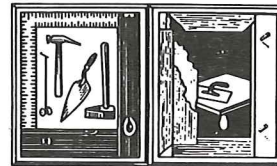


# QUARTERLY UPDATE

- Bricklayers
- Stone Masons
- Tile Layers
- Marble Masons



- Blocklayers
- Finishers
- Shopmen
- Cement Masons

- Pointers - Cleaners - Caulkers • Concrete Products Specialists

VOLUME 8, NUMBER 3

SEPTEMBER 2000

## LISA COMPTON

• • •

### JOURNEYMAN BRICKLAYER

• • •

*'She's got a lot of brothers out there.'* – Wickstrom

By Merrily Helgeson



**Working in a male-dominated, demanding, strenuous profession has taught Lisa Compton (left) a lot. Some samples:**

**Coping with demanding physical work:** "... as you work, you build up endurance."

**About the beauty of bricklaying:** "Masonry can be very artistic....It's actually very beautiful, if you're given a chance to work more creatively with it."

**About women in the construction trades:** "I think there's a demand for women and minorities in this field. There are so few of them."

**A**SKED WHAT A BRICKLAYER LOOKS LIKE, most people wouldn't picture Lisa Compton. A 26-year-old who just graduated from her apprenticeship, she is one of a small but growing number of women entering the construction trades.

Compton represented BAC Local 1 in June at Masonry Camp, a annual gathering of 25 bricklayers and 25 architects on an island off the coast of Maine.

Masonry Camp is sponsored by the International Masonry Institute with the regular participation of the American Institute of Architects. In this remote location, bricklayers build what architects plan, and then architects build what the bricklayers plan. Each gets a taste of the other's work.

That trade-off is a major purpose of the camp, says Mark Wickstrom, BAC Local 1's apprenticeship coordinator and an instructor at Masonry Camp for the past six years.

"It's for breaking down barriers between the craftsmen and design architectural community," Wickstrom said.

"I've dealt with architects – it's a reality that they can graduate from the program never having been on a jobsite, never having had intimate contact with the material he'll design with every day of his life. We try to get the architect down in the dirt and playing in the mud."

Compton, in turn, got to play with architectural design and mechanical drawing. She liked it. She just

*Please turn to COMPTON on Page 7*

#### 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

**GOBLIRSCH:** Tile, Bricklayers Health Funds consider merger/**2**  
**BENEFITS:** Pension increases announced/**3**  
**YOU'RE INVITED:** Mark your calendar for Christmas Party/**4**  
**BRIEFS:** Get out and vote in primary and general elections/**5**



COMMENTARY

**T**HE TRUSTEES of the Twin City Bricklayers Health and Welfare Fund and the Minnesota Ceramic Tile and Allied Trades Welfare Fund are considering merging. The Tile Fund would be transferred to the trustees of the Bricklayer Fund, and Chapter 18 members would receive their health coverage through the Bricklayer Fund. This merger will be of benefit to the memberships of both funds.



GARY GOBLIRSCH SAYS

## Tile, Bricklayers Health Funds consider merger

The Segal Company has been hired to study the effects of a merger between the funds. Some preliminary data is now in, and it gives us a picture of the two funds. The Tile Fund has about \$7,380 in reserve for each participant, as compared to the Bricklayer Fund's reserve of \$7,960 per participant. Each fund would provide about 14 months of coverage.

In reviewing the work hours of the two groups, the difference is slight. The addition of the Tile participants (approximately 235 families) to the Bricklayers participants (approximately 1,340 families) will lower the per-participant cost of administration and give the group greater negotiating power with health care providers.

The biggest difference between the two plans can be found in retiree coverage. The Bricklayer Plan has adopted a pre-funding method of providing health care. This allows a career tradesperson to have substantially all his or her health care pre-funded on retirement, providing a lifetime of care for a member and spouse. The Tile Fund currently provides a \$50-per-month early retiree subsidy. The Tile participants, whose contribution rate currently is \$3.14 per hour, would need to be adjusted upward to match the Bricklayer rate to be able to obtain this benefit.

However, the trustees see this benefit as one of the most powerful retirement tools offered anywhere, and they feel the Tile participants should enjoy this retirement security.

The Bricklayers Fund allows 1,600 hours to be banked; currently, the Tile Fund allows 1,200 hours to be banked. After the merger, all participants would fall under the 1,600-hour bank rule. The Bricklayer Plan allows for a \$10,000 life insurance benefit; the Tile Fund has a \$3,000 benefit. After the merger, all participants would fall under the \$10,000. The Weekly Accident and Sickness benefit will continue at \$300 per week for both groups; this was an improvement that the Tile Fund adopted effective July 1, 2000.

A comparison of the benefits offered under both plans

resulted in the Segal Company finding that "Overall the benefits of the two funds are comparable and the Ceramic Tile members will fare quite well in a merger." If the trustees are convinced that this merger serves the best interests of the membership, we will bring about that result.

### *Vacation funds should merge*

**I**AM PROPOSING that the Ceramic Tile Vacation and Holiday Fund be merged into the Twin City Bricklayers Vacation Fund. It is a change that would mean improvements for both groups.

Bricklayers historically have received periodic interest payouts from the Vacation Fund, money that came from the larger fund's ability to earn interest and from forfeitures by individuals who had passed through the area and left monies unclaimed. The Ceramic Tile Vacation and Holiday Plan, by contrast, has never had an interest payout, to my knowledge.

If the two funds merge, the greater efficiency that comes with size would benefit both groups. Ceramic Tile members would also, for the first time, begin to receive periodic interest payouts from the fund. As members of the union, they deserve no less.

### *Twin Cities Chapter 1 created*

**T**HE ST. PAUL AND MINNEAPOLIS local union chapters have merged, because attendance at the two locations doesn't justify separate chapters. Effective January 2001, meetings for the new Twin Cities Chapter 1 will be held at the Labor Centre in Minneapolis, with the first meeting to be held Jan. 8.

The executive committee is continuing to explore ways to make the Local more efficient, but also member-friendly and responsive. Previously, the two chapters had identical issues, wage packages, fringe contributions and working conditions. I view this as a good economic decision for the Local. ■



BENEFITS & HEALTH

# PENSION BENEFITS INCREASE

BY JAMES R. LUNDQUIST  
*Executive Vice President*

**T**RUSTEES OF THE Twin City Bricklayer Pension Fund have announced new improvements to the pension plan. The benefit improvements come as a result of gains made by the plan, based upon superior investment performance over an extended period of time. The Pension trustees considered the report of the fund's actuary, Tom Del Fiacco, at their July 18 meeting. Del Fiacco indicated that the plan had achieved a "funding margin" of \$.43 cents per hour, or about \$6.8 million.

It was the consensus of the Board of Trustees that the following plan improvements be adopted as of Jan. 1, 2001:

1. **Increase** the accrual rate for service earned during the period January 1988 to January 1996 from \$104.00 to \$122.25.
2. **Increase** the accrual rate for prospective service (after Jan. 1, 2000) from \$137.50 to \$140.75.
3. **Increase** monthly pensions for retirees and beneficiaries on the rolls as of Dec. 31, 2000, by 4%.

Trustees will officially act on these benefit improvements at their September meeting.

As a result of these improvements, the benefit formula for participants with at least 160 contribution hours after May 1, 2000, who then retire on or after Jan. 1, 2001, would be:

1. **\$40.00** per pension credit earned before 1988, plus
2. **\$122.25** per pension credit earned from 1/1/88 through 12/31/95, plus
3. **\$126.50** per pension credit earned from 1/1/96 through 12/31/99, plus

4. **\$140.75** per pension credit earned on and after 1/1/2000.

Participants who are planning to retire in the near future should carefully examine their options. If you retire in November and get your benefit payment on Dec. 1, 2000, you would receive the 4% retiree increase but not the new benefit formula. If you retire in December and commence benefit payments on Jan. 1, 2001, you would receive the new benefit formula but not the 4% retiree increase.



If you have any questions regarding your retirement benefits, call Mike Cook or me at the Local 1 office. We can point you in the right direction to find answers to your questions regarding Bricklayer benefits.

### *Look carefully at pension, health funds*

The Twin City Bricklayers Fringe Benefit Funds offer a broad array of retirement benefits, both from the Pension Fund and the Health & Welfare Fund. When looking at your own situation, be sure to carefully look at the requirements for each Fund separately. Some of the ideas used in the Pension Fund are also used in the Health & Welfare Fund, but mean something a little different.

"Years of service," for instance, refers in the Pension Fund to a member's being fully "vested" - or owning full rights to an account - after five 1,000-hour years of credited service. But in the Health Fund context, the phrase refers to the 10 years of service that are required before a member is eligible for the retiree health care premium offset.

Mike and I both are prepared to help you get the answers you need on benefits questions. Stop by the Local 1 office or give us a call, and we will be happy to help. ■

BY MIKE COOK  
*Vice President and Business Representative*

**E**XPOSURE to crystalline silica dust at construction sites is a potentially life-threatening and widespread problem. The U.S. Occupational Health and Safety Administrations calls silicosis a "deadly but preventable disease," and lists early deaths that have included construction workers aged 42, 37, 49, 41 and 44. OSHA takes construction dust seriously, and so should you.

Some companies in the Twin Cities area have received recent warnings and fines from the

## AVOID SILICA DUST

Minnesota Department of Labor, Occupational Health and Safety Division, related to silica dust exposure. Practicing worksite safety can keep this hazard from jeopardizing your health.

The International Union of Bricklayers warns against exposure to silica dust created when concrete and masonry are cut while dry. Breathing the dust can cause respiratory infections; breathing it over an extended period can cause heart failure and lung cancer, and can increase a person's chances of getting lung dis-

eases like tuberculosis.

Fortunately, silica dust is not difficult to avoid. The simplest remedy is to wet down any surface you're going to cut, to keep silica particles from becoming airborne. OSHA also recommends that construction workers use saws that provide water to the blade, use commercially-available dust collection systems, minimize exposure to nearby workers, and use well-fitted respirators.

We have some educational materials available at the Local 1 office, and can direct you to other sources of information. ■



PEOPLE

MILESTONES

**AN APPRENTICE** Completion Banquet congratulated a group of hard workers. Front row, left to right, are Hugh Tunstead, Lisa Compton, Jamie Meyer, Jamie Olson, Jonathan Rose, Jeff McDowell, Keith Mayes, Daniel Aleckson, Jennifer NcNamee (Tile Finisher), Erik Gibson (Tile Finisher) and Samuel Rondeau. In the back row, L-R, are Richard Beattie, Timothy Hogan, Jade Shelley, Jake Tillotson, Thomas Hennek, Patrick Bump, John McAllister, Richard Benedict, Timothy Matheson, Robert Midas and Mark Mahowald. Not pictured: Daniel Schmidt.



CONGRATULATIONS

**NEW MEMBERS**

We welcome the 53 new members who have joined Local 1.

**Congratulations to:**

Nathan Alvermann  
Gerald Anderson  
Curt Arrigoni  
Richard Barber  
Lynn Bourdaghs  
Matthew Bowen  
Loren Capeti  
Eric Carlson

Jonathan Carlson  
Nathan Carlson  
Antoine Courtney  
Mevludin Dedic  
Timothy Doyle  
Ronald Eisenschenk  
Kent Fredeen  
Randy George  
Scott Gerard  
Daniel Groetsch  
Todd Hogen  
Sabahudin Jasenac  
Roy Jewett  
Charles Jewett Jr.  
Allen Jones

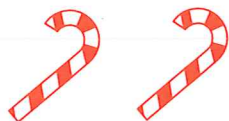
Steve Keiser  
Michael Learmont  
Dusan Lezaic  
Paul Meuleners  
Heikki Mikkola  
Brian Miklya  
Daniel Miller  
Napolean Miller  
Robert Nelson  
Mark Olson  
Daniel Onan  
John Paquin  
Lawrence Pauman  
Gerald Pearson  
Simeon Petrov

Dean Quigley  
Nathan Quigley  
Nick Quigley  
Nicholas Reuter  
Scott Robertson  
Jeffrey Rud  
Andrew Ryan  
James Sharpless  
Steven Stroschein  
Jerry Stroschein  
Larkin Stroschein  
Nathan Suchy  
Muhamed Tricic  
Ryan Utsch  
Thomas Welle

**DECEASED**

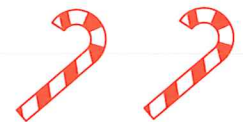
We are sorry to report the deaths of these BAC Local 1 members, and extend our deepest sympathy to their families and friends.

Daan Alken  
Richard Crossman  
Andrew Hudak  
Leland Larson  
Lawrence Letourneau  
Louis Minikus



You're invited...

Children's Christmas Party



**Date:** Dec. 2  
**Time:** 9:45 a.m.  
**Temporary North Pole:**  
Second Floor, 312  
Central Ave., Minneapolis

*Santa will visit the children and grandchildren of Local 1 members at the annual Children's Christmas Party. He'll stop by the Mall of America to pick up magician David Piccariello, who usually performs at Planet Hollywood. He'll bring our children some holiday magic.*

And, of course, there will be bags of candy for everyone...Don't forget to bring along your Christmas wish list.



BRIEFS

# GET OUT AND VOTE!



**T**HIS YEAR'S ELECTIONS in Minnesota are particularly important because the winning party, Republican or DFL, will control redistricting – the process in which legislators use results of new U. S. Census counts to draw voting district boundaries.

That means that what happens in the Sept. 12 Primary and Nov. 7 general election will affect unions and working families in Minnesota for the next 10 years.

A swath of legislative districts across the northern tier of the Twin Cities is particularly important, because many union members live there and could have a powerful effect on this year's election results.

Vote Sept. 12, and vote again Nov. 7.

## Absentee ballots

Every member of Bricklayer and Allied Craftworkers Local 1 has received a mailed form to use in applying for an absentee ballot. The ballot can be used in both the primary and general elections. If you know you'll be out of town either Sept. 12 or Nov. 7, send in the form and an absentee ballot will be sent directly to you. Remember, it's your right – and obligation, we think – to vote whether or not you're in town on election day.

## Improvers School

Classes will start Monday, Sept. 11, for anyone interested in upgrading their skills in laying brick and block. Classes will run from 6 to 9 p.m. on Mondays and Wednesdays. Contact Mike Cook at Local 1, 612-379-2966.

## Stone Training

Stone Training classes will be offered beginning in January 2001. This class will meet two evenings a week from 6 to 9 p.m.

The course will teach the basics of stone masonry, including rubble stone, random ashlar Mankato stone, copper and plaster marble setting, and mechanical anchored granite. Contact Mike Cook at the number above.

## Early negotiations

The Associated General Contractors of Minnesota and the Minnesota Concrete and Masonry Contractors Association are interested in early negotiations with metro bricklayers, carpenters, operators, cement masons and ironworkers. The current three-year labor contracts expire April 30, 2001. The negotiating committee could be meeting as early as November. Your comments and suggestions are appreciated.

## Retiree's Club

All retirees are urged to join Local 1's Retiree Club. The next meeting is at 9 a.m. Thursday, Sept. 28, at Jax Cafe, Minneapolis.

## Verification slips

April, May and June verification slips for Chapters 1, 2, 4 and 11 will be mailed Sept. 15.

## ON LINE LABOR NEWS SERVICE US UP AND RUNNING



An online labor news service that focuses on workers and workplace issues in Minnesota is up and running.

www.workdayminnesota.org is a project of the University of Minnesota Labor Education Service

(LES) with support from the Minnesota AFL-CIO.

Updated daily, it features news about union and workplace activities; in-depth articles on history, the economy and other topics; materials on labor for use in classrooms; and links to many other sites. It also is interactive through a bulletin board on which readers can share information and viewpoints.

The news service can be accessed by anyone using the Worldwide Web.

The staff of workdayminnesota includes Project Director Howard Kling, Editor Barb Kucera, Webmaster John See and Telecommunications Coordinator Randy Croce. ■

## Retiring?

If you're considering retiring, please contact the union office three months in advance to fill out the necessary papers.

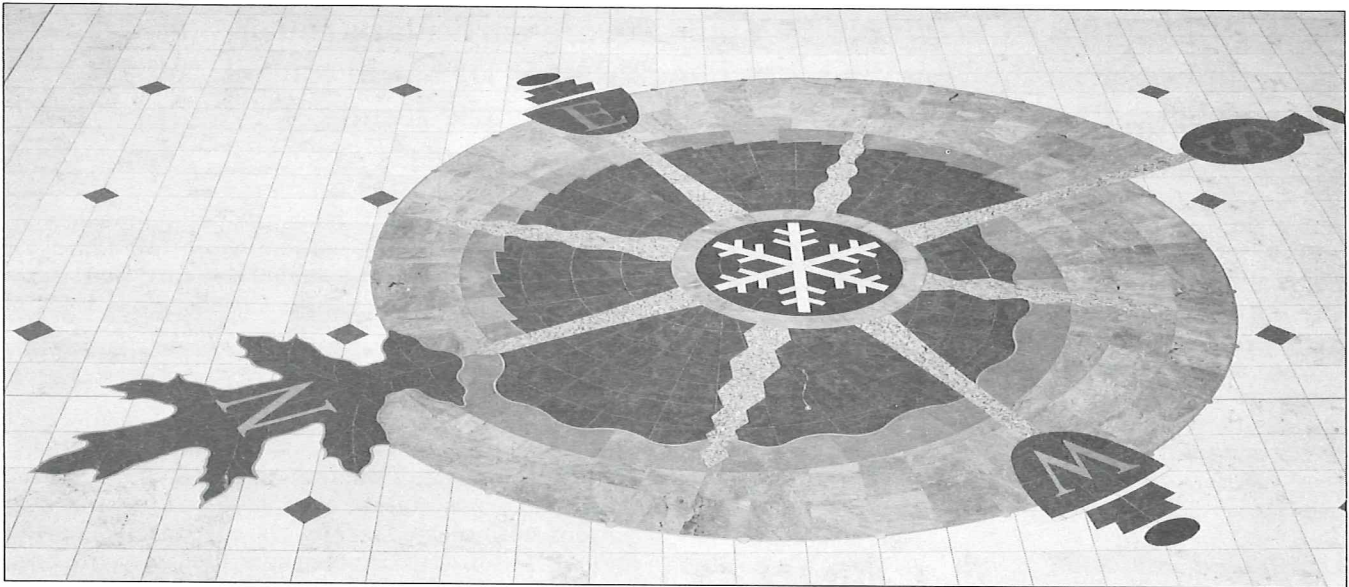
## Out of work?

If you are out of work, please call the office. We have calls. ■



PICTURES

MOSAIC WINS NATIONAL AWARD



Minnesota-themed mosaics that add splendor to Northstar Crossing, a shopping area at Minneapolis-St. Paul International Airport, have been named Best Tile and Mosaic Project for the year 2000 by the International Union of Bricklayers and Allied Craftworkers. Nominated by BAC Local 1 President Gary Goblirsch, the award was announced by BAC President John J. Flynn July 28. The mosaic designs were planned by the Architectural Alliance, in cooperation with Kraus-Anderson Construction Co.. Twin City Tile & Marble performed the installation, working overnight and opening corridors for traffic at 6:30 every morning.

UNDER PAR AND OVER PAR



At 12 under par, winners of the Bricklayers Golf Tournament were (left to right) Rick Theisen, Dave Mattson, Rob Jaunich and Joel Theisen.



The last-place team came in at 8 over par. Members (left to right), were CyDegray, Larry Schmitz, Fred Lautizi and Leonard Iskierka.



FROM THE FRONT PAGE

Continued from Page 1

might go back to school, she says.

Compton became a bricklayer because it was spring and she wanted to get outside.

Working for her father, Larry Compton, in the Eden Prairie construction business her grandfather started, R.W. Compton, she was stuck in the office doing clerical tasks. One day, she went out to pick up the mail and as she walked back to the house studying a course catalog from Hennepin Technical College, she made up her mind. "I'm going to become a bricklayer," she announced to her family.

She's good at it, Wickstrom says.

"She had very good attendance down at the apprenticeship program. Her work ethic, her attitude in general – that's why she was chosen."

**WORKING IN** a male-dominated, demanding, strenuous profession has taught her a lot, Compton says:

**About working with men:**

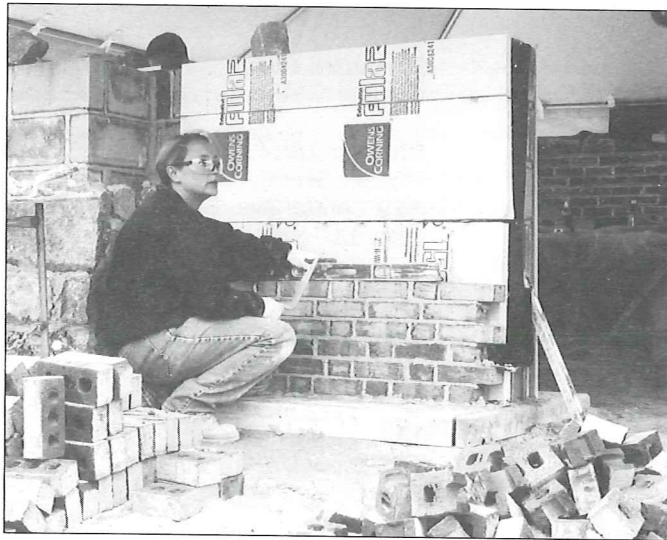
"They're people! You get to see how they are around other men – sometimes it's more than you wanted to know. But it's never directed to me at all – it's just guys being guys. . . A lot of guys I like working with . . . Right now, they're awesome. They're great! They kind of take me under their wing.

The older men treat me like a daughter." She wouldn't date a co-worker, though. "It would be too weird."

**About demanding physical work:**

"Every winter I've worked, it's been very cold. You just keep up with everybody and tough it out. . . I don't think I'm a big person (she's 5'4") but I can do it. Parts of the job are strenuous, but as you work, you build up endurance."

# COMPTON/She's serious about her trade



**Lisa Compton (left, at work) was chosen BAC Local 1's first member to attend Masonry Camp.**

**About the beauty of bricklaying:** "Masonry can be very artistic. It's actually very beautiful, if you're given a chance to work more creatively with it. . . There's this one arch at the University of Minnesota – beautiful arches and brickwork – this oldtime craftsmanship. It would be so great if the industry got back into that."

**About women in the construction trades:** "My first company I worked for, there was a woman named Karen Russell – she helped me out and she's great. She was my mentor. . . I think there's a demand for women and minorities in this field. There are so few of them. . . The more women, the easier it is for every-

body." She's encouraging her 21-year-old sister to go into the trades.

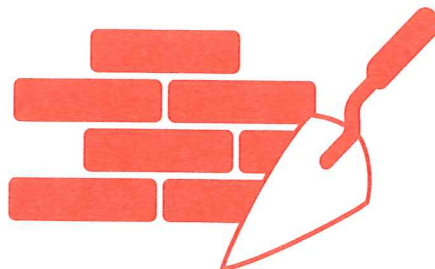
**T**HE International Union of Bricklayers and Allied Craftworkers is actively encouraging women to enter the trade, Wickstrom said.

"They have a campaign to get more women in - 'Don't just sit in an office, build one.' I think it'll send a lot of women our way. They're finding out they can become self-sufficient on the wages a bricklayer makes."

Women who have walked past a construction site might have some reason to fear on-the-job harassment, but it just doesn't exist, Wickstrom says. "There's no place for that behavior. It would be dealt with very quickly.

"With the bricklayers as with the other building trades, you really do have a sense of camaraderie, of brotherhood. Well, now we have sisterhood too.

"She's got a lot of brothers out there." ■





**K E E P I N G U P**



**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.

**Retirees Club Meetings**

9 a.m. Jax Cafe, Minneapolis,  
Sept. 28, Dec. 7

**Chapter 11-Mankato**

7 p.m., Teamsters Hall  
Sept. 5, Nov. 7, Dec. 5

**Chapter 4-St. Cloud**

7 p.m., St. Cloud Labor Home,  
1903 4th St. N., in the basement,  
Sept. 6, Nov. 1, Dec. 6

**Chapter 6-Springfield**

8 p.m., American Legion Hall  
Nov. 2

**Chapter 6-New Ulm**

8 p.m., American Legion Club,

13 South Minnesota  
Sept. 7, Dec. 7

**Executive Committee Meeting**

October 5-10 a.m.

**Chapter 1&2-Minneapolis**

7 p.m., Second Floor,  
312 Central Ave. SE.  
Dec. 11

**Chapter 1&2-St. Paul**

7 p.m., Labor Centre, 411 Main  
St.  
Sept. 14, Nov. 9

**Chapter 18-Tilelayers**

7 p.m., Second Floor,  
312 Central Ave. SE

Sept. 12, Nov. 14, Dec. 12

**Other Events**

**Semi-Annual meetings for  
Chapters 1, 2, 4, 6, 11, 18**  
10 a.m., Second Floor  
312 Central Ave. SE  
October 7

**Gold Card Dinners (cards will be  
mailed)**

Chapter 18 Only-December 12  
312 Central Ave (2nd floor),  
Minneapolis MN

**Children's Christmas Party**

9:45 a.m., December 2  
312 Central Ave., Second Floor

We recently mailed all members a form asking that you again indicate in writing that Local 1 is your bargaining agent for the upcoming negotiations, and authorizing your working dues to be paid through your vacation account. This is a continuation of our past practice.

When we negotiate for you, an employer can ask for proof that we represent a majority of employees. We need to be

**HELP UPDATE FILES**

*Send in representation,  
dues authorization form*

able to present these written declarations if challenged by your employer in a proceeding with the National Labor

Relations Board. The dues authorization is used to simplify dues collection. Electronic transfer of your working dues greatly simplifies this process, reducing the cost of running the Local.

If you haven't yet, please return the form. If you misplaced it, call the office for a new one. And if you have any questions, call Local 1 and talk to either Jim Lundquist or Mike Cook. ■



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

**Postmaster:** Send address corrections to Bricklayers & Allied Craftworkers Local #1 of Minnesota, 312 Central Avenue, Suite 328, Minneapolis, MN. 55414.

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**Editor**.....Merrily Helgeson  
**Design & Production**.....W. F. Cento

**QUARTERLY UPDATE**

Bricklayers & Allied Craftworkers  
Local #1 of Minnesota  
312 Central Avenue, Suite 328  
Minneapolis, MN 55414



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**PAGE 1: Lisa Compton: Journeyman Bricklayer**