits or prescription drugs
- Coinsurance and deductibles
- Premiums to continue coverage or during retirement or COBRA

The HRAs are accessed by a Mastercard® that is automatically set up with the amount of the HRA available each quarter, and any HRA balances that rollover each year. Members appreciate the options, and when offered a choice, some are choosing lower cost plans. This mix of enrollment in turn generates more stable results and a favorable medical trend.

IHF Canada covers 452 members and their families in Atlantic Canada. Effective July 1, 2017, IHF Canada transitioned to NextGen Rx, offering members the following benefit enhancements:

- \$10,000 Maximum Plan Exposure® Program
- Lowest Cost Alternative Drug Reimbursement - Generic

These provisions limit exposure to high cost drugs by sharing the cost of such drugs with Provincial drug programs, drug manufacture programs and/or

Financial Assistance plans. NextGen Rx has assisted our members in obtaining financial assistance for these high cost drugs while ensuring uninterrupted treatment. In this way, IHF Canada has been able to offer members the same program design while achieving savings of 28.7% in the first year alone.

BAC Prescription Drug Coalition

Approaching its eighteenth year, the BAC Prescription Drug Coalition has saved BAC-sponsored health and welfare plans, and in turn, BAC members and signatory employers, many tens of millions of dollars since its inception in 2003. Through its partner Sav-Rx, BAC offers a means for the IHF and local health and welfare plans to achieve significant savings through economies of scale and thereby to reduce drug plan costs for our BAC members. The purchasing power of our BAC member plans is magnified by our coalition partners, the International Brotherhood of Electrical Workers and the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers. The buying power of BAC, IBEW and the Ironworkers' combined one million members provides BAC-related funds the ability to achieve savings they could not otherwise achieve on their own. The results speak for themselves:

- 57 BAC health and welfare funds participate,
- 44% average savings of retail pricing,
- \$18.4 Million total savings in 2019 alone,
- \$85.2 Million saved by BAC funds and participants since inception.

Many coalition member plans also apply the Sav-Rx cost saving programs to their medical benefit to produce additional savings to the funds and their participants. These savings are combined with excellent services, including Medicare Part D wrap plans; clinical appeals; prior authorizations; and trend management, all at no additional costs to the funds. Sav-Rx also offers clinical programs to enhance savings even further. In addition, Sav-Rx provides a unique program to manage high cost specialty drugs, including Hepatitis C treatments, and through those, saves individual plans hundreds of thousands of dollars each year while also dramatically lowering participants' out of pocket costs for these life-saving medications.

BAC Prescription Drug Advantage Program

BAC continues to also provide savings for BAC members and their dependents who do not have access to prescription drug programs through their collectively bargained plan, Medicare or otherwise by sponsoring the Prescription Drug

Advantage Program through Sav-Rx. This Advantage program assists members with the high cost of prescription drugs through a discount drug card that reduces the usual and customary cost of drugs at the pharmacy.

BAC Group Stop Loss Program

Finally, BAC has negotiated a Group Stop Loss Program with ULLICO that offers significant financial rewards for BAC-related health and welfare plans. This stop loss program provides special group premium rates, favorable group coverage terms, and

dividends for participating BAC plans who meet eligibility requirements. Each fund can earn dividends based on annual group premium volume and can also access features like “no laser” or rate guarantees for their fund. ULLICO’s commitment to labor, experience in handling large dollar claims, and strong cost-containment initiatives provide participating funds with strategies and expertise to assist in keeping premiums low and claims payments accurate. Since our 2015 Convention, this BAC Group Stop Loss Program has paid \$1,120,746 in dividends to 19 BAC participating health and welfare plans.



MEMBER SERVICE PROGRAMS

The array of programs and services that are designed for, and available only to BAC members and their families, complement members' collectively bargained benefits and provide our members with added value every day, and added reasons to become and remain BAC members.

BAC's Member Assistance Program, the confidential crisis intervention, referral, and information services available at no cost to active and retired BAC members and their families in the United States and Canada, provides life-changing and sometimes literally life-saving services to our BAC members when they need it most. Since our last Convention, the IU Executive Board has expanded the MAP professional staff, and updated and expanded the BAC Tool Sales program as well as the Member Services program, which harnesses the collective strength of the labor movement to capture valuable savings on everything from insurance and credit cards to discounts on travel and everyday items — at no cost or obligation — just for being a BAC member. From everyday value to life-saving services, these programs are a core part of how BAC is building communities and building lives every day.

BAC Member Services Program

For more than 30 years, the BAC Member Services Program has endeavored to find new ways to serve our members. For example, since our 2015 Convention, BAC Tool Sales, perhaps the most visible of our Member Services programs, has been redesigned to meet members' changing needs. In addition to expanding the selection of apparel and tools, other new features include:

- Each product displayed with a picture and short description;
- User-friendly catalog with filters so users can sort products by name, category or price;
- Search button for easier and faster access to specific products;
- Shopping cart updates showing items added or removed; and

- Easy checkout and online payment.

Further, the Canadian Tool Sales office provides members there with an efficient, more cost-effective way to obtain Tool Sales products and reduce tariffs and taxes previously associated with shipping to Canada from the US. These and other features, enhancements and special promotions, publicized in the BAC Journal and through email alerts, have fueled steady growth in the Tool Sales program.

In addition, since the 2015 Convention, the menu of other programs and services available to BAC members through the Member Services Program has greatly expanded in response to members' input, vendor reviews, and recommendations from Local Union Officers. The BAC Member Services web page has also been re-designed for easier access to each discount program. Remember that NO union dues are used to provide these programs.

Through this program, BAC sits on the advisory and liaison boards of the AFL-CIO's Union Privilege Program and Union Labor Life Insurance Co. (ULLICO). In conjunction with the AFL-CIO, Union Privilege/Union Plus and ULLICO, the BAC Membership Services Program provides BAC members and their families with access to numerous services and programs, including the following, all of which have been updated and improved since our last Convention:

- AT&T cell phone discounts;
- Homeowners and rental insurance (MetLife Choice);
- New Union Plus mortgage program;
- Discount dental insurance (Careington Dental);
- Improved credit card options with Capital One;
- Credit Counseling services;
- Life and disability insurance (ULLICO);
- Hotel and entertainment discounts;
- Personal loan program with Union Plus; and
- Free college scholarships and education grants (Union Plus).

Parallel programs and services are available to our Canadian BAC members through our participation in

the Canadian Union Advantage Program. For example, BAC members can apply for credit cards on favorable, union-negotiated terms through Bank of Montreal (BMO). More information about programs and benefits for Canadian members can be found at www.unionsavings.ca. BAC will continue to expand and improve these programs and services for the next five years and beyond.

BAC Member Assistance

Since our last Convention, BAC's Member Assistance Program (MAP) has continued to provide confidential telephone crisis intervention, referral, and information services to thousands of BAC members and their families. Members can reach MAP by calling the BAC toll-free hotline from 8 a.m. to 7 p.m. Eastern Time, Monday through Friday, to speak directly and confidentially with MAP's licensed mental health professionals. They can also reach out through our webpage and Map's mental health professionals will reach back out to provide help. All at no cost to the member.

MAP typically directly assists a thousand or more people in the BAC family each year, and many more through education and outreach. The IU Executive Board expanded the MAP professional staff in 2018, welcoming Alex Jacobi, LCPC, LPC, M.S., who joined MAP Director, Dr. Karen Grear, LICSW, Ph.D. Increasing our professional staff has allowed BAC to serve even more members through MAP, and the extra help came not a moment too soon.

The COVID-19 crisis has dramatically increased anxiety and depression within the BAC family; as a result, MAP staff have handled an increasing number of calls related to the possibility of suicide. At the start of the crisis earlier this year, as businesses of all kinds were shut down, MAP services continued uninterrupted, calls were routed directly to our staff remotely. In addition, as part of the IU Executive Board's continuing efforts to expand the reach of our services, the IU webpage has been updated with valuable information from MAP, and new ways for our members to reach out for the help they need.

The capacity and outreach of the program have expanded, but the MAP goals remain the same: to offer crisis intervention, services that promote health

and wellness, and to reduce absenteeism, tardiness, and substance abuse and the toll those issues take on our BAC members and their families.

As a crisis intervention and referral service, MAP helps members and their families access community social services and locate effective, affordable, and convenient treatment based upon their individual needs. MAP also provides the emotional support members need to address and resolve the challenges and anguish that arise from a variety of concerns, including:

- Stress
- Depression
- Addiction
- Family worries
- Domestic Violence
- Workplace Harassment/Violence
- Retirement Concerns
- Cost of Prescriptions
- Financial Crisis
- Joblessness
- Homelessness
- Interpersonal relations
- Trauma and grief
- Suicide prevention
- Difficult jobsite situations

MAP helps members deal with the emotional and practical fallout from economic crises such as the current crisis caused by the COVID-19 pandemic. MAP connects unemployed and underemployed members and their families with social services, advocates and community resources to help them receive assistance to prevent home foreclosure and utility cut-offs. While our members' collectively bargained health and welfare benefit funds provide access to critically important treatment, MAP helps members identify the treatment they need, and also connects uninsured members to free health insurance for their children and free life-saving medications when they are unable to access our collectively bargained benefits. MAP also helps retirees apply and qualify for prescription assistance benefits that either pay for medications entirely or dramatically offset the costs. As substance abuse issues continue to affect our members in high proportion relative to other

occupations, MAP has been increasingly working with members who cannot access our collectively bargained health benefits because ongoing substance abuse problems stand in the way of working enough hours to be eligible.

MAP provides services to members and their families battling addiction in its many forms, including alcohol and drug abuse, compulsive gambling or overspending, and eating disorders such as binge eating, dieting or overeating, among others. MAP helps members sort through a maze of treatment programs to arrive at the best options, whether they be attending free support groups such as Alcoholics Anonymous (AA), or an evening/weekend outpatient program, or more intensive treatment, such as professional, medical detoxification, inpatient hospitalization or long-term care to achieve abstinence and sobriety. MAP offers free, confidential help to BAC members who test positive for alcohol or drugs on pre-employment, random, post-accident, reasonable suspicion, return-to-duty and follow-up employment drug screens, or who have incurred a DUI/DWI or other substance-related legal charge by providing treatment referrals, coordinating with probation/parole, as well as advocating for return to work.

MAP also works closely with Local leaders to prevent and combat substance abuse problems among BAC members and their families. MAP provides information to help Local leaders ensure drug-free

workplace policies negotiated with BAC employers are compassionate as well as effective, address drug testing coordination and concerns, and respond to changes in local, state and federal laws regarding drug testing. MAP helps Local leaders stay abreast of drug abuse trends, including development of dangerous new designer drugs as they emerge, and helps them with information and tools to intervene early, before drug problems become catastrophic in our members' lives.

MAP provides BAC members and their families with crisis intervention services for help with "Post-Traumatic Stress Disorder," commonly referred to as "PTSD" where early intervention is critical in helping to prevent the anxiety, panic, apprehension and depression associated with PTSD from spiraling out of control. MAP also helps members to cope with the aftermath of natural disasters, including loss of one's home or loved one through fire, earthquake, tornado or extreme weather phenomenon. In the event of a disaster, MAP provides telephone crisis intervention services; helps connect members to counseling and practical resources to enable them to better manage real life crises.

In these critical ways and others, the Member Assistance Program, BAC Tool Sales and the Member Services Program help our members stay healthy and well and access the tools and services they need as we all work together to build communities and build lives.



COMMUNICATIONS

The Communications Department is the voice of the International Union's programs and policies, as determined by the Executive Board. The Department has a number of functions and audiences: it keeps members and Local Union and ADC officers informed about issues of importance to the Union, the industry, and working people in general; it ensures that the IU's position on critical matters is heard by journalists and the broader public; and just as importantly, it supports affiliates' communications efforts, as well as other IU departments' membership engagement activities.

Publications

Between 2015 and 2020, the IU's principal publication, the BAC Journal, was published quarterly and mailed to all active and retired members. The digital version of the publication, featuring a virtual page-flip effect to enhance the experience for our growing mobile readership, has been available on the IU's website since 2012.



Another IU publication, the Chalkline e-newsletter for Local/ADC officers and representatives, offers detailed information on time-sensitive legal, regulatory, and benefits related developments four times a year.

Website

Based on in-depth research of Google Analytics and membership surveys, the Communications Department redesigned BAC's official website,

bacweb.org, and launched it in March 2019. The new website features a mobile-responsive design, clearer site navigation, fast-loading pages, personalized user logins, cross-platform compatibility, an easy-to-checkout BAC store, a "Join BAC" form, a filtered regional and Local contact list, and filtered Q & As. The site's redesign is helping the Union achieve its priority goal of organizing and retaining BAC members and contractors.

BAC Locals and ADCs have increasingly recognized that a well-designed website is key to engaging current members and attracting new prospects. Working with AFL-CIO's digital communications team, the Department initiated a user-friendly local website service called "Union Hall" for all Locals and ADCs in 2017. Locals and ADCs can – at no cost to the affiliate – avail of a professionally designed, easily updated, and high-quality website. Since then, over 20 BAC Locals, ADCs, and training centers have taken advantage of this service, participated in webinar trainings with the Department, and launched their websites.

Social Media

Since the last Convention, BAC has significantly strengthened its presence on Facebook (/IUBAC) and Twitter (@IUBAC), from around 6,500 Facebook fans in 2015 to more than 13,000 fans in June 2020, and from 4,500 Twitter followers in 2015 to over 12,200 Twitter followers in June 2020. This growth has been accomplished in part by understanding and engaging our online audiences – including our members, signatory contractors, and allies in the labor movement and beyond – increasing our Union's visibility as a brand through creative content, effective graphics and short-form videos. With increased use of video storytelling tactics, the Union's YouTube channel (@BACInternational) has been growing since the last Convention with a marked increase in both subscribers and video views. The Department has also created its Instagram account (@IUBAC) since the last Convention, and views it as an important tool for future public and member engagement.

Text Messaging

Text messaging, with its 99% open rate, is unsurpassed as a tool for reaching members on and off the jobsite. After the last Convention, BAC moved forward to provide texting programs for all BAC Locals and ADCs at no cost. Since then, Locals and ADCs throughout North America have joined the IU in utilizing text messaging to send important announcements, event registrations, meeting reminders, schedule or venue changes, safety and health alerts, polling station locators, GOTV notices, and more.

Member Surveys

Since the mid-1980s, the IU has commissioned regular, confidential telephone surveys by an independent polling firm using a random, statistically valid sample of BAC members in the US and Canada to analyze members' attitudes about specific programs and public policy issues, in addition to tracking work and employment trends. Survey results help shape new programs, revise current ones, and frame IU communications in a number of key areas. While the identity of individual respondents is strictly confidential, the results of these programs are shared regularly with the Local officers at meetings of Executive and Regional Councils and the Canadian Congress.

% OF BAC MEMBERS WHO SUPPORT:

94% TAX DEDUCTIONS FOR
UNION DUES AND TRAVEL
COSTS

83% CANDIDATES WHO OPPOSE
RIGHT-TO-WORK LAWS

90% CANDIDATES WHO SUPPORT
DAVIS-BACON/PREVAILING WAGES



EDUCATION

The Education Department supports the Union's strategic initiatives by providing learning opportunities and educational resources to Local/ADC staff and BAC members. The Department works closely with the Executive Board as well as other IU Departments to develop and deliver training and education programs and materials for seasoned Local leaders, new Local officers and representatives, Local administrative staff, and rank and file members.

The Department is the primary source of information about BAC educational programs for affiliates and members. It also serves as the Union's liaison with the AFL-CIO's and NABTU's educational programs and initiatives.

Local Leadership Conference

For nearly four decades, the BAC Local Leadership Conference has provided continuing education to Local Union leaders. Held annually, except in Convention years, the multi-day educational conference is open to all Local/ADC officers, staff and apprentice coordinators. The Conference features a mix of plenary session presentations and participant-directed workshops focusing on topics such as the masonry industry, apprenticeship and training, collective bargaining issues, organizing, jobsite health and safety, legislative updates, and grass roots political organizing.

In recent years, the Conference has featured plenary presentations on the economic outlook for construction, political landscape, multi-employer pension plans, private equity, organizing to grow the Union, immigration and diversity, confronting and preventing sexual harassment in construction, and leadership communications.

Workshops have consisted of a mix of classes geared

specifically towards assisting leaders in their position-specific roles, core workshops which all leaders participate in, and elective offerings. Recent topics have included developing and progressing 4x4 organizing plans, sexual harassment bystander training, defending immigrant members, social media, the Action Builder organizing app, project tracking/research, and technology initiatives such as the BAC Steward Mobile app, electronic membership applications, BACWorks, the BAC Member Portal, and the BAC Member Mobile App.

New Leaders Program

The BAC New Leaders Program is designed to help recently elected or appointed officers and staff develop their skills as representatives of BAC and to provide them with the resources and tools available through the IU. The curriculum is routinely reviewed and updated to ensure the program reflects and advances the strategic initiatives of the Executive Board. New Leaders are introduced to the structure of the International Union and the wide range of resources available to them.

Due to the large number of new leaders in recent years, the program has been held almost every year since 2015. Between 2015 and 2019, nearly 120 New Leaders representing Locals/ADCs from across the US and Canada completed the program.

Administrative Staff Training Conference

The IU recognizes how important administrative staff are to our Locals/ADCs and believes that investing in their professional development and continuing education is essential to supporting them and the members who rely on their hard work. In 2018 and 2019, the IU held training conferences for Local Union administrative staff. Over 50 administrative staff from across the US attended these conferences.

The conferences provided training on BACWorks, BACRecip, BACRemit, the BAC Member Portal, the Local Portal, data management using Excel and Google forms, bookkeeping best practices, and best practices in IU/Local cooperation.

Other Continuing Education Programs for Local/ADC Officers

Under the guidance of the Executive Board, the Department develops and coordinates trainings that take place at the Executive Council and Regional Council meetings. Most recently, these sessions have focused on organizing tactics and project research using Construct Connect.

The Department also helps develop the educational portions of the IU Canadian Congress meetings under the guidance of the Congress Co-Chairs and delegates. Additionally, under the guidance of the Executive Board, it assists with the development of the annual member survey.

The Department also coordinates officer and staff attendance for the Harvard Trade Union Program. This 5-week program offers union leaders advanced leadership education on Harvard's campus. The curriculum, which includes leadership development, strategic planning for labor unions, and important topics of concern to working people, addresses the economic and political challenges facing today's Union leaders and equips them with essential management skills and practical tools.

Education Resources for Union Leaders

In collaboration with the Organizing Department and Information Technology Department, the Education Department assisted in the development of the BAC Dashboard via Tableau, a secure online platform. The BAC Dashboard provides historic and current membership data, and tracks apprentice graduation rates. Local and ADC officers have access to their Local information to assist them in the management of Local Union operations.

In 2018, the IU began using Construct Connect, a leading construction industry analytics firm, to track projects. Under the guidance of the Secretary-Treasurer and the leadership of the Organizing Department, the Education Department assists with account management and coordinates webinars and trainings for how to effectively use the database for research and organizing.

Member Education

The Department oversees two BAC Bates Scholarship programs for the sons and daughters of members – the US Bates Scholarship and the Canadian Bates Scholarship. Recognizing the competing demands on

resources that BAC members and their children face in pursuit of their higher education goals, the IU increased awards amounts for both programs in 2019.

The number of applicants for the US Bates Scholarship has more than tripled since 2015. The Department, under guidance of the Secretary-Treasurer, is currently in the process of updating the eligibility criteria of the US Bates Scholarship so more students are eligible to apply.

Additionally, in order to streamline the process, the application for the Canadian Bates Scholarship is now online only.

The Education Department worked closely with the Secretary-Treasurer's office and Organizing Department to update and modernize the BAC Steward Training curriculum to help Locals and ADCs train their members to be stewards and develop leadership skills. The new training was introduced at the 2018 Local Leadership Conference, and since then, hundreds of member activists have participated in steward trainings throughout North America.

For 15 years, the Department has coordinated participation in labor outreach events by IU and Local/ADC representatives as well as rank and file members. It continues to coordinate attendance at educational conferences sponsored by the AFL-CIO and its constituency groups, such as the A. Philip Randolph Institute, the Coalition of Black Trade Unionists, the Labor Council for Latin American Advancement, the Coalition of Labor Union Women, the Asian Pacific American Labor Alliance, and the AFL-CIO's Martin Luther King, Jr. Conference.

The Department also coordinates BAC's involvement in events sponsored by the National Association for Advancement of Colored People and the North America's Buildings Trades Unions Tradeswomen Build Nations Conference. Over the last 5 years, attendance by BAC women members at the Tradeswomen Build Nations Conference has tripled. The conference is an invaluable opportunity for women members to meet with and have dialogue with other women in the trades.

Education is the foundation of a strong Union. Together, these programs create learning opportunities for BAC members and leaders that promote respectful dialogue and encourage lifelong learning, which strengthens and grows our Union and the labor movement in general.

ADMINISTRATION AND INFORMATION TECHNOLOGY (IT)

Since our last Convention, technology has evolved with lightning speed, and the Executive Board has captured some of the best of those new innovations by updating our existing tools, and adding new ones. Always alert to opportunities to streamline administrative functions and build efficiencies, the Executive Board has been particularly focused on automating the operations of the IU, IMI, and the IU benefit funds.

For over thirty years, our various BAC organizations have shared back-office functions, gained from economies of scale, and operated in a cost-effective manner, while achieving levels of control, service and value that we could not have accessed either separately or from outside commercial vendors alone. Since the last Convention, we have continued to expand services and increase efficiencies to improve the bottom line for BAC, its affiliates and our related funds.

Those efficiencies are realized in varied ways – sometimes by consolidation of services, sometimes by outsourcing, and sometimes by bringing functions under the Union’s direct control. In all three cases, the goal is the same: reducing administrative costs to allocate more resources for the benefit of our members and our fund participants. Since our last Convention, we have successfully transformed several departments, resulting in significant savings for each of our participating entities. In 2019, following a rigorous review, the software application for pension payroll processing and health benefits administration was outsourced to a third-party vendor who was able to maintain our expected level of service while also producing savings. And in 2016, we brought a seasoned collection attorney and paralegal on staff within the Central Collections Unit to administer and pursue a much larger piece of the delinquency collection process in-house, reserving the use of

outside litigation firms only for the most intractable cases. As a result, CCU cost-shared entities have saved literally millions of dollars in delinquency collection fees, while also increasing the level of dollars recovered, in just the past three years alone.

Revenue Accounting System (RAS)

The IU’s Revenue Accounting System (RAS) continues to function as the central repository of hours, revenue, and membership information. Data from various subsystems of IPF, IHF, and IMI are centrally stored in RAS. RAS serves as the backbone data hub for various funds.

Several enhancements have been made to RAS over the recent years. A few of them are:

- Automated reciprocity handling module;
- Automatic capture of BACWorks data, like address changes, and;
- Automatic capture of membership drops directly from BACWorks.

IT staff are planning the transition of migrating RAS data onto a cloud application to enhance its viability. Plans are being developed to add an online hours entry module to RAS.

Collective Bargaining System (CB)

The IU continues to maintain and enhance CB. It acts as a central storage hub for wage rate information, it captures the wage rate information from agreements, and serves as a repository for detailed schedule information, while remaining flexible and simple enough to quickly query for a particular rate. The records contained in the system go back for over 50 years in some cases, providing the IU with continuity and historical points of reference.

At some point in the future, we expect to merge CB with RAS, following the adaptation of a universal rate table structure. And like RAS, CB is expected to transition to a cloud application in the foreseeable future. Another planned improvement for CB is to capture rate information automatically from Locals via BACWorks, which will greatly improve data accuracy.

BAC Member Portal

The BAC Member Portal is a secure online system where members can review and update their membership records (including their work history and contact information), check available work on the Job Network, and update their reciprocity designations and activities. More than 9,500 members have registered for the Portal. Sending reports such as annual statements to members via the portal saves not only postage costs, but saves time as well. Recent enhancements to the Portal include:

- Addition of online open enrollment for eligible IHF participants;
- An IPF estimated pension calculator; and
- Safe harbor communications of pension/annuity/LOEPF statements.

BAC Local Portal

The Local Portal has been used successfully to distribute all IU monthly reports. Periodical reports are now being distributed via the Portal. The Local Portal has also been integrated now with BACWorks; BACWorks users can now access all Local Portal content without actually visiting the Local Portal.

BACWorks

The cloud-based version of BACWorks has been continuously upgraded based on the feedback received from Locals and ADCs. It is currently used by over 90% of US affiliates. Some of the recent improvements to the software include:

- A function allowing affiliates to directly mass email their members;
- A new secure document transfer feature;
- An ad hoc function allowing affiliates to create custom fields for their specific use;
- Custom reports for individual affiliates;
- Enabling of direct credit card payments from members via the Member Portal, and the;
- Addition of a membership application web form, which is customizable by each BAC affiliate.

BACRemit

While BACRemit was initially created to facilitate electronic fringe remittances from contractors signatory to IU agreements, it is now also used by several affiliates in lieu of paper forms. BACRemit increases data accuracy and availability by reducing the need for data entry at the IU and at affiliate fund offices and TPAs. In recent years, a payment plan subsystem has been added to BAC Remit to easily accept payments made pursuant to delinquency collection agreements.

BACRecip

BACRecip is an online system for processing reciprocity between trust funds. The IU is presently working with staff and outside vendors to add ACH capabilities to the software, which will greatly enhance its utility.

BAC Job Network

The BAC Job Network – now a feature of the Member Portal – is a bulletin board-style system that allows Locals and ADCs to post job opportunities when there is a lack of craftworkers in their respective areas. Each job posting includes information about the project location, what type of craftworker (e.g. bricklayer, tile setter, etc.) or specialty (e.g. refractory) is needed, how many craftworkers are needed, the total wage and benefit package, whether or not travel pay or a per diem will be provided, and the contact information for the area BAC representative.

BAC Mobile App

BAC Mobile App is an easy to use mobile app available for both Android and Apple platforms. It offers all the features of BAC Member Portal, so members can access their information on the go. Members of affiliates that have set up credit card dues payment structures can also use the app to pay their dues.

Software as a Service (SaaS) updates

As discussed in the 2015 Executive Board Report, the IU has implemented SaaS – “software-as-a-service,” or “cloud” technology – for the IU, IPF, IMI and IMTEF employee payrolls and IPF, LOEPF and SEPF pension payrolls. This transition has provided significant savings, and reduced risks associated with maintaining hardware and software. LOEPF and SEPF payroll systems have been converted to third party software application services, as has the IHF benefits administration system. During 2019, IU staff travel expense reporting transitioned from a paper reporting process to an online web-based application, saving time and money by taking advantage of electronic efficiencies and eliminating data entry. Moving forward, we will continue to identify systems that would be more cost effective to be managed as third-party services, rather than continuing development and maintenance in house.

The IU remains committed to improving IT and staff productivity, protecting vital member information, and reducing administrative costs while providing a high level of service to affiliates, benefit funds and members.

IU FINANCE

At the time of our last Convention in 2015, we were on the heels of the Great Recession when our members, hours, work opportunities, and revenues had crashed. We were just beginning to recover from the steep declines we had experienced. Revenue streams were improving but were not yet close to pre-recession levels. We celebrated our 150 year anniversary, and together resolved we would come out of the recession stronger than ever.

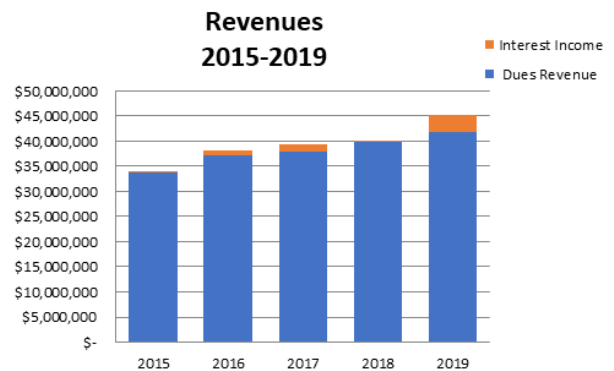
Today, as we face a global pandemic and a potential economic crisis, our Union is financially sound and prepared to respond to whatever challenges these unprecedented times may bring. As we had resolved in 2015, the focus of the last 5 years has been on building resources – shoring up reserves while we also strengthened ties with our current membership and provided them with tools to help us rebuild and grow together. We have built a strong foundation and are financially well capable of providing resources to help our affiliates and our members build communities and build lives for the next five years and beyond.

BAC - Building on Our Strength

Historically, our industry – construction – is the “last in and the last out” of a recession. The Great Recession officially began in 2007, and, true to form, it wasn’t until 2009 that BAC experienced its biggest revenue decline – dropping 16% under the prior year’s revenues, which were already down from 2007.¹

Looking back on the five years since our 2015 Convention, dues revenue has consistently grown as work opportunities for our members began to regain steam in the recovering economy. Dues revenue also grew slightly as a result of National Refractory Agreement dues, instituted by the 2015 Convention, which accounted for approximately \$3 million dollars for the five-year period. Investment and interest income have also been on the upswing. In sum, total

revenue increased by \$4.2 million, or 12%, from 2015 to 2016, and then by another \$1.3 million (3.5%) from 2016 to 2017. In 2018, total revenues remained essentially flat at \$39.8 million, as a modest dues revenue increase was largely eclipsed by a steep decline in investment income (to its lowest level in 15 years). We rebounded with a healthy gain in 2019, as total revenues increased by 13.7% to \$45.3 million. This marked the first time since the Great Recession that IU revenues surpassed \$40 million, aided in part by strong interest and investment returns of more than \$3.4 million.

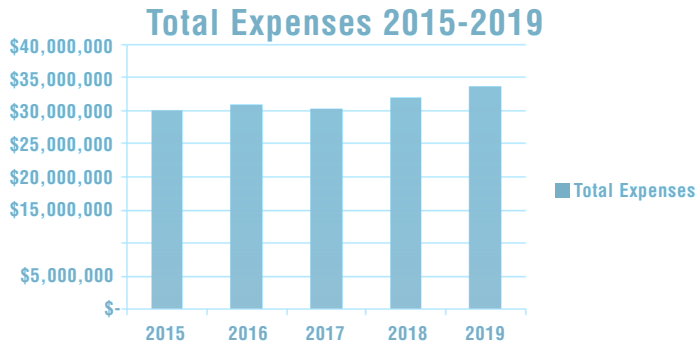


The Revenues 2015-2019 chart shows the steady climb in dues from 2015-2019, as well as the strong interest and investment income in 2019.

The IU Executive Board has continued to prudently and tightly manage the spending side of the ledger. Having made steep cuts to navigate the Great Recession prior to the 2015 Convention, we have meticulously managed the budget since that time. As hours and revenues stabilized then grew, the Executive Board added back core programs, but cautiously and within the means of our new normal revenue trends. Accordingly, as a key part of rebuilding and strengthening internal resources, the Regional Council meetings, The Local Leadership Program, and the New Leaders Program all have been built back into the annual budget, while new initiatives including the Local Union Administrators Training and a new organizing education program – The Building Trades Academy – were added. We were able to provide considerable support for important legislative and policy initiatives, and have given back

¹ Note that the numbers and charts in this report pertain to the IU Treasury itself and therefore exclude financial activity of BAC’s subsidiaries (BAC F Street LLC, Disaster Relief Fund) unless otherwise specified.

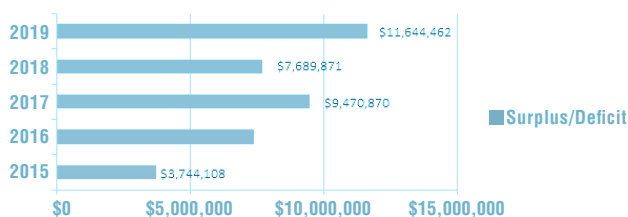
to our members directly by, for example, adding staff to our Membership Assistance Program and doubling the Harry Bates memorial scholarship program. These expenditures are depicted in the Total Expenses 2015-2019 chart. Importantly, these programs, and more, have been delivered while keeping spending levels below the 2010 level – in constant dollars, not even accounting for inflation.



The BAC Budget Committee tracks economic trends and forecast revenues in order to plan and monitor programs and expenditures. Since the last Convention, the priorities of the Committee have been to build reserves, while developing and revitalizing core programs to solidify and strengthen our membership and financial foundation. Building our membership base requires a focus on training and internal organizing, while accumulating reserves of course requires that revenues exceed expenditures by a healthy margin. Harmonizing those goals is difficult, but the Executive Board is proud to have done just that – for example, 2019 revenues exceeded expenses by a full 20%.

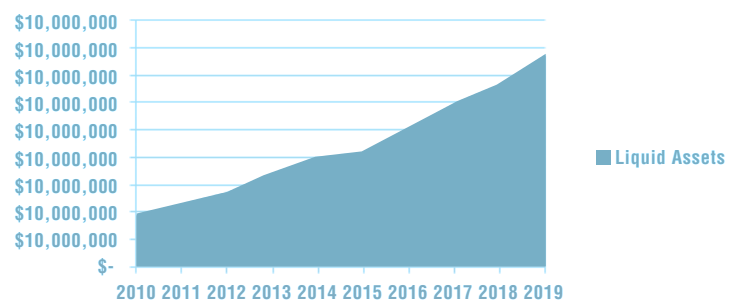
A decade that began with the largest deficit recorded in IU history (a loss of \$8.4 million in 2010) has, through prudent and meticulous management of BAC's finances, ended with substantial annual surpluses each year since 2015, culminating in a 2019 surplus of \$11.6 million. As we look forward to building communities and building lives in the coming years, regardless of the economic and political forces at play, the importance of financial reserves cannot be overstated. Implicit in the constitutional requirement for an annual audit is that the net worth, or reserves, of each affiliate be at a prudent level, and that a significant portion be in cash or liquid asset form. As a result of consistently accomplishing annual surpluses, the IU has continued to build liquid assets.

Surplus/Deficit 2015-2019



The Liquid Asset Chart 2010-2019 illustrates the significant improvements we have achieved. In 2010, liquid assets were just shy of \$19 million. By the end of 2019, they had grown four-fold to more than \$77.5 million, \$36 million of which was added since our last Convention. As we have learned from our past, cash and liquid assets are essential components to weathering an economic downturn or other adverse events. The IU Executive Board is very proud to have earned BAC the ability to obtain credit on favorable terms, earn investment income, endure an economic downturn, embark on special organizing projects, and much more.

Liquid Assets 2010-2019



At the time of our last Convention, we had just completed a very favorable refinancing of the mortgage terms of the IU headquarters building at the corner of 6th and F Streets in Washington, DC's East End. Equity quickly manifested as in 2014 the building appraised at more than twice the original cost of the land and construction. The class A office building is stabilized by having AARP, the IU and IPF as tenants. As we go to print with this report, we have reached agreement on a letter of intent, and are in the process of negotiating the details of a long-term lease extension with AARP. Thus, our principal asset will continue to produce revenue to more than offset our mortgage and building expenses, and to help fund service to our members for many years.

The IU Executive Board continues to focus financially on what we can control - prudent management of the annual budget by focusing on programs that directly serve members and add to our core strengths, all while recording surpluses, adding to reserves and generating liquid assets. Our efforts have afforded us the opportunity to serve our members and to provide the needed resources to continue building communities and building lives. As the year 2020 has brought us a global pandemic, economic uncertainty and chaotic and hostile leadership at the federal level, the IU stands financially prepared to face the challenges ahead.

LEGAL AFFAIRS

Since our 2015 International Union Convention, the legal environment for BAC and the labor movement has swung between two wildly different poles in the United States.

In 2015, the Obama Administration was advancing policies to benefit unions and working people, and the outlook for the labor movement appeared positive. In stark contrast, the current administration is exceedingly hostile to working people and is determined to use its power to thwart union efforts at every step. Though we increasingly find ourselves on the defensive in coordinated legal challenges, public favorability ratings of unions, and collective action by workers – both organized and yet-to-be organized workers, are at historic highs, and there is much reason for optimism. We remain resolved and ready to use all tools at our disposal to advocate for, and deliver meaningful victories to, our Union, our members, and working people throughout North America.

In Canada, Justin Trudeau and the Liberal Party assumed power shortly after our prior Convention, following almost a decade in which the Conservatives held power. Since taking office, Prime Minister Trudeau's government has ushered in a series of pro-worker reforms including providing for increased access to leave and holiday pay benefits, imposing stronger job protections for individuals with disabilities, and mandating that employers grant employees greater flexibility and notice when scheduling work. In 2017, Prime Minister Trudeau signaled his support for just labor laws by calling for the repeal of so-called right to work laws in America.

United States Supreme Court

The most notable decision issued by the Supreme Court since 2015 was *Janus v. AFSCME Council 31*. Overruling past precedent, in a 5-4 decision authored by Justice Samuel Alito, the Supreme Court held that the mandatory collection of agency fees from publicly employed non-members represented by unions would be an unconstitutional violation of those

non-member's First Amendment right to free speech. In allowing those non-member public-sector employees to enjoy the benefits of a union contract for free, the Court upended 40 years of settled law, clearly intending to deal a mortal blow to labor. Our public sector brothers and sisters have risen to the challenge however, and grown their ranks, rather than sustaining the crippling losses the enemies of labor intended. Moreover, literally hundreds of coordinated efforts to expand the *Janus* ruling to union members, or to pass fees by non-members, or to employers outside the public realm, have failed in every district and appellate court in which the battles were raised. By no means should we relax our guard however, because the same forces that targeted our public-sector brothers and sisters are coming for us; attacks against PLA's have escalated, with *Janus* providing cheap new fodder to fuel tired old attacks.



Credit: Mike Ferguson/AAUP

Other notable anti-worker cases include *Epic Systems Corp. v. Lewis*, in which the Supreme Court allowed an employer to require non-unionized employees to waive away their statutory Section 7 collective action rights by signing an arbitration clause. On voting rights, the Court has been equally dismal, permitting states to draw congressional districts based on voters' partisan affiliation in *Rucho v. Common Cause*, and, in *Husted v. A. Philip Randolph Institute*, allowing that a state may 'purge' infrequent voters from the rolls.

At the conclusion of its most recent term, however, the Supreme Court issued two notable and welcome opinions. In *Bostock v. Clayton County*, the Court held that Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of being either homosexual or transgender. That decision also puts an end to the so-called “Equal Opportunity Harasser” defense allowed in some federal Circuit Courts, that if an employer harasses both men and women, that does not amount to discrimination based on sex. On immigration matters, in *Department of Homeland Security v. Regents of Univ. of California*, the Supreme Court overturned the Trump Administration’s rescission of DACA (“Deferred Action for Childhood Arrivals”) as arbitrary and capricious, though it declined to say the program could not be eliminated in another manner. In late July, the Trump Administration announced that it will reject all new DACA deferral and work permit applications; decrease deferrals from two years to one; and reject most requests for DACA recipients to travel abroad, even for humanitarian, education, or employment purposes. Thus it is clear that the more than 700,000 people brought to the United States as children (“Dreamers”), and the more than 300,000 Temporary Protected Status (TPS) recipients, including many BAC members, who came to the US from countries torn apart by war or natural disaster, will not be able to live, to go to school, or to work freely, without fear of exploitation or deportation, until we have passed comprehensive immigration reform legislation.

Administrative Development

In September 2015, despite both houses of Congress firmly in Republican control, the Obama Administration, the United States Department of Labor (“DOL”) and Secretary of Labor Tom Perez in particular, continued the fight for working people through Agency Rulemaking, including issuing a Rule expanding access to overtime pay to an additional 2.8 million workers and a “Fiduciary Rule” to protect retirement savings by requiring that financial advisors act within their clients’ best interests rather than solely in order to earn a higher commission. Most significantly for BAC, in March 2016, DOL issued its final rule lowering the permissible exposure level of respirable silica dust, which the Occupational Safety and Health Administration (“OSHA”) has begun to enforce. The Department of Labor estimated that implementation of this rule would save more than 600 lives annually and would provide net benefits of about \$7.7 billion per year.

This pro-worker agenda contrasts sharply with the current regulatory and administrative outlook. On immigration matters, the Trump Administration has plotted the most hardline antiworker course of action

in a century. Not long after taking office, the Administration rescinded Obama-era executive actions designed to protect individuals who entered the United States as children (“DACA”) and qualifying parents of American or resident children (“DAPA”), and attempted to end the Temporary Protected Status (“TPS”) program for individuals from seven countries. TPS provides temporary status, including the right to legally work in the US, to nationals of countries that are confronting an ongoing armed conflict, environmental disaster, or other extraordinary conditions. TPS, DACA, and DAPA together provide a vital lifeline to thousands of individuals working in the construction industry, many of whom are BAC members. BAC will continue to honor its proud tradition as a Union welcoming and supportive of immigrants and will push for a just and humane immigration system at every opportunity.

In addition, the Trump DOL rolled back both the Fiduciary Rule and the overtime pay rules and has now re-issued the “T-1” trust fund reporting rule – thrice-failed under the Bush Administration – to mandate burdensome trust reporting by unions. In March and April 2020, while the world was in the throes of the Covid-19 pandemic, and workers were especially hard hit, both the DOL Wage and Hour Division and the National Labor Relations Board (“NLRB”) used their precious resources to issue Rulemaking to make it even easier for low-road employers to evade legal responsibility for actions of “Joint Employers.” The NLRB Joint-Employer Rule now requires a nearly impossible showing of proof that the alleged joint-employer “both possess and exercise substantial direct and immediate control over one or more essential terms or conditions of employment.” The Economic Policy Institute estimates that workers will lose \$1.3 billion in wages annually as a result of this Rule. Lest anyone be fooled that this President is not behind these anti-worker moves, in a unilateral attack through Executive Orders, the President himself has also severely limited the bargaining rights of our brothers and sisters working for the federal government.

Some of this Administration’s attacks have struck very close to home. Again, through the historically unusual route of Rulemaking, the NLRB has seriously undermined access to union representation through the Board’s election process while at the same time eroding access to labor stability through voluntary recognition. Beginning after July 2020, voluntary recognition agreements must be publicly disclosed, and employees must be encouraged through emails and notices by employers to file petitions challenging the recognition. Otherwise, the mutually-agreed relationship between union and employer – itself

based on majority support among the employees – and any resulting collective bargaining agreement will not bar a future decertification petition or a challenge by a rival union. Singling out construction agreements in particular, the NLRB also upended settled law that contract language, in the absence of contrary evidence, can demonstrate a Section 9(a), rather than the less enduring Section 8(f), collective bargaining relationship. Pursuant to the Trump Board’s Rule, in order to block a representation election using the contract bar, contract language is now irrelevant, and instead, unions must somehow obtain and store – for the life of the collective bargaining relationship – proof of a demand for recognition in an appropriate unit, a contemporaneous showing of interest, and unequivocal acceptance by the employer. Legal challenges to these Board Rules have been filed both by the AFL-CIO and NABTU, with results still pending.

President Trump’s DOL also issued a rule creating industry recognized apprenticeship programs, or “IRAPs,” so that employers create cheap imitations of our registered apprenticeship system. The IRAPs are designed to, and no doubt will, operate with little oversight and illusory standards to employ people at reduced wages for unlimited periods, and turning out (if they turn out anyone at all) ill-trained workers in any industry that uses this crude tool. BAC, along with other construction trade unions, mounted a public education campaign ultimately generating over 300,000 comments overall, including approximately 5,000 from the BAC community, calling for construction to be permanently carved-out of these fly-by-night programs. In a significant victory for BAC, our signatory contractors and apprentices, and the construction industry in general, the IRAP Final Rule does indeed prohibit IRAPs in the construction industry. While the battle was won, the war may not yet be over as the final Rule expressly states that the DOL may revisit this conclusion should “new and compelling” evidence emerge. We will therefore remain vigilant and do all we can to protect our invaluable apprentice programs from this threat.

National Labor Relations Board

As the BAC 2015 International Union Convention adjourned, we had a full complement of NLRB Members, with a Democratic majority and a union attorney from the Building Trades as General Counsel. Much has changed. The Trump Administration and the Republican-controlled Senate have left both Democratic seats on the Board vacant since December 2019, indeed one of those two seats has been vacant since 2018. The three Republican

Members have broken with longstanding practice by churning out opinions overturning precedent and engaging in Rulemaking in the absence not only of a full Board, but of any Democratic voice at all. In 2017, a management-side lawyer became General Counsel, and he has sunk below even our lowest expectations in his willingness to undermine worker rights.

In addition to the Rulemaking described above, the Republican-led NLRB individual case rulings have been disruptive and destabilizing. They have overturned precedent in more than a dozen cases—all to favor employers at the expense of unions and workers. For example, the Board has issued decisions limiting access to an employer’s property for organizing purposes, increasing an employer’s power to make unilateral changes to terms and conditions, making it easier for an employer to withdraw recognition based on so-called “good-faith” doubt, and turned an increasingly blind eye towards employee misclassification.

The NLRB General Counsel has adopted a new and more aggressive approach to prosecuting duty of fair representation (“DFR”) claims against unions by treating missed phone calls or grievance delays as more than mere negligence, but rather arbitrary and capricious conduct exposing unions to DFR liability. His office has repeatedly, though so far unsuccessfully, argued that inflatables like Scabby the Rat are unlawful, notwithstanding consistent federal court jurisprudence to the contrary. He also mounted an attack against union dues authorization cards, attempting to narrow any union’s ability to impose window periods for withdrawing dues payments. That attack has been thwarted by the first Administrative Law Judge to consider it, but a contrary ruling by the Republican Board is all but certain.

As former BAC lawyer and NLRB Chair Wilma Liebman has observed, the NLRB, through these changes, has “turned labor law upside down to favor employers.” The Economic Policy Institute similarly concluded that the current NLRB “has advanced an anti-worker, anti-union, corporate agenda that has undermined workers’ ability to form unions and engage in collective bargaining.”



BAC Legal Affairs

Notwithstanding these very strong headwinds, BAC has prevailed in every legal battle since our last Convention. In December 2015, BAC and IPF scored a major victory against two long-time BAC signatories in Tennessee that unilaterally terminated their agreements in 2011, thus incurring IPF withdrawal liability. Instead of making their required monthly withdrawal liability payments, the employers instead began to make millions of dollars in payments to insiders and family members. When a federal court ordered them to resume the payments, having just enjoyed the two most profitable years in their recent history, the employers sought protection through bankruptcy, at the same time, they issued a press release claiming they were “sound and profitable” and that the bankruptcy would allow them to “continue to do business as usual.” The companies had the temerity to claim that “none of the employees who are vested in the pension plan will be impacted because benefits are guaranteed by the federal government.” BAC and IPF filed a motion to have the bankruptcy proceeding dismissed, which the predictably debtor-friendly bankruptcy court denied.

BAC and IPF appealed, arguing first that a narrow exception in bankruptcy law allowing dismissal “for cause” should apply to the employers’ bad-faith and ham-fisted scheme to shed its withdrawal liability, and second, that an even narrower provision in ERISA which should void the bankruptcy because the “principal purpose” of the filing was to “evade or avoid” withdrawal liability. BAC, et al. v Wasco, Inc and Lovell’s. The district court found that the employers’ “press release could not have been more explicit” that employers filed bankruptcy “to frustrate the Pension Fund and the Union from collecting the withdrawal liability.” The Court went on to overrule the bankruptcy judge, finding the totality of evidence of bad faith was “just cause” to dismiss the claim, and importantly, that although ERISA’s “evade or avoid” provision does not typically make withdrawal liability non-dischargeable in bankruptcy, even if it is the sole reason for the bankruptcy, in this case, BAC and IPF had proven the “evade or avoid” provision nonetheless applied both to the insider financial dealings that contributed to the employers’ bankruptcy, and importantly, to “the bankruptcy plan itself.” This significant victory stands out among a deluge of legal decisions allowing employers to use bankruptcy laws to escape withdrawal liability and leave pension funds, signatory contractors and workers holding the bag.

Next, BAC successfully defended its tile jurisdiction in Michigan against an attack by the United Brotherhood of Carpenters (“UBC”), and UBC signatory contractor Mastercraft. In a proceeding brought pursuant to the

National Maintenance Agreement, the arbitrator conclusively awarded the tile work in question to BAC based on prevailing local area trade practice and a 1997 jurisdictional agreement between BAC and UBC, ceding jurisdiction over tile marble and terrazzo to BAC. UBC brought, but ultimately abandoned a federal court action accusing BAC of breach of contract and seeking to vacate the arbitration decision. The Carpenters subsequently disclaimed the jurisdictional agreement, but nonetheless have made no new inroads into our well-established jurisdiction over tile, marble and terrazzo.

In 2018, BAC successfully defended against a federal lawsuit brought by a former local union field representative who alleged that BAC engaged in unlawful discrimination against him. BAC secured a dismissal, successfully arguing that BAC was improperly named as a defendant. In 2019, BAC also successfully defended a different discrimination claim against BAC and a member of BAC’s staff brought by a former local union employee. The complaint was quickly dismissed by the EEOC, and BAC also secured dismissal at the earliest stage from the state agency that next considered the matter. Later that year BAC was named, along with a BAC affiliate, in a duty of fair representation claim before the NLRB. BAC and its affiliate successfully obtained dismissal of the charge in its entirety, a decision that was also affirmed on appeal.

In late 2019, BAC successfully defended an unfair labor practice charge by a National Refractory Agreement signatory contractor, Resco Products, Inc. The charge was filed to avoid BAC’s grievance arbitration over a significant delinquency and alleged that the collective bargaining agreement the contractor had solicited from and signed with BAC is not a lawful construction industry pre-hire agreement. The NLRB Regional Director found the charge without merit and refused to issue a complaint. When the contractor appealed, BAC persuaded the NLRB General Counsel that the contractor was “primarily engaged in construction” under Section 8(f) of the National Labor Relations Act, notwithstanding the contractor’s extensive manufacturing activities. BAC-related local and international funds next brought a delinquency action in federal court in Kentucky, and the contractor brought another evasive action directly against BAC in federal court in Pennsylvania, raising the very same legal claims BAC successfully and conclusively litigated before the NLRB. BAC is vigorously defending that action as well as prosecuting its grievance arbitration, while the BAC-related funds continue to pursue their joint action as well.

Finally, with a surprising but welcome assist from the United States Department of Justice (“DOJ”), BAC has been released from a Consent Decree issued by a federal court in Chicago in 1940. *U.S. v Tile Contractors Ass’n of America, et al.* That Decree permanently barred BAC from actions to “prevent non-members of the Tile Association from securing union labor, create bid depositories to fix or manipulate the prices of tile or installation” and required us to permanently include a Notice in our International Union Constitution, Rules of Order and Codes. As was the custom back in the 1940’s, the Consent Order was “perpetual.” Thus, from 1940 until the present, our Constitution has always contained a copy of the Notice of Consent Decree. On June 11th, 2019, in response to a proceeding brought by the DOJ Antitrust Division (*In Re: Termination of Antitrust Judgments in the Northern District of Illinois*), the United States District Court for the

Northern District of Illinois terminated the Order. Thus, our 2020 and all subsequent printings of the International Union Constitution will omit any reference to this episode from BAC’s distant legal past.

Assistance to Local Unions

The International Union Legal Department has also provided assistance to Local and District Council officers and their counsel in a wide range of legal matters over the last five years, including organizing, operating market recovery programs, navigating fallout from Janus and state right to work laws, battling discrimination and sexual harassment, increasingly complex benefit fund issues, and various union governance and reporting issues. The legal staff continue to participate in BAC educational programs for Local Union and ADC Officers and staff and contribute regularly to BAC publications.



CANADIAN AFFAIRS

The 2015 Convention closed with a commitment by delegates to “Build, Adapt, Change,” and the last five years have presented our Canadian affiliates with a number of opportunities to do just that. Canadian members have faced significant economic challenges due to steep declines in the oil and gas industry that have reduced traditional work opportunities for members of our industrial-focused locals, and the global pandemic that continues to keep work, and life, unpredictable from day to day. Despite these challenges, our Canadian affiliates have adapted and are thriving in the midst of uncertainty.

Taking their cue from the IU Executive Board, BAC’s Local leaders in Canada set organizing and building both our membership and our signatory contractor base as the top priority since our last Convention. Most Canadian locals have assembled member organizing committees and are educating and engaging their respective memberships. The importance of membership involvement in organizing cannot be overstated, and with that in mind, many locals have begun delivering COMET classes on a regular basis to a committed and growing group of rank and file organizers.

These investments in training and internal organizing have not yet significantly grown the Canadian membership, which is of course disappointing, but the near future looks promising. With a renewed interest in organizing in most locals, new leaders have hit the ground running and seasoned leaders have concentrated efforts on the urgent mandate to grow. The carefully nurtured increase in member engagement has both rooted and fueled the growth of programs initiated since 2015.

Isolated, but consistent and significant organizing successes have added momentum. One area where we

have seen positive numbers is in the recruitment of apprentices. Several locals are proactively bringing on new apprentices to fill the void left by retirements and members who drop out. In addition, we have also witnessed a gradual increase in the number of new contractors signed to BAC agreements in the last few years. These have tended to be small contractors, but the trajectory is upward. Positive results of top down discussions and similar activities are on the rise across the country, and every new contractor counts as success builds on success in our growing community of contractors.

Our relationship with the Ontario breakaway group BACU (Brick and Allied Craft Union of Canada) has continued to normalize, to the benefit of our members. We continue to successfully bargain as one group in the province of Ontario, and we have cooperated in signing contractors as well. BACU played a supporting role in signing a medium sized industrial contractor in Atlantic Canada, and their collaboration in Ontario contributed to signing a previously difficult provincial tile contractor in the GTA to a province-wide agreement. These successes and others are no accident. Since our last BAC Convention, BACU representatives have been guests at several of our Regional and Canadian Congress meetings; we have hosted BACU representatives in Washington and in Toronto, and BACU has reciprocated the hospitality. While we continue to explore a more formal structure, it is fair to say that we will continue to build on the good relationship BAC has actively pursued with BACU. This relationship will continue to be a work in progress. We have come a long way in recent years; new leadership, fresh ideas, and a new outlook on unionized masonry in Canada are among the strong commonalities that support what we are building in Ontario.

On the political front in Canada, we have witnessed changes at both the Federal and Provincial levels. Soon after the adjournment of our 2015 Convention, the ten-year reign of Stephen Harper’s Conservative government came to an abrupt end. So began the Trudeau Liberal government, a government that signaled early in its mandate that organized labour

was no longer in the crosshairs, as under the preceding government. In 2019, the Liberals lost the strong majority which they enjoyed for the first term and now govern from a minority position. That has not deterred the Federal Liberals from their continued commitment to building the middle class. Investment in the Union Training Improvement Program (UTIP) which started in term one has continued into the second term. Two of our Canadian Locals operating their own training programs already have accessed government assistance for improvements, and a third Local hopes to capitalize in the recently opened third stream of funding.

Federal government relations are of course more of a focus at the Canadian Building Trades Unions (CBTU) level. A new CBTU Executive Director has hit the ground running since July of this year. Collectively, the building trades are engaging many within the PMO and Cabinet to bring to their attention issues which directly affect our members: mobility tax relief; infrastructure spending; and community benefits agreements on federal projects to name a few.

In contrast to the working environment we have with the federal government, the changes we have seen in the provinces have been mixed. As we head in to our 2020 Convention, Alberta, Saskatchewan, Manitoba, Ontario, Quebec and New Brunswick all have conservative governments, each more or less unfavorable to our labour interests. That is a switch in Ontario, Alberta and New Brunswick from formerly more labour-friendly leadership.

The results vary by province. In Alberta, Canada's closest version of a "Right to Work" province, the large conservative majority has begun mercilessly to ram through anti-worker legislation and austerity cuts to education and to healthcare, all during the pandemic. In Ontario, basic minimum wages changes, overtime gains, and basic sick leave programs installed by the former Liberals have been erased in the first six months of the conservative's mandate. We see the same unified attacks in the other conservative-led provinces. The fixation on balancing budgets while protecting corporate welfare and boutique tax reductions remains the strategy rut that today's conservatives just cannot seem to shake.

Lastly, a word on the COVID-19 pandemic. Early in the pandemic, governments across Canada seemed to unite in the fight against the clear common foe. BAC members' and other Canadian building trades members' needs and concerns generally were being heard and more or less addressed at both the federal and provincial level (except Alberta). Six months on, the common foe remains, but recently provincial

conservatives have started reverting to their time-worn anti-worker platforms. Fortunately, the federal government has remained a government many would envy throughout the pandemic, certainly not without hiccups, but overall demonstrating to Canadians that this government can guide us through these difficult times.

So too, our Union leadership has been an example to behold. Fast and decisive decisions early in the outbreak were key to surviving the early stages of the lockdown. Going on as they began, our IU and Canadian BAC leadership, as well as the provincial building trades councils, quickly turned to communicating, managing and enforcing protocols for jobsite safety, including PPE and social distancing, in a way which allowed for construction work to continue, and our BAC members to remain employed without major shutdowns or significant unemployment spikes throughout Canada.

The Covid-19 pandemic was a wrinkle we never contemplated, but our efforts in building our own internal community in the years since the last Convention positioned us well to face the enormous challenges the pandemic presented. The pandemic will remain one of the hazards on the road before us for the balance of 2020 and beyond. But we have faced tougher hazards, and building our internal community has been made stronger. Building Communities, Building Lives is exactly what we do. Our Canadian members and leaders look forward to meeting the challenge.



IN MEMORIAM

Since the 2015 Convention, 92 IU and Local leaders have passed away. We honor the memory of these brothers and sisters, who gave so much to build the Union we hold dear.

Members of the Local Leader Roll of Honor are:

<u>2015</u>			
Doan, Larry	12/10/2015	Secretary-Treasurer	So. Ohio ADC
Slayback, Fred	10/20/2015	Business Agent	19 Illinois
<u>2016</u>			
Anderson, Val	6/3/2016	Business Manager	18 California
Arnett, Forest	8/26/2016	Secretary-Treasurer	14 Michigan
Bartalone, James	9/10/2016	Business Manager	7 New York/New Jersey
Brengle Jr., Gregory	9/15/2016	Business Manager	18 Missouri
Brettschneider, Donald	2/23/2016	Financial & Corrs. Secretary	27 Illinois
Harrington, James	10/18/2016	Secretary-Treasurer	District Council of NYC/LI
Ihlenfeld, Timothy	12/29/2016	Director	Wisconsin ADC
Johnson, Walter	4/14/2016	Business Agent	2 Michigan
Marano, William	3/31/2016	Business Manager	Maryland/Virginia/DC
McDaniel, Edwin	6/10/2016	Business Manager	6 New Jersey
McGovern, James	10/11/2016	Business Agent	45 New York
Mizer, Guy	3/25/2016	Secretary-Treasurer	3 Arizona
Raniolo, John	1/29/2016	Business Manager	27 New York
Reynolds, Phillip	5/30/2016	Organizer	Ohio ADC
Ripoli, Frank	4/21/2016	Business Agent	6 New Jersey
Shuman, George	8/17/2016	Business Manager	2 Florida
Sontheimer, Charles	4/15/2016	Business Agent	10 New York
Spidle, Dennis	10/16/2016	Business Manager	5 Pennsylvania
Sullivan, Kenneth	2/10/2016	Secretary-Treasurer	1 Rhode Island
Yoshimura, Takashi	11/9/2016	Business Agent	1 Hawaii

2017			
Anderson, James F.	3/19/2017	Business Representative	74 Illinois
Capo, John	6/4/2017	Secretary-Treasurer	4 New Jersey
Cleaver, Lloyd E.	3/27/2017	Business Manager	16 Pennsylvania
Doty, Mervin	2/26/2017	Business Manager	2 Iowa
Gugliuzza, Anthony	5/17/2017	Business Agent	16 New York
Hall, Raymond	1/24/2017	Secretary-Treasurer	Georgia State Conference
Haupt, Dean	2/1/2017	Business Agent	Indiana ADC
Jeske, Edward	8/21/2017	Business Agent	9 Wisconsin
McMaster, Robert	1/30/2017	Business Manager	16 Ohio
Moriwaki, Nolan	9/30/2017	Business Manager	1 Hawaii
Parietti, Emil	11/17/2017	President	5 New York
Ricard, Harry, Jr.	12/29/2017	Vice Chairman	1 Texas
Samples, Thomas	6/26/2017	Business Agent	5 Oklahoma
Tomko, William	3/21/2017	Secretary-Treasurer	ADC of New Jersey
Unger, Ronald	11/27/2017	Business Representative	52 Illinois
White, John C.	3/22/2017	Secretary-Treasurer	8 Georgia
Wise, James R.	3/30/2017	Financial Secretary	8 Texas
2018			
Brown, Gerald	9/21/2018	Business Agent	4 Indiana/Kentucky
Burns, James	7/19/2018	Business Agent	1 Michigan
Chamberlin, James	6/16/2018	Financial Secretary	19 Pennsylvania
Colbert, Neil	5/10/2018	Business Manager	7 New York/New Jersey
Contarino, Joseph	5/2/2018	Business Manager	1 Rhode Island
Donkin, David	2/15/2018	President	9 Pennsylvania
Faeth, Clifford	8/27/2018	President	18 Ohio
Foley, Robert	1/12/2018	Business Manager	1 Nevada
Gauch, William	2/3/2018	Vice Chairman	8 Illinois
Greenstreet, John	5/21/2018	President	1 Maryland/Virginia/DC
Hunnius, James A.	4/9/2018	Business Manager	18 Missouri
Kisicki, Theodore	9/16/2018	Business Representative	1 Nebraska
Lyons, Charles	9/24/2018	Business Agent	Hudson Valley District Council
Marchitto, Anthony	9/11/2018	Business Manager	6 Connecticut
Martinez, John	4/15/2018	Business Agent	5 Oklahoma/Arkansas/Texas

McLaughlin, Richard	10/18/2018	Business Agent	3 New York
Mustachio, Dominick	4/21/2018	Financial Secretary	1 California
Nelsen, Brian	12/20/2018	Recording Secretary	1 Nebraska
Nelson, Louie	4/18/2018	President	4 California
Remer, Leonard	1/20/2018	Secretary-Treasurer	4 South Dakota
Saito, Anthony	9/14/2018	Business Agent	1 Hawaii
Swanson, Roland	12/13/2018	Business Agent	6 Michigan
<u>2019</u>			
Banevich, Edward	10/24/2019	Business Agent	5 Pennsylvania
Bogan, William	10/8/2019	Business Agent	62 Pennsylvania
Borsari, Lawrence	11/19/2019	Secretary-Treasurer	1 Florida
Brown, Timothy	1/1/2019	Organizer	Wisconsin ADC
Clark, William	5/10/2019	Vice Chairman	4 Indiana/Kentucky
Collins, John	7/30/2019	Secretary-Treasurer	7 Texas
Jones, Gary A.	6/19/2019	Secretary-Treasurer	4 Illinois
Lanzafame, Santo	6/19/2019	President	1 New York
Merrell, Robert	11/11/2019	Secretary-Treasurer	7 Colorado
Miller, Edward	8/31/2019	Business Manager	25 Illinois
Nabors, Travis	5/23/2019	Business Agent	1 Tennessee
Sumner, Leslie	12/4/2019	Business Manager	1 Nevada
Young, Fred	6/6/2019	Secretary-Treasurer	5 Texas
<u>2020</u>			
Cioffi, Carmine	3/30/2020	Business Manager	4 Connecticut
Colomonico, Joseph	4/20/2020	Business Agent	65 Connecticut
Davis, Robert	5/22/2020	Secretary-Treasurer	2 New York
Huggins, Harry	2/16/2020	Business Manager	42 Ohio

Members of the IU Leader Roll of Honor are:

DiRienzo, Alfred	11/5/2019	IU Regional Director	3 Massachusetts/Maine/New Hampshire/ Rhode Island
Hendry, Gerald	03/29/2019	IU Director of Canadian Affairs	4 California
Kardy, Walter	07/19/2018	IMI Executive Director	
McGovern, James	10/11/2016	National Refractory Director	3 New York
McIntyre, Thomas	11/12/2018	IU Vice President	3 Massachusetts/Maine/New Hampshire/ Rhode Island
Moore, Eddie	12/26/2016	IMI Job Corps Director	5 Oklahoma/Arkansas/Texas
Perry, Robert	07/23/2016	IMI Projects Coordinator	3 California
Ruff, William	01/29/2019	National Refractory Director	21 Illinois
Shuman, George	08/17/2016	Assistant to IU Executive Vice President of Ops.	8 Southeast
Stewart, Joseph	12/30/2017	IU PCC Craft Director	9 Pennsylvania
Taylor, Merlin	10/3/2016	IMI Director of Apprenticeship & Training	8 Southeast

International Union of Bricklayers and Allied Craftworkers

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