

FREQUENTLY ASKED QUESTIONS

THE ANSWER TO ALL OF THESE QUESTIONS IS YES!

Can I get reduced initiation for my masonry craftworkers?

Are the union guys going to welcome my employees and my company?

Can I refer candidates to the pre-apprenticeship and apprenticeship programs?

Can I set up a specialty training program just for my masonry craftworkers?

Will the new members have health care? (following plan rules)

Will the new members get their benefit reports sent to their homes?

Does the BAC union (through the collective bargaining agreement) have a drug policy program?

Can the new members participate in the drug program right away?

Can the new members receive journeyman upgrade training such as Blueprint Reading and Foreman courses?

Can the new members receive OSHA Safety Training courses?

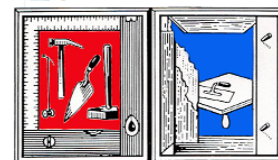
Are all the classes free to the members that are taught by the Training Department?

Will I be spending less money on administrative overhead on medical, dental and retirement programs?

Can I get immediate mobility for most of my existing masonry craftworkers?

Can I fire non-performing craftworkers?

Can I get additional union craftworkers even if I am working outside the area of the Bricklayers Local 15 MO/KS?



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Q. Will the union try to run my business?

A. Absolutely not! That's your job. Our job is making sure you have the best trained, most professional masonry workers available anywhere. If you'd like our help or advice, it's always available, but your business is your business.

Q. What if I have a problem with a union worker? I heard you can't fire them.

A. The agreement we have with each of our signatories spells out problem resolution procedures that cover every conceivable problem, including offenses that warrant termination. The union is committed to working with you to make sure problems are resolved in a way that is fair for all parties.

Q. Can I still use my existing employees?

A. Absolutely! One of the great things about "going union" is the flexibility it gives you. We're always happy to welcome new members into our organization, and we're committed to providing the training and certifications new members need to meet the industry standards. You might want to evaluate some of your employees and this can be done at the Training Center as a service to you. The whole point is for you to have the finest workforce and we might surprise you with the quality we can provide.

Q. How am I going to compete with lower cost open shop contractors?

A. By forming a partnership with the Local 15 Bricklayers MO/KS and blending your employees with union craftworkers while adding in access to all the training programs, IMI Foreman and supervisor training, you have formulated a union masonry company. Competing with non-union contractors isn't as much of an issue as it seems. Together, we can have higher productivity and quality on your jobs. the goal is have this partner ship become a strong selling point for your company.

Q. What if the Bricklayers Local 15 just doesn't work out for me? Can I get out?

A. Our contract specifies that period during which our agreement is in force and spells out the renewal provisions. When your contract comes up for renewal, you're free to decline. Of course, we're committed to doing whatever it takes to create a successful partnership and we can usually find a solution to any problem that comes up!

