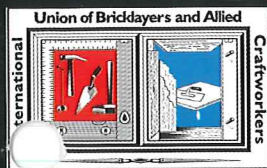


QUARTERLY UPDATE

- Bricklayers • Stone Masons • Tile Layers
- Marble Masons
- Terrazzo • Blocklayers
- Finishers • Shopmen
- Cement Masons
- Pointers - Cleaners - Caulkers • Concrete Products Specialists



MARCH 2013

VOLUME 21, NUMBER 1

INSIDE THIS ISSUE

**FROM THE
PRESIDENT:**
Health Care/**3**

**MEMBER
RECOGNITION:**/**6**

IMI: Welcomes
New Director/**9**

EVENTS:
Calendar/**11**

GOVERNMENT:
Agenda for Dignity
& Fairness/**12**

LOCAL TELEPHONE

612-379-2966

OUTSTATE AND ND

1-800-257-8636

BAC INTERNATIONAL UNION

1-888-880-8222

FAX

612-379-8754

INTERNET RESOURCES

General Information:

BAC1MN-ND.org

Apprenticeship and
Training:

BACtraining.org
or phone

651-487-5500

BENEFITS

Check the Zenith
American Solutions
Web site,
zenith-american.com

Call 651-256-1801 or
1-800-879-4412

Photo Credit: Loewenberg Architects



Ullico Invests in Loring Park Apartments

Constructed by 100 Percent Union Labor

“They are wrapping up the deep foundations,” says Tim Clark, senior project manager for Adolfsen & Peterson Construction, “and will be starting on the concrete work and the great beams. A lot of the underground utilities are in place. The masonry work will begin in late spring.”

Construction of the Loring Park Apartments in Minneapolis is “progressing nicely.” The tower is funded in part by the Union Labor Life Insurance Company (Ullico), which invested \$20 million into the project. The 36-story luxury apartment tower will feature 354 upscale rental condos, on-site parking and retail space. Residents will also have access to 41,000 square feet of indoor and outdoor amenities. The tower is being constructed by 100 percent union labor. Completion date is for fall 2014.

Carry Your Union Card

All BAC members should be able to present their Building Trades card and their International Union membership card when working on a jobsite. While our business representatives try to know everyone, it's not always possible to remember every face, especially when members are moving around from area to area. This is not just a BAC request and applies to everyone in the Building Trades union. Be ready. Be proud. Carry your cards.

Duluth Area Chapter #3 Meeting Time Change

Chapter meetings will start at 5 p.m. beginning on March 13, 2013. The location will remain the same, lower level of the Duluth Labor Center on London Road. The Iron Range meeting time will remain at 7 p.m.

LaborCare Health + Benefits Fair 2013

April 20, 7 a.m. - 3 p.m. • Free Target Field Tours

Join us at the fourth annual Health + Benefits Fair 2013 on April 20 at Target Field in Minneapolis. Meet sports celebrities, participate in free health screenings and visit with more than 100 exhibitors. An expanded indoor children's area will be featured along with a focus on women's health.

Visit your Health Fund's hospitality suite to register for fabulous prize giveaways. Also, pick up your tickets at the suite for a free behind-the-scenes tour of the ballpark. Space is limited. Look in the mail for your parking voucher and other promotional material.

Log on to www.lchealthfair.com for more information and video highlights of last year's health fair. We'll see you on April 20!

TOOLS FOR BETTER LIVING
LABOR CARE
 HEALTH + BENEFITS FAIR 2013

Jurisdiction of BAC Local 1 MN/ND

It is no secret that some Local 1 members work outside of its territorial jurisdiction. Construction workers often move around the country (or world) to perform their work. If you work outside of Local 1's territory, then it is important that you protect your wages and fringe benefits. When you are assigned to work outside the territory, you should ask Local 1 whether there is a reciprocity arrangement that will allow for your fringe benefits earned outside of Local 1's territory to be transferred back to the Local 1 Fringe Benefit Funds.

Local 1 is your designated bargaining representative. If your employer does not honor that relationship and negotiates directly with you about work outside of the territorial jurisdiction, then your employer is in violation of the collective bargaining agreement. Your employer must seek approval from Local 1 before sending you outside of the territorial jurisdiction. This is to protect you with receiving appropriate wages and benefits. If you work outside of the territorial jurisdiction before Local 1 approves it, then you are in violation by working "non-union." The Local 1 Fringe Benefit Funds assert that separate side agreements with Fund participants are unenforceable with respect to avoiding fringe benefit payment.

Results from the Wage Allocation Meeting on Jan. 5, 2013

The BAC Local 1 MN/ND held a Local wide wage allocation meeting on Saturday, Jan. 5, 2013. The discussion points were laid out in the President's Article in the December newsletter. The results of the meeting are as follows:

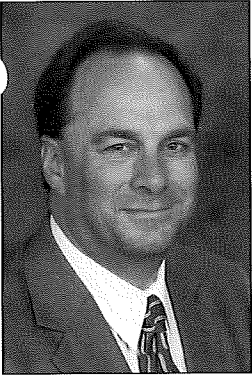
1. The membership voted to increase contributions to the International Union Pension Fund (IPF) using the Alternative Funding Schedule. This was Choice #1 from the December newsletter. This is a 10-year funding schedule which calls for a 4 percent increase to contributions over the next four years and a 6 percent increase the following five years. With this funding in place the accrual rates and the full retirement age will remain unchanged.
2. The projections for the BAC Local 1 Defined Benefit Pension Plan showed the fund slipping into the "Yellow Zone" in four years if changes were not made. The trustees instituted several changes for the fund going forward. These changes were also outlined in the December newsletter which was mailed to all participants. The membership voted at the January 5 meeting to increase the funding of the local defined benefit pension \$.25 per year over the next three years. With the increased contributions, the goal of keeping the current accrual rates as they are is achievable; the trustees will review the actuarial results with the consultants each year and continue to report on the health of the fund to the membership. With more contributions and an improving market, the trustees will be better suited to meet that goal on a year by year basis.
3. The BAC MN/ND Health Fund has undergone many changes in the last few years, with more changes on the horizon. The members voted to increase contributions \$.25 per hour to the Health Fund on May 1, 2013. Currently, contributions are \$5.40 per hour and will increase to \$5.65 per hour. Please look at the "Changes for the Health Fund" article in this issue for the issues facing our current program.
4. The members voted to increase contributions to the retirees prefunding portion of the Health Fund contribution. Currently, there is \$1.00 per hour out of the \$6.40 per hour that goes into the health fund that is set aside to help offset the costs of retiree healthcare premiums (known as the prefunded program). This includes the subsidy, in the form of an HRA contribution, to the Medicare retirees. The contribution for this benefit will increase \$.10 to \$1.10 per hour on May 1, 2013. Again, this is being done to maintain the current level of benefits.
5. The International Masonry Institute (IMI) contributions will be 1 percent of the total negotiated wage package beginning May 1, 2013. This is being done to remain in compliance with the resolution from the 2010 IU Convention.

Are You Interested in Serving Your Union?

Mike Cook, President of BAC Local 1 MN/ND, is collecting names of members who are interested in stepping up and serving their local union. Are you interested in being a business representative or a trustee on a Health Fund, Vacation Fund or any of our Pension Funds? Perhaps you would like to volunteer

for Habitat for Humanity, Homes for Our Troops or on some type of memorial project. We are always in need of having members contribute to these good causes. Please send in a letter with your contact information to the union office and address it to Mike Cook's attention. Resumes are not necessary, but they are certainly

helpful to have when we are trying to fill some of these positions. Not all positions listed have openings at this time, but by putting together a database we will have a list of interested members whenever the need arises.



From the President

Mike Cook, President/Secretary-Treasurer

A New Era for Health Care

Health care is changing for us at an alarmingly fast rate. Not only are we seeing rapid changes on a national scale, but many of those

changes have forced the trustees to make changes in our own Health Plan.

Medicare Retirees

During 2012, the Health Fund trustees moved all of our Medicare eligible members and families off our self funded plan and into the Medicare supplement open market. Please note that this wasn't done to "Get rid of the retirees." We made this change to lower the cost of insurance for our Medicare eligible members and families. The plans on the open market have bigger pools of healthier participants and are able to reap the benefits of government subsidies that could not be incorporated with our plan. While we know that for many making the change was an inconvenience, the end result was a savings in premium. We had many experiences reported over the last year regarding the change. Some were not happy with any change at all, but most understood the need for change. Others were not happy with the process. While we apologize for any inconvenience, we hope that everyone is satisfied with the final result. I have not received reports from anyone saying that their premiums are now higher. I have not had any reports of someone who did not get properly enrolled. Please remember, that was the final goal, to lower premiums and save members money. We will continue to move members into the open market for their insurance supplement needs as our members turn 65 and/or become Medicare eligible.

Working Members and pre-Medicare Retirees

Health care cost trends continue to sky rocket. Premiums for our pre-Medicare retirees have gone up dramatically in 2013. The trustees are working diligently to try and suppress the escalating costs. We are looking at changes to our plan for these participants. Some of the new laws for health care that will take effect Jan. 1, 2014, will severely impact the costs to our plan. Among the changes are: No cost preventive care and unlimited life time maximums. Now at first glance, we can all agree that these are good things, but somehow we have to pay for these changes. These good changes come with a high price tag. And again, like the Medicare supplement program, our plan can't benefit like plans in the open market that are able to use government subsidies that will become available on the new "Health Exchange".

To me, it's quite simple, we have to change. At our Local wide meeting on Jan. 5, 2013, we discussed some of the possible changes. There were members that agreed that we have to look at some other ways to deliver our health care and there were some that wanted no change to our plan. As the president of the local union and the chairman of the Health Fund, I have to look at ideas that will benefit all of our members. Not just a few. Not just the members that are most intensively employed, but all of the members. I have to find solutions that benefit everyone.

It's time that we look at the "composite rate" where everyone pays the same rate regardless if they are married or have children. It's time to look at offering coverage to suit the needs of individuals. A healthy 25 year old doesn't need the same coverage as a 55 year old. When a husband and wife are both working, they both shouldn't have to pay for insurance to cover each other. When a member is more intensively employed, they should be able to capture all of those hours and save them for a later date. When a member works very little, we should have a plan that can give them some basic coverage that they can afford. We are looking at all of these changes.

The open market for health care gives us many more possibilities to offer our members. We can offer a wide range of selections, from basic coverage to great coverage. We can find plans that will give us more discounts locally. There may be other plans that will be more suited to our members that have moved out of the area. Many members retire early and move to warmer climates. For these members our plans have to adapt to the area in which they live. When members live out of the network, this drives costs up for everyone. We are searching for better insurance for our members that are in this category.

Please look for more correspondence regarding this issue. Come to the Health Fair and stop by our booth. Come to local union and chapter meetings. And watch your mail for upcoming changes. The Federal and State laws regarding health care are changing constantly. We are doing our best to keep up with these changes and deliver to the members the best health care we can.

Pay Checks Stubs and Pay Roll Deductions

If you are ever uncertain of what you are reading on your check stub, don't be afraid to ask questions. You have the right to have your employer explain deductions. We can also help answer questions at the union office. We will gladly look into these issues and straighten out any problems regarding your payroll.

2013 Journeyman Upgrade Schedules

All journeyman are welcome to attend any upgrade with RSVP

Call 651-487-5500 or visit us online at www.bactraining.org

DLT: Duluth Labor Temple
MTC: Metro Training Center
ROC: Rochester Labor Hall

Date	Time	Branch Of Trade	Class
3/13, 3/27, 4/10, 4/27/13	4:30 - 8 p.m.	All Trades	Blueprint Reading
<i>Basic Blueprint Reading held every other Wednesday for four weeks. Class size is limited to 10 students.</i>			
3/29/13	8 - 1 p.m.	Brick/PCC	Stone Pavers/Mortar Set
<i>Learning and practicing techniques for setting stone pavers in dry tamp and thin set mortars. The class will include how to prep the base, mix slurries, dry tamp mortar, and thin set mortars, as well as introduce you to some of the admixtures, and reinforcements available for paver installation.</i>			
4/3/13	4 - 8 p.m.	Tile	Ardex
<i>Hands-on presentation of new and existing thin-set mortars, grouts (cement and epoxy) and crack isolation products.</i>			
4/4/13	4 - 8 p.m.	All Trades	Core4/PRO-10
<i>LUC developed PRO-10, a professional training course, to go beyond technical skills and develop cooperation and an understanding of each person's role in an effort to maintain and grow market share.</i>			
4/12/13	8 - 2 p.m.	Brick/PCC	Ashlar Stone
<i>Basic knowledge and hands-on practice in identifying and laying out ashler stone pads.</i>			
4/26/13	8 - 2 p.m.	Brick/PCC	Mechanical Set Granite/Stone
<i>Fundamental knowledge and skills in the methods of mechanically set stone.</i>			
5/8/13	4 - 9 p.m.	All Trades	1st Aid/CPR/AED
<i>Safety Certifications through Minnesota Safety Council that includes 1st Aid, CPR, and AED (use of automated external defibrillator).</i>			
5/10/13	8 - 2 p.m.	Brick/PCC	Marble Plaster and Wire
<i>Basic knowledge and skills in plaster and wire methods of marble installation.</i>			

NOTE:

The Apprenticeship Training Center is now offering all members the opportunity to use the center's mockups to practice tasks and new materials that they may not perform or use on a regular basis while on the job. Please call 651-487-5500 to schedule. Let us know what you would like to work on and we will have it set up and ready to go.



Congratulations, Journeymen!

These journeymen completed the 64-hour Welding Course held at St. Paul College. Look for Welding I and Advanced Welding II being added to the fall 2013-2014 schedule. Call the training center for more details.

Corey Byrne, Spenser Dowd, Marvin Eiyneck, Willie Falck, Hudson Flemming III, Robert Frahm, Mark Granat, John Herman, Travis Hudlow, Sean Hudlow, Gary Jirovec, Brian Larson, David Mensing, David Penner, Rod Schmidt, Joshua Spinler, and Joe Vanek.

Wearing Out Injuries

WHEN You Report Your “Gillette” Injury May Affect Your Workers Compensation Benefits

Because of the repetitive and strenuous nature of work that union construction workers do, they often have “wearing out injuries” also known as Gillette injuries, such as degenerative changes in the shoulders, elbows, hands, low back and neck. The workers’ compensation law accepts these as work-related injuries in the same way it would accept injuries suffered from a fall or from lifting a very heavy object.

In 2012, the requirement of telling your contractor about your “wearing out injury” was changed. You are required to give notice or tell your contractor about your “wearing out injury” within six months or you may be completely prevented from making a claim for workers’ compensation benefits.

Previously, the six month period began to run only after a physician wrote in a medical note stating that the wearing out condition was work-related. The law was changed to require notice within six months of a significant event related to the “wearing out injury” such as surgery or a significant loss of time. This new “notice” requirement poses a very serious threat to union construction workers suffering these types of work injuries. To be safe, tell your contractor you have a work-related injury whenever you lose more than two weeks of time or undergo significant medical care for this type of injury. If you do “give notice,” tell a co-worker that you did this because sometimes management “can’t remember” that you told them about your work injury.

Anderson Is Denied Workers Compensation Benefits Did Not Provide Employer with Timely Notice of Gillette Injury

In the case (Karl L.) Anderson vs Frontier Communications a decision was made by the Minnesota Supreme Court on Aug. 10, 2012. This case addressed the issue of when a Minnesota worker is required to report to his employer an injury that does not happen at one specific moment, but rather is a wear and tear injury that occurs over the course of time, called a Gillette injury. When this injury actually occurs is the difficult part of determining when the 180 day reporting period begins to run.

In the Anderson case the Supreme Court stated that a worker that has experienced a Gillette injury must report this to his or her employer within 180 days after “it becomes reasonably apparent to the employee that the injury has resulted in, or is likely to cause, a compensable disability”. Generally, a conversation with a physician about the specific work activities an injured worker performs on a day-to-day basis and a doctor’s comment that the injured worker’s work activities probably or likely caused the current medical condition would be sufficient to provide enough information to start the clock ticking on the 180 days.

Anderson failed to notify his employer of his injury in a timely fashion resulting in denied workers’ compensation benefits.

If you have any questions, please contact BAC Local 1 office at 612-379-2966 and we can refer you to workers’ compensation attorneys.

Catamaran – New Program for Prescription Benefits

The BAC Local 1 MN/ND Health Fund is pleased to announce that Catamaran began administering your prescription benefits program on Feb. 1, 2013.

ID Cards and Locations – Your Health Fund medical card is also your new Catamaran ID card. Simply bring your prescription and your ID card to one of more than 64,000 pharmacies participating in your new pharmacy network.

Catamaran Home Delivery/ Mail Order Benefit – Mail order is a convenient way to receive

maintenance medications that you and your eligible dependents use on a regular basis. Save money on co-pays, too. If you are currently using a mail order pharmacy, you will need to change to Catamaran home delivery.

Secondary Relief Discount – The Health Fund and Catamaran have partnered to establish a secondary relief discount for union members and their families. Should you lose benefits because you are no longer working or not working enough hours to maintain benefits, you may continue to use your ID card

to receive discounts on both brand and generic prescriptions where applicable.

Visit www.mycatamaranrx.com and set up your own personal account. This secure Web site helps you find a nearby pharmacy, refill mail order prescriptions, view your claims, research your medications, and much more!

Call Catamaran Member Services at 1-866-795-6816 if you have any questions regarding our new prescription benefits program.



Oakdale, MN

Metro Area Holiday Chapter Meeting at the Prom Center on Dec. 10, 2012

From the left: Vice President Richard Kentzelman, Executive Vice President Mike Hawthorne, 25-year member Dallas Smith, 25-year member Ben Ibarra, President/Secretary – Treasurer Mike Cook, and Vice President Terry Wong.



Grand Forks, ND

Gold Card Dinner at the American Legion on Nov. 15, 2012

From the left: Business Representative Randy Carlson, 50-year member Terry Litchy, and Vice President Richard Kentzelman.



Save the Date!

July 13, 2013

**ATV Member Ride
Stompin' Grounds Lodge & Camping
Akeley, MN**

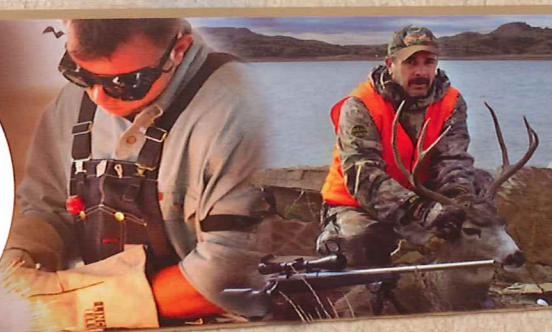
**Camping available. Call Mike Ganz at
612-865-0343 with questions.**



Oakdale, MN

Apprentices Swearing In at the Prom Center on Dec. 10, 2012

Front row, from the left: Vincent Frank, Brad Schroeder, Darrow Sherrod, Dawada Deputie. Back row, from the left: Instructor Dave Mensing, Matt Tusing, Issac Hale, Anthony Reinertson, Joel Kempenich and Apprenticeship Coordinator Rick Martagon.



**Attention Hunters,
Anglers and
Outdoor
Enthusiasts:
BAC Becomes
USA Charter Union**

YOU ARE UNION. YOU ARE SPORTSMAN. YOU BELONG.

**Join the Union Sportsmen's Alliance Today
FREE Membership for BAC Members**

Share your passion for the outdoors with thousands of members of the building trades and other AFL-CIO unions.
Help to conserve places to hunt and fish, now and for future generations.

As a member you'll receive discounts on outdoor gear, the latest hunting and fishing news and tips, plus chances to win fantastic prizes and trips, and much more.

Join today! Go to www.JointheUSA.com and select "Free Charter Partner Membership."

MILESTONES



During 2013, many BAC Local 1 members will be celebrating significant anniversaries of having joined the union. Valued longtime members who are marking these milestones are listed below under their original locals.

#1 MN-St. Paul 25 Years

Bart Carroll
Kip Denisson
Joey Droel
Steven Fedder
Jeff Halverson
Hugh Hatch
Steven Huntington
Saul Ibarra
Myron Jabs
Everett LaBuda
Craig Lundberg
Ronald Och
Steven Schutz
Harold Van Dorp

40 Years

Neal Barrette
Frederick Orme
Terry Sherman
John Skradski

50 Years

David Huntington
Steven Knudtson
Milan Krohn
Richard Miller
Helmut Wirkus

#2 MN-Minneapolis 25 Years

Peter Bauer
Mark Bigler
Ralph Corgard
Keith Diederichs
Brian Gruenhagen
Ronald Jones
Clifford Lutz

Lance Perron
Terry Pierce
Arthur Rupp
Jeffrey Russell
Danial Steman
Damon Voight

40 Years

David Benkowski
Thomas Dotseth
Daniel Evans
David Heggstuen
Darrell Jones
Thomas Judge, Sr
Gordon Meagher
Daniel O'Neill
Gerald Remus
Michael Renslow
Craig Weise

50 Years

Paul Blanchette
Lloyd Fredrickson
Jack Hlavacek
Bruce Johnson
Larry Lauer
Harry May Jr
Darrel Olson
Harold Puppe
Steven Schroeder
John Speckel
Monte Young
Robert Zellner

#3 MN-Duluth 25 Years

Thomas Appicelli

50 Years

Francis Schaa

#4 MN-St. Cloud 25 Years

Randy Lommel

40 Years

Gerald Brown
Charles Sauer

50 Years

Vernon Koshiol

#6 MN-Springfield/ New Ulm

25 Years
Michael Mages

#8 MN-Rochester 25 Years

Gerald Benike
Robert Hanson
Richard Reise
Michael Russell
John Westby

40 Years

David Hansen

50 Years

Raymond Vik

#10 MN-Faribault

50 Years
Fred Smith

#15 MN-Brainerd

25 Years
Richard Steinle

40 Years

George Keeping
Andrew Papp
John Rund

50 Years

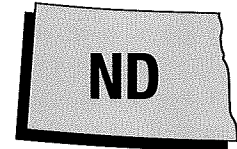
Gordon Pierce
Thomas Pinkerton

#17 MN-Red Wing 25 Years

Daniel Frandrup
Richard Frandrup

#18 MN-Tile Layers-Metro 25 Years

Bruce Craig
Neil Johnson
Robert Johnson
Arthur Olson
Eric Olson
Ronnie Sticha
James Vail



#1 ND-Fargo 25 Years

Rick Grandbois

40 Years

Rocky Gabel
Mark Perius

50 Years

Gene Rosemore
Glenn Weiss

#2 ND-Minot 25 Years

Michael Holm

40 Years

Thomas Lock

#4 ND-Bismarck 25 Years

Rod Belgarde

January Pension Payments

As some retirees experienced, the January 2013 pension payments were deposited in bank accounts later than usual. This was for two reasons. First, the Pension Fund office cannot process pension payments prior to January 1. Since January 1 is a banking holiday, January payments will always be delayed until January 2 or January 3. The second reason for the delay was due to a processing error at Zenith. The error has been fixed. We apologize for any inconvenience this may have caused.



Building Trades Credit Union

Banking made simple. 4U.

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- > Visa Debit Card
- > Online Banking & Bill Pay
- > NEW! Mobile Banking

*Plus Great Rates on
New & Used Car Loans,
Boat Loans, Personal
Loans, & Home Loans!*

Visit us online at www.buildingtradesCU.com
or call us today at 1.800.496.2460.

IMI Welcomes Mark Swanson as the New Director Busy Year Ahead for Minnesota Native

IMI has several roles, but the bottom line is creating more BAC Local 1 MN/ND job opportunities. IMI delivers skilled training to our members and professional education to the design community as well as building owners. It educates the entire building team demonstrating that masonry provides the best solution for a project, especially when combined with skilled union craftworkers.

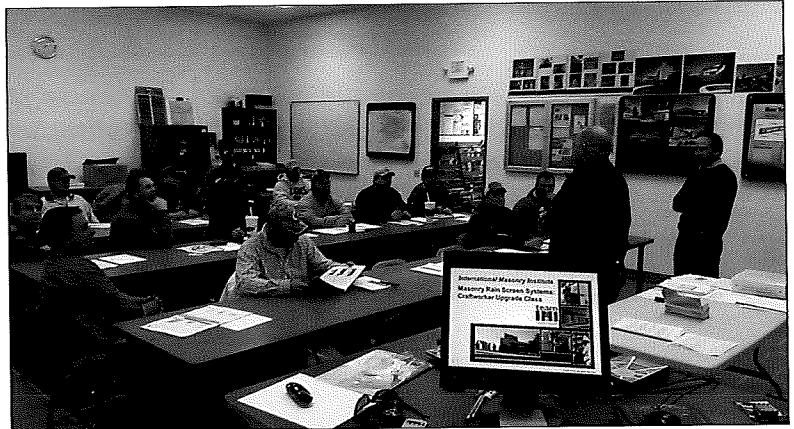


IMI welcomes Mark Swanson as the new Director of Industry Development and Technical Services in the Minnesota area office.

IMI welcomes Mark Swanson, AIA, LEED AP BD+C, NCARB as the new Director of Industry Development and Technical Services in the Minnesota area office. Swanson, who grew up in Minneapolis, worked for the Architectural Alliance, Ryan Companies US, Inc. and OPUS in Minneapolis, and MulvannyG2 Architecture in Washington, DC. He has a diverse background in all phases of architecture and construction as well as Building Information Modeling (BIM) and is a welcome addition to team IMI.

Swanson has hit the ground running and has been involved in many programs. He plans on taking full advantage of the BAC training center in St. Paul for a series of "Masonry Days" in 2013. "I believe that educating the design professional is critical to building an understanding and appreciation for what BAC skilled craftworkers bring to a building project and vice versa," says Swanson. He has been assisting Dave Mensing with the U of M architecture student class at the training center. "These future architects will gain an understanding and knowledge of masonry that will benefit the industry for years to come," Swanson said.

In January, Pat Conway, AIA, the Wisconsin area director along with Terry Hays, the west regional training director, assisted Swanson with a class on rain screen wall concepts and installation procedures to a local contractor who will be installing the system on a project in St. Paul. IMI's Indiana-Kentucky Director, Dave Collins, CSI, was at



In January, Mark Swanson assisted with the Rain Screen Upgrade Program at the training center in St. Paul.

the St. Paul training center the first week of February conducting a Grouting & Reinforced Masonry Certification with Swanson for journeymen and apprentices. IMI will be conducting Supervisor Certification Program (SCP) Foreman Training – Level 2 in late February at the training center.

The Minnesota Masonry Coalition is up and running and Swanson is following up with structural firms visited last year. He is also targeting new structural firms with IMI Director of Engineering Diane Throop, PE, and Sam Rubenzer, P.E., FORSE consulting. The goal this year is implementing a quick response team that can assist these firms in designing their projects with structural masonry.

The Vikings stadium is at the forefront for local projects. A team from IMI including Swanson is heading to Dallas to meet with HKS and Thornton-Tomasetti in February. He has been reaching out to the locally selected architectural and structural firms as well.

Swanson will also be speaking at the Construction Specifications Institute (CSI) North Central Conference in Minneapolis this May and will be advocating craftworker certification language in specifications.

He has also been reaching out to the Bismarck Public School district providing booklets on why masonry for schools is the best choice. "I am excited in finding ways to help out Randy Carlson as well as Mike Ganz in the outstate areas," he says.

To learn more about the International Masonry Institute, visit www.imiweb.org or contact Mark Swanson at mwsanson@imiweb.org.

NEW MEMBERS

We welcome our new members...

Curtis Ahlm	James Ficek	Jonah Sauter
Michael Charboneau	Benjamin Goodman	Dave Tucker
Charles Connelly	Daniel Gray	
Bruce Dahlstrom	Chad Lindberg	

RETIRED MEMBERS

**Congratulations to the members who retired during 2012.
We wish them a long and happy retirement.**

#1 MN—St. Paul

William Behnke
David Bloomquist
Bart Carroll
Andrew Cook
Howard Dehaan
Robert Erickson
John Fellegly
Keith Gallmeier
Mark Gibson
Steven Huntington
Robert Marthaler
James Mrozik
Daniel Norton
Donald Peterson
Gregory Spanier
Lawrence Strese
Mark Wohlwend

#1 ND—Fargo

Paul Sperial

#2 MN—Minneapolis

John Bauman
Terry Brown
Richard Cowan
Galen Gunderson
Mark Johnson

Gary Schahn
Ronald Schmid
Dennis Schmidt
Steven Staple

#3 MN—Duluth

Stanley Bednarek
Kenneth Klefsaas
Michael Klingelhoets
Michael Kytola
Lee Lindahl
Gelario Marlow
Kyle Wilton

#3 ND—Grand Forks

Adam Adamsen

#4 MN—St. Cloud

Donald Eveslage
Jay Ferdelman
Ronald Peterick
David Vos
Patrick Zehrer

#4 ND—Bismarck

Cary Reindel

#6 MN—New Ulm

Larry Depyper

#8 MN—Rochester

Gregory Amundson

#15 MN—Brainerd

Timothy Hardwig
Darrell Hoie
James Knowles
John Rund
Jack Williamson

#16 MN—Hibbing/ Virginia

Barry Buria
Joseph Debaere

#17 MN—Red Wing

LeRoy Goranson

#18 MN—Tilelayers- Metro

Ronnie Jolly
David Nelson
David Sandstrom



DECEASED MEMBERS

We are sorry to report the deaths of these members who are listed under their pre-merger locals.

#1 MN—St. Paul

Earl Bixby
William Fleischhacker

#2 MN—Minneapolis

Alfred Schrupp
William Smith, Jr.

#8 MN—Rochester

Marvin Carlson

#18 MN—Tile

Daniel Murphy

Please notify us if you know of any member that has passed away. It is always our intention to send flowers or a memorial to the funerals of BAC Local 1 MN/ND members. However, we are not always informed until after the funeral. The Local also has to send out applications for death benefits to the family. Once the local union is notified we pass the information to Zenith American Solutions and to the international union. They in turn will process any other pension, health or death benefits that the member might have. Your help is appreciated. Please keep your beneficiary information up-to-date. Incomplete or missing information makes the process harder during an already tough time for the family.

Helping injured people for over 60 years.	
<p>Auto Accidents Medical Malpractice Workers' Compensation Wrongful Death Construction Accidents</p>	<p>Sieben Grose Von Holtum & Carey PERSONAL INJURY ATTORNEYS</p> <p>knowyourrights.com</p> <p>612-333-4500 • 1-800-4-RIGHTS Minneapolis • Lakeville • Duluth • Fairfax 901 Marquette Avenue, Suite 500, Minneapolis, MN 55402</p>



2013 CHECK YOUR CALENDAR FOR IMPORTANT DATES

Please clip the calendar and post it in a convenient spot so it's handy when you want to check meetings and events.

Chapter 1-Minneapolis-St. Paul
312 Central Ave., Minneapolis:
4:30 p.m. Mar. 11, May 13, June 3,
Aug. 12, Sept. 9, Nov. 11
Prom Center, 484 Inwood Ave.,
Oakdale: All Metro members
7 p.m. Dec. 9

Chapter 3-Duluth-Hibbing-Iron Range
Duluth, Duluth Labor Center:
5 p.m. Mar. 13, June 12, Sept. 11,
Dec. 11
Hibbing, Electricians Hall: 7 p.m.
May 8, Aug. 14, Nov. 13

Chapter 4-St. Cloud-Brainerd
St. Cloud Labor Home,
1903 4th St. N.: 7 p.m. Mar. 6,
May 1, June 5, Aug. 7, Sept. 4,
Nov. 6, Dec. 4

Chapter 8-Rochester-Faribault
Rochester, Rochester Labor Hall:
7 p.m. Mar. 4, Sept. 9, Dec. 2
Faribault, VFW: 7 p.m. May 6,
Aug. 5, Nov. 4

Chapter 11-Mankato-New Ulm
Mankato, Mankato Eagles Club:
7 p.m. Mar. 7, June 6, Sept. 5,
Dec. 5
New Ulm, American Legion:
7 p.m. May 2, Aug. 1, Nov. 7

Chapter 15-Bemidji and ND
Bemidji, Elks Club: 7 p.m. Mar. 14,
May 9, June 13, Aug. 8, Sept. 12,
Nov. 14, Dec. 12
Bismarck, AmVets: 6 p.m. Mar. 22,
10 a.m. Mar. 23 (Wage Allocation
meeting)
Dickinson, St. Anthony Club:
7 p.m. Dec. 19
Fargo, F.M. Labor Home:
7 p.m. Mar. 26 (Wage Allocation
meeting), June 25, Sept. 24, Nov. 20
Grand Forks, E. Grand Forks
American Legion: 7 p.m., Mar. 27

(Wage Allocation meeting), June 26,
Sept. 25, Nov. 21
Minot, VFW: 6 p.m. Mar. 21, May
23, Aug. 29, Sept. 19, Dec. 18

GOLD CARD DINNERS
Letters will be mailed.

Metro Area Gold Card Luncheon
Prom Center, 484 Inwood Ave.,
Oakdale: 11 a.m. July 11

Chapter 3-Duluth-Hibbing- Iron Range
Duluth area: Radisson Hotel,
6 p.m. Oct. 11
Iron Range: Valentini's, 6 p.m. Oct. 12

Chapter 4-St. Cloud-Brainerd
St. Cloud Eagles Club: 6 p.m. Apr. 6

Chapter 8-Rochester-Faribault
Rochester, Rochester's Eagle Club:
6 p.m. June 7

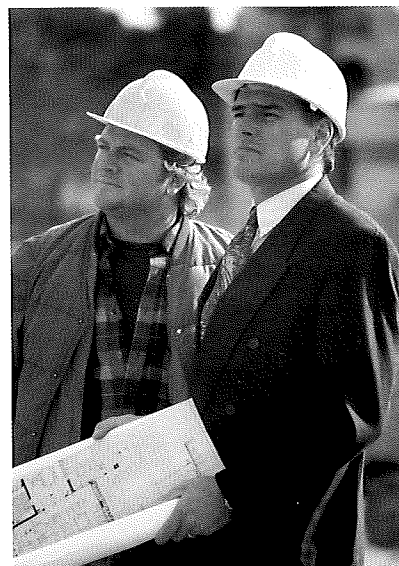
Chapter 11-Mankato-New Ulm
Mankato, Mankato Eagles Club:
6 p.m. Apr. 26

Chapter 15-Bemidji and ND
Bismarck, AmVets: 6 p.m. Mar. 22
Nevis, MN, Bullwinkle's: 6 p.m.
Apr. 20
Minot, Minot KC: 6 p.m. Mar. 21

OTHER EVENTS

Retirees Club Breakfast meetings
Jax Cafe, Minneapolis
9 a.m., Mar. 28, Sept. 26, Dec. 5

Duluth area Retirees meetings
Miller Hill Mall Perkins, Duluth
9:30 a.m., First Wednesday of
each month



Iron Range Retirees Breakfast meetings
Iron Kettle, 9 a.m., Chisholm
Third Monday of each month

St. Cloud Retirees Breakfast meetings
Brigittes Café, 9:30 a.m.,
Third Thursday of each month

Executive Committee meeting
312 Central Ave., Minneapolis
9 a.m. Apr. 5, Oct. 4

Semiannual Meeting-All of MN and ND
312 Central Ave., Minneapolis
9 a.m. Apr. 6, Oct. 5

Chapter 1 Apprenticeship Banquet: 6 p.m. Mancini's Char House, May 2

BAC Golf Tournament
Pheasant Acres: 7 a.m. July 27

Chapter 3 Golf Tournament
Grandview Golf Links, Duluth
8 a.m. Sept. 7

SAVE THE DATE

MN Ceramic Tile Annual Informational Meeting, April 10, 7 p.m.

Held at the Radisson Hotel Roseville, 2540 North Cleveland Avenue, Roseville, MN 55113.
We have several new investment options and a new Fund Investment Advisor.



QUARTERLY UPDATE

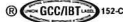
Quarterly Update is published four times a year by Bricklayers & Allied Craftworkers Local 1 Minnesota/North Dakota to communicate with its members.

Postmaster: Send address corrections to Bricklayers & Allied Craftworkers Local 1 Minnesota/North Dakota, 312 Central Avenue, Suite 328, Minneapolis, MN. 55414.

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QUARTERLY UPDATE

Bricklayers & Allied Craftworkers
 Local 1 Minnesota/North Dakota
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 Minneapolis, MN 55414



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GOVERNMENT



POLITICS – Our Issues

By Shar Knutson,
 President of the
 Minnesota AFL-CIO

An Agenda for Dignity & Fairness

In 2011 and 2012, bill after bill was introduced to curtail the rights of working Minnesotans. It seemed like the Legislature had it out for us. Well, in January, that all changed. The new majorities that Minnesotans elected to the state House and Senate took office. These are lawmakers who care about and will be strong advocates for middle class families. That's why the Minnesota AFL-CIO is presenting a few ways that lawmakers can demonstrate that commitment while protecting and growing the middle class. We're calling it the Agenda for Middle Class Dignity & Fairness. The four bills that make up the agenda are:

Minimum Wage Act

- Raises the minimum wage to \$10.55
- Indexes the minimum wage to



- inflation each year thereafter
- Preserves Minnesota's prohibition on wage penalties for tipped employees

Employer Lockout Accountability Act

- Provides unemployment benefits to workers for the lockout's duration
- Adds a penalty to an employer's unemployment tax bill if they lockout employees

Worker Freedom Act

- Protects privacy by giving employees the freedom to walk away from employer speeches aimed at changing their vote, other political actions, or religious beliefs and practices
- Bars employers from firing or

- disciplining workers who choose not to attend mandatory indoctrination meetings
- Protects whistleblowers who report such coerced meetings

Credit Privacy in Employment Act

- Bans credit checks for employment decisions related to hiring, termination, promotion, demotion, discipline, compensation or other terms and condition of employment
- Bars employers from requesting the job applicant's or employee's credit history for these purposes
- Bars employers from refusing to hire an applicant who refuses to authorize the credit report, where the report is not required by state or federal law
- Information if it is required by state or federal law for employment purposes with written authorization from the employee or applicant

This new Legislature has an opportunity to chart a new course and produce positive change for middle class families. We hope they seize the opportunity.