

Welcome Letter



SCAN THE QR CODE
FOR A **WELCOME VIDEO**
FROM BAC



Dear BAC Member:

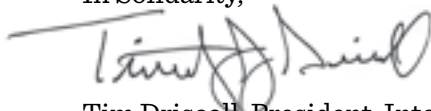
Congratulations on your decision to become a member of the International Union of Bricklayers and Allied Craftworkers (BAC). You are carrying on a proud tradition of craft excellence that membership in BAC has signified for over 150 years.

As a BAC member, you have access to the best training, benefits, job opportunities, and services in the construction industry. These are the product of the collective power that BAC members exercise everyday in shaping their future. “Our membership is our strength, and an engaged membership is our most powerful tool” remains as true today as it did when our union was founded in 1865. BAC is your union — and you can help strengthen and build it by getting involved.

The information in this packet is a brief introduction to your union. If you have additional questions, contact your Local Union/ADC officers. And remember, you are not just a member of BAC, you *are* BAC.

Welcome to the International Union of Bricklayers and Allied Craftworkers!

In Solidarity,

A handwritten signature in blue ink, appearing to read "Tim Driscoll", is written over a horizontal line.

Tim Driscoll, President, International Union of Bricklayers and Allied Craftworkers



Understand Your Union Structure

BAC carries out its functions through the organizational structure (see chart). BAC members are the lifeblood of the union, whose multifaceted roles drive BAC toward its goals for success.

MEMBERS

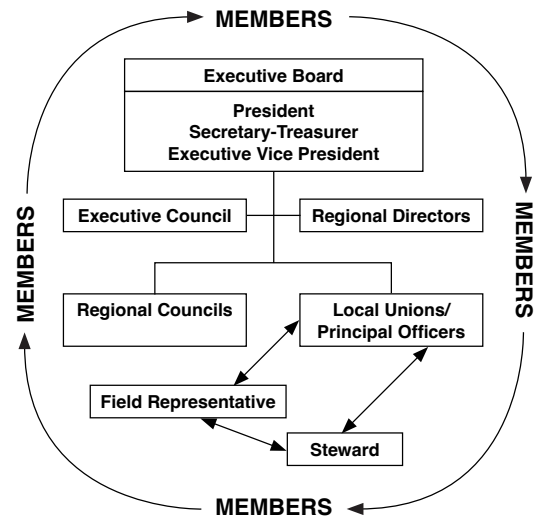
Members' votes determine who holds Local Union/Administrative District Council (ADC) officer positions. Their voice has an impact on the body of the International Union's Executive Council, and ultimately determines the makeup of the Executive Board of the International Union. Consequently, BAC members play a direct and important role in developing the union's policies and programs.

STEWARD

A BAC steward is the Local Union's designated jobsite representation on a project. The steward is usually the problem solver on the job whose duties may include: following up issues raised by members, keeping the Local Union/ADC informed of issues raised on the job, bringing any unsafe and hazardous conditions to the attention of the employer, and encouraging the employer to correct any safety issues or contract violations in a timely manner.

FIELD REPRESENTATIVE

A Field Representative is the members' primary point of direct contact with their Local Union and in many cases, the first contact for members who need help if a steward is unavailable or not at the job site. Field Representatives represent and defend the interests of members. Their responsibilities include: assisting out-of-work members in finding job openings; handling grievances, arbitrations, and disciplinary appeals; recruiting new members; supporting and participating in organizing and political campaigns; and aiding Local Unions/ADCs in negotiating union contracts.



LOCAL UNIONS AND ADMINISTRATIVE DISTRICT COUNCILS (ADCs)

Local Unions and ADCs are run by a president, business manager or director, and serve as the primary link between the International and members. The principal officer receives support from other elected officers, field representatives, organizers, and stewards. Local Unions and ADCs negotiate and enforce collective bargaining agreements, organize new members, and respond to their members' specific representational needs.

REGIONAL COUNCILS

Regional Councils include principal officers representing Local Unions in each of the five regions — Northeast, North Central, South, West, and Canada. They are supported by a regional director assigned by the IU Executive Board. Through the Regional Councils, locals coordinate activities such as organizing and training, and address issues specific to their geographic area.

CANADIAN CONGRESS

The Canadian Congress was established by the 2000 IU Convention to give Canadian members a greater voice in union affairs. Delegates to the Canadian Congress are principal officers of Local Unions in Canada. Meetings of the Canadian Congress are held annually and presided over by the International Union President and the Canadian Congress Co-Chair, a delegate elected for a five-year term by the Canadian delegates to the IU Convention.

INTERNATIONAL UNION EXECUTIVE COUNCIL

The Executive Council is composed of the IU officers, IU regional directors, regional vice presidents representing local unions throughout the US and Canada, craft vice presidents representing the branches of trade under BAC's jurisdiction, and certain at-large members representing specific membership groups within the union.

INTERNATIONAL UNION EXECUTIVE BOARD

While local union affairs are administered by elected local officers and management committees, the International Union is governed on a day-to-day basis by an Executive Board made up of the President, the Secretary-Treasurer and the Executive Vice President. This Board sets BAC's policies, ensures that locals are working in the best interest of their members, and develops benefit, political action, training, education and other programs designed to strengthen BAC's representation of its members.

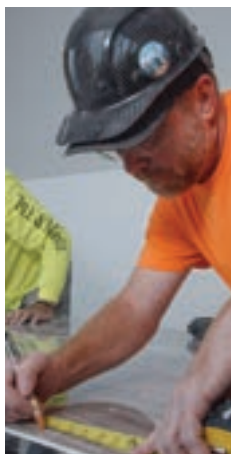


Take Advantage of Your Union Benefits

As a member of BAC, you and your family have access to a variety of exclusive membership benefits:

TRAINING, CERTIFICATIONS, LIFELONG LEARNING

As a BAC member, you can advance your skills and career in the trowel trades through quality training, certifications, and continuing education — at no cost to you. This training is provided by both your local joint apprenticeship and training committee and the International Union's labor-management training arms, the International Masonry Institute (IMI) and the International Masonry Training and Education Foundation (IMTEF). These programs begin with pre-job and apprenticeship training, and continue throughout your career with emerging industry technologies in brick, stone, tile, marble, terrazzo, pointing-caulking-cleaning, refractory, plaster, cement and mosaic work, and safety and health training. As a BAC member, you can access these training aclose to your home or job at one of more than 65 training centers throughout the US and Canada. Please visit imiweb.org and imtef.org for details.



WORK OPPORTUNITIES THROUGHOUT NORTH AMERICA

After completing your apprenticeship training, you can work anywhere in the United States and Canada as a BAC member. Relocating for work can increase your work hours, open the door to experience with new skills and materials, and provide additional income and benefits. If you are interested in traveling, the BAC Job NETwork™

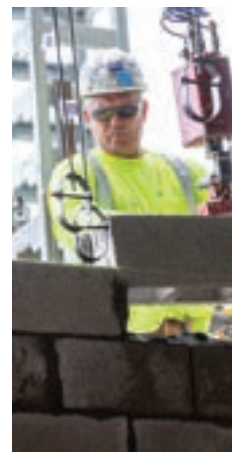
can match you with job opportunities outside of your home Local. BAC Job NETwork™ is available via the Member Portal and the BACMobile App, which can be downloaded on both Android and iOS devices. Please visit member.bacweb.org to sign up for the BAC Member Portal.

HEALTH AND WELLNESS

BAC strives to deliver you the highest quality health care at the most affordable price through both local union health insurance plans and the International Health Fund (IHF). Your Local Union/ADC representatives can let you know whether you participate in a local plan or IHF. If you're an IHF participant, you can benefit from the following programs at no cost — free flu shots at in-network pharmacies, diabetic coaching and nutritional counseling through the Not Me Diabetes program, and access to the 24/7 Nurseline and Personal Health Support Coaches. The BAC Care Wellness Program provides you onsite clinics at your local and rewards you for taking steps to improve your health and well-being. Please visit bacbenefits.org/international-health-fund for details.

PENSIONS — RETIRE IN DIGNITY

BAC helps you plan for a secure retirement through the International Pension Fund (IPF), which has paid over three billion dollars to retired members and beneficiaries since its inception in 1972. You may also



participate in local pension funds that offer normal, early, disability retirement, and survivor benefits. Please visit bacbenefits.org/international-pension-fund for details.

BAC SAVE — ANOTHER WAY TO BUILD RETIREMENT SECURITY

The BAC SAVE Retirement Savings Plan Annuity and 401(k) programs complement your pension plan and offer favorable rates of return through solid investment practices, low fees, and tax savings for retirement. In addition to financial hardship and inactive benefits, you can choose how you want your benefits to be structured, such as monthly joint and survivor or single life annuities, monthly installments, lump sums, and rollover options.

MEMBER ASSISTANCE PROGRAM

Member Assistance Program (MAP) provides confidential telephonic support, guidance and information related to issues surrounding mental health, substance use, and quality of life challenges. This includes care coordination (connecting members to treatment and appropriate resources), mental health first aid, and clinical consultation. Active or retired BAC members and their families dealing with stress, depression, hardship, substance misuse, suicidality or other life concerns should call MAP's licensed mental health professionals toll-free at 1-833-MAP-TALK (1-833-627-8255) for next steps and help. Please visit bacbenefits.org/member-assistance-program to learn more.

EDUCATIONAL OPPORTUNITIES FOR FAMILY

BAC also supports educational opportunities for member families. The Harry C. Bates Scholarship was established in 1960 to help the children of members pursue a college education. The program offers college tuition assistance to eligible children and stepchildren

of BAC members in the US and Canada. Please visit bacweb.org/education-training for details.

MEMBER SERVICES

As a BAC member, you are eligible for a broad array of free or money-saving services and programs, including free Child ID Kits from Child Identification Program; free membership of Union Sportsmen's Alliance; benefits and discounts from UnionPlus; valuable life, accidental and hospital insurance coverage from Ullico, and many more. Please visit bacweb.org/member-services for details.

PAID MATERNITY BENEFIT AND CHILDCARE DISCOUNT

Pregnant members and new mothers have access to a paid maternity disability benefit offered by IMTEF. The maternity plan offers both pre- and post-delivery benefits. To help working parents in the BAC meet childcare needs, the IMI also offers a 10% childcare discount on weekly tuition at KinderCare Education's 1,700 centers. Please visit bacweb.org/childcare for details.

DISASTER RELIEF FUND

We are all vulnerable to natural disasters, be they hurricanes, tornados, earthquakes, floods, fires, or even volcanos. When you and your family are affected by these disasters, BAC Disaster Relief Fund is ready for help. Funded through the personal contributions of the IU and local officers and staff, members, retirees, and through IU and local union grants, the Fund offers financial assistance to you when you need it the most. If you have further questions, please contact the union via email askbac@bacweb.org.





Welcome to the BAC Family!

Connecting with union brothers and sisters

Being a member of BAC means joining in a supportive community of brothers and sisters in the labor movement. Connecting and building relationships within the BAC, as well as the wider labor movement, allows for the exchange of ideas, information, work opportunities, career advice, and long-lasting friendship. Building a strong union only happens when we all work together for a common purpose.

As a BAC member, you are not working alone. There is always a BAC community that has your back. You can connect with your fellow BAC members through the following:

UNION MEETINGS

Union meetings provide you the opportunity to regularly meet your Local/ADC leaders and fellow members, learn about the union, exchange ideas, make proposals and have input, get updated on events, and socialize.

SOCIAL EVENTS

Social events such as Local Union's member appreciation days, sports games, Labor Day parades, holiday parties, cookouts, retiree luncheons, and many more are great opportunities to meet with fellow members, their families, and friends.

COMMUNITY ENGAGEMENT

Communities stay stronger when we look out for each other. Through volunteer activities, you can work closely with fellow members, utilize your knowledge and craft skills to build and restore, and celebrate the pride of being part of a larger community.

AFL-CIO STATE FEDERATIONS AND CENTRAL LABOR COUNCILS

Participating in events hosted by AFL-CIO state federations and your local central labor councils gives you an opportunity to connect and establish relationships with our brothers and sisters in the labor movement.

SOCIAL MEDIA

By following the social media accounts for the International Union and your Local Union or ADC, you can receive timely information on news and events, interact with fellow members, advocate for workers' rights, and meet new friends with common backgrounds in the building trades.

The *BAC Journal*, local newsletters, emails, and texting program will help you stay on top of the union news. Sign up for BAC text messages today by simply texting your local name to 50607 (e.g. If you are a member of Local 3 New York, text 3NY to 50607 to subscribe to receive your Local Union's news updates).

In addition, you can scan the QR code or visit bacweb.org/locals to get a directory of all BAC Local Unions and ADCs throughout the United States and Canada to connect with other Local Unions and ADCs.



BACWEB.ORG/LOCALS



What Union Terms Are Commonly Used?

BARGAINING UNIT

A group of employees at a worksite who bargain collectively with their employer. The unit may include workers in a single craft, or it may include workers in a multi-craft agreement.

COLLECTIVE BARGAINING

Mutual determination of the terms and conditions of employment between the management of an employer and the exclusive bargaining representatives of the employees (defined in Section 8(d) of the National Labor Relations Act).

DAVIS-BACON ACT

The federal Davis-Bacon law that sets a wage floor, or “prevailing wage,” for federal construction projects. It effectively prevents government spending from undermining local wages and living standards. Twenty-seven states also have “Little Davis Bacon Acts” or state *prevailing wage laws* that apply to state-funded construction projects.

DISCRIMINATION

Unequal treatment of workers. Some forms of discrimination are illegal, and others are immoral. For example, it is unfair to discriminate based on age, but not illegal if the person is less than 40 years old. It is illegal to discriminate in the conditions of employment for reasons based on sex, union membership, nationality, religion, race, or age (if the person is between 40 and 70). The conditions of employment include

types of jobs, benefits, promotions, layoffs, pay and other conditions.

FAIR REPRESENTATION

The legal and moral duty of a union to fairly represent all workers in a bargaining unit. This means that grievances must be accepted and acted on whether the employee pays dues to the union or not.

FRINGE BENEFITS

All non-wage benefits in the union contract, such as pension contributions and health and welfare contributions, which are paid in whole or shared by the employer.

GOOD STANDING

A member in good standing is one current in their dues, and who has met all other obligations of membership.

GOOD FAITH BARGAINING

The duty of both parties to meet, at agreed upon times and places in order to discuss issues which are proper subjects of bargaining, with the intent of reaching an agreement.

GRIEVANCE

Workers’ formal complaints or accusations of violations of workplace contract terms or labor policy, including violations of the collective bargaining agreement, violations of law, violations of policies, violations of fair treatment, and violations of past established practices.

MANAGEMENT RIGHTS

A clause in most collective bargaining agreements in which management reserves rights for itself.

NATIONAL LABOR RELATIONS BOARD (NLRB)

Created by the National Labor Relations Act of 1935, the NLRB administers and enforces the Act. Its functions include: defining appropriate bargaining units, holding elections to determine whether a majority of workers want to be represented by a specific union, certifying unions to represent employees, and interpreting and applying the Act's provisions prohibiting certain employer and union unfair labor practices.

PREVAILING WAGE

A prevailing wage is the basic hourly rate of wages and benefits paid to a number of similarly employed workers in a given geography. Prevailing wage laws — like the Davis-Bacon Act governing federally-funded projects in the US — ensure that government dollars do not undercut local wage and benefit standards, prevent a race to the bottom among publicly funded contractors, support good jobs, and provide good value to taxpayers. Over half of US states have prevailing wage laws.

PROJECT LABOR AGREEMENTS

Larger projects may be covered by special agreements negotiated between the developer, owner, contractor or other entity, and in most cases, the local building trades council. These agreements, called project labor agreements, have usually been agreed to by all or most of the crafts working on the project. This type of agreement may include special provisions geared

towards ensuring harmony on the job, such as a “no strike—no lock-out clause” that may not be included in the Local's collective bargaining agreement. Therefore, the responsibilities of the Local and the Steward may be different on these types of projects.

‘RIGHT-TO-WORK’ LAW

So called ‘Right-to-Work’ laws prohibit employers from negotiating a union security clause (a union shop agreement) into a collective bargaining agreement with the union that represents their employees. Although the phrase implies “access to work,” it guarantees no such thing. All it does is starve unions of the funds needed to adequately represent all workers and bargain a fair contract. In fact, based on wage trends in those states covered by Right-to-Work laws, the only “right” workers get is the right to work for less money.

UNION SHOP

A job on which every worker covered by the contract becomes a member of the union. Workers do not have to be a member to be hired, but they must join the union within a certain number of days.

SCAB

A term used for a person who refuses to honor a union strike by crossing a picket line and goes to work in place of the striking workers.

UNION DUES

Regular payment required as a condition of union membership in order to negotiate with employers for better wages, working conditions, and benefits for members. The amount is set by the union members.



Frequently Asked Questions

HOW DO I GET A JOB?

The first thing that you should do when looking for work is to call your local field representative to see what is available and what BAC contractors are looking for people. You can also call BAC contractors and solicit your own work opportunities.

In addition, you can find out where job openings are using the BAC Job Network™, which is available via the Member Portal and the BAC-Mobile App. You can download the **BACMobile** App on both Android and iOS devices.

The BAC Job Network is a bulletin board-style system that allows local unions and Administrative District Councils to post job opportunities. 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 travel pay or a per diem will be provided, and the contact information for the area BAC representative.

Please visit member.bacweb.org to sign up for the BAC Member Portal.

HOW CAN I SIGN UP FOR TRAINING AND CERTIFICATION PROGRAMS?

You can sign up for training through your local union, Administrative District Council (ADC), or Apprenticeship and Training Coordinator. For more information on our training and certification programs, visit imtef.org.

WHAT IF I HAVE A PROBLEM ON THE JOB?

Your first line of defense is the BAC steward assigned to the job. If there is no steward, contact your Local Union officer or the field representative assigned to your area as soon as possible. Early notification enables your Local Union officers and representatives to better represent you and address your concerns.

WHEN DO I GET A RAISE?

BAC members are covered by collective bargaining agreements — legally binding documents explaining what the contractor must pay you in wages, when and how wages will increase, and the fringe benefits available. The collective bargaining agreement also outlines the work

rules the contractor has agreed to follow. To make sure you understand your rights, contact your Local Union for a copy of its collective bargaining agreement.

WHOM SHOULD I CONTACT FOR A JOB WHEN I RELOCATE TO A DIFFERENT STATE?

No matter where you move to in the United States and Canada, you can contact a BAC Local Union in the area for job related information or any support that you need. A BAC Local/ADC directory is available at bacweb.org/locals.

WHY AND HOW DO I PAY MY UNION DUES? WHAT DO I GET IN RETURN FOR MY DUES?

BAC is a nonprofit organization that is operated with the use of dues money. There are two types of dues that members are responsible for. The first is “base dues” that are paid monthly by members to their Local Union. The second type of dues is “working dues” that are collected directly from the members’ hourly wages for each hour they work. These funds are used by your Local Union and the International Union to negotiate with employers for better wages, working conditions, and benefits for BAC members. Dues are also used to represent members on the job, to defend those who have been

treated unfairly, to develop member programs and services, organize non-union craftworkers into the BAC, and to strengthen the unionized trowel trades industry.

Please contact your Local Union or ADC to pay your base dues. If you do not know the phone number for your Local Union or ADC, please call the IU toll-free at 1-888-880-8222. You may also find your Local/ADC contact at bacweb.org/locals.

In return for your dues, **you get far better wages, more benefits, and a safer working environment.** In wages alone, statistics show that union members can expect to earn substantially more during their lifetime than their non-union counterparts, and are significantly more likely to have health insurance and retirement benefits.

Your dues help keep the union strong so that it can negotiate better wages, benefits and working conditions for you, and keep the unionized masonry-trowel trades industry strong, so there will always be good union jobs.

BAC

CODE OF CONDUCT

I will come to work on time, fit for duty, and ready to work to the highest standards.

Union through and through - craftworkers and contractors exercise mutual respect, on the worksite and through the union.

Build upon my skills and abilities, availing of the finest craftworker and supervisory training that the Local Union and IMTEF provide.

Accept responsibility for the quality of my work, the treatment of my co-workers and behavior on the job.

Committed to a safe and healthy worksite.

www.bacweb.org

www.imtef.org



(888) 880-8222

askbac@bacweb.org



THE OUTDOORS AND UNIONS HAVE A DEEP-ROOTED HERITAGE.

If you're like many of your union brothers and sisters, being part of a union and the outdoor culture is who you are.

The Union Sportsmen's Alliance (USA) connects the union and outdoor way of life, uniting outdoorsmen and outdoorswomen to stand together to preserve our outdoor heritage for future generations.

And BAC members can join at no cost!

It's a benefit provided by the BAC International.

Reasons to Activate Your No-Cost USA Membership

- ✓ Help introduce thousands of kids to the outdoors
- ✓ Chance to win great prizes in USA-member contests
- ✓ 30% discount on Liberty Ammo
- ✓ Help improve outdoor access for everyone
- ✓ Deep discount on SoundGear hearing protection/Start Hearing hearing aids
- ✓ Union college benefit – 50% off tuition at EBS network colleges/universities for USA members & family members
- ✓ Connect with union members who share your outdoor interests



ACTIVATE YOUR NO-COST USA MEMBERSHIP
MYUSAMEMBERSHIP.COM

How Is Your Signing EXPERIENCE?

We'd like to know your signing experience as a new BAC member. If you have a minute, please scan the QR code below to answer the following questions about your experience with us.



1. What is the most important information you are looking for as a new member?
2. Did anyone at the Local welcome you and help you answer your questions?
3. How could your experience have been improved?
4. What do you like the best in the New Member Welcome Packet?
5. What do you still have questions on and/or would like to know more about?

PLEASE SCAN THE QR CODE ABOVE TO PROVIDE YOUR ANSWERS. THANK YOU.