

# Important Facts About BAC Membership



## When do I get a raise?

BAC members are covered by collective bargaining agreements – legally binding documents explaining what the contractor must pay you in wages, when and how wages will increase, and the fringe benefits available. The collective bargaining agreement also outlines the work rules the contractor has agreed to follow. To make sure you understand your rights, contact your Local for a copy of its collective bargaining agreement.

## How do I know if the correct contributions are made to my pension, health and welfare, and other benefit funds?

Contractors make direct contributions to benefit funds. The funds keep track of the contributions and the hours you work. Each fund follows up with delinquent contractors to make sure money is deposited properly. You can help by keeping copies of all pay stubs since they indicate the number of hours you worked and the contributions your employer owes the fund on your behalf. Pay stubs can be valuable evidence when a contractor has not paid you fairly or fails to make contributions. Information from pay stubs can also be useful if you are injured or become ill from a job-related hazard. International and Local benefit funds send participants annual or periodic statements, which they can use to verify the accuracy of their records.

## Why do I have to pay dues?

Every active BAC member is required to pay dues as outlined in the Union's Constitution. These funds are used by your Local and the International Union to negotiate with employers for better wages, working conditions, and benefits for BAC members. Dues are also used to represent members on the job, to defend those who have been treated unfairly, to develop member programs and services, and to strengthen the unionized masonry-trowel trades industry.

## What do I get in return for my dues?

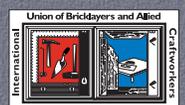
You get better wages, more benefits, and a safer working environment. In wages alone, statistics show that union members can expect to earn substantially more during their lifetime than their non-union counterparts, and are significantly more likely to have health insurance and retirement benefits. Your dues help keep the Union strong so that it can negotiate better wages, benefits and working conditions for you, and keep the unionized masonry-trowel trades industry strong so that there will always be Union jobs.

## What is the difference between working and base dues?

“Working dues” is an hourly amount deducted from wages for hours worked by a member. “Base dues” is a set amount that is charged monthly. This structure was adopted so that members’ dues payments are lower when they are out of work.

## Can I deduct my Union dues for tax purposes?

In the U.S., union dues and initiation fees are deductible as an itemized deduction. The amount that can be deducted is set by the IRS and calculated as a percentage of your adjusted gross income. In Canada, for Canadian federal tax returns and for all provinces other than Quebec, union dues are deductible from income. For Quebec provincial tax returns, union dues are treated as a tax credit. A member in Quebec would have to multiply the amount of dues paid in the year by a percentage set by the government, and then subtract that amount directly from the tax owed. It is important to note that tax rules in both countries are subject to change. Members should consult their tax form instructions each year to find out if these rules have changed.





## How do I get a job?

As a BAC member you have access to information about job openings that are not available to non-union craftworkers. Make the most of it by attending your Local or Chapter meetings to learn about work opportunities. If you are out of work, contact your Local Union and have them add your name to their “out of work list,” or contact contractors directly about employment. If you are willing to travel, call the BAC Job NETwork™ or visit it on the web at [www.bacweb.org](http://www.bacweb.org) for a listing of job opportunities outside your home Local.

## What if I have a problem on the job?

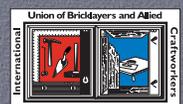
Your first line of defense is the BAC steward assigned to the job. If there is no steward, contact your Local officer or the field representative assigned to your area as soon as possible. Early notification enables your Local officers and representatives to better represent you and address your concerns.

## Am I allowed to work outside my Local’s area?

Yes. Your affiliation with BAC means you can travel to other Locals’ markets and be guaranteed Union wages, protection and support. The BAC Job NETwork™ makes it easy for you to find out about job openings in other Locals. Be sure to check in with the Local in the area where you plan to work when you travel outside of your home Local.

## What are Reciprocal Agreements?

They are agreements between Local and/or International benefit funds. These agreements require that the benefit fund or funds covering the area where a member travels to work pay the member’s home benefit fund(s) all, or a portion, of the benefit contributions earned. Reciprocal agreements also contain requirements for crediting work-hours so that the traveling member can maintain eligibility for health and welfare benefits and build retirement income. Members must complete an authorization form designating contributions be sent to their home Local pension and health and welfare funds at the time they travel.



# Member Opportunities Throughout North America

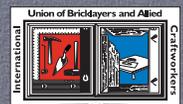


One benefit of being a masonry-trowel trades craftworker and a member of BAC is that you can work anywhere in the United States and Canada. Traveling to work outside of your home Local's area can increase your work-hours and provide additional income and benefits.

If you are interested in traveling, the BAC Job NETwork™ can work for you. The BAC Job NETwork™ matches members looking for work with job opportunities outside of their home Local. It can be a valuable resource when work slows down in your area.

To enroll in the BAC Job NETwork™, all you have to do is complete and email or mail in the enrollment form. Once enrolled, you can find out about job openings either by visiting [www.bacweb.org](http://www.bacweb.org) or by calling 1-800-992-9954.

To learn more about the BAC Job NETwork™ go to page 12 in the information booklet: "BAC Job NETwork™: *Putting Members to Work.*"



# Your Rights and Responsibilities as a BAC Member



Every BAC member is part of a legacy of success that has improved the lives of masonry-trowel trades workers across North America. Our Union is recognized for protecting the wages, benefits and dignity of those craftworkers, and BAC members are known for their integrity, activism and quality work. Your full commitment and participation in the activities of your Local Union will keep that legacy alive.

Your membership in the International Union of Bricklayers and Allied Craftworkers qualifies you for certain important rights that are not available to non-union workers. They include:

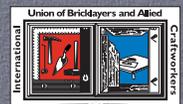
- **The right, through collective bargaining, to have your voice heard when it comes to your wages, benefits and working conditions.**
- **The right to Union representation if you are discriminated against or unfairly dismissed from a job.**
- **The right to safe working conditions.**
- **The right to dignity at work.**
- **The right to a secure retirement.**

As a member you also have responsibilities that include:

- **Exercising safe work habits.**
- **Producing quality work.**
- **Staying involved in Union activities.**
- **Attending Union meetings.**
- **Contributing financial support to the Union.**
- **Being productive.**
- **Becoming politically active on behalf of all workers.**

BAC members are also expected to respect one another according to the guidelines in the IU Constitution, which state:

- **No member shall discriminate against another member on the basis of race, religion, color, sex, age or national origin.**
- **No member shall publicly make or publish false or reckless statements against another member or officer.**



# BAC Member Code of Conduct



BAC members represent the best in the masonry-trowel trades industry, as well as the labor movement. They show up for work ready and able to produce work of the highest quality, and as Union members are committed to advancing our Union's causes and promoting the unionized masonry-trowel trades industry. These qualities have distinguished BAC from the rest for more than 140 years.

*As a member of the International Union of Bricklayers and Allied Craftworkers, I will uphold the code of conduct embedded in our Union's name – IUBAC:*

*I will come to work prepared to give my employer a fair day's work for a fair wage, and to work to the highest standards.*

*Be **U**nion through and through – loyal to, and respectful of, my brothers and sisters in the trade and the labor movement.*

*Work **B**etter because I have received the finest, most comprehensive masonry-trowel trades training in North America.*

*Willingly **A**cept responsibility for the quality of my work and behavior on the job.*

*And always be **C**ommitted to growing the unionized masonry-trowel trades industry for current and future generations.*

Unanimously adopted by the delegates to the  
2005 International Union of Bricklayers and Allied Craftworkers Convention,  
modified by the Executive Council to be more inclusive of all crafts represented.

