President’s Corner - Carlos Aquin

Dear Brothers & Sisters,

I hope to find you and your families all in good health. At this time I would like to take the opportunity to write to you about several positive things that we have been accomplishing on a daily basis in continuing to move forward with our Union.

Regarding Union Picnic: I hope that everyone and their families enjoyed the 2009 Union Picnic. There are many pictures enclosed with a lot of beautiful faces and families. The picnic is always such a pleasure to rejoice with everyone and their families, I hope that everyone enjoyed themselves.

Regarding Apprenticeship: This year we were proud and honored to have participated in both the Western States Regional Contest and the National Apprenticeship Contest. We had 12 Apprentices participate in the Western States Contest and 6 Apprentices participate in the National Contest which took place in Washington D.C. I can not begin to tell you how proud I am of every single Apprentice who participated with honor and proudly represented Local 13. This type of dedication should be well noted and exemplified for the time, training, poise, and commitment every single Apprentice displayed. We will be having another Local 13 Contest in late spring of 2010. The winning participants of this Local Contest will be representing Local 13 in the Western States Regional Contest, which will take place in Seattle, Washington. In the upcoming future, I am proud to announce that BAC Local 13 Nevada will be hosting the 2012 Western States Regional Contest. We expect it to be as successful as that wonderful Western Regional Contest that we hosted in 2007. We still get many rave reviews in regards to the success of that Contest.

On another note in training, I would like to remind everyone of our continuous OSHA Training Classes that we continue to provide free of charge to our Members. These classes are for OSHA 10 and OSHA 30. As I have mentioned in many Union Meetings, this will be a requirement in Nevada, in order to work on any job site to conform to the new Nevada Law, which will take effect after the New Year.

Regarding Grievance Procedures: Reminder as per: Article XIII Section A- No Grievance shall be recognized unless the Union is notified with in 10 working days. People tend to hold off on notifying the Union until they are laid off and after allotted time has passed. On a positive note, we have been able to resolve more than 98% of all complaints filed. This is made possible when the member provides proper documentation of said incident with in the proper amount of time. Always keep your check stubs, a log of your daily time, including jobsite location.

Regarding Negotiation’s: We will be opening Negotiation’s for the Masonry Contract in December 2009. The current CBA expires 02/28/2010. With the current economy, these are very difficult times for our Members and our Contractors. Negotiating will be a difficult task due to the current Market. However, as always we will strive to do our best to make sure that we negotiate the best Contract possible. We will be looking forward to getting some Bricklayers on a Negotiating Committee prior to starting these Negotiations. On the TMT side (which expired 02/28/2009) we were able to successfully negotiate a Contract, and negotiate wages until the new expiration date of 02/28/2011. This was a very challenging task. We negotiated wages for an average in excess of $3.25 per hour, per year for the period of 03/01/2009-02/28/2011.

Regarding Organizing: At this time I would like to announce the signing of New Contractors, which were recently organized:

- Practical Flooring
- Frontier Stone Works
- Marbella Flooring
- Ferraro Marble
- Tile Trends

- ABG Granite
- Ital Stone
- Patton & Patton
- Jim Bird Tile & Marble
- Titan Interiors

- Total Effects
- G & J Flooring
- Amazon Masonry (TILE)

We are also on a continuous basis Organizing and Negotiating with many more Contractors. Part of the Negotiating with current Contractors and future Contractors is the complications with the economy. For this specific reason we have submitted and are very close to signing and exercising a Work Recovery Agreement. This will NOT be a Piece Work Agreement. With the relationships that we have been able to establish with all of our Contractors, we are going to be able to have a successful Work Recovery Agreement. We will have different steps in utilizing this Work Recovery Agreement, depending on the type of projects which are to be performed. Quite a bit of the newer Contractors are Residential Contractors, our ultimate goal when the economy shapes back into form, is to capture a larger market share in Nevada. This includes Residential, Public Works Projects, and our typical work, which is already being performed under our current Collective Bargaining Agreement. With this being said, we are going to try and find more work for our members in markets that we have had little to no success in the past, due to competing with the non-Union. I highly recommend that if you want the real and full details of what these contracts pertain to, you come to The Union Meetings or come see me in person.

Regarding job opportunities: One of the positive measures that we have started and implemented jointly with our Contractors is the new LMCC. (Labor Management Cooperation Committee) This Branch will be operated jointly as a Trust. As mentioned in the Union meetings. The LMCC is looking to hire investigators who will work for the LMCC, not the Union Hall. If you are interested in one of these positions or are seeking more
**President’s Corner - Carlos Aquin**

information in regards to the duties or specifics of this position, please feel free to contact me at 702-873-0332. Must be a Journey Worker to apply.

Another position, which we have been announcing at the Union Meetings for several months, is a position working for the Union Hall’s BAC PAC as a **Political Action Director**. Qualifications for this job are as follows.

* Must be Member in good standing.
* Registered Voter in the State of Nevada with a Nevada Drivers License.
* Willing to be stationed in Carson City, Nevada part time.
* Complete and up to date resume.

**Once again, if you have any questions in regards to this position, please feel free to contact me at 702-873-0332. BOTH OF THESE POSITIONS REQUIRE THAT YOU DO NOT HAVE ANY FELONIES OR GROSS MISDEMEANORS WITHIN THE PAST 13 YEARS.**

**Regarding Benefits:** Another positive topic that I would like to talk about is our new Death Benefit. In the past we have noticed the difficulty of the loss of a loved one which comes with some what of a financial burden. It is difficult enough to lose a loved one, let alone having to worry about the financial aspect of it. We hope this brings a little comfort to our members and their families. With the financial stability of our Union we were able to purchase a Death Benefit for all active and current dues paying members of the BAC Local 13 Nevada through Union Labor Life Insurance Company. This will come at no additional cost to the members. As explained at the Union Meetings, we were able to move $3.00 off of the monthly dues and apply it to the Death Benefit for each member and their dependents at no additional cost to the Members. As passed out at the Union Meetings you will also find an enclosed Death Benefit form in this newsletter which needs to be completed and returned to the Union Hall immediately. If a member passes away the beneficiary will receive $13,000.00. If a spouse or dependant passes away the Member will receive $5,000.00. If a Retiree passes away the beneficiary will receive $1,500.00. We hope that this comes as a comfort to you and your families. This added Life Insurance Benefit is again at no extra cost to you, but please remember that unless your dues are current, you will not be eligible to receive this benefit under the contract with ULLICO. Dues can not be paid after the fact. In addition we were able to add **Funeral Expenses** and **Remodification** of principle place of residence as a form of hardship for Local Pension with drawl, providing proper documentation. We were also able to extend the initial eligibility requirements for Health & Welfare. Instead of the original 360 hours within a 3 month period, it has now been extended to 4 months. As soon as the member reaches 360 hours within the 4 month period they will be eligible for insurance. This is major step in assuring that more members become insured. We were also able to implement a “BUY OUT PLAN” on the hour bank. What this means to all our Members is if when utilizing your hour bank if you run short on hours to meet eligibility for that month of hour bank, instead of having to pay Cobra you can now purchase the hours needed to meet eligibility at the current Contractor contribution rate of $4.50 per hour. This is a huge savings for members who fall short of the 120 hours needed per month to maintain eligibility. Before moving on to another subject I would like to let members know that we still have over 120 Members who are eligible for Insurance Benefits and have not yet enrolled. Please go to Zenith Administrators or contact them at (702) 734-8601 to fill out your paper work.

Another positive benefit we were also able to add is a freeze in Health Insurance when a member becomes temporarily unable to work. There are stipulations to this benefit. To give a brief description of this benefit here are some of the details. To qualify a Member must be currently covered under the Health Plan and must be diagnosed as unable to work by a Doctor under the Health Plan of Nevada Umbrella in Nevada. The maximum time allowed for this benefit is a Doctors release or 3 months. For more information on this benefit please call Zenith Administrators.

**Regarding Local Pension:** I would like to proudly announce that Our Local Pension Investments went up 22%. That is a huge turn around from the -17% we suffered when the economy took a dive. With this turn around we are +5%. This will reflect in your next Pension Statement that will be mailed to your homes in January 2010. With this being said we are in the top tier amongst the Unions in Nevada and across the Country. This is something to be proud of.

**Regarding Vacation Trust:** In order to ensure that every member receives their proper vacation check we will be distributing them at the Union Hall. If your last name begins with A through L you may pick up your check on 11/30/2009 between the hours of 8:00am-5:00pm. If your last name begins with M-Z you may pick up your check on 12/01/2009 between the hours of 8:00am-5:00pm. If you are working overtime, please call ahead and we will wait for you. Please bring your ID when picking up your check.

Here is something else that is positive. At the time of picking up your check you will have the option to fill out a direct deposit card with M&I Bank who issues the vacation checks. This will help out for future vacation check payouts. A voided blank check is required. This vacation check period will cover all contributions made from the months of April 2009 through the end of September 2009.
President’s Corner - Carlos Aquin

Regarding Membership & Family: I would like to congratulate Members for their time and service in the International Union of Bricklayers & Allied Craftworkers. These Members exemplify the true meaning of Union and Solidarity:

CONGRATULATIONS FOR YOUR GREAT ACCOMPLISHMENT, THESE AWARDS ARE TRULY DESERVED!

(Above left to right) Brother Daniel M. Kuhn, Brother Edward A. Raniero & Brother Larry Hill

Another positive event that we have coming up is Scholarships for BAC 13 Nevada kids. This scholarship will be awarded to Seniors in high school that are eligible dependants of Local 13 Members. We are currently looking for any spouses who would like to sit on this scholarship committee. As mentioned in many Union Meetings prior, we currently have 2 volunteers and are still looking for 3 more. To volunteer for this Committee please call the Union Hall at (702) 873-0332. As soon as we get all 5 volunteers we can schedule accordingly. To apply for these scholarships, students will be required to write an essay on one of the following topics:

- The History of the Bricklayers Union
- The History of the Union Movement in America
- Union Organizing.

Students are more than welcome to call me for any direction on research in regards to the above indicated (with parents consent). Also under Membership and Families, we would like to thank all the Members who participated at our AFL-CIO trap shoot tournament. We had great success and a great participation on the weekends.

We would like to congratulate Todd Robinson of Superior Tile & Marble for his dedication and accomplishment. We would also like to give a very special thanks to all Members and their Families who helped once again this year for volunteering in the Making Strides against Breast Cancer walk. We still have some extra (pink BAC 13) shirts if any spouse would like to receive one.

Regarding Welfare of the Union: We would like to proudly announce that the Local Union Hall and all new and upgraded construction is 100% paid in full. Also in addition to our Union Hall BAC and IMI have purchased 2 new classroom trailers, which are also completely paid and will be used for future training. They will be placed in the back of the Union Hall.

As we continue to train, at the present time we are unable to take in new members. The reason being that with Unemployment rising we need to employ current members prior to new members. However, by law applications are still accepted on the 1st Monday of the month between 8am-11am at IMI. Once we are in need of members, at that time applications will be pulled for those who submitted them to join.

Regarding New Business: The BAC Craft Awards will be presented in February 2010. For the past several years we have been able to win a minimum of 1 award. Last year was a record, winning 3 awards for BAC 13 Nevada. This year we submitted 9 Projects to display our skills, and outstanding craftsmanship. We will soon find out the results from the International Union in Washington, DC. We take pride in displaying the talent of Local 13 Members.

Finally, We at Local 13 would like to thank all participants in our 1st Annual Making Strides against Breast Cancer BAC 13 NV Golf Tournament. We applaud our Members, Contractors, and Vendors for coming out and participating. Next years will be even better. We hope to continue to support such a worthy cause. We all have a woman or have had a woman in our lives, from Grandmothers to Mothers to Wives to Daughters, to Relatives, and to Friends. Cancer is the 2nd leading cause of death amongst women.

Thank you for your time in reading this Newsletter and caring about our Union. I wish everyone and their families a Happy Thanksgiving and a blessed Holiday Season.

Fraternally,
Carlos Aquin, President BAC 13 Nevada
Rincón del Presidente – Carlos Aquin

Estimados compañeros y compañeras,

Espero y deseo que todos Uds. y sus familias estén bien. En este momento me gustaría tomar esta oportunidad para escribir sobre las cosas positivas que hemos podido alcanzar diariamente al seguir avanzando en nuestro Sindicato.

Respecto al Picnic del Sindicato: Espero que todos y sus familias hayan disfrutado del Picnic del Sindicato de 2009. Hay muchas fotos aquí agregadas con muchas de las maravillosas familias que participaron. El picnic es siempre un placer para disfrutar con todos y sus familias, espero que todos se hayan divertido.

Respecto al Programa de Aprendizaje: Este año tenemos el orgullo y el honor de haber participado tanto de la Competencia Regional de los Estados del Oeste (Western States Regional Contest) y de la Competencia Nacional de Aprendizaje (National Apprenticeship Contest). 12 de nuestros Aprendices participaron de la Western States Contest y 6 Aprendices participaron de la Competencia Nacional que tuvieron lugar en Washington D.C. No tengo palabras para decirles del orgullo que tengo de cada uno de los Aprendices quien participó con honor y quienes representaron con orgullo la Local 13. Este tipo de dedicación debe ser mencionado y ejemplificado por el tiempo, capacitación, desenvoltura y compromiso que cada Aprendiz demostró. Tendremos otra Competencia de la Local 13 en finales de la primavera de 2010. Los vencedores de esta Competencia Regional local representarán la Local 13 en la Competencia Regional de los Western States, que ocurrirá en Seattle, Washington. En el futuro, tengo orgullo en anunciar que el BAC Local 13 Nevada servirá de sede del la Competencia Regional de los Western States de 2012. Esperamos que sea un éxito tan grande como la Competencia Regional Western tan maravillosa que celebramos en 2007. Seguimos recibiendo críticas muy favorables sobre el éxito de esa Competencia.

Otro comentario a cerca de capacitación, me gustaría recordar a todos sobre las clases continuas de Capacitación OSHA que seguimos ofreciendo gratis a nuestros Miembros. Esas clases son para OSHA 10 y OSHA 30. Como había mencionado en muchas de las Reuniones del Sindicatos, este será un requisito en Nevada, para poder trabajar en cualquier obra para cumplir con la Nueva Ley de Nevada, que estará vigente después del Año Nuevo.

Respecto los Procedimientos de Resolución de Conflictos: Recuerdo según: Artículo XIII Párrafo A- ningún Conflicto será reconocido a menos que el Sindicato notificado dentro de 10 días útiles. Las personas suelen esperar notificar el Sindicato hasta que son despedidos y después que el plazo terminó. Por el lado positivo, hemos podido resolver más de 98% de todas las denuncias presentadas. Esto es posible siempre y cuando el Asociado proporciona la documentación adecuada de dicho incidente dentro del plazo apropiado. Siempre guarde sus recibos de sueldo, un diario de su horario de trabajo diario incluyendo el local de la obra.


Respecto a Organización: En este momento deseo anunciar los Nuevos Contratistas que hemos organizado recientemente.

| Practical Flooring | ABG Granite | Total Effects |
| Frontier Stone Works | Ital Stone | Amazon Masonry (TILE) |
| Marbella Flooring | Patton & Patton | G & J Flooring |
| Ferraro Marble | JimBird Tile & Marble | Total Effects |
| Tile Trends | Titan Interiors | |

También seguimos continuamente con la Organización y Negociación con muchos más Contratistas.. Parte de las Negociaciones con los Contratistas actuales y los Contratistas futuros es la complicación de la economía. Por esa razón específica hemos presentado y estamos a punto de firmar y ejecutar un Acuerdo de Recuperación de Trabajo (Work Recovery Agreement). Esto NO será un Acuerdo de Trabajo a Destajo. Con las relaciones que hemos podido establecer con todos nuestros Contratistas, podremos tener un Acuerdo de Recuperación de Trabajo. Tendremos varios pasos para utilizar el Acuerdo de Recuperación de Trabajo, dependiendo del tipo de proyecto que será llevado a cabo. Muchos de los nuevos Contratistas son Contratistas Residenciales, nuestra meta principal cuando la economía se recomponga, será de capturar mayor participación en el mercado en Nevada. Esto incluye Proyectos Residenciales, Obras Públicas, y nuestro trabajo típico el cual ya está incluido en nuestro Acuerdo de Convenio Colectivo. Dicho eso, vamos intentar de encontrar más trabajo para nuestros miembros en los mercados en que no habíamos tenido mucho éxito debido a la competencia con los no Miembros. I recomiendo fuertemente que si Uds. requieren los detalles complets a cerca de estos contratos, asistan a las Reuniones del Sindicato o reúnanse conmigo. No escuchen a los chismes en los locales de las obras. Estamos considerando los intereses del Sindicato en su totalidad.
Rincón del Presidente – Carlos Aquin

Respecto a oportunidades de trabajo: Una de las medidas positivas que empezamos e implementamos conjuntamente con nuestros Contratistas es el nuevo LMCC. (Comité de Cooperación Labor Administración / Labor Management Cooperation Committee) Esta Sucursal será manejada conjuntamente como una Fundación. El LMCC busca contratar investigadores quienes trabajarán para el LMCC, no para el Sindicato. Si Ud. está interesado/a en uno de estos puestos o quiere más informaciones respecto a las responsabilidades o detalles de este puesto, por favor comuníquese conmigo al 702-873-0332. Debe ser un Journey Worker para postular el puesto,

Otro puesto que está siendo anunciado en las Reuniones en el Sindicato desde hace varios meses es un puesto trabajando para el BAC PAC del Sindicato como Director de Acción Política. Los requisitos para ese puesto son estos:

Debe ser un Asociado acreditado.
Elector registrado en el Estado de Nevada con Licencia de Conductor de Nevada.
Dispuesto a estar emplazado en Carson City, Nevada parte del tiempo.
Currículo completo y actualizado.

Una vez más, si quiere hacer alguna pregunta respecto este puesto, por favor comuníquese conmigo al 702-873-0332.

AMBIOS PUESTOS REQUIEREN QUE UD. NO TENGA NINGUNA CONDENA POR DELITO MAYOR (FELONY) NI POR DELITO MENOR AGRADO (GROSS MISDEMEANOR) EN LOS ULTIMOS 13 AÑOS.

Respecto a los Beneficios: Otro tema positivo que me gustaría mencionarles es nuestra nueva Pensión por Defunción. En el pasado nos fijamos de la dificultad que con la muerte de un ser querido viene una cierta carga financiera. Ya es difícil perder un ser querido, aun más si uno tiene que preocuparse de su condición financiera. Esperamos que esto traiga un poco de consuelo a nuestros Miembros y sus familias. Con la estabilidad financiera de nuestro Sindicato hemos podido comprar una Pensión por Defunción para todos los miembros activos y actuales quienes pagan sus cuotas del BAC Local 13 Nevada a través del Union Labor Life Insurance Company. No se les cobrará nada a los miembros por eso. Como habíamos explicado en las reuniones del Sindicato, hemos podido tomar $3,00 de las cuotas mensuales y aplicarlos a la Pensión por Defunción para cada asociado y sus dependientes sin costo adicional para los Miembros. Como distribuido en las Reuniones del Sindicato Ud. encontrará agregado a este boletín informativo un formulario para la Pensión por Defunción que Ud. necesita completar y entregar al Sindicato inmediatamente. Si un asociado fallece, su beneficiario/a recibirá $13,000.00. Si el esposo/a o dependiente fallece el Asociado recibirá $5,000.00. Si un Jubilado fallece, el beneficiario/a recibirá $1,500.00. Esperamos que esto sea recibido como un consuelo para Ud. y sus familiares. Este Beneficio de Seguro de Vida adicional no les costará nada, pero recuerde que si sus cuotas no están corrientes, Ud. no estará apto a recibir este beneficio bajo el contrato con ULLICO. Las cuotas no pueden ser pagadas retroactivamente. Además, hemos agregado Gastos con Funeral y Remodificación del local principal de domicilio como una forma de Dificultades para Pensión Local con cobro, proporcionando la documentación apropiada. También hemos extendido los requisitos iniciales de elegibilidad para Salud y Bien Estar. En vez de las 360 horas originales dentro de un plazo de 3 meses, ahora él ha sido extendido a 4 meses. Tan pronto el asociado alcance las 360 horas dentro de un plazo de 4 meses será apto a tener seguro. Esto es un paso muy importante para asegurar que más miembros estarán asegurados. También hemos implementado un “BUY OUT PLAN” en el banco de horas. Lo que esto significa para todos nuestros Miembros es que siempre y cuando utilicen su banco de horas, si le faltan horas para alcanzar su elegibilidad para ese mes, en vez de tener que pagar por Cobre Ud ahora puede comprar las horas necesarias para mantener su elegibilidad por la cuota actual de Contratista a $4.50 por hora. Esto representa un ahorro enorme para los miembros que no pueden conseguir las 120 horas necesarias por mes para mantener su elegibilidad. Antes de pasar a otro tema, me gustaría informarles que aún tenemos más de 120 Miembros quienes son aptos a recibir Beneficios de Seguro (Insurance Benefits) y todavía no se han inscrito. Por favor vayan a los Zenith Administrators o comuníquese con ellos al (702)734-8601 para completar los documentos.

Otro beneficio positivo que hemos podido agregar es congelar el Seguro de Salud cuando un asociado no puede trabajar temporalmente. Hay condiciones con este beneficio. Para darles una breve descripción de este beneficio aquí están algunos de los detalles. Para calificarse, un Asociado debe estar cubierto por el Seguro de Salud actualmente y debe haber sido diagnosticado como no apto a trabajar por un Medico del Health Plan de Nevada Umbrella en Nevada. El plazo máximo permitido para este beneficio es alta firmada por un Medico o 3 meses. Para mas información sobre este beneficio por favor llame Zenith Administrators.

Respecto a la Pensión Local: Me gustaría anunciar con orgullo que nuestras Inversiones de Pensión Local subieron 22%. Esta es una mejora enorme de los -17% que sufrimos cuando la economía desplomó. Con esa mejora estamos a +5%. Esto estará reflejado en su próximo Estado de Cuenta de Pensión que se les enviará a sus domicilios en enero de 2010. Una vez dicho eso, estamos en el nivel más alto entre los Sindicatos en Nevada y en todo el país. Debemos tener mucho orgullo de eso.

Respecto al Fondo de Vacaciones: Para asegurar que cada asociado recibirá su cheque para vacaciones los vamos a distribuir en el Sindicato. Si su apellido empieza con A hasta L Ud. puede recoger su cheque el 30/11/2009 entre las 8:00am-5:00pm. Si su apellido empieza con M-Z Ud. puede recoger su cheque el 01/12/2009 entre 8:00am-5:00pm. Si Ud. está trabajando horas extras, por favor llame con anticipación y le esperaremos.
Por favor traiga su Identificación cuando pase a recoger su cheque. Esta es otra cosa positiva. Cuando pase a recoger su cheque Ud. tendrá la opción de completar una tarjeta de deposito directo para el M&I Bank que prepara los cheques de vacaciones. Esto facilitará los pagos de vacaciones futuros. Se requiere un cheque en blanco anulado. Ese plazo de cheque de vacaciones cubrirá todas las contribuciones de los meses de abril de 2009 hasta el final de septiembre de 2009.

Respecto a Miembros & Familiares: Me gustaría felicitar los Miembros por su tiempo y servicio en el International Union of Bricklayers & Allied Craftworkers. Eses Miembros son un ejemplo del verdadero significado de Sindicato y Solidariedad.

Respecto al Bien Estar del Sindicato:

Queremos anunciar con orgullo que el Sindicato Local y toda la construcción nueva y actualizada ha sido pagada al 100%. Además de nuestro Edificio BAC del Sindicato e IMI compraron 2 nuevos traileres para salas de clase, que también han sido totalmente pagados y que serán usados para capacitaciones en el futuro. Ellos serán colocados atrás del edificio del Sindicato. Actualmente no vamos aceptar nuevos miembros. La razón para eso es que debido al aumento de desempleo necesitamos emplear los miembros actuales antes de nuevos miembros. Sin embargo, por ley siempre se aceptan solicitudes el 1ro lunes del mes entre 8am-11am en IMI. Cuando necesitemos miembros, las solicitudes consideradas serán de los que las presentaron para asociarse.

Respecto a Nuevos Negocios:


Finalmente, nosotros en la Local 13 nos gustaría agradecer a todos los participantes de nuestro 1ro Torneo de Golf Annual Making Strides against Breast Cancer BAC 13 NV. Aplaudimos nuestros Miembros, Contratistas y vendedores por participar. Los próximos años serán aun mejores. Esperamos continuar a apoyar una causa tan buena. Todos tenemos o hemos tenido mujeres en nuestras vidas incluyendo las Abuelas, las Madres, las Hijas, Familiares y Amigas. El cáncer es la 2nda causa más importante de muerte entre mujeres.

Gracias por su tiempo en leer este boletín informativo e importarse con nuestro Sindicato. Deseo a todos y sus familias un Feliz Día de Acción de Gracias y Felices Fiestas.

Atentamente en compañerismo,
Carlos Aquin, Presidente BAC 13 Nevada
Dear Brothers and Sisters,

We would like nothing more than to see every member working. Please make sure your dues are paid up so you can be dispatched. We want good upstanding union members on all jobs. If you are not sure about your dues contact Shon Killman at (702) 953-9347.

Any journeyperson excluding finishers (which requires a sponsorship from a contractor) has the right to take journeyperson upgrade class. Just come in and brush up on your skills. If you are out of work this would be a good time to make sure you are up to speed on all aspects of the trade. If you have received an OSHA 10 hour card at City Center please come into the hall so we can add this to your file. Anybody with scaffold training, OSHA, first aid training or welding certifications please let the hall know so we can put that information on your membership record. If you are interested in any blueprint classes or OSHA 30 hour, please contact Jack Gray at the apprenticeship office. He is the Apprentice Coordinator in charge off all classes and apprentices. If you have any questions, please contact him at. (702) 876-6563.

There are still a lot of people who have insurance coverage but are not taking advantage of it, so if you have been working for five full months and have not received your information, make sure you call Zenith Administrators at (702) 734-8601. We will have someone available from Zenith every Wednesday at 3:00 pm at the union hall. They should be able to answer any questions you might have. Please attend your monthly union meetings; there is a lot of information that could help most members.

Fraternally yours,
Richard Crawford
Secretary/Treasurer

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**Secretary / Treasurer - Richard Crawford**

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**BAC Processing - Shon Killman**

Brothers and Sisters,

Be informed that we are still receiving mail returned due to bad addresses. Please feel free to contact me at (702) 953-9347 with any questions about dues payments and balances. The phone number is for information on your dues status only. Should you wish to know your number on the Out of Work list or need to contact anyone in the office, please call (702) 873-0332. Should you need to find out information about apprenticeship classes or OSHA classes, contact IMI at (702) 876-6563. Be aware of your status. We must drop any member that is more than two months past due. Remember to add your full name and IU number and/or your social security number to each money order payment to ensure that you receive the proper credit. The address to mail your payments is P.O. Box 93055, Las Vegas, NV 89193. Thank you and I look forward to working with each and every one of you.

Fraternally yours,
Shon Killman
BAC Processing Office
APPRENTICESHIP
Local News - Anthony R. Ivester

Dear Brothers and Sisters

The 2009 year is almost gone and a blink of an eye 2010 will be here. Work is still slow but we’re trying our best to get every member working. Those of you that are working, continue to work hard and be careful. It’s been a struggle to get all members working because of a few projects getting shut down and others not coming along as planned. Here is a little bit about what is going on and what’s in store. Western Tile is still at the Vdara and the Mandarin. They have close to two hundred members working for them right now in these projects. They also will be working in the Crystal’s Mall. As for Paramount Tile, they are finishing up the convention center project and are now working on the pool deck and a fountain. Now let’s talk about Mirage Tile, they are working in the casino level of the Aria Tower putting in all different kinds of stone, fresh setting and wall anchoring systems. They are also working in the Mandarin Tower doing typical rooms and suites; also they are employing over two hundred fifty union members. As for future work Italian Marble and Tile has a pretty big job at the airport approximately eighty thousand square feet of panels, anchoring systems also. Then we have Superior Tile doing all of the tile work at McCarran Airport, hoping that this project will go into the middle of 2010. So be safe and be the best you can be.

Fraternally Yours,
Anthony R. Ivester

News From Northern Nevada - Jeff Estell

Greetings from Reno.

We’re coming down to the end of the year and things are running very slow mostly due to the economy. We have some brickwork going; Scott Zemp just finished a car dealership and has a couple of small jobs to do in a couple of weeks. Zemp also has the second phase to the ballpark which will be an extension to the existing PLA from the ballpark. Two other masonry contractors Peterson & Myles Martin Masonry both have jobs starting in December. Our tile companies have been slow all year with very little employment, hopefully after the first of the year we will get back to the mines for a few shutdowns. November 13th was our holiday party at the Coney Island Bar, it was a great success. Jack Gray was in Reno teaching the OSHA 10 hour class November 14th. Have a happy holiday season.

Fraternally Yours,
Jeff Estell
Joe Valdez

Dear Brothers and Sisters,

Work outlook is looking tight but we still have work and this is the time to pull together more with each other and help each other stay focused on being good union members. This a good time to start to cross train in other crafts; that’s why the school is there to help you get better prepared so that in times like this you can stay working. Also, take advantage of the school to get your OSHA training and anything else you want to train in. Remember to keep your dues up so when it comes time to go out on the job site you will be able to be dispatched with no problem. Continue to stay in touch with the union hall and make sure your telephone number is up to date so we can get you to work right away. The conditions will change and times will come even stronger so keep the faith and remember that we are all in this together so God bless you and your family and see you at the next union meeting.

Fraternally Yours,
Joe Valdez

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Joe Valdez

Office Administration - Johnnie Allen

Dear Brothers & Sisters

Hello there I hope this finds you and your families well. There have been a couple of changes in regards to the below indicated. To follow you will find some information in regards to who to contact for your Health, Dental & Vision Insurance Coverage for eligibility and for questions in regards to bills or even if you need to add or remove a dependant. Also if you want to know how much you owe on dues or initiation or if a payment has been received, etc. The information below should help.

Effective 09/01/05: Eligibility & Pension Information Zenith Administrators
2250 South Rancho Drive Ste 295 – Las Vegas, Nevada 89102 – 702/734-8601 Office – 702/734-8619 Fax

If you want to know when your insurance is going to kick in or how much money has been reported in on your LOCAL PENSION these are the people to call. If you are told that you are eligible for insurance, you’ll need to fill out an insurance packet. You can receive your insurance packets from the address above or one can be mailed to you. You will need to accompany your completed forms with the following copies *. Marriage Certificate copy (If Married), *Spouses ID, & Social Security Card * Children’s Birth Certificates and Social Security Card’s copy/copies. These documents are required in order for your spouse and child/children to be covered.

** Reminder in order to become eligible for Health Benefits you must have 360 hours within 4 consecutive months. There is a 2-month lag after you have met eligibility so your insurance will not be active until the first day of the 6th month if eligibility is met within 3 months, or 1st day of 7th month if met within 4 months.

DENTAL – NEVADA PACIFIC DENTAL 702-737-8900
VISION – VSP 800-877-7195
MEDICAL – HEALTH PLAN OF NEVADA 702-242-7300 toll free 800-777-1874
MENTAL HEALTH OPTION (HPN) – 1-800-873-2246

Vacation checks will not be mailed this year you can pick it up at the Union Hall. You will need your ID. M&I will also be here with Zenith, they will be offering direct deposit as an option for future payouts. If you are interested in signing up for direct deposit please be sure to bring a blank, voided check.

NOVEMBER 30th 2009 8:00am-5:00pm LAST NAMES BEGINNING WITH A-M
DECEMBER 1st 2009 8:00am-5:00pm LAST NAMES BEGINNING WITH N-Z

Happy Holidays to You and Your Families

Respectfully,
Johnnie E. Allen
Office Manager BAC 13 Nevada

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Joe Valdez

Dear Brothers and Sisters,

Work outlook is looking tight but we still have work and this is the time to pull together more with each other and help each other stay focused on being good union members. This a good time to start to cross train in other crafts; that’s why the school is there to help you get better prepared so that in times like this you can stay working. Also, take advantage of the school to get your OSHA training and anything else you want to train in. Remember to keep your dues up so when it comes time to go out on the job site you will be able to be dispatched with no problem. Continue to stay in touch with the union hall and make sure your telephone number is up to date so we can get you to work right away. The conditions will change and times will come even stronger so keep the faith and remember that we are all in this together so God bless you and your family and see you at the next union meeting.

Fraternally Yours,
Joe Valdez
Edudo Zavala

Brothers and Sisters,

I’ve been in the office 4 months now and have been visiting job sites and making sure our members are working safely. I’ve been talking with members, verifying up to date dues payments and handling any member complaints. I hope to see you soon on the job sites.

I would like to inform you that work continues at City Center but work is slowing down as it comes to an end. My companies; T-Nickolas, Jim Bird, AAA Stone, Paramount Tile, Carrara Marble, Carrara Di Carrara and Kirkwood Stone are working stores and/or restaurants at City Center. Amazon Masonry is working on rooms at the Veer Tower (East and West). Italian Marble doesn’t have any work currently but will be starting up at McCarran Airport very soon.

Remember, we are one Union and all fellow members must stick together in unity during the hard times we have had and may see in the future. I am available to speak with you anytime. Just call me at (702)339-0911.

Take care and always be safe. God Bless and Happy Thanksgiving and Happy Holidays.

Fraternally yours,
Eduardo Zavala

News from the Apprenticeship Office – Jack Gray

Hello Brothers and Sisters,

I cannot stress how important it is to come to class. Tile Setters, Bricklayers, Marble Masons and PCC students all need 72 class hours and 750 OJTC hours for up-grade to the next period. Finishers need 36 class hours and 300 OJTC hours. We are not able to give up-grades without these hours. We are allowing one excused absence this year. After the one excused absence, the next absence shall be made up by the apprentice during an approved and pre scheduled work day. You must call the coordinators office and schedule a make up class within three days of the unexcused absence. Non compliance will result in being removed from the job and being brought before the JATC for whatever action they may deem appropriate. Apprentices should keep track of their hours and classes. Pick up a calendar/schedule from the Apprenticeship Office and keep track of your hours and classes attended by marking them on the calendar. Students must be dressed for work while in class. This means, no tank tops, no short pants. Work boots must be worn. We also request that students wear safety glasses while working on projects. Fighting with students or instructors will not be tolerated. Trouble makers will be removed from the building and the program. Late students will not be allowed to attend class. The door is locked at 5:00 PM on week nights and 8:00AM on Saturdays. Be here a little early. Be at your class station at the starting times. Turn in OJTC hours monthly. (LET’S BE RESPONSIBLE AND PRODUCTIVE)

We traveled to Washington Dc in September for the Apprentice Contest. We are very proud of our apprentices for their participation and we look forward to the next contest with high expectations. The instructors traveled to Baltimore in October. for ICP. Everyone enjoyed the experience and felt it beneficial to the program.

Our OSHA classes are filling as soon as they are announced. If you want to take an OSHA class, call our office and we will put you on a list. We will call you when a class is available. Everyone must have the minimum of an Osha Ten Hour certification by January 1st 2010 or they will not be allowed to work. I believe we have made progress this last year and hope to continue to do so.

It is a pleasure to be your coordinator,

Jack Gray
IMI Coordinator
Dear Brothers and Sisters,

The 2009-10 Construction Wage Survey is complete, the rates are as follows:

<table>
<thead>
<tr>
<th>CLARK COUNTY</th>
<th>WASHOE COUNTY</th>
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<tbody>
<tr>
<td>Bricklayer – $45.46</td>
<td>Bricklayer – $32.68</td>
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<tr>
<td>Tile Setter – $43.61</td>
<td>Bricklayer Foreman – $33.93</td>
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<tr>
<td>Marble Mason/Terrazzo Worker – $46.04</td>
<td>Bricklayer General Foreman – $35.68</td>
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<tr>
<td>Finisher – $32.48</td>
<td>Tile Setter – $35.99</td>
</tr>
<tr>
<td>Marble Mason/Terrazzo Worker – $35.99</td>
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</tr>
<tr>
<td>Tile Setter – $35.99</td>
<td>Finisher – $32.48</td>
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</tbody>
</table>

These rates are effective for all projects bid from October 1, 2009 until September 30, 2010. I would like to personally thank all of our signatory contractors for their hard work and ensuring that prevailing wage stays at union scale. Please note that these wages are based on the total package of our contract, the Union sets the standards for prevailing wage. If you have any questions as to how these rates are established you can come by the hall any time between 7:00 am-4:00 pm Monday-Friday or you can reach me on my cell at (702) 210-9149.

We have been closely monitoring all public works job going on throughout the state and making sure that all workers under our scope of work are being paid the proper wages. As I am sure you all have noticed with the slumping economy many projects throughout the state have been shut down for lack of funding through investors. The Public Works sector is going to be where many of the new jobs will be coming from. Public Works projects include schools, libraries, hospitals, transportation facilities and all other projects funded by state and federal money. As tax payers we should be concerned when workers on these projects are not being paid the proper wages as mandated by law. Contractors who do not pay the proper prevailing wage rates are not only breaking the law, they are ripping off tax payer dollars. If you or anyone you know has worked on a Public Works project in the past and feel you were not paid the proper wages please let me know. I can’t stress enough how important it is that we let these contractors who don’t pay the proper wages know that we are not going to stand by and watch as hardworking men and women are robbed of the wages they rightfully deserve.

The Presidential Election was one of historic proportions and a huge win for organized labor and there is a bill in Congress aimed at helping organized labor. The Employee Free Choice Act is pending legislation which aims to amend the National Labor Relations Act to establish an easier system to enable employees to form, join, or assist labor organizations, to provide for mandatory injunctions for unfair labor practices during organizing efforts and for other purposes. In order for a workplace to organize under current U.S. labor law, the card check process begins when an employee requests blank cards from an existing union, and requests signatures on the cards from his colleagues. Once 30% of the work force has signed the cards, the employer may decide to hold a secret ballot election on the question of unionization. In practice, the results of the card check are not presented to the employer until 50 or 60% of employees have signed the cards to help ensure winning the election. If the majority of votes favor the union, the National Labor Relations Board will certify it as the exclusive representative of the employees for the purpose of collective bargaining. If enacted, EFCA would require the NLRB to certify a bargaining representative without directing an election if a majority of the bargaining unit employees signed cards; however, employees may still request a secret ballot election if 30% of employees petition for one. Thus, the Employee Free Choice Act is intended to guarantee workers their right to choose a bargaining representative through either majority sign-up or an election process. Instead of companies determining the method of organization, union organizers would be able to choose to have an election or simply submit the cards.

I would like to personally thank those of you who helped out during the election season. Your hard work turned the state of Nevada from red to blue, we took control of both the Nevada and US Senate and we elected the nation’s first black president. It was high time we elected those who suited the interests of the working class unlike the union hating Republican Party. There is still a lot of work to be done though and more elections are just around the corner. I will be volunteering my personal time with the Nevada Senate Democrats to help out on Senator Joyce Woodhouse’s campaign. Senator Woodhouse is the current Senator for Senate District 5 and is a true friend to organized labor unlike her Republican counterpart. She will be attending one of our chapter meetings in the near future to discuss with members any concerns they have. If you would like more information in possibly helping out with canvassing for Senator Woodhouse or any of the other candidates running for office please let me know. In closing I hope that all of you have a wonderful holiday season and a prosperous new year.

Fraternally,
Jeremy Keen
Compliance Officer
We Would Like to Take This Opportunity to Wish All of Our Brothers and Sisters of BAC Local 13 a Happy Holiday Season and a Prosperous New Year!

Coalition of Black Trade Unionists Scholarship Luncheon

From left to right: Alonzo Rutherford, Albert Richard, Paul Q. Harris, Joe Valdez, Ricky Allen, Anthony Rogers, Antonio Harris, Isaiah Rutherford, Jeremy Keen.
Enrollment and Beneficiary Form

**Policyholder Information**

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>New Addition</th>
<th>Reinstatement</th>
<th>Insurance Change</th>
<th>General Change</th>
<th>Address Change</th>
<th>Name of Group Policyholder</th>
<th>Policy Number</th>
<th>Local/Bill ID</th>
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<td></td>
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<td>BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL UNION #13 NEVADA</td>
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<tr>
<th>Life Amount</th>
<th>AD&amp;D Amount</th>
<th>AH Amount</th>
<th>LTD Amount</th>
<th>Retired Benefit</th>
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<td>$V/A</td>
<td>$V/A</td>
<td>$V/A</td>
<td>$1,500.00 member only</td>
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List Billing Classes:  

**Insured Information**

<table>
<thead>
<tr>
<th>Insured SS#</th>
<th>Insured Name: Last</th>
<th>First</th>
<th>Middle</th>
<th>Date of Birth</th>
<th>Male</th>
<th>Female</th>
<th>Status</th>
<th>Date Started Working</th>
<th>Weekly Earnings</th>
<th>Occupation</th>
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<td>Active</td>
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<td></td>
<td>Retiree</td>
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</tbody>
</table>

Beneficiary Change  

Beneficiary Designation  

If the beneficiary is being changed, the new beneficiary will replace all prior designations and will be effective as of the date signed.

**Beneficiary Relationship**

Beneficiary SS#

**Insured Signature** (Required)  

Date  

Witness Signature (Required for new adds, reinstatements or beneficiary change)  

Date

**Dependent Information**

Complete only if dependent benefits are included in the insurance program. List all dependents eligible for Coverage.

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Dependent SS#</th>
<th>Relationship</th>
<th>M/F</th>
<th>Month</th>
<th>Day</th>
<th>Year</th>
</tr>
</thead>
</table>

**Insured Address**

<table>
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<tr>
<th>Street</th>
<th>City</th>
<th>State</th>
<th>Zip Code</th>
</tr>
</thead>
</table>

The above sheet is to be utilized for enrollment and beneficiary purposes only. All correspondence and questions should be addressed to the Fund/Employer maintaining your eligibility information.
For your protection, the following states require these fraud warnings to appear on this form:

Arizona: Any person who knowingly presents a false or fraudulent claim for payment of a loss is subject to criminal and civil penalties.

California: Any person who knowingly presents false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.

Colorado: It is unlawful to knowingly provide false, incomplete or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance, and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policyholder or claimant for the purpose of defrauding or attempting to defraud the policyholder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado division of insurance within the department of regulatory agencies.

Florida: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

New Jersey: Any person who knowingly files a statement of claim containing any false or misleading information is subject to criminal and civil penalties.

New York: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.

Pennsylvania: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

For all other states: WARNING: Any person, acting alone or in concert with another, who knowingly and with intent to defraud, injure, or deceive any insurance company submits a claim or application containing any false, deceptive, incomplete or misleading information may be committing a fraudulent insurance act which is a crime and may subject such person to criminal or civil penalties or denial of benefits.

I attest that I have reviewed, understand and acknowledge the fraud warning(s).

______________________________  ____________________
Member or Claimant's Signature  Date