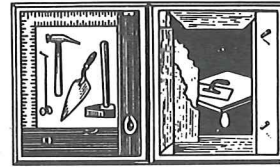


# QUARTERLY UPDATE

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



VOLUME 4, NUMBER 1

MARCH 1996



GARY GOBLIRSCH SAYS

## *Pension increase better ensures secure retirement*

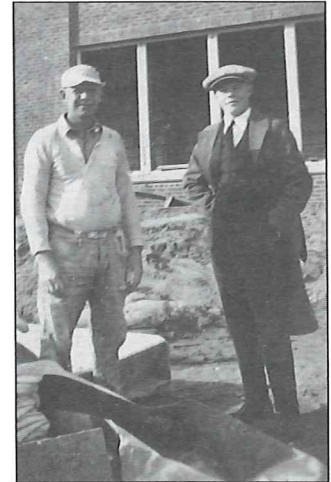
**A** PENSION IS ONE OF THE MOST important benefits Local 1 can provide for bricklayers and their spouses, and ensuring that our members can retire with both dignity and economic security has been one of my top priorities.

So, I am especially happy to report that on Jan. 13, bricklayer members held a special membership meeting where the majority voted to increase the pension

contribution rate 50 cents per hour, effective May 1, 1996. That increase, once approved by the Trustees of the Pension Fund, will increase your pension accrual rate for service on and after Jan. 1, 1996, by \$27.50 per month. The new accrual rate will then be \$116.75 per month.

It's hard to believe that the total pen-

*Please turn to GARY on next page*



**Axel Ohman** recollects the good and bad times in a profile on Page 3. Through it all, he never forgot his Swedish heritage. In the photo above, Ohman (right) is pictured on an Appleton, WI, job site in 1924.

## *International's new name fits the times*

Our international union has a new name. We are now members of The International Union of Bricklayers & Allied Craftworkers. The change was overwhelming approved by delegates to the 1995 trowel trades convention in Chicago to more accurately reflect the make-up of our membership.

IU President John T. Joyce said by changing the word craftsmen to craftworkers, "we have made our organi-

zation and its name inclusive. We do not want to exclude members or a potential group of members."

The convention's Committee on Constitution and Laws noted that the "old practice" of referring to workers in the trowel trades as if they were all men is both inaccurate and exclusionary. The resolution also calls for future IU documents to be written in gender neutral language, and encourages locals to do the same. ■

### KEEP IN TOUCH

**LOCAL TELEPHONES**  
612-379-2966 AND 612-379-4230  
**OUTSTATE TELEPHONE**  
1-800-257-8636  
**FAX**  
612-379-8754

### INSIDE QUARTERLY UPDATE

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C O M M E N T A R Y

## GARY: Several other pension proposals under consideration

*Continued from Page 1*

sion accrual rate in 1985 was also \$27.50 — the same as your new increase will be. Back then, a \$100 accrual rate was just a dream a few of us had; now our pensions will be even better. In fact, some bricklayers will earn pensions of \$2,000 per month when they retire this year

**I**N ADDITION TO THIS INCREASE, several additional pension proposals were discussed. Some of these were:

- Lowering the age for an unreduced pension from 62 to 60.
- Lowering the reduction factors for early retirement.
- Increasing retirement benefits to help pay the cost of health coverage for early retirees, before they become eligible for Medicare.

The next meeting of the Pension

Fund Trustees will be in April and all of these items, and others raised at the meeting, will be discussed. We will then request that the Fund's actuary, The Segal Co., research each of these proposals. Once this is completed, we will report the findings to you, just as we did on the Health and Welfare Fund questionnaire. There will be more details in the next issue of *Quarterly Update*.

There were also some questions raised about the difference between the bricklayer pension plan (where you earn a set dollar monthly benefit for each year of service) and a percentage of contribution plan (where your monthly benefit is a set percentage of the total contribution).

According to The Segal Co., both your pension and a percentage of contribution pension are what are known as defined benefit pensions (the pension is a set dollar amount

per month). Both of these are very good pensions, and each will have advantages over the other depending on the situation. Remember that both of these use every dollar they have, after paying their ongoing expenses, to pay pension benefits. Each just divides the pie or available funds differently.

**O**UR PENSION COULD BECOME A percentage of contribution pension, but making that change would not change your benefits. Unless you change how the pie is divided, your piece will not increase.

Over the last few years, I sought advice and guidance from former trustees who were instrumental in building our pension fund.

While we will all share in the benefits of an improved pension, it was their foresight and wisdom that created the base on which we are building. ■

## *Health and Welfare Trustees respond to membership*

President Gary Goblirsch, in the September edition of *Quarterly Update*, solicited the membership's views on benefit improvements for the Bricklayers Health and Welfare Fund.

A significant number of members responded; their views were presented to the Trustees of the plan at the December Health and Welfare Trust meeting.

As a result of the Fund's positive experience in 1995, money was available for several significant benefit improvements without a corresponding increase in the contribution rate.

The Trustees took action to improve your benefits in the following ways:

- The Trust entered into a contract with Delta Dental of Minnesota, which provides significant discounts to bricklayer families and the Fund.
- The per person dental benefit was increased from \$500 to \$1,000 for charges incurred after Jan. 1, 1996.
- Maximum bank hours changed from 1,200 to 1,600. (Remember, only hours in excess of 400 per quarter are banked on your behalf).
- Eligibility is now based on 375 hours per quarter, rather than the previous 400 hours.
- Vision benefits increased from \$100 to \$175 per person, every two years.
- The family deductible has been lowered from \$400 to \$300 per year.
- The individual "out-of-pocket" maximum (after deductible) was lowered from \$3,000 to \$2,000.
- The hospital expense benefit was greatly improved.

These changes are all in addition to other improvements made to the plan in 1995.

Your voice is important in determining the changes to the plan.

The Trustees are grateful for your input and hope to continue an active discussion with the membership on how to best meet the needs of bricklayer families. ■

PROGRESS REPORT

*President Goblirsch: Market Recovery is a 'win-win situation for our members and their families.'*

# PROGRAM HAS RECOVERED 194,074 HOURS

**T**HE MINNESOTA STATE BUILDING AND CONSTRUCTION TRADES MARKET RECOVERY PROGRAM — a tool to keep work from going to non-union contractors or to win it back — has recovered 194,074 work hours for Local 1 members since it started in 1993.

President Gary Goblirsch said Market Recovery is a “win-win situation for our members and their families,” because the program increases the hours of available work, while building up the fringe benefit funds for all of our members and families.

“These are all union jobs,” Goblirsch said.

“Our members, and the members of all other crafts, receive union wages and benefits, and the general contractor and sub-contractors abide by the terms of union agreements.”

The state program targets general contractors who are bidding jobs, and then uses bid supplements or other strategies to help union contractors secure the work.

Chapters 1, 2, 4, 11 and 18 are all now part of Market Recovery, which has been extended for another 18 months.

**T**OM HANSEN, DIRECTOR OF THE state program, said by December of 1995, Market Recovery had targeted 100 jobs and recovered more than 2 million hours for building trade members.

Project agreements have been reached on 61 of these targets, and all have signed union contracts. Targets were pulled on 6 jobs and returned on 4; 26 were lost and three are undecided.

Targets have been issued on jobs ranging in value from \$100,000 to

*“The Minnesota Market Recovery program is the most comprehensive ever attempted on such a broad, multi-union scale. We’re continually getting calls from around the country for advice on how to set up similar programs.”*

- Tom Hansen, director of the Minnesota State Building and Construction Trades Market Recovery Program

\$30 million.

Market Recovery is funded by union dues, and so far the program has paid out \$954,482 to help unionized general contractors secure work.

“Part of the success of this program is that we’re being very aggressive,” Hansen said.

“Our state building trades research department knows what jobs are coming up six months ahead of time, and we immediately meet with owners and managers.”

**W**HILE MARKET RECOVERY was started to increase organized labor’s share of the construction industry, its ultimate goal is to organize non-union contractors.

Hansen said this goal is also being met — non-union contractors are signing union contracts.

The program was launched in the Twin Cities, but eight building trades councils now participate, covering most parts of the state.

“The Minnesota Market Recovery program is the most comprehensive ever attempted on such a broad, multi-union scale,” Hansen said.

“We’re continually getting calls from around the country for advice on how to set up similar programs.” ■

**P E O P L E**

**BRICKLAYERS  
AND ALLIED CRAFTWORKERS**

**APPRENTICESHIP TRAINING COORDINATOR**

**Position Available**

The Board of Trustees of the Minnesota Bricklayers and Allied Craftworkers Apprenticeship Training Fund will be accepting applications for the position of Apprenticeship Training Coordinator. The Coordinator will be responsible for the administration of the apprenticeship program established by the Board. The successful candidate will possess a work history that includes substantial experience as a journeyman bricklayer. A certificate of completion of Apprenticeship from the State of Minnesota, Department of Labor and Industry, Division of Voluntary Apprenticeship, is required. The Coordinator is required to be responsible, dependable, motivated, trustworthy, and goal directed. The Coordinator must be able to successfully work with the Board of Trustees, contractors, instructors, apprentices, and others who have contact with the program.

**REQUESTS FOR APPLICATION FORMS MUST BE  
MADE IN WRITING TO  
GARY GOBLIRSCH AT LOCAL #1.**

Statements of interest may be submitted with the application form. Applications will be received at the office of the local union, addressed as follows:

**APPRENTICESHIP COORDINATOR APPLICATION**

Attn: Gary Goblirsch  
Secretary, Board of Trustees  
Bricklayers and Allied Craftworkers  
Local No. 1, Minnesota  
312 Central Avenue North, Suite 328  
Minneapolis, MN 55414

Applications will be accepted until June 1, 1996.

If you have questions regarding this position, please inquire at Local No. 1.

**T. E. A. M. assists  
with broad range of  
personal problems**

With the escalating problems in our society and the increasing stress levels in most of our lives, more and more of us are facing personal problems that we don't know how to handle. All too often, we are just as confused about how to find the right kind of help.

Fortunately, T.E.A.M. Inc., which specializes in meeting the needs of union members and their families, is available to help Local 1 members and their families deal with a wide range of problems, including family/marital, alcohol and other drug dependencies, addictions, financial, emotional and legal.

Short-term and assessment counseling is free to you and your family, since Local 1's Health and Welfare Fund has already paid for the service by contracting with T.E.A.M.

If it's decided you need a special kind of help and that you should work with a specialist in the community, such as a doctor, lawyer, psychologist or counselor, the financial responsibility will be yours. Some of these costs may be paid for as Health and Welfare benefits or are available on a sliding fee scale.

Counseling is confidential — no one will know that you sought help or will be told what was discussed, unless you want them to know. Counseling is accessible — you'll be seen quickly, appointment times are flexible and the program is conveniently located throughout the Twin Cities. T.E.A.M. is available in a crisis — you can reach a counselor by phone 24 hours a day, 365 days a year.

If you need help finding solutions for your personal problems, you can reach T.E.A.M. by calling 642-0182 or (800) 634-7710. ■