Dear Brothers and Sisters;

During these extremely difficult times, we wish everyone and their families blessed holidays. I did not want to start this article on a negative note but our situation across the country has now hit Nevada as well. We are looking at times so difficult that some of us have never seen. This is worse than the Great Depression. Unemployment in Nevada is at an all time high at 14.4%. So while we knew this was coming we made certain changes in advance to help all of our Brothers and Sisters. As mentioned in several Union meetings for the past 2 years, several measures have been taken to try and keep membership working and help maintain membership status.

Here are a few topics that we have covered in our monthly meetings. We would also like to see more participation from our Membership so that we are able to become a stronger Union.

We restructured an Appendix for prevailing wage. This will put more money on the check for our members, and the Health and Welfare Trust, Compliance Trust and Union Check Off dues will absorb the cost instead of the Member.

We also negotiated a Work Recovery Residential Agreement so our Contractors can pursue work in the Residential Market which is something we have never been able to accomplish in the past. This will provide more work for our Membership.

We also at the beginning of the year offered to every Member the opportunity to pay 9 months in advance and the Union would absorb the last 3 months. Keeping in mind that the Local would pay the dues for 3 months for every Member who utilized this big savings.

We also provided a Death Benefit for all current Members. In this newsletter is a form to fill out if you have not already done so. This also covers your immediate family as well.

We have also provided cross training in all the several Trades we represent, to any Journey Worker Member who desires to expand their skills and provide a better future for themselves and their family in our Union and in life.

We have been teaching and offering OSHA 10 and OSHA 30 classes for all Membership for 2 years now. As of January 1st, 2010. It became against the law to be on a jobsite without an OSHA 10. For this reason we can NOT dispatch any member without their card being present at the Union Hall.

There are so many things that we have discussed in our monthly meetings at the Union Hall including Vacation check (which will be at the Hall on Dec. 1st from 8am to 4pm), Local Pension, IU Pension, Medical, Dental, Vision and etc. It’s a shame to miss a meeting.

With this being said, I once again invite all current members to attend our monthly Chapter meetings and quarterly General Membership meetings. A calendar is enclosed for upcoming events.

To stay on a positive note, we would like to congratulate all of our Apprentices and Instructors who participated in the Local contest and the Western States Apprenticeship contest which was held in Seattle. Every single one of you is a Hero for our Union and our Trade as a whole. Without Apprentices our Union would not have a future.

We also would like to congratulate our contractors who received IU Craft Awards this year.

T-Nickolas Company • Carrara di Carrara

Our contractors also know that this would not be possible without the excellent Craftsmanship of BAC Local #13 Members. We truly are the best.

Also, one final reason we invite everyone to the meetings is for the fact that beginning January 1st, 2011 we will be entering contract negotiations for Language and Money for all of the trades we represent in this Union. This will be challenging during these economic times, we need to stick together and support our Union. UNITED WE STAND, DIVIDED WE BEG. Now is the time to stand as ONE!

And last but not least, on behalf of the entire Membership we would like thank and congratulate Vice-Chair Joe Valdez and his Family for the many years of service and hard work he has provided for our Union and wish him and his family the best of luck on his retirement.

Fraternally,

Carlos Aquin/President

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**Vacation checks distributed on Dec. 1st at Union Hall from 8-3PM. One day only for all. There will be door prizes.**

**P.S. - Reminder: General Membership meeting on Jan. 8th at 12 noon.**
Estimados Hermanos y Hermanas;

En estos tiempos tan difíciles, deseamos a todos y a sus familias felices y benditas fiestas. No quería empezar este artículo de manera negativa, pero nuestra situación en todo el país llegó a Nevada también. La situación está más difícil que nunca. Está peor que en la Gran Depresión. El índice de desempleo en Nevada llegó al nivel más alto que nunca 14.4%. Ya que sabíamos que eso iba a ocurrir, hicimos ciertos cambios por adelantado para ayudar a nuestros Compañeros y Compañeras. Como mencioné en varias reuniones del Sindicato en los últimos 2 años, hemos tomado varias medidas para intentar mantener a nuestros asociados trabajando y mantener su afiliación activa.

Estos son algunos de los temas que hemos cubierto en nuestras reuniones mensuales. Nos gustaría también ver mayor participación de nuestros Afiliados para que seamos un Sindicato más fuerte.

Reestructuramos un Apéndice para el salario normal. Eso significará más dinero en el cheque de nuestros afiliados, y el Fideicomiso de Fondos de Salud y Bienestar, el Fideicomiso de Cumplimiento, y las cuotas de la retención en nómina de la cotización sindical absorberán el costo, y no los Afiliados

También negociamos un Acuerdo de Recuperación de Trabajo Residencial para que nuestros Contratistas puedan buscar trabajo en el Mercado Residencial, que nunca anteriormente habíamos podido lograr. Esto les proporcionará más trabajo a nuestros Afiliados.

También, al principio del año, les ofrecimos a todos los Afiliados la oportunidad de pagar 9 meses por adelantado y el Sindicato absorbería los últimos 3 meses. Teniendo en cuenta que el Sindicato Local pagaría las cuotas por 3 meses para cada Afiliado que utilice este gran ahorro.

También proporcionamos un Prestaciones por Defunción para todos los Afiliados actuales. En este boletín informativo, hay un formulario que puede llenar si todavía no lo ha hecho. Esto también cubre a su familia inmediata.

Hemos proporcionado también capacitación interdisciplinaria en todos los oficios que representamos, a todo Jornalero Afiliado que desee expandir sus habilidades y proporcionar un futuro mejor para sí y para su familia en nuestro Sindicato y en la vida.

Hemos estado impartiendo y ofreciendo clases de OSHA 10 y OSHA 30 para todos los Afiliados desde hace 2 años. A partir del 1° de enero de 2010, es ilegal estar en una obra sin un OSHA 10. Por esa razón NO podemos enviar ningún afiliado sin que su tarjeta esté en la oficina del sindicato.

Hemos hablado acerca de tantos temas en nuestras reuniones mensuales en el Sindicato, incluyendo Vacaciones (que estarán en el Sindicato el 1° de diciembre de las 8am a las 4pm), Pensión Local, Pensión IU, Seguro Médico, Dental, Visión y etc. Es una pena faltar a una reunión. Habiendo dicho esto, una vez más invito a todos los afiliados actuales a asistir a las reuniones mensuales de nuestra división, y a las reuniones Generales de Afiliados trimestrales. Les incluyo un calendario de los eventos futuros.

Para mantener el tono positivo, quiero felicitar a todos los Aprendices e Instructores que han participado en el concurso local y en el concurso de Aprendices de los Estados Orientales (Western States Apprenticeship) que tuvo lugar en Seattle. Cada uno de Uds. es un héroe para nuestro Sindicato y para nuestro Oficio en su totalidad. Sin los Aprendices, nuestro Sindicato no tendría futuro.

Deseo también felicitar a nuestros contratistas que recibieron los Premios IU Craft este año.

T-Nickolas Company
Carrara di Carrara

Nuestros contratistas también saben que eso no hubiera sido posible sin la excelente Destreza de los Afiliados del BAC Local #13. Somos realmente los mejores.

Además, la última razón por la cual invitamos a todos a las reuniones es por el hecho de que a partir del 1° de enero de 2011 empezaremos negociaciones contractuales para Lenguaje y Dinero para todos los oficios representados por este Sindicato. Esto será un desafío en estos tiempos económicos, pero debemos permanecer juntos y respaldar a nuestro Sindicato. JUNTOS VENCemos, DIVIDIDOS ROGAMos. Ahora es el momento de estar unidos como UNO SÓLO!

Y finalmente, en nombre de todos los Afiliados, deseamos agradecer y felicitar al Vicepresidente Joe Valdez y a su familia por tantos años de servicio y arduo trabajo que ha proporcionado a nuestro Sindicato y les deseamos lo mejor en su jubilación.

Saludos fraternales,

Carlos Aquin/Presidente
Dear Brothers and Sisters,

I would like to assure you that we are working diligently to get members back to work. It is your responsibility to keep your union dues up to date and you must be on the out of work list to be dispatched.

I will say this one more time you need OSHA 10 to work in Nevada. If you are not working this would be the best time to receive this or any other training. If training is needed you must contact Jack Gray the coordinator of the apprenticeship program at 702-876-6563 he will be able to inform you of upcoming class schedules.

If you have any questions regarding insurance, pension, or vacation please call Zenith first (702) 734-8601. I would also like to let you know negotiations are about to start in Reno on both the tile and masonry side. As you know this is not the best time to be negotiating contracts due to the lack of work but we will do our best to have a favorable contract for all. There are several agencies that have and will continue to help our members that are out of work. One is ULAN they can be reached at (702) 648-3500 you can also contact 211 they have several programs that may be able to help but you have to take the first step and call.

Fraternally Yours,
Richard Crawford
Secretary/Treasurer

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. You are considered dropped on the 1st day of the 3rd month you are late with your dues. Please keep your dues up to date. If you are dropped you will need to pay a reinstatement fee of $80.00 on top of the dues you owe and come into the Union Hall Office to fill out a Reinstatement form. 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
Hello Brothers and Sisters,

To those that don’t know me, my name is Anthony G. Rogers. I have been a member of Local 13 for numerous years. I have sweated next to many of you for a long while, and now as your Political Action Representative, I will sweat for you. Since February, I have been learning the other side of our trade, and have found a new respect for those that handle the business aspect of our trade. So far my apprenticeship has taught me the importance of being politically active, within our local, and within our state. Now, I won’t tell you that I have always been into politics, because I haven’t. This is a new field for myself, and I can proudly say despite the hours, working to help educate our elected officials on working union families issues is an honor, our voices are being heard.

My job will be to assist our brothers and sisters from different union trades in electing pro union politicians which includes, Judges, Assemblymen and women, Senators, Congress men and women, and many other political state representatives. This will benefit us in a number of ways for example, our assemblymen and women pass laws, which have to do with Collective Bargaining, Project Labor Agreements (PLA’S) and in many different areas that unions need the pro union politicians on our side.

I have learned so much in such a short time, I will continue to be a sponge in this apprenticeship and soak up all that is needed to make us the forefront on political issues. When we educate ourselves with issues that affect our families, we are that much stronger as a union and individuals. My job will be to do just that, to see that the people we vote for and support have our best interest in hand.

Your Brother,
Anthony Rogers
From: Johnnie E. Allen

There have been some concerns when it came to our prior Administrators of our Health & Welfare and Pension. Here are a few pointers when calling our Administrator. ALWAYS get their first & last name and jot down the date & time that you called. If you feel as though you are not being taken care of in a timely manner, please do not hesitate to call me and with that information I will be able to get the matter resolved and hopefully this will prevent any future delays for membership.

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 if a payment has been received, etc... The information below should help.

H&W Eligibility & Pension & Vacation Fund Information
Zenith Administrators
2250 South Rancho, Suite 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, or VACATION FUND 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 at Zenith Administrators.

** Reminder in order to become eligible for Health Benefits you must have 360 hours within 3 or 4 months consecutive months, (even if you received your 360 hours in the first month you still need a minimum of 1 hour reported for the following 2 months to be eligible the 1st date of the 6th month or 1st date of the 7th month if eligibility is met in 4th month).

Once you become eligible you will need to provide the following information. (In addition to completed packet)
For Yourself: Social Security Card and Valid ID
For your spouse: Copy of Marriage Certificate, Nevada ID & Social Security Card
For your dependants/ children: Copy of Social Security Card/ Cards & Birth Certificate/ Birth Certificates

VACATION CHECKS
Zenith Administrators
2250 South Rancho, Suite 295
Las Vegas, Nevada 89102
702/734-8601 Office
702/734-8619 Fax

Vacation checks are distributed twice a year. The 1st week in June and the 1st week in December. The June Vacation check is for the period of October of previous year through March of current year. The December Vacation check is for the period of April of current year through September of current year. Vacation checks can not be pulled at any time for any reason. These payments are set up as an automatic distribution so please make sure Zenith has a good mailing address for you so you can receive your check in a timely manner. If you don’t receive your Vacation check or if you have been shorted on your check please contact Zenith immediately.

Dues & Initiation payments owing & received.

SHON KILLMAN
BAC PROCESSING OFFICE
PO BOX 93055
Las Vegas, Nevada 89193
702-953-9347 Office
702-953-7840 Fax
News From Northern Nevada - Jeff Estell

Greeting from Northern Nevada,

Here’s what is going on. For the remainder of 2010 we will start again with some work on the mines. The baseball stadium has phase 2 going with our same contractors thanks to the original Project Labor Agreement on the project. We have a labor training center to be done by one of our other signatory contractors and a couple of fairly large homes also going. We have two jobs going on in Winnemucca, Scott Zemp Masonry is on one of the projects. Petersen Masonry is on a casino project. There are a couple of jobs going on in the gold mines in Winnemucca, Elko and Carlin with JT Thorpe and Koch-Knight. We are in the process of signing up a new tile contractor who will be doing work at University of Nevada Reno. Hopefully work picks up so we can get more members out to work, hang together and take advantage of everything our Union has to offer.

Fraternally,
Jeff Estell
Northern NV Rep.

Office Administration - Johnnie Allen

If you want to know where you stand on your dues, this is the person to call. The Processing Office is where you send your local dues and your balance of initiation. Shon Killman handles our Local and he is always happy to help you out with any questions. REMEMBER: We DO NOT accept Cash so please mail money orders only, credit cards and checks are accepted at the Union Hall but there may be a processing fee. You do not want to become more than 2 months delinquent, you at that time will be suspended and after the 3rd month you are dropped. At that time you will have to pay all back dues plus a reinstatement fee of $80 for each 6 month period, it can get very expensive.

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<tr>
<th>DENTAL</th>
<th>NEVADA PACIFIC DENTAL</th>
<th>(702) 737-8900</th>
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<tr>
<td>VISION</td>
<td>VSP</td>
<td>(800) 877-7195</td>
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<td>MEDICAL</td>
<td>HEALTH PLAN OF NEVADA</td>
<td>(702) 242-7300 toll free (800) 777-1874</td>
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<td>MENTAL HEALTH OPTION</td>
<td>(HPN)</td>
<td>(800) 873-2246</td>
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Office hours are MONDAY-FRIDAY 7AM-4PM

We are closed on the following Holidays:

- Thursday, November 11th 2010: Veterans Day
- Thursday, November 25th 2010: Thanksgiving Day
- Friday, November 26th 2010: Friday Following Thanksgiving
- Saturday, December 25th 2010: Christmas Day
- Saturday, January 1st 2010: New Years Day

The above are Union holidays for 2010, if you are working a crew or are working on a crew on any of the above indicated holidays it will be at a rate of DOUBLE TIME.

Respectfully Yours,
Johnnie E Allen, Office Manager

Attention all Members: If you have any type of Health & Welfare, Vacation and or Pension questions or issues please come to the Hall on Wednesday’s between 3:00pm-4:00pm. Zenith is on site to handle any issues and answer any questions that you may have.

Atencion Miembros: Si usted tiene preguntas en respecto a lo de aseguranza o beneficencia, Vacaciones o Pensiones por favor venga a la Union el Miercoles dentro de las horas 3:00pm-4:00pm. Zenith estará aquí para contestar cualquier pregunta o concernir que usted tenga.
BAC Local 13

News from the Apprenticeship Office – Jack Gray

Brothers and Sisters,

With the work situation being what it is, now is a great time to schedule a refresher or an upgrade course. We are still stressing that our apprentices attend their required classes and stay in communication with the Apprenticeship Office. Tile Setters, Bricklayers, Marble Masons and PCC students all need 72 class hours and 750 OJTC hours for an 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. Keep in mind how difficult it is to make these hours up after they have been missed.

OSHA classes are ongoing. As of January 1, 2010, every construction worker in Nevada is required by law to have the minimum of an OSHA 10 hour certification. Supervisors and foremen need a 30 hour certification. These cards will expire after 5 years. The cards will be reinstated only after a refresher course is taken. OSHA certification is no longer an option, it’s the law!!!! Full time Tile and Finisher classes began in June. Non working Tile and Finisher apprentices are required to attend a one week semester block. The selection list is alphabetized. After we complete the rotation through the alphabet, we start from the beginning and continue the rotation. The rotation is running continuous through the year. Any apprentice who chooses not to attend his or her semester block will be cited to appear before the JATC. The apprentice will not be allowed to be dispatched until his or her semester block obligation is satisfied. We expect everyone’s full and complete cooperation with this new concept. We are convinced we will be able to concentrate and achieve a better focus on the projects that must be completed to graduate from the apprenticeship program. Working apprentices must attend their schedule classes biweekly as indicated on the provided schedule. School for Marble, Brick, PCC began again in Sept. A schedule was mailed along with a notification letter. There should be no excuses for not attending your scheduled classes.

Last but not least, I feel very fortunate to be able to guide the fine young men and women at the Local 13 Apprenticeship. This is not a responsibility that I take lightly. I am looking forward to the future and the continued improvement of the program and our skills as BAC Craft workers. Let’s Represent!!!!!!!! It is a pleasure to be your coordinator.

Fraternally Yours,
Jack Gray
JATC Apprentice Coordinator

Compliance Officer Corner - Jeremy Keen

Dear Brothers and Sisters,

The 2010-11 Prevailing Wage Survey is complete, and once again the union prevailed in both Clark and Washoe counties. The rates are as follows.

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<thead>
<tr>
<th>CLARK COUNTY</th>
<th>WASHOE COUNTY</th>
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<tbody>
<tr>
<td>Bricklayer – $45.43</td>
<td>Tile Setter General Foreman – $35.87</td>
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<tr>
<td>Tile Setter – $47.16</td>
<td>Bricklayer Foreman – $33.93</td>
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<tr>
<td>Terrazzo/Marble Mason – $49.79</td>
<td>Terrazzo/Marble Mason Foreman – $34.37</td>
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<tr>
<td>Tile/Terrazzo/Marble Finisher – $35.13</td>
<td>Terrazzo/Marble Mason General Foreman – $35.62</td>
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<td>Tile Setter Foreman – $34.12</td>
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I would like to thank every signatory contractor for their cooperation in this year’s survey. I cannot stress enough how important it is for our contractors to participate in this survey to ensure that we keep prevailing wage up at union scale so that our signatory contractors can competitively bid on public works projects. Please note that these rates are determined by the total package of our wage scale. If you would like to view the rates for the other counties in Nevada please visit the Labor Commissioner’s website at www.laborcommissioner.com at the top of the page click on Public Works/Prevailing Wages and click on Prevailing Wage Rates. You can view all of the rates for every county in Nevada going back as far as 2000-01. If you have any questions about how these rates are determined you can stop by the Union Hall anytime Monday-Friday 7 am – 4 pm. You can also reach me at the Hall at (702) 873-0332 or on my cell (702) 210-9149. I hope that all members enjoy the upcoming holiday season and may God bless all of you.

Fraternally,
Jeremy Keen
Compliance Officer

Safety First!
### November 2010

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<td>Employee Benefits Committee for Trustees</td>
<td>Building &amp; Construction Trades Council</td>
<td>Joint Apprenticeship &amp; Training Committee</td>
<td>OSHA 30 English</td>
<td>Veterans Day Union Holiday</td>
<td>Office Closed</td>
<td>Employee Benefits Committee for Trustees</td>
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<td>OSHA 30 English</td>
<td>OSHA 30 Spanish (Call-in Time)</td>
<td>Employee Benefits Committee for Trustees</td>
<td>OSHA 30 Spanish (8:00 am - 2:00 pm)</td>
<td>Employee Benefits Committee for Trustees</td>
<td>OSHA 30 English</td>
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<td>9:00 am Building &amp; Construction Trades Council</td>
<td>6:00 am Chapter Meeting</td>
<td>7:00 am - 12 Noon</td>
<td>Office Open</td>
<td>Thanksgiving Day Union Holiday</td>
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<td>Day After Thanksgiving Union Holiday Office Closed</td>
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### December 2010

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<td>9:00 am Building &amp; Construction Trades Council</td>
<td>9:30 am Management &amp; Executive Committee Meeting</td>
<td>6:00 am Chapter Meeting</td>
<td>New Years Eve</td>
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### January 2011

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<tr>
<td>Building &amp; Construction Trades Council</td>
<td>Building &amp; Construction Trades Council</td>
<td>Joint Apprenticeship &amp; Training Committee</td>
<td>OSHA 30 English</td>
<td>9:00 am - 4:00 pm</td>
<td>Management Trust Fund Meeting</td>
<td>Central Membership Las Vegas Union Hall Meeting</td>
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<td>Building &amp; Construction Trades Council</td>
<td>World of Concrete</td>
<td>World of Concrete</td>
<td>Chapter Meeting</td>
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</table>
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!