

2025– 2028 BRICKLAYERS AND ALLIED CRAFTWORKERS AGREEMENT

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2025– 2028 BRICKLAYERS AND ALLIED CRAFTWORKERS AGREEMENT

THIS AGREEMENT made and entered into this 1st day June, 2025 by and between the MASON CONTRACTORS ASSOCIATION OF MILWAUKEE, INC. (MCA), the ALLIED CONSTRUCTION EMPLOYERS ASSOCIATION, INC. (ACEA), ASSOCIATED GENERAL CONTRACTORS OF GREATER MILWAUKEE, INC. (AGC), and the INTERNATIONAL UNION OF BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL NO. 8, DISTRICT COUNCIL OF WISCONSIN, (BAC) of the Counties of Milwaukee, Ozaukee, Washington and Waukesha, State of Wisconsin.

WITNESSETH

That the parties hereto, for and in consideration of the mutual promises and obligations hereinafter imposed, and mutual benefits derived, agreed to and with each other as follows:

DURATION OF AGREEMENT

This Agreement shall be binding upon the parties, their successors and assigns, and shall continue in full force and effect until May 31, 2028 and from year to year thereafter, unless terminated by written notice given by either party to the other not less than ninety (90) days prior to the expiration date (May 31, 2028), or any anniversary thereof. Such notice shall be accepted by both parties as being in full compliance with the notice requirements of the Labor-Management Relations Act of 1947, as amended, and no further notice prior to strike or lockout shall be expected or required. Since it is the intention of the parties to settle and determine, for the term of this Agreement, all matters constituting the proper subjects of collective bargaining between them, it is expressly agreed that there shall be no reopening of this Agreement for any matter pertaining to rates of pay, wages, hours of work or other terms and conditions of employment, or otherwise, during the term of this Agreement.

Effective as of June 1, 2025, this Agreement supersedes and replaces the 2022 – 2025 Agreement heretofore entered into on June 1, 2022 and all subsequent Memorandum of Agreement dated through May 31, 2025

It shall be the duty of the parties to this Agreement to have periodic meetings during the term of this Labor Agreement to discuss mutual problems including weight and design of masonry units and all-weather construction.

ARTICLE I DEFINITIONS

Section 1.1. The MCA, the ACEA and the AGC will be referred to in this Agreement as the "Associations." Whenever the term "Employer" is used in this Agreement, it is intended to mean and shall refer to an individual employer or contractor represented in collective bargaining by any or all of the three associations just referred to or one who otherwise becomes party to the agreement

Section 1.2. The International Union of Bricklayers and Allied Craftworkers, Local No. 8, District Council of Wisconsin, will be referred to in this Agreement as the "(BAC)" or "Union" and its jurisdiction covers Milwaukee, Ozaukee, Washington and Waukesha Counties. The International Union of Bricklayers and Allied Craftworkers, AFL-CIO will be referred to in this Agreement as the "International Union."

ARTICLE II
UNION SECURITY

Section 2.1 (a) Recognition Inasmuch as (1) the Union has requested recognition as the majority, Section 9(a), representative of the Employees in the bargaining unit described herein and (2) has submitted or offered to show proof of its majority support by those Employees, and (3) the Employer is satisfied that the Union represents a majority of the bargaining unit Employees, the Employer recognizes the Union, pursuant to Section 9(a) of the National Labor Relations Act, as the exclusive collective bargaining agent for all employees within that bargaining unit, on all present and future jobsites within the jurisdiction of the Union.

(b) Future Recognition The Employer agrees that if it has not previously done so, at any time during this agreement it will, upon the Union's request for recognition as the Section 9(a) representative of the Employees in the bargaining unit described herein, and upon the Union's submission of proof of majority support by such Employees, voluntarily recognize the Union as the exclusive representative, as defined in Section 9(a) of the National Labor Relations Act, of all employees within the bargaining unit on all present and future jobsites within jurisdiction of the Union. When the Union has requested recognition as majority representative, the Employer's recognition will be based on the Union's proof or offer to submit proof. The Employer expressly agrees that it will not condition its recognition upon the results of an election conducted under the rules and regulations of the National Labor Relations Board

Section 2.2. Union Security. No later than seven (7) days following the effective date of the Agreement, all present employees must, as a condition of continued employment, be or become members of the BAC; all employees hired after the effective date of this Agreement shall be or become and remain members of the BAC no later than seven (7) days following the first day of their employment in accordance with the provisions of Section 8 of the National Labor Relations Act, as amended. Failure of any employee to comply with the provisions of this subsection shall, upon the request of the BAC result in termination of such employee, provided that the BAC has given the employee four (4) days' notice that the employee's obligation to make payments has not been met and that the employee's delinquency renders the employee liable to termination under this section. The employer shall not be obligated to dismiss an employee for non-membership in the Union: (a) if the employee has reasonable grounds for believing that such membership was not available on the same terms and conditions generally applicable to other members, or (b) if the employee has reasonable grounds for believing that such membership was denied or terminated for reasons other than the failure of the employee to tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership.

Section 2.3. Visitation At Job Site. Authorized representatives of the BAC shall be allowed to visit jobs during working hours to interview the Employer, steward or employees at work, but the representative shall in no way hinder the progress of their work. Permission to interview the employees should be obtained from the Employer or his representative.

Section 2.4. Right to Work. Section 2.2 "Union Security" will not be in effect, nor will either party attempt to enforce its provisions, unless Wisconsin Act 1 of 2015 is repealed or enjoined by a court of competent jurisdiction.

ARTICLE III
OTHER AGREEMENTS

No Agreements, alterations, understandings, variations, waivers, or modifications of any of the terms, conditions or covenants contained in this Agreement shall be made by any employer or group of employers with any employees or group of employees, and in no case shall it be binding on the parties hereto.

ARTICLE IV
SUBCONTRACTING

Section 4.1 (a). The Employer agrees not to sublet, assign or transfer any work covered by this Agreement to be performed at the site of a construction project to any person, firm or corporation except where the contractor signifies and agrees in writing to be bound by the full terms of this Agreement.

(b) All charges of violation of this Article shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement covering the procedures for the handling of disputes and the final and binding arbitration of disputes.

Section 4.2. (a) The employer further agrees that he will give written notice to all subcontractors that such subcontractors are required to pay their employees the wages and fringe benefits provided for this agreement.

(b) The Employer agrees not to enter into any individual Agreement which permits his Employees to perform their work on any basis of pay other than an hourly rate which shall not be less than the rate specified in this Agreement. It is further agreed that all forms of compensation related to employee productivity, such as bonus systems, quota systems, piecework systems, lumping labor systems and other incentive type arrangements will not be used.

ARTICLE V
HOURS OF WORK

Section 5.1. (a) Hours of Work. The workday shall consist of eight (8) consecutive hours between 6:00 A.M. and 5:00 P.M. as designated by the Employer, exclusive of a 30 minute lunch period to commence near the midpoint of the workday.

(b) Optional Four Tens. Upon mutual agreement between the Employer and Employee, the workweek may consist of a four (4) day, forty-hour (40) week, Monday through Friday, with ten (10) consecutive hours between 6:00 A.M. and 5:00 P.M., exclusive of a 30 minute lunch period to commence near the midpoint of the workday. Overtime rates shall be paid after ten (10) hours per day and forty (40) hours per week. Failure of an Employee to agree with the Employer with respect to starting and ending time shall not be cause for discharge.

(c) Make-Up Days. In order to provide a full week's work for the Employee and Employer, an extended workday or workweek may be desirable. On any job or project where the majority of the BAC members employed lose eight (8) or more hours of work in a workweek due to inclement weather or conditions beyond the control of the Employer, with proper notice given to the Union (electronic notification is acceptable), an extended workday or workweek may be used. For example, ten (10) hour days may be implemented for the remainder of the week at the straight-time hourly rate if the majority of BAC members were unable to work eight (8) hours or more during the workweek.

In addition, if, on any job or project, the majority of BAC members lose eight (8) or more hours, and the Union has been properly notified (electronic notification is acceptable), the Contractor would have the option of extending the hours of the workweek by working Saturday at the straight-time hourly rate. If lost time is made up on Saturday, all hours worked in excess of eight (8) hours shall be paid at double the base wage rate. All hours worked on second and third shifts shall be paid at double the base wage rate.

Only those employees who lost eight (8) or more hours during the workweek may be part of the crew, with those working on the project during the workweek having first right of refusal. No employee who refuses to work the extended workweek will be disciplined or discharged for such refusal. It shall not be a violation of this agreement for the Union to refuse to supply employees, applicants, or to prohibit employees covered by this Agreement from working for a Contractor who violates this section.

(d) Employees shall be given five (5) minutes before lunch period.

(e) There shall be a ten (10) minute coffee break at the site of the work, as near as possible to the middle of the first half of each shift only, to be scheduled by the Employer based on job conditions.

Section 5.2. Work Week. The work week shall be forty (40) hours worked during the period beginning Monday at 6:00 A.M. and ending Friday at 5:00 P.M. When more than one shift is worked, the work week shall start at 6:00 A.M. on Monday and end at 6:00 A.M. on Saturday.

Section 5.3. Overtime-Weekdays. All work performed in excess of eight (8) hours in one day, or in excess of forty (40) hours in any week, shall be paid at the rate of time and one-half (1 ½) the regular straight time hourly rate. Except as referred to in section 5.1 (b).

Section 5.4. Overtime-Weekends and Holidays. (a) Saturday Work. All work performed on the first shift (day shift) Saturday shall be paid at the rate of time and one-half (1 1/2). All work in excess of eight (8) hours on the first (day shift) and all work on the second and third shifts shall be paid at the rate of double time.

(b) Holiday Work. (As designated by Federal Government Regulations) All work performed on Sunday, New Year's Day, Memorial Day, Thanksgiving Day and Christmas Day shall be paid at double time. No work shall be performed on Independence Day or Labor Day without a permit from the Secretary-Treasurer of the BAC, which shall be given only to protect property and in which event double time must be paid for such work. For the purpose of this Agreement, any of the above designated holidays which fall on a Sunday may be observed on the following Monday, and falling on a Saturday may be observed on the preceding Friday, without pay.

(c) It is the intent of this section that if a holiday falls on a Saturday it shall be observed on the preceding Friday without pay. If the said Friday is worked by any employee, the Friday shall be paid at straight time rate unless the Federal Government designated the Friday as the observed paid holiday and any employee working said Friday will be compensated at the holiday double time rate.

(d) If a holiday falls on a Sunday, it shall be observed on the following Monday without pay. If the said Monday is worked by any employee, the Monday shall be paid at straight time rate unless the Federal Government designates the Monday as the observed paid holiday and any employee working said Monday will be compensated at the holiday double time rate.

Section 5.5. Shift Operations. (a) Regular Shifts. Whenever a three (3) shift operation is used between 12:00 midnight Sunday and 8:00 A.M. Saturday, the first shift shall consist of eight (8) hours as designated in Section 5.1(a) above. The second shift shall consist of seven and one-half (7-1/2) hours of work, to be

compensated with eight (8) hours pay. The third shift shall consist of seven (7) hours of work to be compensated eight (8) hours pay.

(b) Other Shifts. On all other shift operations between 12:00 midnight Sunday and 8:00 A.M. Saturday, regardless of whether the regular day shift is actually worked, the shift(s) shall consist of eight (8) or ten (10) hours' work at the straight-time hourly wage rate; however, shifts starting after 3:00 P.M. shall be compensated by an additional twenty-five (25) cents per hour. Shifts starting after 11:00 P.M. shall be compensated by an additional fifty (50) cents per hour. All work performed outside of the designated shift shall be paid for at overtime rates.

(c) All shifts as described in this Section, unless otherwise provided for, shall have a thirty (30) minute lunch period commencing near the midpoint of the shift and shall not be considered as time worked.

(d) The time of all shifts must be designated for each job. No broken shifts shall be allowed at shift rates.

(e) The Employer shall have the right to designate shift hours. The same Employee shall not work on more than one shift in a twenty-four (24) hour period (6:00 A.M. to 6:00 P.M.) unless the Union is unable to furnish Employees for additional shifts.

ARTICLE VI
WAGES

Section 6.1 (a) TOTAL PACKAGE INCREASES.

This Agreement provides total package increases of three dollars and forty-five cents (\$3.45) per hour effective June 2, 2025; two dollars and sixty-five cents (\$2.65) per hour effective June 1, 2026; and two dollars and fifty-five cents (\$2.55) per hour effective June 1, 2027.

List of Job Classifications and Wage Rates. There is attached hereto and made a part hereof Exhibit "A", which exhibit shall list the straight time hourly wage rates (including vacation pay) in effect for all classifications. The increase for 2025 results in hourly wage rates and fringe benefit contributions according to the schedule as shown in Exhibit "A".

(b) APPRENTICE & IMPROVER

Apprentice Required Hours of Credit/Percent of Wage Rates:

	Required Hours	Percent of Wage
Hours:	1 – 1000 Hours	70%
Hours:	1001 – 2000 Hours	75%
Hours:	2001 – 3000 Hours	80%
Hours:	3001 – 4000 Hours	85%
Hours:	4001 – 5000 Hours	90%
Hours:	5001 – 6000 Hours	95%
<i>Journeyman's Wage AND Meeting All Requirements:</i>	TOTAL 6000 Hours	100%
*Apprentice with Pre-Job Training has a starting wage rate of 70%		
Apprentice without Pre-Job Training has a starting wage rate of 55%		
**Improver: Use same wage progression as above Apprentice Wage Guidelines.		

LENGTH OF SERVICE: An Apprentice will receive a pay increase after each 1000 work hours until the Apprentice has worked 6000 hours and has completed all apprenticeship requirements.

See latest Masonry Support/Pre-apprentice schedule in attached file for proper hours of credit/percent of wage rates

Masonry/PCC Support/Pre-Apprentice Required Hours of Credit/Percent of Wage Rates:

	REQUIRED HOURS	PERCENT OF WAGE
Hours:	1-500 Hours	60%
Hours:	501-1000 Hours	65%**
Hours:	1001-2000 Hours	70%
Hours:	2001-3000 Hours	75%
Hours:	3001-All Add'l Hours	80%***
JOURNEYMAN WAGE INFORMATION		100%

**Beginning Apprenticeship Wage Schedule – Refer to Apprenticeship Minimum Wage Guidelines, Exhibit “B”

*****MASONRY SUPPORT/PRE-APPRENTICE CANNOT EXCEED 80% OF JOURNEYMAN WAGE.**

LENGTH OF SERVICE: A Masonry Support Helper/Pre-Apprentice will receive a pay increase after each 1000 work hours until achieving the maximum wage rate allowable in accordance with Bricklayer’s Local 8 Labor Agreement which is 80% of journeyman wage rate OR has entered the Apprenticeship program which then follows all Apprenticeship Wage guidelines.

PCC APPRENTICE & IMPROVER Required House of Credit/Percent of Wage Rates:

	REQUIRED HOURS	PERCENT OF WAGE
Hours:	1 – 1000 Hours	70%
Hours:	1001 – 2000 Hours	75%
Hours:	2001 – 3000 Hours	80%
Hours:	3001 – 4000 Hours	85%
Hours:	4001 – 5000 Hours	90%
Hours:	5001 – 6000 Hours	95%
JOURNEYMAN WAGE INFORMATION	Total 6000 Hours	100%

*Apprentice with Pre-Job Training has a starting wage rate of 70%.

**Improver: Use same wage progression as above Apprentice Wage Guidelines.

LENGTH OF SERVICE: An Apprentice will receive a pay increase after each 1000 work hours until the Apprentice has worked 6000 hours and has completed all apprenticeship requirements.

There is attached hereto and made a part hereof Exhibit “B”, which exhibit shall list the straight time hourly wage rates (including vacation pay) for all classifications. The increase for 2025 results in hourly wage rates and fringe benefit contributions according to the schedule as shown in Exhibit “B”:

The Dues Check-Off contribution is deducted from the Craftworker hourly wage rate. The Dues Check-Off is not an addition to the hourly wage rate.

The IAP/CA Fund includes:

\$0.01 ICE

\$0.19 IAP/CA
\$0.16 LMAF

(c) With respect to the increase of three dollars and forty-five cents (\$3.45) per hour effective June 2, 2025; two dollars and sixty-five cents (\$2.65) per hour effective June 1, 2026; and two dollars and fifty-five cents (\$2.55) per hour effective June 1, 2027, the Union has the option, subject to the 45 day provision of Section 15.6 of allocating portions of the increases to wages or existing funds.

ARTICLE VII FOREMAN

Section 7.1. The Foreman shall be selected by and be the representative of the Employer.

Section 7.2. All foremen employed by an Employer must be members of the International Union.

Section 7.3. (a) The foreman on all jobs must be a practical bricklayer, stone-mason, marble mason or pcc mason. All jobs of more than eight (8) hours' duration and requiring more than two (2) journeymen shall have a mason foreman.

(b) No foreman shall have charge of more than one (1) job at any one time except for residential work.

Section 7.4. It is understood that the foreman may stay at a building construction project of which he has charge, on Saturday, if the Employer so deems it advisable, but no foreman will be permitted to do on Saturday any work controlled by the International Union. Such work shall be construed as being work in which trowel and mortar would be used.

Section 7.5. An Employer can keep the foreman on the job at any time but not to do any mason work subject to Article V, Hours of Work.

Section 7.6 Foreman. The Foreman shall be paid a premium of ten (10%) percent over the Journeyman hourly base rate.

The Sub Foreman shall be paid a premium of five percent (5%) above the Journeyman hourly base rate.

Section 7.7. Swing Stage and Bosun's Chair Pay. (a) All Craftworkers shall be paid one dollar and fifty cents (\$1.50) per hour above hourly job rates of their respective job classifications for all swing stage and bosun's chair work.

(b) Swing Stage Definition. A "Swing Stage" shall be defined as a "platform not more than three (3) feet in width, of various lengths, hung in one stirrup at each end and supported by two cables or ropes attached to the stirrups, and the cables or ropes are attached to some supporting device at a higher elevation."

(c) Bosun's Chair Definition. A seat slung by a rope or cable, used to sit on while working aloft.

(d) There shall be a minimum of two (2) employees on all swing stage work including erection, tear down, and moving.

Section 7.8. Height Pay. On all free standing stacks or cupolas, there shall be an increase in wages of five (5) cents per foot for every foot over twenty (20) feet in height.

Section 7.9. Payment of Wages. (a) Wages for work and services rendered by an Employee shall be paid by check or if available and offered by Employer, by electronic transfer (at the employee's option) not later than the fifth workday following the last day of the Employer's established payroll period.

(b) Lay-off./Discharge When an Employee is laid off he/she shall be paid in full, by check or optionally by electronic transfer by the Employer's next regularly scheduled pay day.

Section 7.11. Reduction of Above Minimum Wages. Whenever an Employee is paid more than the minimum wage rate, no Employer shall make a reduction of wages of any craftworker without giving such employee an advance notice prior to beginning work at the reduced rate.

Section 7.12. Travel and Subsistence.

(a) Travel Pay. Travel which occurs during the Employee's designated shift shall be paid at the straight-time hourly wage rate and fringe benefit contributions shall be required for such time.

(b) Subsistence Allowance. When requested to stay away from home overnight, the employee shall be reimbursed for meals and lodging at reasonable rates, to be established before the work commences by the employer and Local Union on a "per job" basis.

(c) Traveling Contractor When the employer has work specified in Article XI within the State of Wisconsin covered by any agreement with another affiliate of the B.A.C., the employer agrees to abide by the full terms and conditions of the agreement in effect in the job site area. Employees covered by this agreement who are sent to projects outside of the area covered by this agreement shall be paid at least the established minimum wage scale specified in this agreement, but in no case less than the established minimum wage scale of the local agreement covering the territory in which such work is being performed plus all contributions specified in the job site local agreement. The employer shall in all other matters be governed by the provisions established in the job site local agreement. If employees are sent to work on a project in an area where there is no local agreement covering the work specified in Article XI of this agreement, the full terms and conditions of this agreement shall apply.

Section 7.13 (a) When the employer assigns key employees or is required to recruit employees from outside the area covered by this agreement to meet project manpower needs, the employer must list all employees on the International Union Pension Fund Remittance Form covering that area. The employer may pay all contributions to Health and Welfare, Pension or Pensions, Annuities and/or Vacation Plans into the home trust funds designated by such employees, so long as all other contributions called for by the job site local union agreement are paid in accordance with that agreement.

(b) For key or recruited employees the employer may make fringe benefit payments for health and welfare and pension or pensions contributions to the employee's home fund. Pension contributions may be separated or combined, depending on the employee's home fund or funds. The hourly wage rate may be adjusted to reflect contributions at the home fund rates, but the total wage benefit package shall remain equal to the wage benefit package for the area in which the work is performed. Other remittances will be made in accordance with the contribution rates for the area in which the work is performed. All remittances will be made by using the area form for the work that is performed which will be provided by the union.

ARTICLE VIII
POINTING, CLEANING AND CAULKING

The following additional terms and conditions shall only apply with respect to work performed by employees engaged in Pointing, Cleaning and Caulking work.

Section 8.1. Hours of Work. Forty (40) hours shall constitute a week's work to be scheduled Monday through Friday. Starting and quitting time are to be set by the Employer. Starting times mutually agreeable to both Employer and Employee.

Section 8.2. (a) General Wage. Effective June 2, 2025 the straight-time hourly wage rate for all journeypersons covered by this Agreement shall be \$46.97 per hour.

(b) Effective June 1, 2026, the straight-time hourly wage rate is to be determined later; effective June 1, 2027, the straight time hourly wage rate is to be determined later.

(c) Foremen. Foremen shall be paid seventy-five (\$0.75) cents per hour over journeyperson rate when there are 1 to 4 employees on crew and foreman shall be paid one dollar and forty cents (\$1.40) per hour over journeyperson rate when there are 5 or more employees on crew.

(d) Swing Stage or Boson's Chair. Swing stage and boson's chair work rules and premiums shall be consistent with the provisions of Section 7.7 above.

Section 8.3. Travel and Transportation. Any member working outside the "free zone" shall be compensated ten dollars (\$10.00) a day for use of his vehicle unless a company truck is used. (Ex. One man driving his car with two passengers to and from job shall be compensated. Not the men that he has as passengers.)

When employees are requested to use their own automobiles for transportation of one or more employees, the employee furnishing the transportation shall be paid at the approved I.R.S. rate. Any adjustment in the I.R.S. rate shall be effective as of the date announced or the effective date, whichever is later. Mileage shall be paid from the end of the "free zone" to the jobsite and back again.

The "free zone" shall be designated by the four county Local jurisdiction (Milwaukee, Ozaukee, Washington, and Waukesha counties) or thirty-five (35) miles from the employee's residence if their residence is located outside the area covered by this Agreement, whichever is less. The free zone applies for those employees that are required to use their own vehicles for reporting to a jobsite. Mileage shall be determined by agreed upon actual driving miles outside the "free zone."

Section 8.4. (a) Subsistence Allowance. When requested to stay away from home overnight, the employee shall be reimbursed for meals and lodging at reasonable rates, to be established before the work commences by the employer and Local Union on a "per job" basis

Section 8.5. Pointer, Cleaner and Caulker Trainee. So as to supply the need for men in the industry, there may be employed trainees under the following conditions:

(a) Term of Trainee. The term of a Trainee will be three (3) years with a minimum of 3,000 hours for the three (3) year period.

(b) Work Schedule. The Trainee will be trained in all phases of the trade. Trainees shall not be allowed to work alone on the job. The ratio of Trainees to

Journeyman could be two (2) Trainees to one (1) Journeyman. More Trainees to be governed with permission of the Union.

(c) Employer Rights. The Employer shall have the right to hire Trainees back or hire new Trainees as they see fit.

Section 8.6. Reserved for Bricklayers, Masons Only --Employees of Pointer, Cleaner and Caulker specialty contractors shall not complete work done on new work by masons such as - whitening in of tile joints or other mason materials such as brick, stone or block.

Section 8.7. If there is any inconsistency between the terms and conditions set forth in this Article and those set forth in the balance of the Agreement, those specified in this Article shall prevail.

Section 8.8 Contributions to the IMI is \$0.75, one percent (1%) of package as of 6/2/2025; and the Milwaukee JATC for Pointer, Cleaner and Caulker is \$0.45. Any future increase to the JATC and IMI will be incurred by Pointer, Cleaner, and Caulker and paid to the designated funds.

Section 8.9. Industry Advancement Program/Contract Administration. Contributions to the IAP in the amount of \$.13/hr. will be made by Employers on all Pointer, Cleaner and Caulker hours worked consistent with the provisions of Article XIX.

ARTICLE IX REFRACTORY WORK

The following additional terms and conditions shall only apply with respect to work performed by employees engaged in Refractory Work.

Section 9.1. (a) Subsistence Allowance. When requested to stay away from home overnight, the employee shall be reimbursed for meals and lodging at reasonable rates, to be established before the work commences by the employer and Local Union on a “per job” basis.

(b) Travel Allowance. When employees are requested to use their own automobiles for transportation of one or more employees, the employee furnishing the transportation shall be paid at the approved IRS rate. Any adjustment in the IRS rate shall be effective as of the date announced or the affective date, whichever is later. Mileage shall be paid from the end of the “free zone” to the jobsite and back again.

The “free zone” shall be designated by the four county Local jurisdiction (Milwaukee, Ozaukee, Washington, and Waukesha counties) or thirty-five (35) miles from the employee’s residence if their residence is located outside the area covered by this Agreement, whichever is less. The free zone applies for those employees are required to use their own vehicles for reporting to a jobsite. Mileage shall be determined by agree upon actual driving miles outside the “free zone.”

At the end of the work week, IF all hours worked by an Employee (including travel and regular work hours) total less than or equal to forty (40) hours, the Employee will be paid the total package rate, including all fringes remitted to the applicable fringe fund, for up to forty (40) hours. Any additional travel hours over forty (40) hours in a work week will be paid at the base wage rate, plus Pension in accordance with Article XVII.

(c) Free Zone. No travel or transportation pay or allowances, nor room and board, shall be payable when employees are employed on a job site within the “free zone.”

Section 9.2. Work Day.

(a) The work week shall be forty (40) hours worked during the period beginning Monday at 6:00 A.M. and ending Friday at 5:00 P.M. When more than one shift is worked, the work week shall start at 6:00 A.M. on Monday and end at 6:00 A.M. on Saturday.

(b) Refractory Masons shall be allowed ten (10) minutes personal cleanup time before lunch and quitting time.

(c) Overtime. Employees represented by the Union shall be allowed to work overtime. All hours worked over eight (8) hours shall be compensated at double the straight-time hourly wage rate.

(d) Saturday, Sunday and Holiday Work. All work performed on Saturday, Sunday, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid at double the straight-time hourly rate. All such work must be reported to the Union.

(e) Shift Work. When second and third shifts are worked, double - time shall start at 12:01 A.M. Saturday and cease at the end of the shift on Monday.

Employees working the second and third shift shall be compensated at one and one-seventh (1- 1/7) hours' pay for each hour worked for the first seven (7) hours and double the straight-time hourly rate for each additional hour. All such work must be reported to the Union.

(f) Minimum Hours. A Refractory Mason, when told to come to work by an Employer and who is not put to work, shall be entitled to two (2) hours' pay unless weather conditions beyond the control of the Employer prevent the men from working. The same two (2) hours' pay shall be paid to any Refractory Mason sent by the Union, upon Employer's request, provided the Refractory Mason is qualified to perform the work.

Section 9.3. In order to protect the safety of the refractory employees, the work crew shall consist of no less than two (2) people, when working in confined space.

Section 9.4. If there is any inconsistency between the terms and conditions set forth in this Article and those set forth in the balance of the Agreement, those specified in this Article shall prevail. Terms and conditions not set forth in this Article shall be governed by terms and conditions set forth elsewhere in this Agreement.

ARTICLE X
APPRENTICES AND TRAINING

Section 10.1. All Employers covered by this Agreement shall have the privilege of employing apprentices.

Section 10.2. The use of apprentices shall be encouraged but there must not be any change in the present program during the term of this contract without the approval of the Joint Apprenticeship Committee.

Section 10.3. (a) Any Employers covered by this Agreement may employ and train apprentices. When an Employer's work force includes five (5) masons, an Employer shall employ and train a minimum of one

(1) apprentice. When an Employer's work force includes twelve (12) masons an Employer shall employ and train a minimum of two (2) apprentices. As an Employer's workforce continues to increase past twelve masons, such Employer shall at a minimum employ and train one (1) additional apprentice for each seven (7) additional masons employed after 12 masons.

(b) Employers not hiring and training apprentices will be required to pay into the Milwaukee JATC two times the base contribution specified for each craftworker employed.

(c) At a maximum, each Employer shall be allowed to employ and train one (1) apprentice for the first two (2) journeypersons and one (1) additional apprentice for each three (3) additional journeypersons.

(d) The terms of these apprenticeships shall be four (4) years. Each Employer shall have full control over such apprentices while in their employ, but such control shall be in accordance with the terms and conditions establish by the Milwaukee JATC and the State of Wisconsin Bureau of Apprenticeship Standards. Notice of employment of such apprentices, as well as any termination of such employment shall be given to the Milwaukee JATC.

Section 10.4. (a) Effective August 1, 1962, all apprentices shall be sponsored by the Milwaukee Area JATC referred to in this Article as "Area Joint Committee" in a manner consistent with the applicable laws and the rules of the Department of Workforce Development of the State of Wisconsin.

(b) Should an Employer employing apprentices have no work for an apprentice in the jurisdiction of this agreement, then such apprentice may be reassigned by the Area Joint Committee to any other Employer covered by this Agreement.

Section 10.5. (a) Pension. For each apprentice, pre-apprentice or trainee hired the amount specified in Section 6.1 (b) and (c), thirteen dollars and sixty-seven cents (\$13.67) local pension and ninety cents (\$0.90) IPF, will be paid only for hours actually worked on or after the first workday (i) after completion of one year of no less than 750 hours from the first workday as an apprentice, or (ii) after completion of 750 hours whichever is the later, provided the apprentice is still a sponsored apprentice at the end of such period. Note: some apprentices may qualify for earlier pension contributions; contact the Pension Office at 262-784-7880 for clarification.

(b) Health Fund Contribution in behalf of all apprentices shall be made in accordance with the provisions of Article XVI.

(c) Each such six (6) month period of employment shall consist of not less than seven hundred fifty (750) working hours.

(d) The Union and Employers agree that no person working pursuant to or applying for participation in the parties' JATC Program may be subjected to any form of discrimination due to his race, color, religion, sex or place of national origin.

Section 10.6. (a) Craftworker Training. The union and employer agree to promote and require a minimum of two (2) courses per calendar year of upgrade training. An Employer who provides upgrade training for BAC members shall be eligible for reimbursement of instructor fees, incidental costs and up to three (3) hours of employee wages and benefit contributions per employee for up to two (2) courses per calendar year.

In order to maintain eligibility for employment all BAC of Wisconsin members must receive OSHA 10 or OSHA 30 training at least every five (5) years. This provision shall become enforceable effective May 31, 2017. After May 31, 2017, new Union members and apprentices shall comply with this provision within one (1) year.

Both parties agree that they shall meet a minimum of once a year to develop an Advanced Skill & Safety Training program geared specifically for masons. This program shall be funded by Wisconsin Mason's Apprenticeship & Training Statewide Fund or IMI Training Fund.

(b) Proof of Training. The Union and the Employers will supply a list of all members who have successfully completed advanced skill and safety training classes. This list will be supplied to the Labor Management group for distribution to all contractors and to the BAC,

Section 10.7 (a) Pre-Apprentices. The established pre-apprenticeship percentage of wages is calculated the same as the beginning rate of the apprentice with the same fringe benefit contributions and deductions.

(b) The ratio of pre-apprentices is one pre-apprentice for each indentured apprentice employed by the contractor;

(c) A pre-apprentice will not displace a journeyman or indentured apprentice;

(d) A pre-apprentice can be placed in any of the percentage tiers of the pay schedule based on his or her experience;

(e) The pre-apprentice may enter the apprenticeship program at any time and will not receive a reduction in pay or benefits on doing so.

(f) If a pre-apprentice does not enter the apprenticeship program, he or she will be frozen at 80% and be referred to as a support person.

(g) A pre-apprentice shall work under the supervision of a journeyman and would perform activities such as washing, sawing, attaching anchors, installing flashing and insulation, and any other non-trowel activities that have been normally performed by an apprentice or journeyman. This does not include things like spreading mud, striking or finishing of joints, patching and tuckpointing.

(h) The pre apprentice will be registered with the JATC. Pre-qualified applicants for the apprenticeship program shall be given first consideration in employment as pre-apprentices.

ARTICLE XI WHAT CONSTITUTES MASONRY

Section 11.1. Brick Masonry. Bricklaying masonry shall consist of the laying of bricks made from any material, in, under or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns; in mines or fortifications, and in all underground work, such as sewers, telegraph, electric and telephone conduits, including the installation of substitutes for bricks such as: all carbon materials, Karbate, Impervite, radiation block or mixtures. All acid-chidrine resistant materials. All terra cotta and porcelain materials, except where the foregoing materials are manufactured to substitute for tile as provided for under the IUBAC Constitution, Rules of Order and Codes - Code 1. All cutting of

joints, pointing, cleaning and cutting of brick walls, fireproofing, blockarching, terra cotta cutting and setting, the laying and cutting of all tile, plaster, mineral-wool, cork blocks and glass masonry or any substitute for above materials, the laying of all pipe, sewers or water mains and the filling of all joints on the same when such sewers or conduits are of any vitreous material, burnt clay or cement, or any substitute material used for the above purpose, the cutting, rubbing and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings, and the removal, preparation and erection of plastic, castables or any refractory materials is bricklayers' work.

Cleaning, grouting, pointing, insulating and other work necessary to achieve and complete the work under the foregoing category shall be the work of the Craftworkers. All waterproofing and black mastic waterproofing, silicone and/or substitutes and installation of all air barrier, vapor retarders and/or all types of flashing in/on masonry wall systems shall be recognized as masons' work.

All terra cotta called unit tile in sizes over 6" x 12" regardless of method of installation. All quarry tile over 9" x 9" x 1 1/4" in size. Split brick or quarry tile or similar material if bedded and jointed with one operation. The bedding, jointing, insulating and pointing of the above materials shall be the work of the craft installing same.

All burnt clay extruded cellular products regardless of trade name or method of installation when used as a veneer on structures.

All clay products known as terra cotta tile, unit tile, ceramic veneer and machine made terra cotta and like materials in sizes larger than 6" x 12", regardless of the method of installation.

Where the preponderance of material to be installed is the above sizes, and when material of lesser sizes is to be used in connection therewith, the bricklayers shall install all such materials.

Brick paving comes under Bricklayers' trade classification.

Section 11.2. Stonemasonry shall consist of laying all rip rap, rubble work, with or without mortar, setting all cut stone, marble, slate or stone work (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects, and customarily called "stone" in the trade).

Cutting all shoddies, broken ashlar or random ashlar that is roughly dressed upon the beds and joints, and range ashlar not over ten (10) inches in height; the dressing of all jambs, corners and ringstones that are roughly dressed upon the beds, joints or reveals, and the cutting of a draft upon same for plumbing purposes only; and the cleaning, cutting of joints, insulating and pointing of stone work.

This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwaters, jetties, playgrounds, parks, landscaping and curbing or other public works, and to all kinds of stone, particularly to the product of the locality where the work is being done and the same shall be considered stonemasonry.

Stonemasons shall have the right to use all tools which they consider necessary to achieve and complete the work under the foregoing category.

Section 11.3. Artificial Masonry. The cutting, setting, insulating and pointing of cement blocks and all artificial stone or marble, either interior or exterior, when set by the usual custom of the stonemason and marble setter. All cement that is used for backing up external walls, the building of party walls, columns, girders, beams, floors, stairs and arches and all material substituted for the clay or natural stone products,

shall be controlled by members of the BAC, for which the highest rate of wages shall be demanded. Insulation of masonry will be referred to as any insulating material fastened or attached to, or poured into or any method of application in conjunction with a masonry system shall be deemed to be controlled by members of the BAC.

(a) All artificial masonry, the cutting, setting, insulating and pointing of all concrete prefabricated slabs, regardless of size, shall be the work of members of the BAC for which the regular wage scale in the jurisdiction where the work is performed shall be paid.

Section 11.4. Pointing, Caulking and Cleaning. (a) This branch of trade shall entitle the holder of a card of membership so marked to all rights and privileges anywhere in the jurisdiction of the BAC, providing his membership is in good standing.

(b) This is not to be construed as denying the right of the brick or stone masons to apply themselves at this branch of trade.

(c) The provisions of Article VIII which is made a part hereof will be applicable only to specialty contractors engaged in pointing, cleaning and caulking and not engaged in other work covered by this Agreement.

This agreement shall apply to work classifications as follows: pointing, stripping, grouting, polymer and sealant injection, caulking, cleaning, restoration and repair of all types of masonry; all grinding and cutting out on such granite work, sandblasting, steam cleaning and hand washing; the pointing, cleaning, and weatherproofing of all buildings, grain elevators and chimneys, all such structures or part of structures, built traditionally or contractually to members of the Union and shall servicing or work relating to the processes described above and below, whether new construction, maintenance, or restoration work.

The work covered by this Agreement includes but is not limited to the following:

CAULKING OF JOINTS

Installation of backer rod, bond breaker tape, fireproofing material, priming joints, mixing caulking, loading bulk guns, caulking masonry and concrete, expansion, deck and control joints, window perimeters, door frames, access panels, louvers, top of masonry walls and steel ceiling deck or steel beams or concrete beams, all E.I.F.S. material, fireproof backup on expansion and control joints, tooling joints, performing all clean-up.

RE-CAULKING (ADDITIONAL ASSIGNMENTS)

Cutting out old material, cleaning, grinding, scraping joints, priming, packing and re-caulking.

SCAFFOLDING AS RELATED TO PCC SCOPE OF WORK

The assembly and hanging of all types of scaffolding, including setting up the guard rails, electric motors, wire or rope cable, rope falls, electric cables and other miscellaneous swing scaffold equipment; installation of C-hooks, out riggers, beams, counter weights, parapet clamps and the like; all rigging and safety tie backs; installation of life lines and other fall-arrest procedures and equipment; all moving and relocation of swing scaffolding; daily inspection of rigging and swing scaffolding equipment; operation of man-lifts and other hydraulic scaffolding and aerial lifts; set up pipe scaffolding; and set-up, moving and tearing down of creeper (smokestack) scaffolding. Members of the Bargaining Unit shall also perform all work involved in the setup and take-down of mast climbers and may also perform the rigging, tear down, and moving of all scaffolding on which members of the Union work.

RESTORATION OF ALL STRUCTURES

Building inspections and surveys, chemical cleaning, water blasting, steam cleaning, other types of power washing and hand cleaning; dry cleaning, sand blasting, power cleaning with limestone dust and crushed glass etc.; installation and operation of all systems that collect any materials after use; paint stripping, chemical or mechanical; cutting out joints by power or hand method, mixing mortars, pointing, re-pointing, scrub; Manchester grouting, stripping, drilling, pinning, anchoring masonry material; selective captured demolition for replacement with same or like materials, rebuilding of masonry, cutting of steel and welding operations; brick and stone removal and replacement - Dutchman, torch cutting and welding as related to masonry repairs, shelf angle and Lintel replacement, flashing and anchoring epoxy anchoring; brick and stone patching - including all preparatory work, chipping, sawing, clean-up and coating; masonry and concrete chimney and smoke stack repair, terracotta repairs and replacement, toothing of brick and stone, application of clear repellent waterproofing, application of cement base or acrylic coating; mold making and fabrication of specialty masonry and stone items; and installation of fiberglass, plastic gypsum, reinforced concrete and vinyl substitutes, operating and chipping guns or hammers; electric power tools and other equipment necessary. In addition, members of the Bargaining Unit may handle and move terra cotta.

Section 11.5. Robotics. The installation, setup, and maintenance of any robotic or mechanical device used for the installation of masonry units and materials while on a construction site. This includes but is not limited to: the alignment of the robotic or mechanical device on the scaffold; the performance of all measurements necessary for proper layout and installation of masonry units and materials; the installation and adjustment of story poles and other related guidance systems (e.g. laser guides); the coordination and proper placement of all masonry materials into or onto the robotic or mechanical device.

All quality control operations that ensure that masonry units and materials are being installed properly (e.g., set plumb and level and spaced properly in terms of height and bonding requirements); and the management of mortar controls.

The cleaning and routine maintenance of the robotic or mechanical device is at the discretion of the contractor.

PERFORMANCE OF WORK

All of the above-described work, shall be performed only by employees covered by this Agreement, except where performance of specific tasks by such employees is made permissive by inclusion of the word "may" in specific portions of the section "Scope of Work."

ARTICLE XII SETTLEMENT OF JURISDICTIONAL DISPUTES

Section 12.1. Work Assignment and Jurisdictional Disputes.

(a) Settlement of Disputes. All jurisdictional disputes, and all disputes relating to work assignments under Article XI, shall be settled in accordance with the Plan, provisions and procedures established by the International Masonry Institute (IMI) Dispute Resolution Board.

(b) No Stoppage of Work. In the event of a jurisdictional dispute, or of a dispute relating to work assignments in accordance with Article XI, there shall be no stoppage of work while such jurisdictional dispute or work assignment dispute is pending, and the craft doing the work shall continue until such jurisdictional dispute or work assignment dispute is settled.

ARTICLE XIII
GENERAL AND MISCELLANEOUS PROVISIONS

Section 13.1. There shall be no limitation as to the amount of work a man shall perform during his working day.

Section 13.2. There shall be no restriction of the use of machinery or tools.

Section 13.3. There shall be no restriction of the use of any raw or manufactured material, except prison made.

Section 13.4. All Craftworkers are at liberty to work for whomsoever they see fit, and all Employers are at liberty to employ and discharge, for cause, whomsoever they see fit. However, the BAC and Employer agree that no Employees shall be penalized, disciplined, or in any way disadvantaged because of race, religion, sex or place of national origin.

Section 13.5. The BAC will furnish to the ACEA a current list of all Employers and Contractors who are not members of and represented by the Associations, but who have separately entered into a currently valid written labor agreement with the BAC. The Associations will furnish to the BAC a current list of its members. This list to be so furnished by the Association and by the BAC, respectively, will be periodically brought up to date upon demand of either party. The BAC shall be permitted to verify said list of Association members by inspection of the applicable membership applications or bargaining authorizations.

Section 13.6. Any contractor engaged in any construction work within the geographical area covered by this Agreement, shall, when hiring Employees covered by the Agreement, hire such Employees from among residents of such geographical area, unless no qualified local workers are available. The requirements of this Section shall not apply to a foreman and a layout man.

CONTRACTOR WORKING WITH TOOLS Not more than one member of a firm shall work with tools, and no contractor, or member of a firm shall be permitted to work with tools on a job unless at least one journeyman is employed. Contractors or members of firms, working with tools must work the same hours as BAC journeymen. All contractors working with the tools who employ less than five (5) members shall be members of the BAC and shall pay local and international dues check-off, IMI, and JATC funds for all hours worked.

Section 13.7. (a) Sanitary and safety conditions shall be maintained according to Wisconsin and Federal Laws, and if violation should exist, the instrument of Arbitration would be invoked immediately.

(b) The Contractor shall provide adequate lighting in all work areas.

(c) In the event that safety equipment of any kind is required by law, regulation, or Employer directive, it shall be provided at the expense of the Employer. The Union shall not be responsible for any violation of safety statutes or regulations. All safety and protective clothing shall be furnished by the Employer except prescription glasses and safety shoes which shall be provided by the employee.

It is understood that all Employer-supplied safety apparel is the Employer's property. A receipt for apparel and authorization for deduction of cost for same will be signed by the Employee. In the event an Employee fails to return an Employer's apparel, said Employee will reimburse his Employer by having the cost of said apparel deducted from his next payroll check as per the authorization.

Section 13.8. (a) A Craftworker when told to come to work by an Employer and who is not put to work shall be entitled to two (2) hours' pay unless weather conditions beyond the control of the Employer prevent the men from working. The same two (2) hours' pay shall be paid to any Craftworker sent by the Union, upon Employer's request, provided the Craftworker is qualified to perform the work.

(b) An Employee shall lose no time when being sent from one job to another during working hours.

(c) The Employer or his representative shall make a job decision to work or not to work no later than 10:00 A.M. of any work day. No Employee shall be penalized for leaving the job.

Section 13.9. (a) There shall be a steward on each job whose duty it shall be to see that all men employed have their current working dues book and sign the Steward list before starting work. The steward shall carry a copy of the working rules and report any violation of the Agreement or Working Rules to the proper credentialed Offices of the BAC. In the event of a job accident, the steward shall be permitted to telephone the office of the BAC. The steward shall not be discriminated against for performing his duty as outlined in the Agreement. No steward shall be laid off or discharged without twenty-four (24) hours' prior notice to the steward and the Union.

(b) Failure on the part of the Employer to comply with Section 13,9 (a) above, shall cause said Employer to pay steward an additional eight (8) hours' wages.

(c) No traveling Craftworker shall start work on the job with the tools or laying of any units placed on this job until the traveling bricklayer first reports to the Union and a local steward is placed on the job.

Section 13.10. The steward may advise the foreman in reference to any safety, sanitary or contract violations. However, in the event of a dispute, he shall refer the problem to the BAC for adjustment.

Section 13.11. (a) Any Employee injured on the job shall be paid for the balance of the shift upon presentation of a doctor's statement certifying the employee was unable to return to work. There shall be no lost time on day or days during the term of his employment when a Craftworker injured on the job is required by the attending doctor to return for special treatment available only during working hours for an injury received on the Employer's job.

(b) Light Duty Work. If available and at the option of the Employer, an Employee who has suffered an on the job injury may be offered light duty work based on the following conditions:

1. The Employee has been released for light duty work by the treating physician.
2. The available work is within the limitations of the treating physician's release.
3. The Union shall be notified by the Employer when the Employee is offered light duty work.

The rate of pay for light duty work shall be on an hourly basis and computed at 50% of the Employees normal rate of pay. All fringe benefits will be paid on all hours worked. In addition the employee shall receive Worker's Compensation temporary partial disability payments.

The Employer is required to notify his workers compensation carrier weekly of the Employee's hours. Failure to do so on a timely basis will make the Employer responsible for any shortage in the Employee's temporary partial disability payments that arise out of the failure to report.

In no case will the Employee be compensated at the light duty rate for more than six (6) months from the initial return to work on a light duty basis. At the end of the six month period, the Employee either returns to full pay or full workers compensation. It is agreed if an employee on light duty work is laid off and is still entitled to any worker's compensation benefits and is denied same, the Safety Director of the AGC will assist in reinstating Worker's Compensation benefits to said Employee.

Section 13.12. Cutting Machines. Where dry cutting machines are used to cut terra cotta, brick, tile, cement or cinder blocks and all other masonry material, the Employers shall furnish a regulation mask to cover the operator's nose and mouth, and also to furnish safety goggles; and where wet cutting machines are used, the Employer shall furnish, in addition to the above-mentioned safety articles, a pair of rubber gloves, rubber apron and an elevated platform; and all dry cutting machines used by Craftworkers are to be furnished with some mechanical or electrical suction device to draw and keep away the dust at all times from the Craftworker that operate machines; except that, where portable saws, grinders, or sanders are used in the cutting or dressing of masonry materials to be placed in the wall, this work shall be done in an open and/or ventilated area. Portable saws shall be used only when necessary.

Section 13.13. The extra hours for which wages are paid under Section 13.8 and Section 13.9 of this Article shall be considered hours actually worked for the purpose of computing contributions to be paid to Wisconsin Masons Health Care Fund, the Building Trades United Pension Trust Fund, the IAP/CA, IMI, Milwaukee JATC Fund, and including the Wisconsin 401(k).

Section 13.14 Cell Phone. The personal use of company or personal cell phones shall be prohibited during working hours. Personal cell phones may be used for personal calls only during lunch and coffee breaks.

Section 13.15 Code of Conduct The BAC Code of Conduct will be considered part of this agreement as if bound within. Members, Contractors and Local Officers will be responsible for compliance with the terms of the code as it applies to them.

ARTICLE XIV SPECIAL WORK RULES

Section 14.1. There shall be no time lost, by anyone covered under this Agreement, for building and/or for loading scaffolding during working hours. Scaffold shall be inspected by the mason foreman or competent person prior to the bricklayers' use. In the event of protest with reference to the safety of any scaffold, it shall be reported by the steward to the Field Staff Representative.

Section 14.2. (a) In the erection and construction of a building, there shall be no greater distance than five (5) feet in height between all scaffolding work, except where there is an eleven (11) foot story, when said story shall be finished from one scaffold, but under no circumstances shall any story of greater height be finished on scaffold except in case of actual necessity.

(b) The platform upon which the Craftworker must stand to work shall not be built above the wall, but six (6) inches below the top of the wall.

(c) A "hopping board" shall only be used in cases of absolute necessity, and shall be supported by a single unit with overall height not exceeding fourteen and one-half (14 1/2) inches (with plank) and not less than nineteen (19) inches in width.

(d) All mortar boards shall be raised to a minimum of sixteen (16) inches above the working platform.

(e) Any ten (10) inch or twelve (12) inch block unit set by hand to a height in excess of forty-eight (48) inches above the working platform shall be set by two (2) bricklayers.

Section 14.3. Shanty. On all jobs of a duration of ten (10) days or more, a suitable shanty or lunch room shall be provided for the Employees and for no other purpose. It shall be located in a building, within three (3) floors of where the majority of the Craftworkers are working. The shanty shall be properly cleaned and heated, and light provided at all times.

ARTICLE XV ENFORCEMENT OF PAYMENTS TO FRINGE BENEFIT FUNDS

Section 15.1. A "Fringe Benefit Fund," as that term is used in this Article, is any trust fund to which the Employer is obligated to make contributions, under this Agreement, specifically the Building Trades United Pension Trust Fund (BTUPTF), International Pension Fund (IPF), and the Wisconsin Masons Health Care Fund and, further, the Apprenticeship and Training Fund, Industry Advancement Program/Contract Administration (IAP/CA), International Masonry Institute Fund (IMI), International Council of Employers (ICE) and Local Masonry Advancement Fund (LMAF). The term "Trustees," as used in this Article, shall also have reference to the ACEA with respect to the IAP/CA Fund.

Section 15.2. The Employer's obligation under this Agreement to make payments and contributions to Fringe Benefits Funds for all Employees covered by this Agreement applies to all Employees regardless of membership or non-membership in the Union.

Section 15.3. All payments to the Fringe Benefit Funds for Employees covered by this Agreement, and while the same is in effect, are deemed to be paid pursuant to this Agreement.

Section 15.4. The Employer shall promptly furnish to the Trustees of any Fringe Benefit Fund or to their authorized agents, on demand, all necessary employment, personnel or payroll records relating to its former and present employees covered by this Agreement, including any relevant information that may be required in connection with the administration of the Fringe Benefit Fund. The Trustees or their authorized agents may examine such employment, personnel, or payroll records whenever such examination is deemed necessary by the Trustees, or its authorized agents, in connection with the proper administration of the Fringe Benefit Fund.

Section 15.5. The Trustees of any Fringe Benefit Fund may for the purpose of collecting any payments required to be made to such Funds, including damages and costs, and for the purpose of enforcing rules of the Trustees concerning the inspection and audit of payroll records, seek any appropriate legal, equitable and administrative relief and they shall not be required to invoke or resort to the grievance or arbitration procedure otherwise provided for in this Agreement.

Section 15.6. Subject to approval of various Fund Trustees, the Union at its discretion may upon 45 days notification add or delete from any contribution rate to such funds. The difference shall be subtracted from or added to the base rate of pay.

Article 15.7 BONDING

All new Bricklayer employers will be required, upon signing a collective bargaining agreement, to post, on a form approved by them, with the Employer Accounts Committee of the Building Trades United Pension Trust Fund a bond to guarantee payment of all wages and funds. Bonds shall be in the amounts of:

1 to 5 covered employees	\$20,000
6 to 20 covered employees	\$65,000
Over 20 covered employees	\$100,000

If the employer becomes delinquent for two months of contributions, the Employer Account Committee shall call the bond, based on a written application from any of the participating funds, and divide the proceeds of the bond among all Bricklayer funds the employer is obligated to pay according to the prorated extent of each fund's claims. The bond will remain in force until the employer has a record of one year of complete and timely contributions.

Any employer who has not been required to post a bond will be required to do so as soon as the employer becomes delinquent for two months of contributions. This bond in the amounts specified above will remain in place until the delinquent employer has accumulated a record of one year of complete and timely contributions.

The Pension Fund will notify the Company and Union of any failures to comply with these requirements.

Employers who do not provide required bonds will have their employees removed until such time as they are in compliance with the bonding requirements.

ARTICLE XVI
HEALTH FUND

Section 16.1. (a) Each Employer covered by this Agreement shall pay monthly to the Wisconsin Masons Health Care Fund the sum of twelve dollars and forty cents (\$12.40) per hour effective June 2, 2025 through May 31, 2026 for each hour worked by and for each Employee covered by this Agreement.

(b) If the Trustees determine that as of May 31, 2026 that an additional amount is needed to maintain the level of benefits existing at those times, the additional amount(s) needed to maintain such existing level of benefits will be diverted from the wage increases due on June 1, 2026, and June 1, 2027 and will be paid as an increased Health Fund contribution. Upon the Trustees' notification to the BAC of the additional amount(s) needed to maintain the level of benefits existing at those times, the BAC shall notify the Association and the Employer, and the Employer agrees it will make the corresponding adjustment(s) in the hourly wage rates and contributions.

(c) The Associations and the BAC, and all Employers covered by this Agreement, agree to be bound by all of the terms of the Wisconsin Masons Health Care Fund Trust Agreement and by all the actions of the Trustees administering such Fund in accordance with the Trust Agreement, Plan and rules of the Trustees, provided that such Trust Agreement, Plan and rules shall not be inconsistent with this Agreement. Each Employer covered by this Agreement hereby accepts as Trustees the Trustees appointed under said Trust Agreement by the (ACEA) and the BAC respectively, and all such succeeding Trustees as will be appointed in accordance with the Trust Agreement. The Employer hereby ratifies all actions already taken or to be taken by such Trustees consistent with applicable law and within the scope of their authority.

(d) It is agreed that all matters pertaining to the Health Fund Trust Document, but not affecting this Labor Agreement, be referred to the Trustees of this Fund for adjustment or settlement during the life of this Agreement.

Section 16.2. (a) Payments to the Health Fund are to be made at the end of each month in which the work was performed, but no later than the fifteenth (15th) day of the following month, after which time the payments will be considered to be delinquent. In the event an Employer becomes delinquent in his payments to the Fund, and after the Trustees have advised the delinquent Employer, in writing, of said delinquency, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed, by the Trustees, as liquidated damages, 20% of such delinquent payments and further such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half percent (1-1/2%) per month on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any) owed. In the event that the Fund's Administrative Manager refers the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably arising in connection with any collection action.

(b) If the Employees are removed from the job by the BAC to enforce such payments and penalties, the Employees shall be paid by the delinquent Employer for all lost time at the straight-time hourly rate.

Section 16.3. National Health Program. The parties agree that in the event the United States Government establishes a national health insurance program to which the Employer is required to contribute and which duplicates coverage of the present health program established under this Agreement, the parties will meet to discuss the provisions of the Federal law and the effect of the law upon the Health Fund benefits and contributions in effect at that time. Coverage mandated by the National Program shall not be duplicated by the Wisconsin Masons Health Care Fund and any duplicative programs shall be eliminated. To the extent that contributions to the Health Fund exceed amounts needed to provide benefits, the excess money shall be added to the Fund reserves until this Agreement expires.

ARTICLE XVII PENSION PLANS

Section 17.1. (a) Each Employer covered by this Agreement shall pay, monthly, to the Building Trades United Pension Trust Fund - Milwaukee and Vicinity, the sum of thirteen dollars and sixty-seven cents (\$13.67) per hour effective June 2, 2025 through May 31, 2026 for all hours actually worked by each Employee, except as provided in subsection (b). Each employer shall also pay ninety cents (\$0.90) per hour effective June 2, 2025 through May 31, 2026 into the International Union Pension Fund for all hours actually worked by each Employee, except as provided in subsection (b).

(b) During the life of this Agreement, each Employer shall pay to the Pension Fund for each Craftworker the amount specified in Section 17.1(a) for all hours worked. Commencement of payment to the Pension Fund of the hourly contributions described in Section 1 for newly hired apprentices, pre-apprentices, improvers or support person covered by this Agreement may be deferred, but shall commence not later than (i) upon the completion of one year or (ii) after completion of 750 hours worked, whichever is later, such periods to be calculated beginning with the following occurrences:

- (1) From the first day of bargaining unit work performed for a participating Employer or a combination of such Employers; or
- (2) From the first day of non-bargaining unit work performed for a participating Employer where such Employee thereafter performed bargaining unit work for the same Employer; or
- (3) Where such Employee performed non-bargaining unit work for a participating Employer and thereafter performed bargaining unit work for a different participating Employer then beginning with the first day of bargaining unit work so performed.

Once an employee has become a Participant of the Fund, no Employer may defer payment of contributions for that employee.

Section 17.2. The Trust Agreement dated June 1, 1959, which establishes said Building Trades United Pension Trust Fund as it may be amended from time to time, shall govern the establishment, administration and operation of said Pension Trust Fund and of the Pension Plan, provided, however, that the said Trust Agreement and said Plan contain provisions requiring uniform formula of benefits and a single joint Employer-Union Board of Trustees. The Employees covered by this Agreement are to receive such benefits as they may be entitled to under said Trust Agreement and Pension Plan.

Section 17.3. The Employer agrees to abide by the terms and conditions of the above-mentioned Trust Agreement, and the rules and regulations heretofore and hereafter adopted by the Trustees pursuant to such Agreement; and accepts the Employer Trustees appointed by the ACEA as provided in said Trust Agreement as his representatives to administer such Trust Fund, and all such past or succeeding Employer Trustees as shall have been or will be appointed by the ACEA. The Employer hereby ratifies all actions already taken or to be taken by such Trustees consistent with applicable law and within the scope of their authority.

Section 17.4. (a) Payments to the Pension Funds are to be made at the end of each month in which the work was performed, but no later than the fifteenth (15th) day of the following month, after which time the payments will be considered to be delinquent. In the event an Employer becomes delinquent in his payments to the Fund, and after the Trustees have advised the delinquent Employer, in writing, of said delinquency, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed, by the Trustees, as liquidated damages, 20% of such delinquent payments and further such delinquent Employers shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half percent (1-1/2%) per month on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any) owed. In the event that the Fund's Administrative Manager refers the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably arising in connection with any collection action.

(b) If the Employees are removed from the job by the BAC to enforce such payments and penalties, the Employees shall be paid by the delinquent Employer for all lost time at the straight-time hourly rate.

Section 17.5. Wisconsin Masons 401(k) Plan There shall be paid monthly, by each Employer covered by this Agreement, to the Wisconsin Masons 401(k) Plan and Trust (hereinafter "401(k) Trust Fund") any and all amounts of compensation which any employee covered by this Agreement, have agreed to defer and deposit

in the Fund for the immediately preceding month in accordance with the terms and provisions of the Fund's controlling documents and the procedures established in writing by the Fund's Trustees.

Section 17.6. Each employer shall be obligated to deposit amounts in the 401(k) Trust Fund which are agreed to be deferred by employees, and no Employer shall be obligated for any other amount, including but not limited to any fees, expenses or other costs associated with the maintenance, operation and administration of the Fund. Contributions to the Fund shall be made in accordance with the procedures established in writing by the Fund's Trustees.

Section 17.7. Payments to the 401(k) Trust Fund are to be made at the end of each month in which the work was performed, but not later than the fifteenth (15th) day of the following month, after which time the payments will be considered to be delinquent. In the event an Employer becomes delinquent payments to the Fund, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment, such Employer may be assessed, by the Trustees, as liquidated damages, twenty percent (20%) of such delinquent payments and further such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half percent (1-1/2%) per month on the unpaid and delinquent balance. In the event that the Fund's Administrative Manager refers the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorney's fees and any other costs and expenses reasonably arising in connection with any collection action.

Section 17.8. The Employers and the Union agree to abide by the terms and conditions of the above mentioned Trust Agreement, and the rules and regulation heretofore and hereafter adopted by the Trustees pursuant to such Trust Agreement, and accepts the Trustees as provided in said Trust Agreement as the representatives to administer such Fund, and all such past or succeeding Trustees as shall have been or will be appointed. The employer and the union hereby ratify all actions already taken or to be taken by such Trustees within the scope of their authority.

ARTICLE XVIII APPRENTICESHIP AND TRAINING FUND

Section 18.1. There has been created the Milwaukee JATC. Payments received by the Fund pursuant to this Article and to Article V shall be used by the Trustees for the purpose of training craftworkers in the BAC and such other purposes as provided for in the Fund Trust Agreement.

Section 18.2. The ACEA shall be the exclusive representative of the Employers and shall have equal representation of fifty (50) percent with the Union in the administration of this Fund.

Section 18.3. The Employer agrees to abide by the terms and conditions of the above-mentioned Trust Agreement, and the rules and regulations heretofore and hereafter adopted by the Trustees pursuant to such Trust Agreement; and accepts the Employer Trustees appointed by the ACEA as provided in said Trust Agreement as his representative to administer such Trust Fund, and all such past or succeeding Employer Trustees as shall have been or will be appointed by the ACEA. The Employer hereby ratifies all actions already taken or to be taken by such Trustees consistent with applicable law and within the scope of their authority.

Section 18.4. In the event of a merger involving the Milwaukee Fund, the surviving fund shall receive all the assets of the two funds as required by the surviving trust agreement.

ARTICLE IXX
 APPRENTICESHIP AND TRAINING FUND, MASONRY PROMOTION, LMAF, AND INDUSTRY
ADVANCEMENT PROGRAM/CONTRACT ADMINISTRATION

Section 19.1. During the life of this Agreement, each Employer covered by or subject to this Agreement shall pay to the Industry Advancement Program/Contract Administration (hereinafter referred to as IAP/CA) Fund for each Employee covered by or subject to this Agreement, the sum of one dollar and fifty-eight (\$1.58) per hour for all hours worked by each Employee. These payments shall be made no later than the fifteenth (15th) day of each month following the month for which payment is to be made. Payments are to be sent to the IAP/CA, P.O. Box 507, Brookfield, WI 53008-0507. The Employer contributions required to be paid under this Section shall not be referred to, or be considered, as wage or fringe benefit payments.

Section 19.2. (a) Except to the extent otherwise provided in Section 8.8, the payments received by the IAP/CA Fund pursuant to Section 19.1 of this Article shall be used as provided in subsection 19.3 of this Section.

(b) The IAP/CA Fund assets may be utilized for the purposes and uses contemplated by the IAP Agreement and may also be used for activities pertaining to the administration of labor agreements which require contributions to the IAP/CA Fund and related operations.

Section 19.3. Out of the hourly contributions received by the IAP/CA Fund from Employers pursuant to Section 19.1 of this Article, the IAP/CA Fund is required to pay, and will remit to the Funds hereinafter named, the hourly amount indicated below:

<u>Name of Fund</u>	
IMI	\$0.77
Milwaukee JATC	\$0.45 (\$0.90 for contractors not employing the required number of apprentices)
ICE	\$0.01
IAP/CA	\$0.19 including the Unions and Managements share of CLMC and BIG STEP
LMAF (Local Masonry Advancement Fund)	
	\$0.16 (Equal to .25% of the total package to the nearest whole cent)

The Association may modify the IAP/CA contribution rates on any June 1st occurring during the term of this Agreement by providing written notice to the Union, but may not change the CLMC or BIG STEP contribution rate without the approval of the Union.

Section 19.4. (a) Payments shall be remitted to said Trust and said Apprenticeship and Training Fund by the IAP/CA Fund, monthly, within thirty (30) days after receipt by the IAP/CA Fund of such Employer contributions.

(b) In the event it becomes necessary to institute collection proceedings against any Employer delinquent in payments to the IAP/CA Fund required by Section 1 of this Article, the Trust will

assume, pro rata, the legal and other costs of collection, to the extent that the same are not covered by liquidated damages collected pursuant to Section 6 of this Article.

(c) The Employers covered by this Agreement agree to be bound by the terms of the Agreement and Declaration of Trust of the International Masonry Institute Promotion Trust to the extent not inconsistent with this labor agreement. Said Employers do further consent to the appointment of, and accept, the Trustees of said Promotion Trust heretofore and hereafter designated and appointed in accordance with said Agreement and Declaration of Trust.

Section 19.5. In the event an Employer becomes delinquent in his payments to the IAP/CA Fund, and after the Allied Construction Employers Association (ACEA) has advised the delinquent Employer, in writing, of said delinquency and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed by the Board of Directors, as liquidated damages, 20% of such delinquent payments and further, such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half (1 1/2) percent per month on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any) owed. In the event that the ACEA refers the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably arising in connection with any collection action.

Section 19.6. If the Employees are removed from the job by the Union to enforce payments or liquidated damages assessments, the Employees shall be paid by the delinquent Employer for all lost time at the straight-time hourly rate.

ARTICLE XX UNEMPLOYMENT AND WORKER'S COMPENSATION

Section 20.1. Every Employer who is subject to this Agreement, regardless of the number of persons employed by such Employer, shall obtain coverage under the Workers' and Unemployment Compensation Acts of the State of Wisconsin. Certificates evidencing current coverage under such Acts shall be filed with the Union. The Union, in its representative capacity, or any Employee, denied Workers' or Unemployment Compensation benefits as a result of an Employer's failure to obtain and maintain in force and effect Workers' or Unemployment Compensation coverage, shall have the right to maintain an action for damages against such Employer. The cost of collection, including a reasonable attorney's fee, shall be recoverable as damages, in addition to the actual damages resulting from the violation of this section. The remedies provided in this section shall be in addition to any other remedies provided elsewhere in this Agreement or under applicable State and Federal laws. Nothing in this section shall be construed to make the Associations liable for the failure of any Employer represented by it, or of any other Employer covered by this Agreement, to comply with this section and none of the rights and privileges granted by this section to the Union, or to any Employee, shall be enforceable against the Associations.

Section 20.2. The Employer agrees that no Employee will be discharged or disciplined in any respect for having filed a claim for compensation for an on-the-job injury. An Employee who loses time because of an injury incurred on the job site or in the course of employment will be reinstated replacing any Employee hired subsequent to the injury, provided the injured Employee has not been incapacitated by the injury to such an extent that he is no longer qualified for the work.

ARTICLE XXI CHECK-OFF OF WORKING DUES

Section 21.1. The Employer agrees it will deduct from the wages of each Employee covered by this Agreement from whom the Union receives (and maintains on file) a written authorization in the proper legal form the hourly working dues in such amount as the Union from time to time specifies. The hourly working dues so deducted shall be remitted monthly by the Employer to BAC such remittance to be made not later than during the month following the month during which the deductions were made. The Union shall notify the employers of the names of any Union Members who have not signed the authorizations and on whom no money should be withheld.

Section 21.2. If in the administration of the written authorizations in accordance with this Article the Employer, the ACEA, or their agents do any act or fail to perform any act, either at the request of the Union or with its consent, and, by reason of such conduct, the Employer, the ACEA, or their agents are subjected to any claims, suits or demands, the BAC agrees to defend, indemnify and hold harmless the Employer, the ACEA, or their agents of and from any such claims, suits or demands.

ARTICLE XXII PROTECTION OF RIGHTS-PICKET LINES

It shall not be a violation of this Agreement, and it shall not be cause for disciplinary action in the event an Employee refuses to enter upon any property involved in a lawful primary labor dispute, or refuses to go through or work behind any lawful primary picket line, including the lawful primary picket line of the Employer's places of business.

ARTICLE XXIII NO STRIKE OR LOCKOUT

It is understood and mutually agreed that there shall be no strikes or lockouts over a dispute concerning this Agreement during its term until the grievance procedures described in Article XXIV have been exhausted and then only in the event a party fails or refuses to abide by a final decision. This Article shall not apply in those cases where an Employer fails or refuses to make in whole or in part any payments required under this Agreement including all wages, local union fringe benefits or other contributions that have been established through bona fide collective bargaining.

ARTICLE XXIV SETTLEMENT OF DISPUTES

Section 24.1. Joint Grievance Board. There is created a Joint Grievance Board for the purpose of settling and adjusting grievances, controversies, and disputes, under or involving the provisions of this Agreement, in accordance with the terms of this Article. The Associations and Union agree to notify one another (ACEA, Mason Contractors Association of Milwaukee [affiliated with ACEA], and the AGC; and the Milwaukee Office of the BAC) of any and all grievances brought by any of the parties. Such Joint Grievance Board shall consist three (3) members to be chosen by the Associations and three (3) members to be chosen by the Union within a reasonable time, and no later than ten (10) business days from the date of complaint. The Board shall attempt to adjust the dispute and issue a written decision. The Joint Grievance Board shall meet periodically to discuss grievances.

Section 24.2. Settlement of Disputes. Should any disputes, controversies or grievances, under or involving the provisions of this Agreement arise between the parties to such Agreement, or between an Employer and

the Union, or an Employee represented by the Union, such matter shall, upon request of any of the affected parties, be referred to such Joint Grievance Board for settlement or adjustment. A conference for the settlement or adjustment of such matter shall be scheduled, when possible, within twenty-four (24) hours with the conference to be held within five (5) working days.

Section 24.3. Arbitration. If the matter cannot be satisfactorily settled or adjusted by such Joint Grievance Board, it shall be referred to arbitration in accordance with the following procedure:

(a) The members of the Joint Arbitration Board, as established pursuant to Section 1 of this Article, shall agree upon the selection of a seventh (7th) impartial member of such Joint Arbitration Board.

(b) The ACEA and the Union, each, shall bear the expense of their own representatives on the Joint Arbitration Board. The fees of the impartial seventh (7th) member, and all expenses of the Board of Arbitration, shall be borne equally by the ACEA and the Union, except that in the event the matter in dispute involves an Employer who is not affiliated with the ACEA, then the Union and such Employer shall equally bear the expense.

(c) The decision or award of a majority of the seven (7) member Board of Arbitration shall be final and binding upon all parties, providing that it is within the authority of the Board. Said Board of Arbitration shall have no authority to change or modify any of the terms or conditions of the Agreement.

(d) A written decision of the Board of Arbitration shall be handed down as soon as reasonably possible, and in no event, shall decision be issued later than thirty (30) days following the conclusion of the hearing before the Board.

Section 24.4. Grievances over discharge or suspension shall be filed no later than ten (10) calendar days after the matter is brought to the attention of the business representatives of the Union and in no event later than thirty (30) calendar days after the event giving rise to the grievance for all grievances involving monetary liability excluding health, pension, vacation, IAP/CA and Masonry Promotion and Apprenticeship Fund contributions.

Section 24.5. A strike or lockout to enforce safety or sanitary conditions on the job only in the area of violation of said conditions, shall not be construed as a violation of this Agreement.

ARTICLE XXV SEPARABILITY CLAUSE

Any provisions of this Agreement which may be in violation of any applicable Federal or State Laws shall not be effective and not be binding upon the parties hereto. In the event that any of the provisions of this Agreement are held or constituted to be void or to be in violation of any such laws, nevertheless the remainder of the Agreement shall remain in full force and effect, unless the parts or provisions so found to be void or in violation of any such laws are wholly inseparable from the remaining portion of this Agreement.

ARTICLE XXVI TARGETING

Employers signatory to this agreement may request information from the Unions District Council office regarding the use of Target Grants issued by District Council and/or its Trade Protection Fund. Requests for job targeting must be made forty-eight (48) hours before the bid date. All aspects of the targeting procedure must be fully complied with by the employer before a grant is issued. The Union will hold information regarding application for a grant in strict confidence. The Union shall have sole discretion in the decision to target a project.

In the event a contractor has not submitted prevailing wage information to the Department of Workforce Development they will be ineligible for target funds at the discretion of the District Council.

ARTICLE XXVII
OWNER MANDATED RULES

The contractor shall have the right to implement project owner requirements. Any special equipment required by the owner with the exception of safety shoes will be provided by the owner or contractor.

ARTICLE XXVIII
SUBSTANCE ABUSE TESTING
AND ASSISTANCE PROGRAM (SATAP)

Section 28.1 Substance Abuse Testing and Assistance Program. The parties recognize the problems created by drug and alcohol abuse and the need to develop prevention and treatment programs. All companies signatory to this Agreement and the signatory Unions have a commitment to protect people and property, and to provide a safe working environment. The purpose of the program is to establish and maintain a drug free, alcohol free, safe, healthy work environment for all employees. The Construction Trades Substance Abuse Testing & Assistance Program, the full terms and conditions of which are hereby incorporated into this Section by this reference, details the program to which all companies and the Union's signatory to this Agreement endorse and agree to abide by.

The Employers hereby agree to pre-fund the costs of the testing pursuant to the Construction Trades Substance Abuse Testing & Assistance Program through a cents-per-hour contribution, as determined by the Drug Testing Committee and to pay the sum established for such program.



The parties shall explore the expansion of its program to include new hires and apprentices prior to starting work.

Dated this First day of June 2025.

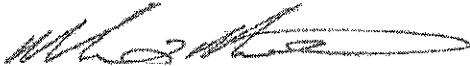
MASON CONTRACTORS ASSOCIATION OF
MILWAUKEE, INC.

By 
Fred Kinatader Jr., President

INTERNATIONAL UNION OF
BRICKLAYERS AND ALLIED
CRAFTWORKERS LOCAL NO. 8 DISTRICT
COUNCIL OF WISCONSIN

By 
Jim Vick, Director

Bill Bonfender, Local 8

ALLIED CONSTRUCTION EMPLOYERS
ASSOCIATION



Matt L. Marcellis, Executive Director

ASSOCIATED GENERAL CONTRACTORS
OF GREATER MILWAUKEE, INC.



Jason Schneider, Board President



Mark Kessenich, Chief Executive Officer

INDEPENDENT CONTRACTOR SIGNATURE SECTION
ASSUMPTION OF AGREEMENT

The undersigned hereby agrees to assume and be bound by all of the terms and provisions of the 2025- 2028 Bricklayers' Labor Agreement entered into between the Associations and International Union of Bricklayers and Allied Craftworkers, Local No. 8, District Council of Wisconsin a copy of which attached hereto.

Dated at _____, Wisconsin.

FOR THE CONTRACTOR:

FOR THE UNION

Company Name

Representative of the BAC
District Council of Wisconsin

Company Address

City and State Zip Code

Company Phone No.

By _____
Signature and Title

Employer Fein # _____

**Memorandum of Understanding
Between**

the ALLIED CONSTRUCTION EMPLOYERS ASSOCIATION and the ASSOCIATED GENERAL CONTRACTORS OF GREATER MILWAUKEE, (the "ASSOCIATIONS") and the BRICKLAYERS & ALLIED CRAFTWORKERS UNION, LOCAL NO. 8 (the "UNION")

HIGHSCHOOL STUDENTS/CO-OP WORKERS

Whereas, the Allied Construction Employers Association and the Associated General Contractors of Greater Milwaukee ("the Associations"); and Local No. 8 of the Bricklayers & Allied Craftworkers Union ("the Union") wish to permit contractors who are subject to the Labor Agreement between the Associations and Bricklayers Local 8 ("the Labor Agreement") to be able to hire High School Co-op Workers, also known as Youth Apprentices, ("Co-op Workers");

Whereas, Local 8 and the Associations, ("the Parties") wish for Co-op Workers to be employed while they are in high school under the terms of this MOU;

Whereas the Parties agree that Co-op Workers are covered by the Labor Agreement during their Co-op Worker employment, but shall only receive the benefits and items listed below in this MOU;

Whereas the Parties agree that Co-op Workers shall not be part of the pension benefit coverage, health insurance coverage, or other employee benefits and terms except as expressly stated below;

Whereas the Parties agree that contractors shall not be required to pay pension, health fund, or any other contributions on behalf of Co-op Workers except as expressly stated below;

Now therefore, the Parties agree as follows:

1. Co-op Workers may be employed by contractors for employment, but only while they are high school students. Upon their scheduled date of graduation, individuals shall no longer be covered by this MOU and may no longer be employed as Co-op Workers. Co-op Workers shall only work under the supervision of a journeyman.
2. Co-op Workers shall not participate in the pension, health, or other benefit funds that are administered by the trustees of:
 - the Building Trades United Pension Trust Fund-Milwaukee and Vicinity (the "Pension Fund");
 - the International Union Pension Fund (the "International Pension Fund");
 - the WI Masons Benefit Funds (hereinafter "the Health, SATAP and 401K Funds");
 - the International Masonry Institute (hereinafter "IMI");
 - the International Council of Employers Fund (hereinafter "ICE");
 - the Local Masonry Advancement Fund (hereinafter "LMAF");
 - the Industry Advancement Program/Contract Administration Fund (hereinafter "IAP/CA"); and
 - the Construction Labor Management Council (hereinafter "CLMC")

(collectively the "Benefit Funds"). Accordingly, no contribution payments shall be made for Co-op Workers under any benefit fund administered by the Benefit Funds.

3. Co-op Workers shall not be covered by any of the terms, conditions provided under the Labor Agreement, including but not limited to overtime, industry, apprenticeship, and training funds payments, working hours, schedules, except that Co-op Workers shall be allowed to participate in the Education Fund & Training Fund (hereinafter "MILWAUKEE JATC) under Article IX of the Labor Agreement for purposes of orientation and training during the term of their Co-op Worker status, for which Employers shall pay a \$15.00 monthly service fee amount to the Milwaukee JATC Fund for each Co-op Worker during the term of his or her Co-op Worker employment. The employer shall pay the Co-op Worker between 10 and 15 dollars per hour. An employer may employ no more than one Co-op Worker for each apprentice it employs.
4. Co-op Workers shall take and pass a pre-employment drug screening that will be paid for by the entity that is currently paying for the drug testing program per the Labor Agreement. When the Co-op Worker reports to start employment, the employer shall provide the Union with the opportunity to meet with the Co-op Worker for 30 minutes.
5. The parties shall meet annually during the term of their Labor Agreement to discuss modifications to this Memorandum of Agreement.

Memorandum of Understanding
Between
the Mason Contractors Association of Milwaukee, the ALLIED CONSTRUCTION
EMPLOYERS ASSOCIATION and the ASSOCIATED GENERAL CONTRACTORS OF
GREATER MILWAUKEE, (the “ASSOCIATIONS”) and the BRICKLAYERS & ALLIED
CRAFTWORKERS UNION, LOCAL NO. 8 (the “UNION”)

The parties bound to the 2025-2028 Bricklayers and Allied Craftworkers (BAC) Local Number 8 Agreement agree that the contributions to the Wisconsin Masons Health Care Fund may be redirected to Bricklayers and Allied Craftworkers International Health Fund during the term of this Agreement by mutual written agreement, signed by the Mason Contractors Association of Milwaukee (MCA-MKE), the Allied Construction Employers' Association (ACEA), the Associated General Contractors of Greater Milwaukee (AGC-GM), and BAC Local #8.

Exhibit A

BRICKLAYERS & ALLIED CRAFTWORKERS

LOCAL #8 - WISCONSIN
(Milwaukee, Ozaukee, Washington, Waukesha Counties)

Effective 2025-2026 EFFECTIVE June 1, 2025

Bricklayer, Marble Finisher, Marble Mason, PCC, Sewer Mason, Stone Mason

Branch of Trade	Base Taxable	Dues Check-Off Taxable	Total Base Wage Taxable	H&W	Bldg. Trades Pension	IPF	IPF PPA	IMI	Education Fund	IAP CA	ICE	SATAP	LMAF	TOTAL
Bricklayer, Sewer Mason, Stone Mason	\$45.72	\$3.01	\$48.73	\$12.40	\$13.67	\$0.50	\$0.40	\$0.77	\$0.45	\$0.19	\$0.01	\$0.02	\$0.16	\$77.30
Marble Mason	\$45.72	\$3.01	\$48.73	\$12.40	\$13.67	\$0.50	\$0.40	\$0.77	\$0.45			\$0.02		\$76.94
Marble Finishers (80% Base Rate)	\$36.25	\$2.73	\$38.98	\$12.40	\$13.67	\$0.50	\$0.40	\$0.77	\$0.45			\$0.02		\$67.19
Foremen	10% of Base Rate \$4.87													
Sub Foreman	5% of Base Rate \$2.44													
PCC	\$44.03	\$2.94	\$46.97	\$12.40	\$13.67	\$0.50	\$0.40	\$0.75	\$0.45	\$0.13		\$0.02		\$75.29
PCC Foreman (1-4 Employees)	\$0.75 PER HOUR OVER SCALE													
PCC Foreman (5 or more employees)	\$1.40 PER HOUR OVER SCALE													

Increase 2025-2026 \$3.45 Increase 2026-2027 \$2.65 Increase 2027-2028 \$2.55 Contract Expires May 31, 2028

FUND	MAKE CHECK PAYABLE TO	MAIL FORM AND CHECK TO
Dues Check-Off	B.A.C. District Council of WI	P.O. Box 510617, New Berlin, WI 53151-0617
Building Trades Pension Fund	Building Trades Pension Fund	P.O. Box 520, Elm Grove, WI 53122-0520
IMI, Education Fund, IAP/CA, ICE, LMAF	IAP/CA Fund	P.O. Box 507, Brookfield, WI 53008-0507
H&W, SATAP, 401(k)	WI Masons Benefit Funds	P.O. Box 78013, Milwaukee, WI 53278-0013
IPF/IPFPPA	I.U. Pension Fund	620 F St., NW, Dept. 237, Washington, DC 20004

Exhibit B

APPRENTICE AND IMPROVER
MINIMUM WAGE GUIDELINES
BRICKLAYERS LOCAL 8
JUNE 2, 2025 – MAY 31, 2026**

	REQUIRED HOURS	PERCENT OF WAGE	BASE HOURLY WAGE	DUES CHECK-OFF	TOTAL WAGE
Hours:	1 - 1000 Hours	70%	\$32.00	+\$3.01	\$35.01
Hours:	1001 - 2000 Hours	75%	\$34.29	+\$3.01	\$37.30
Hours:	2001 - 3000 Hours	80%	\$36.58	+\$3.01	\$39.59
Hours:	3001 - 4000 Hours	85%	\$38.86	+\$3.01	\$41.87
Hours:	4001 – 5000 Hours	90%	\$41.15	+\$3.01	\$44.16
Hours:	5001 – 6000 Hours	95%	\$43.43	+\$3.01	\$46.44
<i>Journeyman's Wage AND Meeting All Requirements:</i>					
	Total 6000 Hours	100%	\$45.72	+\$3.01	\$48.73

*Apprentice with Pre-Job Training has a starting wage rate of 70% (**\$35.01/hr**).
 Apprentice without Pre-Job Training has a starting wage rate of 55% (**\$28.16/hr**).
 **Improver: Use same wage progression as above Apprentice Wage Guidelines.

LENGTH OF SERVICE: An Apprentice will receive a pay increase after each 1000 work hours until the Apprentice has worked 6000 hours and has completed all apprenticeship requirements.

HEALTH INSURANCE: \$12.40 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the apprentice's employment date.

PENSION FUND: \$13.67 AN HOUR. This will be paid by the employer, in addition to the wage, after the apprentice has completed one year of no less than 750 hours from date of hire. Note: some apprentices may qualify for earlier pension contributions; contact the Pension Office at 262-784-7880 for clarification.

IPF FUND: \$ 0.90 AN HOUR. This will be paid by the employer, in addition to the wage, after the apprentice has completed one year of no less than 750 hours from their employment date.

LM, IML, JAC, SATAP, IAP & ICE CONTRIBUTIONS: \$ 1.60 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the apprentice's employment date.

**MASONRY SUPPORT / PRE-APPRENTICE
MINIMUM WAGE GUIDELINES
BRICKLAYERS LOCAL 8
JUNE 2, 2025 – MAY 31, 2026**

	REQUIRED HOURS	PERCENT OF WAGE	BASE HOURLY WAGE	DUES CHECK-OFF	TOTAL WAGE
Hours:	1 - 500 Hours	60%**	\$27.43	+\$3.01	\$30.44
Hours:	501 - 1000 Hours	65%	\$29.72	+\$3.01	\$32.73
Hours:	1001 – 2000 Hours	70%	\$32.00	+\$3.01	\$35.01
Hours:	2001 - 3000 Hours	75%	\$34.29	+\$3.01	\$37.30
Hours:	3001 - All Additional Hours	80%***	\$36.58	+\$3.01	\$39.59
JOURNEYMAN WAGE INFORMATION		100%	\$45.72	+\$3.01	\$48.73

**Beginning Apprenticeship Wage Schedule – Refer to Apprenticeship Minimum Wage Guidelines.

*****MASONRY SUPPORT / PRE-APPRENTICE CANNOT EXCEED 80% OF JOURNEYMAN WAGE.**

LENGTH OF SERVICE: A Masonry Support Helper / Pre-Apprentice will receive a wage increase after every 500 then 1,000 hours worked until achieving the maximum wage rate allowable in accordance with Bricklayer’s Local 8 Labor Agreement which is 80% / \$39.59 of journeyman wage rate OR has entered the Apprenticeship program which then follows all Apprenticeship Wage guidelines.

IMPORTANT NOTE: AT MINIMUM, 1/2 OF MASONRY SUPPORT / PRE-APPRENTICE WORK HOURS WILL BE CREDITED TO APPRENTICESHIP EFFECTIVE WITH APPRENTICESHIP START DATE.

HEALTH INSURANCE: \$12.40 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the Masonry Support / Pre-Apprentice’s employment date.

PENSION FUND: \$13.67 AN HOUR. This will be paid by the employer, in addition to the wage, after the Masonry Support / Pre-Apprentice has completed one year of no less than 750 hours from date of hire. Note: some individuals may qualify for earlier pension contributions; contact the Pension Office at 262-784-7880 for clarification.

IPF FUND: \$ 0.90 AN HOUR. This will be paid by the employer, in addition to the wage, after the Masonry Support / Pre-Apprentice has completed one year of no less than 750 hours from their employment date.

LM, IMI, JAC, SATAP, IAP & ICE CONTRIBUTIONS: \$ 1.60 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the Masonry Support / Pre-Apprentice’s employment date.

BRICKLAYERS & ALLIED CRAFTWORKERS
LOCAL #8 - WISCONSIN
(Milwaukee, Ozaukee, Washington, Waukesha Counties)
Effective 2025-2026 EFFECTIVE June 1, 2025

PCC Trainee Schedule

Length of Service	Base Taxable	Dues Check-Off Taxable	Total Base Wage Taxable	H&W	** Bldg Trades Pension	** IPF	** IPF PPA	IMI	Ed Fund	IAP CA	SATAP	TOTAL	**TOTAL with Pensions
0 to 750 Hours	\$26.35	\$2.94	\$29.29	\$12.40				\$0.75	\$0.45	\$0.13	\$0.02	\$43.04	
751 to 1000 Hours	\$26.35	\$2.94	\$29.29	\$12.40	\$13.67	\$0.50	\$0.40	\$0.75	\$0.45	\$0.13	\$0.02	\$43.04	\$57.61
1,001 to 2,000 Hours	\$31.94	\$2.94	\$34.88	\$12.40	\$13.67	\$0.50	\$0.40	\$0.75	\$0.45	\$0.13	\$0.02	\$48.63	\$63.20
2,001 Hours to 3rd year anniversary of start date*	\$37.49	\$2.94	\$40.43	\$12.40	\$13.67	\$0.50	\$0.40	\$0.75	\$0.45	\$0.13	\$0.02		\$68.75
PCC Journeyworker Full Scale	\$44.03	\$2.94	\$46.97	\$12.40	\$13.67	\$0.50	\$0.40	\$0.75	\$0.45	\$0.13	\$0.02		\$75.29

**** After 12 months of at least 750 work hours, employers will contribute to the Bldg Trades Pension and IPF/IPF-PPA - AS STATED IN THE CBA**
***Term of Trainee. The term of a Trainee will be three (3) years with a minimum of 3,000 hours for the three (3) year period.**

FUND	MAKE CHECKS PAYABLE TO	
Dues Check-Off	B.A.C. District Council of WI	P.O. Box 510617, New Berlin, WI 53151
Building Trades Pension Fund	Building Trades Pension Fund	P.O. Box 520, Elm Grove, WI 53122-0520
IMI & Education Fund	IAP/CA Fund	P.O. Box 507, Brookfield, WI 53008-0507
H&W, SATAP, 401(k)	WI Masons Benefit Funds	P.O. Box 78013, Milwaukee, WI 53278
IPF/IPF PPA	IU Pension Fund	620 F St., NW Dept 237, Washington, DC 20004

PCC APPRENTICE AND IMPROVER**
MINIMUM WAGE GUIDELINES
FOR BRICKLAYERS LOCAL 8 APPRENTICESHIP
JUNE 2, 2025 – MAY 31, 2026

	REQUIRED HOURS	PERCENT OF WAGE	BASE HOURLY WAGE	DUES CHECK-OFF	TOTAL WAGE
Hours:	1 - 1000 Hours	70%	\$30.82	+\$2.94	\$33.76
Hours:	1001 - 2000 Hours	75%	\$33.02	+\$2.94	\$35.96
Hours:	2001 - 3000 Hours	80%	\$35.22	+\$2.94	\$38.16
Hours:	3001 - 4000 Hours	85%	\$37.42	+\$2.94	\$40.36
Hours:	4001 – 5000 Hours	90%	\$39.63	+\$2.94	\$42.57
Hours:	5001 – 6000 Hours	95%	\$41.83	+\$2.94	\$44.77
<i>Journeyman's Wage AND Meeting All Requirements:</i>					
	Total 6000 Hours	100%	\$44.03	+\$2.94	\$46.97

*Apprentice with Pre-Job Training has a starting wage rate of 70%.

**Improver: Use same wage progression as above Apprentice Wage Guidelines.

LENGTH OF SERVICE: An Apprentice will receive a pay increase after each 1000 work hours until the Apprentice has worked 6000 hours and has completed all apprenticeship requirements.

HEALTH INSURANCE: \$12.40 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the apprentice's employment date.

PENSION FUND: \$13.67 AN HOUR. This will be paid by the employer, in addition to the wage, after the apprentice has completed one year of no less than 750 hours from date of hire. Note: some apprentices may qualify for earlier pension contributions; contact the Pension Office at 262-784-7880 for clarification.

IPF FUND: \$ 0.90 AN HOUR. This will be paid by the employer, in addition to the wage, after the apprentice has completed one year of no less than 750 hours from their indenture date.

IMI, JAC, & SATAP CONTRIBUTIONS: \$ 1.35 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the apprentice's indenture date.

**PCC SUPPORT / PRE-APPRENTICE
MINIMUM WAGE GUIDELINES
BRICKLAYERS LOCAL 8
JUNE 2, 2025 – MAY 31, 2026**

	REQUIRED HOURS	PERCENT OF WAGE	BASE HOURLY WAGE	DUES CHECK-OFF	TOTAL WAGE
Hours:	1 - 500 Hours	60%**	\$26.42	+\$2.94	\$29.36
Hours:	501 - 1000 Hours	65%	\$28.62	+\$2.94	\$31.56
Hours:	1001 – 2000 Hours	70%	\$30.82	+\$2.94	\$33.76
Hours:	2001 - 3000 Hours	75%	\$33.02	+\$2.94	\$35.96
Hours:	3001- All Additional Hours	80%	\$35.22	+\$2.94	\$38.16
JOURNEYMAN WAGE INFORMATION		100%	\$44.03	+\$2.94	\$46.97

**Beginning Apprenticeship Wage Schedule – Refer to Apprenticeship Minimum Wage Guidelines.

*****MASONRY SUPPORT / PRE-APPRENTICE CANNOT EXCEED 80% OF JOURNEYMAN WAGE.**

LENGTH OF SERVICE: A Masonry Support Helper / Pre-Apprentice will receive a wage increase after every 500 then 1,000 hours worked until achieving the maximum wage rate allowable in accordance with Bricklayer's Local 8 Labor Agreement which is 80% / \$38.16 of journeyman wage rate OR has entered the Apprenticeship program which then follows all Apprenticeship Wage guidelines.

IMPORTANT NOTE: AT MINIMUM, 1/2 OF MASONRY SUPPORT / PRE-APPRENTICE WORK HOURS WILL BE CREDITED TO APPRENTICESHIP EFFECTIVE WITH APPRENTICESHIP START DATE.

HEALTH INSURANCE: \$12.40 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the Masonry Support / Pre-Apprentice's employment date.

PENSION FUND: \$13.67 AN HOUR. This will be paid by the employer, in addition to the wage, after the Masonry Support / Pre-Apprentice has completed one year of no less than 750 hours from date of hire. Note: some individuals may qualify for earlier pension contributions; contact the Pension Office at 262-784-7880 for clarification.

IPF FUND: \$ 0.90 AN HOUR. This will be paid by the employer, in addition to the wage, after the Masonry Support / Pre-Apprentice has completed one year of no less than 750 hours from their employment date.

LM, IMI, JAC, SATAP, IAP & ICE CONTRIBUTIONS: \$ 1.35 AN HOUR. This will be paid by the employer, in addition to the wage, starting with the Masonry Support / Pre-Apprentice's employment date.