



**BAC Local 4 Indiana/Kentucky
Indiana Mason Contractors, Association, Inc.**

December 11, 2013

To All Signatory Contractors and Local 4 Members

In the 3/6/12 Statewide Uniform Agreement (SUA) the Indiana Mason Contractors Association and BAC Local 4 added a clause to the contract requiring all journeymen to get 8 hours of upgrade training per year in order to qualify for all raises including and after June 1, 2013. An IMCA and Local 4 Joint Committee identified 15 issues that had to be addressed in order to monitor and enforce this clause of the SUA. These issues and the decisions reached by the Joint Committee are contained in a document that is posted on the IMCA, Apprentice and Local 4 websites.

In short, the purpose of adding this clause to the SUA is to ensure that our journeymen are maintaining and improving their skills. It is the experience of our contractors and the skill of our journeymen that give us the competitive edge we need as we combat the non-union threat and the continuing movement towards engineering structural masonry out of building projects.

With that in mind the Joint Committee decided that it doesn't matter who provides the training (Apprentice Program, Contractors, IMI or the Journeyman via Online Study or Some Other Method). The important thing is that our journeymen receive a minimum of 8 hours per year of upgrade training. The Apprentice Program will be tracking the training received. **It is important that they be notified of any training provided by the contractors or any self-study classes taken by the journeymen.** The important pieces of information that need to be provided to the Apprentice Program are 1) The date of the training, 2) The name of the class, 3) The name of the journeyman or apprentice taking the class, 4) Who provided the training and 5) The number of hours for the class. When reporting an on-line class or some other class taken by the journeyman on their own a certificate of completion must be sent to the Apprentice Program. Any training provided by IMI or the Apprentice Program will be reported directly to the Apprentice Program and recorded appropriately. **It is important that the journeymen keep any certificates of completion they receive for training in case of a reporting or recording error.** Contractors should contact Roger Jones or Karrie Ortiz in the Apprentice office to confirm who has qualified for their raises.

In our letter of June 26, 2013 we recommended that this clause not be enforced until January 1, 2014 and that every journeyman should receive the June 1, 2013 scheduled raise. This gave all of our journeyman the opportunity to get 8 hours of training if they hadn't done so by June 1. As of January 1, 2014 all journeymen who haven't obtained 8 hours of upgrade training will revert to the December 1, 2012 wage scale. The June 1, 2013 fringe benefit amounts have to be paid so the difference will have to be taken off of the journeyman's check. See Issue # 6 of the Journeyman Upgrade/Raise Issues document on the IMCA, Local 4 and Apprentice websites for this discussion.

Sincerely,

Daniel Kwiatkowski
President
Indiana Mason Contractors Association

Sincerely,

Ted Champ
President
BAC Local 4 Indiana/Kentucky