

AGREEMENT

between the

**BRICKLAYERS AND ALLIED CRAFTMEN
LOCAL UNION NO. 3**

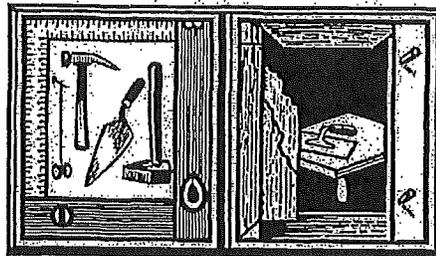
CENTRAL MASSACHUSETTS

CHAPTERS

**FOXBORO
LOWELL
WORCESTER**

and

**THE MASON CONTRACTORS ASSOCIATION
OF MASSACHUSETTS**



EFFECTIVE: SEPTEMBER 1, 2012

EXPIRES: AUGUST 31, 2017

ARTICLE II

Territorial Jurisdiction

This Agreement shall cover all work within the territorial jurisdiction of each Local as granted by the International Union of Bricklayers and Allied Craftmen and for which the Associations are authorized to bargain. The present territorial jurisdiction of each Chapter is outlined below:

Worcester – Auburn, Barre, Blackstone, Berlin, Bolton, Boylston, the Brookfields, Charlton, Clinton, Douglas, Dudley, Grafton, Hardwick, Holden, Leicester, Mendon, Millbury, Millville, New Braintree, Northboro, Northbridge, Oakham, Oxford, Paxton, Rutland, Shrewsbury, Southbridge, Spencer, Sturbridge, Sutton, Upton, Uxbridge, Webster, Westboro, West Boylston and Worcester.

Foxboro – Attleboro, Bellingham, Berkley, Canton, Dedham, Dighton, Franklin, Foxboro, Lakeville, Mansfield, Norfolk, North Attleboro, Norton, Norwood, Plainville, Raynham, Rehoboth, Seekonk, Sharon, Taunton, Walpole, Westwood and Wrentham.

Lowell – Acton, Ashburnham, Ashby, Ashland, Athol, Ayer, Boxboro, Bedford, Billerica, Carlisle, Chelmsford, Dracut, Dunstable, Fitchburg, Framingham, Gardner, Groton, Harvard, Holliston, Hopedale, Hopkinton, Hubbardston, Hudson, Lancaster, Leominster, Littleton, Lowell, Lunenburg, Marlboro, Maynard, Medfield, Medway, Milford, Millis, Natick, Nedell, North Acton, Pepperell, Petersham, Phillipston, Primus, Princeton, Royalston, Sherborn, Shirley, South Acton, Southboro, Sterling, Stow, Templeton, Tewksbury, Townsend, Townsend Harbor, Tyngsboro, Vose, West Acton, Westford, Westminster, Wilmington and Winchendon.

ARTICLE III

Wages

Section 1. The hourly rate of wages and fringe benefit contributions to be paid by each Employer for all Employees covered by this Agreement who work within the territorial jurisdiction of each Chapter, as stated in Article II, shall be as follows:

A. CHAPTERS: FOXBORO, LOWELL, WORCESTER

Effec. Date	Total Pkg.	Wages	H/W	P	IPF	AF	ATF	IMI	IMI AT	MCAM	MIEF
9/1/12	\$74.13	\$45.31	\$10.18	\$10.06	\$1.73	\$4.86	\$1.10	\$0.17	\$1.52	\$0.20	--
3/1/13	\$74.73	\$45.89	\$10.18	\$10.06	\$1.73	\$4.86	\$1.10	\$0.19	\$1.52	\$0.20	--
9/1/13	\$75.70	\$46.79	\$10.18	\$10.06	\$1.80	\$4.86	\$1.10	\$0.19	\$1.52	\$0.20	--
3/1/14	\$76.28	\$47.35	\$10.18	\$10.06	\$1.80	\$4.86	\$1.10	\$0.21	\$1.52	\$0.20	--
9/1/14	\$77.25	\$48.25	\$10.18	\$10.06	\$1.87	\$4.86	\$1.10	\$0.21	\$1.52	\$0.20	--
3/1/15	\$77.83	\$48.81	\$10.18	\$10.06	\$1.87	\$4.86	\$1.10	\$0.23	\$1.52	\$0.20	--
9/1/15	\$78.80	\$49.71	\$10.18	\$10.06	\$1.94	\$4.86	\$1.10	\$0.23	\$1.52	\$0.20	--
3/1/16	\$79.38	\$50.28	\$10.18	\$10.06	\$1.94	\$4.86	\$1.10	\$0.24	\$1.52	\$0.20	--
9/1/16	\$80.36	\$51.18	\$10.18	\$10.06	\$2.02	\$4.86	\$1.10	\$0.24	\$1.52	\$0.20	--
3/1/17	\$80.93	\$51.75	\$10.18	\$10.06	\$2.02	\$4.86	\$1.10	\$0.24	\$1.52	\$0.20	--

B. Deducted from net wages after taxes for all Chapters: D, BACPAC, IUD

D - Local Union Dues Deduction
 BACPAC - \$.01 - BAC Political Action Committee
 IUD - International Union Dues Deduction

C. Definitions of abbreviations used above:

H/W - Health and Welfare
 P - Local Pension Fund
 IPF - International Pension Fund
 AF - Annuity Fund
 ATF - BAC Local 3 Apprenticeship & Training Fund
 IMI - International Masonry Institute Fund
 IMI/AT - International Masonry Institute Apprentice Training Fund
 MCAM - Mason Contractors Construction Advancement Fund
 MIEF - Masonry Industry Equality Fund

ARTICLE VI

Massachusetts Bricklayers & Allied Craftsmen Apprenticeship & Training Program

Section 10. Each Employer shall employ a ratio of one (1) apprentice to five (5) journeymen on the job when indentured apprentices are available and assigned to the Employer by the

Effective January 1, 2013, each Employer shall employ a ratio of one (1) apprentice to five (5) journeymen employed by the Employer when indentured apprentices are available and assigned to the Employer by the Bricklayers and Allied Craftsmen Local 3 Apprenticeship and Training Fund or authorized representative, except that during the months of December, January, February and March, each Employer shall employ one (1) apprentice to five (5) journeymen on a jobsite.

No Employer shall lay off an apprentice for lack of work without giving at least twenty-four hour prior notice to the local authorized representative. Under the terms of this Section, a local apprentice shall be given preference on all cases.

Section 11. The wages of apprentices covered by this Agreement shall be:

1st	1,000 hours	50% of the journeymen's rate
2nd	1,000 hours	60% of the journeymen's rate
3rd	1,000 hours	70% of the journeymen's rate
4th	1,000 hours	80% of the journeymen's rate
5th	1,000 hours	90% of the journeymen's rate

ARTICLE XVI

Craft Jurisdiction

It is agreed that bricklayers' work shall include, but not be limited to the following:

Section 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, line or brick kilns; in mines or fortifications; and in all underground installation of substitutes for bricks such as: all carbon materials, Karbate Impevite or mixtures; all acid resistant material; all terra cotta and porcelain materials, except where the foregoing materials are manufactured to substitute for tile as provided for under the category of Section 9 of Article XI of the constitution; all cutting of joints; pointing, cleaning, and cutting of brick walls; fireproofing; blockarching; terra cotta cutting and setting of all tile, plaster, mineralwool, cork blocks and glass masonry, or any substitute for above materials; the laying of all pipe sewers or water mains and the filing of all joints on the same when such sewers or conduits are of any vitreous materials, burnt clay or cement, or any substitute material used for the above purpose; the cutting, rubbing, and grinding of all kinds of brick; the setting of all cut stone trimmings on brick buildings; and the preparation and erection of plastic, castables or any refractory materials is bricklayers' work.

Cleaning, grouting, pointing, and other work necessary to achieve and complete the work under the foregoing category shall be the work of the bricklayer. All waterproofing and black mastic waterproofing, silicone and/or substitute sandwiched between masonry units in the interior of the wall are recognized as masons' work.

All terra cotta called unit tile in sizes over 6 inches x 12 inches regardless of method of installation. All quarry tile over 9 inches x 9 inches x 1 1/4 inches in size, split brick or quarry tile or similar material if bedded and jointed with one operation. The bedding, jointing, and pointing of the above material 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 inches x 12 inches, regardless of the method of installation.

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

Brick paving comes under bricklayers' trade classification. In addition, such other construction work in this area that has been done, as the custom and practice by members of this Union.

The setting, grouting, and dry packing of all plates and machinery shall be the work of the Bricklayers and Allied Craftsmen.

The installation of all types of wall ties and anchors that support masonry walls shall be the work of the bricklayers.

The grouting and filling of masonry units with insulation materials and rigid insulation installed in masonry walls shall be the work of the bricklayers.

Built in corner guards, bearing plates, and loose lintels shall be the work of the Bricklayers and Allied Craftsmen.

The installation, assembly, and erection of all masonry panels, whether brick, tile, natural stone, cement, utilizing a light frame, steel stud back-up system shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The cleaning, rubbing down, grinding, patching and coating with silicone or similar waterproofing material of masonry block walls shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation, pointing, cleaning and finishing of R-Brick, Pan-Brick, or other thin brick systems installed mechanically shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation, cutting, grouting, waterproofing of segmental mortarless interlocking concrete or cement block wall systems and mortarless interlocking concrete pavers shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The cutting, welding and repairing of steel and reinforcing rods related to masonry repair shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The laying, cutting, coating, insulating, reinforcing, grouting, patching, plastering and finishing with textured materials of autoclaved aerated concrete units set in mortar, thin-bed adhesive mortar, dry or with adhesives shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The hooking-on, unloading, rigging, hoisting, signaling, tagging, landing and setting of autoclaved aerated concrete panels; and the welding and/or bolting of support steel, steel clips, other parts and/or connections whether bolted or welded, and the installation of miscellaneous hardware necessary to complete the system shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation of metal flashing and other various interrelated metal, including the fitting, cutting, screwing, soldering, sealing, set dry or with adhesives or mastic on any surface shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation of construction felt building paper, whether screwed, stapled, nailed or set with adhesives or mastic onto masonry, concrete, dry-wall, glass fiber or insulation boards, wood or any other surfaces shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The complete installation of air barrier systems, combined air barrier and vapor barrier systems, multi-component air barrier systems, vapor transfusible air barrier systems, and other engineered air barrier systems designed to conserve energy consumption and provide moisture protection on buildings and structures shall be the work of the member of the International Union of Bricklayers and Allied Craftsmen.

The materials and methods shall include but shall not be limited to the following:

Sheet rubberized asphalt membranes (peel and stick), fluid applied materials (spray-, brush-, roller- or trowel-applied), spray-applied polyurethane foam, smooth surface roofing membranes, modified bituminous self-adhering membranes, modified bituminous torch grade applied membranes, urethane foam, trowel-applied rubber-based adhesives, spray-applied rubber-based adhesives, plastic compounds, sheet metal, foil-faced urethane insulation and all sealants and taping of joints in the back up system.

BRICK MASONRY PANELS: The fabrication and installation of brick panels or other prefabricated masonry panels including the rigging, hooking on, signaling, bolting and/or welding, the installation of all anchors and supports, and other miscellaneous hardware shall be the work of the bricklayers.

ARTIFICIAL BRICK MASONRY: The installation of Nailon brick or similar burnt clay units, including the cutting, fitting, nailing on, pointing, caulking, and cleaning shall be the work of the bricklayers.

The toothing of masonry units shall be the work of the bricklayers.

CHASES, CHANNELS AND OTHER OPENINGS: The cutting and patching of chases, channels, window and door openings or other openings in masonry walls shall be the work of the bricklayers.

MASTIC AND FLASHING: The application of all types of mastic, whether troweled or rolled on masonry and concrete and the installation of all types of flashing, whether installed dry or with mastic in masonry and concrete shall be the work of the bricklayers and masons.

INSULATION: The placement of all insulating materials, such as Zonolite, Pearlite, substitutes, or sand into masonry walls shall be the work of the bricklayers.

The pouring/handling of the nozzle of foam machines and attaching section of board-type materials shall be the work of the bricklayers.

The installation of all insulation and substitutes where cement, mastic or other plastic adhesive materials are used, when such insulation is installed in floors, walls, partitions, roofs and ceiling insulation shall be the work of the bricklayers.

The application of insulating materials over boiler walls shall be the work of the bricklayers.

REINFORCING: The placement of reinforcing materials, whether horizontal, vertical, or otherwise, into the cavities/voids of masonry walls or any configuration shall be the work of the bricklayers. This shall include the horizontal, vertical or otherwise placement, lapping, jointing, connecting or welding. Normal bending and/or tying shall be the work of the bricklayers.

GROUTING: The placing of grout into all types of masonry walls is the work of the bricklayers. The bricklayer will handle pouring of grout from a bucket or other container, and if a grout machine is used to pump this material in, the bricklayer will handle the nozzle. If any other method is used, the bricklayer shall be the person who is responsible for the final placement of the grout into the cavity/void of the masonry wall. When a vibrator is used in the grouting operation, it shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The grouting of all windows, doors and axis panels encased in masonry, whether installed when the masonry is constructed or bolted on later shall be the work of the bricklayers.

DAMPPROOFING: The application of all damp and waterproofing materials, sand and cement coats, other substitute cement based materials, fireproofing materials and silicones, whether troweled or rolled on all masonry, cement, precast, or concrete shall be the work of the International Union of Bricklayers and Allied Craftsmen.

EPOXY INJECTION WORK: All epoxy injection work, whether poured by hand, pointed or injected by machine under pressure, on brick, stone, precast, cement and concrete shall be the work of the International Union of Bricklayers and Allied Craftsmen.

CHEMICAL AND EPOXY APPLICATIONS: The application of all chemical and epoxy coating, including plastic coatings that combine in a matrix material and artificial imitation and artistic effect shall be the work of the International Union of Bricklayers and Allied Craftsmen.

CLEANING METHODS: The water blasting machine or similar type of cleaning machines shall be the tool of the trade and operated by the members of the International Union of Bricklayers and Allied Craftsmen.

All exterior and interior cleaning of buildings, whether brick, stone, precast, cement or concrete, regardless of whether water, detergent, acid, restorer or other substitute cleaning products are used, shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The sand blasting, water blasting, or other cleaning procedures used to expose aggregate or to prepare masonry to receive a new finish shall be the work of the International Union of Bricklayers and Allied Craftsmen.

Sand blasting, water blasting, or other cleaning procedure which will be performed in connection with the pointing or caulking of a building shall be the work of the International Union of Bricklayers and Allied Craftsmen.

MISCELLANEOUS WATERPROOFING: The troweling application of mastic and other waterproofing materials on dry wall stud walls used to back up brick and other types of masonry veneer shall be the work of the International Union of Bricklayers and Allied Craftsmen.

BRICK TIES: The installation of all types of wall ties and anchors, including the strap and tie of two-part anchoring systems, whether screwed, nailed, shot, set with epoxy, or welded, that support masonry walls shall be the work of the bricklayers.

PAVING: The laying, setting, bedding, pointing, grouting, steam cleaning, washing, spreading of asphalt, and the sweeping of joints with sand, cement or stone dust of all paving units made of brick, stone, cement, precast or concrete, whether such units are interlocking, laid dry or in dry pack, or mortar, sand, stone dust, asphalt, mastic, or substitutes shall be the work of the bricklayers.

The installation, cutting, grouting, waterproofing of segmental mortarless interlocking concrete or cement block wall systems and mortarless interlocking concrete pavers shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The cutting, welding and repairing of steel and reinforcing rods related to masonry repair shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The laying, cutting, coating, insulating, reinforcing, grouting, patching, plastering and finishing with textured materials of autoclaved aerated concrete units set in mortar, thin-bed adhesive mortar, dry or with adhesives shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The hooking-on, unloading, rigging, hoisting, signaling, tagging, landing and setting of autoclaved aerated concrete panels; and the welding and/or bolting of support steel, steel clips, other parts and/or connections whether bolted or welded, and the installation of miscellaneous hardware necessary to complete the system shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

USE OF TOOLS: The mason shall have the right to use all tools necessary to complete his work, including but not limited to hand tools, power tools, electric and air hammers or chipping guns.

Refractory Work

Section 1. The Employer agrees to assign to Employees represented by BAC all work which has been historically or traditionally assigned to members of the International Union of Bricklayers and Allied Craftsmen, including but not limited to: dipping, setting, buttering, bedding, handing, pointing, grouting, caulking, cutting, tothing, fitting, plumbing, aligning, laying, flagging, leveling, installation of gaskets and expansion joint material, grinding, vibrating, tamping, guniting, insulation, and spraying of all refractory materials, anchoring of all refractory materials by means including bolting and welding, ceramic welding, removal and cleaning of masonry materials to be reinstalled, final sandblasting of surfaces to receive additional refractory materials, installation of chemical coating, fireproofing, and membrane materials by any method required, surface spraying of all refractory materials, and cleaning of coke oven walls, chambers and flues. Temporary bracing in coke oven repairs shall be done by Employees represented by BAC, in coordination with other trades.

Backfill and vibrating of all refractory material with electrical vibrators, air vibrators or any other methods shall be performed by the bricklayers.

Use of the nozzle when refractory materials are used in furnaces, boilers, stacks, breechings and vessels shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The installation by means of spaying or gun of Foamfrax Grade I and II Fiber Insulation, Isofoam Fiber Insulation or other similar types of insulating products, when installed over existing refractory linings, existing ceramic fiber linings, or steel surfaces, shall be the work of the bricklayer.

The set-up of the Foamfrax Insulation Machine and all surface preparation work, including scraping with a currie comb or equivalent apparatus, removal of glazed or loose sections with a pneumatic or electric chipping hammer, sandblasting and air blasting the surface clean, shall be the work of the bricklayer.

The installation and pumping of Cease-Fire Insulating Foam and other similar types of thermal ceramics used to reinsulate long pipe sections in underground steam lines where existing mineral wool, calcium silicate or asbestos insulation has deteriorated over time, shall be the work of the bricklayer.

The installation of all material such as plastic fire brick, gannister, pli-brico, Ram 85 or substitutes and the installation of such material such as clay blocks or bricks or any other materials or substitutes such as celocel and magnesite blocks when installed in connection with or supplemental to fire brick or fire block shall be the work of the bricklayer.

The installation of raschig rings when they are set by hand shall be the work of the bricklayer.

The installation and welding of all refractory anchors shall be the work of the bricklayer.

USE OF TOOLS: The mason shall have the right to use all tools necessary to complete his work, including but not limited to hand tools, power tools, electric and air hammers or chipping guns.

Section 2. Stone Masonry. Stone masonry 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 the customarily called "stone" in the trade).

Cutting all shodies, 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 ringstone that are roughly dressed upon the beds, joints, or reveals, and the cutting of joints 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.

The erection, installation, plumbing, leveling, aligning, as well as the installation of all parts and hardware, and the anchoring, bolting and welding of all natural stone when natural stone is installed in precast, metal or glass curtain wall systems shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The work of the bricklayers and masons on natural stone faced steel truss panels shall include but shall not be limited to the following:

1. All welding and/or bolting of the support steel to the building structure for the stone faced steel truss panels.
2. All hooking on of the stone faced steel truss panels.
3. All signaling and tagging of the stone faced steel truss panels.
4. All rigging required for the stone faced steel truss panels.

5. All hoisting, unloading, setting and landing of the stone faced steel truss panels.
6. All final setting, including but not limited to the plumbing, leveling and aligning of the stone faced steel truss panels.
7. All temporary and final welding and/or bolting of panel-to-panel connections.
8. All temporary and final welding and/or bolting of the stone faced steel truss panel connections attached to the building structure.
9. All temporary and final welding and/or bolting of the wind bracing to the building structure of the stone faced steel truss panels.
10. The assembly, and setting up of all lifting mechanisms used to hoist or move the stone faced steel truss panels, including but not limited to hand derricks, truck and tower cranes, cherrypickers, Chicago booms, electric and manual chain falls, power buggy, monorail systems, except by licensed personnel where required.

The work of the bricklayers and masons on natural stone uni-strut systems or similar type grid systems shall include but shall not be limited to the following:

1. The installation of the stone support system, including the erection, plumbing, leveling, aligning, bolting, welding and anchoring of uni-struts or other similar type grid systems.
2. All welding of stud bolts whether by stud gun or arc welding.
3. The installation of tubular steel, clip angles and other parts and/or connections, whether bolted or welded.
4. The installation, setting, shimming, landing, and anchoring of natural stone onto uni-struts or similar type grids.
5. All final setting of natural stone, including but not limited to plumbing, leveling and aligning.
6. The installation of all miscellaneous hardware necessary to complete the system, regardless of the method of installation.

Stone masons shall have the right to use all tools that they consider necessary to achieve and complete the work under the foregoing category.

In addition, such other construction work in this area that has been done as the custom and practice by members of this Union.

The installation of metal flashing and other various interrelated metal, including the fitting, cutting, screwing, soldering, sealing, set dry or with adhesives or mastic on any surface shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation of construction felt building paper, whether screwed, stapled, nailed or set with adhesives or mastic onto masonry, concrete, dry-wall, glass fiber or insulation boards, wood or any other surfaces shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The complete installation of air barrier systems, combined air barrier and vapor barrier systems, multi-component air barrier systems, vapor transfusable air barrier systems, and other engineered air barrier systems designed to conserve energy consumption and provide moisture protection on buildings and structures shall be the work of the member of the International Union of Bricklayers and Allied Craftsmen.

The materials and methods shall include but shall not be limited to the following:

Sheet rubberized asphalt membranes (peel and stick), fluid applied materials (spray-, brush-, roller- or trowel-applied), spray-applied polyurethane foam, smooth surface roofing membranes, modified bituminous self-adhering membranes, modified bituminous torch grade applied membranes, urethane foam, trowel-applied rubber-based adhesives, spray-applied rubber-based adhesives, plastic compounds, sheet metal, foil-faced urethane insulation and all sealants and taping of joints in the back up system.

PRECAST CONCRETE: The cutting, dry packing, bedding, setting, pointing, rubbing, patching, grouting, grinding, steam cleaning and washing of all precast concrete panels, column covers, "beams and tees" shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The cutting, setting and pointing of all concrete window mullions, steel or concrete lintels and concrete sprandel beams and all concrete prefabricated slabs shall be the work of members of the International Union of Bricklayers and Allied Craftsmen.

NATURAL STONE PANELS: The fabrication and installation of limestone, granite or other prefabricated natural stone panels, when mounted to steel or aluminum framing or set on steel struts shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

All rigging, hooking, signaling, bolting and/or welding, the installation of all stone supports and stone anchors, and other hardware shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The stone mason shall have sole jurisdiction over hand derricks and other such lifting devices in connection with the setting of stone.

USE OF TOOLS: The mason shall have the right to use all tools necessary to complete his work including but not limited to hand tools, power tools, electric and air hammers, or chipping guns.

Section 3. Artificial Masonry. The cutting, setting and pointing of cement blocks and all artificial stone or marble, either interior or exterior, when set by the usual custom of the stone mason and marble setter. All cement 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 International Union of Bricklayers and Allied Craftsmen, for which the highest rate of wages shall be demanded.

All artificial masonry, the cutting, setting and pointing of all concrete prefabricated slabs, regardless of size, shall be the work of members of the International Union of Bricklayers and Allied Craftsmen, for which the regular wage scale in the jurisdiction where the work is performed shall be paid.

The erection and setting of fiberglass stone-faced wall panels, GFRC panels and units, and other lightweight artificial stone, when said operation is a direct set from the truck to the structure, including the installation of lugs and other supporting steel and hardware, the hooking on, signaling and securing, the plumbing and aligning, grouting, patching, caulking, anchoring, bolting, and welding, shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation of metal flashing and other various interrelated metal, including the fitting, cutting, screwing, soldering, sealing, set dry or with adhesives or mastic on any surface shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation of construction felt building paper, whether screwed, stapled, nailed or set with adhesives or mastic onto masonry, concrete, dry-wall, glass fiber or insulation boards, wood or any other surfaces shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The complete installation of air barrier systems, combined air barrier and vapor barrier systems, multi-component air barrier systems, vapor transfusable air barrier systems, and other engineered air barrier systems designed to conserve energy consumption and provide moisture protection on buildings and structures shall be the work of the member of the International Union of Bricklayers and Allied Craftsmen.

The materials and methods shall include but shall not be limited to the following:

Sheet rubberized asphalt membranes (peel and stick), fluid applied materials (spray-, brush-, roller- or trowel-applied), spray-applied polyurethane foam, smooth surface roofing membranes, modified bituminous self-adhering membranes, modified bituminous torch grade applied membranes, urethane foam, trowel-applied rubber-based adhesives, spray-applied rubber-based

adhesives, plastic compounds, sheet metal, foil-faced urethane insulation and all sealants and taping of joints in the back up system.

The installation, cutting, grouting, waterproofing of segmental mortarless interlocking concrete or cement block wall systems and mortarless interlocking concrete pavers shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The cutting, welding and repairing of steel and reinforcing rods related to masonry repair shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The laying, cutting, coating, insulating, reinforcing, grouting, patching, plastering and finishing with textured materials of autoclaved aerated concrete units set in mortar, thin-bed adhesive mortar, dry or with adhesives shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The hooking-on, unloading, rigging, hoisting, signaling, tagging, landing and setting of autoclaved aerated concrete panels; and the welding and/or bolting of support steel, steel clips, other parts and/or connections whether bolted or welded, and the installation of miscellaneous hardware necessary to complete the system shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

USE OF TOOLS: The mason shall have the right to use all tools necessary to complete his work including but not limited to hand tools, power tools, electric and air hammers, or chipping guns.

Section 4. Waterproofing and Restoration/Pointing, Cleaning, Caulking

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 International Union of Bricklayers and Allied Craftsmen, providing his membership is in good standing. Pointing, caulking and cleaning of all types of masonry on brick, stone or cement structures, including all grinding and cutting out on such work and all sand blasting, steam cleaning and gunite work. The caulking of all window frames or door frames encased in masonry on brick, stone, precast or cement structures shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The pointing, cleaning and weatherproofing of all buildings, grain elevators, and chimneys built of stone, brick and concrete. It shall include all grinding and cutting out, sand blasting and gunite work in same.

The application, regardless of the method, of waterproofing coatings and cement base materials, with or without color, on new or old exterior or interior walls made of brick, block, stone, cement, concrete, precast or artificial masonry shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The rigging, hanging, erecting of all swing scaffold, including the setting and hanging of sky hooks, outriggers, counterweights, tie-backs, lifelines, guard rails, electronic motors, and other swing scaffolding equipment, shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The mixing of all caulking shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

- 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.

In addition, such other construction work in this area that has been done as the custom and practice by members of this Union.

The sand blasting, water blasting, or other type of cleaning and the application of all waterproofing material and fireproofing material in the interior of water tanks or chests, stacks, materials in the interior of water tanks or chests, stacks, silos, chimneys and turbines shall be the work of the bricklayer.

- c) The power cleaning of masonry, stone, concrete and precast with limestone powder, crushed glass, walnut shells, talc, baking soda and other abrasive materials shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The application of masonry, stone, precast and concrete patching systems such as: Jahn, Cathedral Stone, Sika, Thoro systems and other similar patching systems and the application of bonding agents and required solvents shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The installation of fire-stop caulking, security-grade caulking, other fireproofing materials and silicones, including joint preparation, priming and solvents used in connection with them, shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The blast tracking, sandblasting, hydro blasting, etching and other abrasive methods of preparing a concrete substrate. The sawing, chipping, cleaning and removal of deteriorated concrete and reinforcing rods and the patching, waterproofing and replacement of the same. All shotcrete and gunite preparation and application and the mixing of all patching material shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The installation of rubber and steel seismic joint systems and miscellaneous iron shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The installation of all types of flashing: membrane, copper-coated, sheet metal and rubber shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The installation of bituthene, sheet rubber and other membrane waterproofing systems on decks, plazas, tanks, fountains, flower boxes, drywall, masonry, concrete and precast shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The preparation and application of metallic waterproofing in elevator pits, water treatment plants and other applicable areas shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The making of plaster or rubber-backed plaster molds for the fabrication of specialty masonry, stone and concrete elements and the cast of these units from molds with cementious or resinous materials replicating the original elements in form, color and texture; and the installation of fiberglass, plastic gypsum, vinyl and other substitutes shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The fabrication, burning and welding of brackets, supports and anchors for replacement materials and the drilling, pinning and anchoring of masonry materials shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The tothing of brick and other masonry units and the selective demolition of masonry shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The stripping of paint by chemical or mechanical methods from masonry, concrete and precast which is to be preserved or refinished shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The operation of Man-lifts, scissors, aerial lifts and other hydraulic equipment used to install materials; whether operated mechanically or manually, shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The mixing and application of poultices and hydrosilica for cleaning stone-carved and cut, using small points, scalpels and hand-held abrasives shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The preparation and installation of carbon and glass fiber wrap fabrics and similar type materials applied wet or dry that are bonded to concrete and masonry structures and surfaces for strengthening purposes shall be the work of the member of the IU BAC.

The installation of structural plates used to reinforce concrete and masonry shall be the work of the members of the IU BAC.

The installation of metal flashing and other various interrelated metal, including the fitting, cutting, screwing, soldering, sealing, set dry or with adhesives or mastic on any surface shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The installation of construction felt building paper, whether screwed, stapled, nailed or set with adhesives or mastic onto masonry, concrete, dry-wall, glass fiber or insulation boards, wood or any other surfaces shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The complete installation of air barrier systems, combined air barrier and vapor barrier systems, multi-component air barrier systems, vapor transfusible air barrier systems, and other engineered air barrier systems designed to conserve energy consumption and provide moisture protection on buildings and structures shall be the work of the member of the International Union of Bricklayers and Allied Craftsmen.

The materials and methods shall include but shall not be limited to the following:

Sheet rubberized asphalt membranes (peel and stick), fluid applied materials (spray-, brush-, roller- or trowel-applied), spray-applied polyurethane foam, smooth surface roofing membranes, modified bituminous self-adhering membranes, modified bituminous torch grade applied membranes, urethane foam, trowel-applied rubber-based adhesives, spray-applied rubber-based adhesives, plastic compounds, sheet metal, foil-faced urethane insulation and all sealants and taping of joints in the back up system.

The caulking, cleaning and repair of metal and glass curtain wall structures, including the caulking of windows and door frames encased within such materials shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

The below-grade application of waterproofing materials to all surfaces, regardless of the method of application, shall be the work of the members of the International Union of Bricklayers and Allied Craftsmen.

MASTIC AND FLASHING: The application of all types of mastic, whether troweled or rolled on masonry and concrete and the installation of all types of flashing, whether installed dry or with mastic in masonry and concrete shall be the work of the bricklayer and mason.

INSULATION: The placement of all insulating materials, such as Zonolite, Pearlite, substitutes, or sand into masonry walls shall be the work of the bricklayer.

The pouring/handling of the nozzle of foam machines and attaching section of board-type materials shall be the work of the bricklayer.

The installation of all insulation and substitutes where cement, mastic or other plastic adhesive materials are used, when such insulation is installed in floors, walls, partitions, roofs and ceiling insulation shall be the work of the bricklayer.

The application of insulating materials over boiler walls shall be the work of the bricklayer.

DAMPPROOFING: The application of all damp and waterproofing materials, sand and cement coats, other substitute cement based materials, fireproofing materials and silicones, whether troweled or rolled on all masonry, cement, precast, or concrete shall be the work of the International Union of Bricklayers and Allied Craftsmen.

EPOXY INJECTION WORK: All epoxy injection work, whether poured by hand, pointed or injected by machine under pressure, on brick, stone, precast, cement and concrete shall be the work of the International Union of Bricklayers and Allied Craftsmen.

CHEMICAL AND EPOXY APPLICATIONS: The application of all chemical and epoxy coating, including plastic coatings that combine in a matrix material and artificial imitation and artistic effect shall be the work of the International Union of Bricklayers and Allied Craftsmen.

CLEANING METHODS: The water blasting machine or similar type of cleaning machines shall be the tool of the trade and operated by the members of the International Union of Bricklayers and Allied Craftsmen.

All exterior and interior cleaning of buildings, whether brick, stone, precast, cement or concrete, regardless of whether water, detergent, acid, restorer or other substitute cleaning products are used, shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The sand blasting, water blasting, or other cleaning procedures used to expose aggregate or to prepare masonry to receive a new finish shall be the work of the International Union of Bricklayers and Allied Craftsmen.

Sand blasting, water blasting, or other cleaning procedure which will be performed in connection with the pointing or caulking of a building shall be the work of the International Union of Bricklayers and Allied Craftsmen.

BACKING MATERIAL: The tuckpointing of oakum and polyurethane rope or other backing material into expansion joints between the top of all cement block walls and steel ceiling decks or steel beams or concrete beams or around the perimeters of windows, doors, or other areas to be caulked shall be the work of the International Union of Bricklayers and Allied Craftsmen.

MISCELLANEOUS WATERPROOFING: The troweling application of mastic and other waterproofing materials on dry wall stud walls used to back up brick and other types of masonry veneer shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The installation of bituthene or other similar type waterproofing materials applied to dry wall stud walls used to back up masonry, or applied to CMU, concrete, or when used as a flashing material shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The complete installation of Volclay Panels and other similar types of waterproofing systems, above or below grades, shall be the work of the International Union of Bricklayers and Allied Craftsmen.

The application of all decorative membrane products, such as Neogard, 3M, Tremco and similar type products, to be used either for vehicular, pedestrian, or aesthetic value shall be the work of the International Union of Bricklayers and Allied Craftsmen.

USE OF TOOLS: The mason shall have the right to use all tools necessary to complete his work, including but not limited to hand tools, power tools, electric and air hammers or chipping guns.

Section 5. Cement Masonry. The screeding, straightening, floating, tamping, troweling, rubbing, sacking, patching, brushing, chipping, bush-hammering, stamping and grinding by hand or machine on buildings, bridges, silos, elevators, smoke stacks, sills, copings, steps, stairs, risers, landings, platforms, curbs and gutters, walls, footings, sidewalks, culverts, piers, streets, roads, alleys, roofs, tunnels, dams, viaducts, railroads, airports, water supply, irrigation, flood control drainage systems, sewer and sanitation projects, power houses, refineries, canals, aqueducts, river and harbor projects, wharves, docks, breakwaters, jetties, mass or reinforced concrete slabs and all cement, concrete, brown stone compositions, mastic and gypsum material surfaces during their erection, alteration, repair, modification, demolition, addition or improvement in whole or in part. Also, for fireproofing, waterproofing, cement and composition, base vault lights.

The finishing and washing of all concrete, composition flooring, exposed aggregate and plastic materials, including the use of color pigment where specified, whether done by brush, broom, trowel, float or any other process.

The spreading, screeding, darbying, troweling and grinding of all types of magnesium oxychloride granolithic or composition flooring and base including the preparation of the sub-floor surfaces and the application of the required bonding agents both chemical and mechanical.

The snapping of all ties and removal of cones that remain after stripping that require patching and/or waterproofing.

The plugging and/or waterproofing of tie and cone holes using cement, plastic or any other material.

The cutting of nails, wire, wall ties and the like on all surfaces that are to be patched, rubbed or finished.

The application of all curing compounds, retarders and sealers that are to be applied as a part of the finishing operation.

The laying, spreading, raking, priming and finishing of all hot or cold asphalt materials including bituminous concrete and cork asphalt surfaces when laid in buildings and yards adjacent thereto.

The rubbing, brushing or brooming, troweling, chipping of concrete surfaces that are to receive an application of waterproofing materials and also the patching, bush hammering, crandelling, washing or any other method that produces a surface or a finish on concrete.

The operation of any machine or hand tool that may be used to produce such surface or finish, including sandblasting, water and steam blasting.

The setting of all strips and grades in connection with laying of cement, mastic, resilient and other plastic flooring materials and the running of all bases including and setting of temporary grounds for same, the application and sanding of all underlayment materials.

The grinding, chipping, fills, repairs and flash patching of all concrete floors, columns, walls and ceilings, the application of epoxies and other substitute materials for concrete resurfacing patching and underlayment.

The setting of all glass that is laid or set in concrete such as those in skylights or other areas that glass is used to reflect light through a concrete slab and also the sealing of same by asphalt or other mixtures that may be used to waterproof the glass inserts.

The setting of all machinery such as engines, pumps, generators, air compressors, tanks and so forth that are set on concrete foundations also in the setting of all base plates, sole plates, treads, pipes, doorjambes, hinges, etc. that are set in cement or concrete.

The installation of all types of cement and composition flooring including cove or straight base and including the preparation and application of the required bonding agents both chemical and mechanical.

The operation of the cement gun, the nozzle and all necessary screeding, floating and the finishing of all material applied by gun and the operation of the cement floor finishing machines; also, the necessary setting of all strips, wires and templates required in the installation of gunite, solarcrete, shotcrete and similar materials.

The laying and polishing of all mastic including the application of all necessary bases and adhesive materials in connection with the work.

The setting of all curb and gutter forms, screeds, stakes, grades, grade nails, wet pads, wet screeds in construction that may be used for grading or leveling of concrete, gypsum, waylite, zoneolite, elasticell or any additive comparable to the aforementioned being used for the specific purpose of roof, deck or flooring material and all necessary rodding and striking off, brushing or brooming of all concrete or other products that may be required to produce a surface or finish, including cutting.

The following shall be understood and agreed that it represents the normal, accepted practice that the following named machines shall be construed to be the tools of the cement mason and it shall be his duty and obligation to operate said machines as such or any machine that is necessary for

the performance and completion of the work of the cement mason: manual or power-driven bush-hammers, manual or power-driven grinding machines, power-driven scoring or scarifying machines, manual or power-driven screeding machines, manual or power-driven cutting machines, power concrete sawing machines, electrically powered leveling tools, power-driven floating and troweling machines, and the operation or control of all types of vacuum mats used in drying of cement and concrete floors in preparing same for finish.

USE OF TOOLS: The cement mason shall have the right to use all tools necessary to complete his work including, but not limited to, hand tools, power tools, electric and air hammers or chipping guns.

Section 6. Plastering. The installation of exterior or interior plastering, plain and ornamental, when done with stucco, cement and lime mortars or patent materials, artificial marble work, when applied in plastic form composition work in all its branches, the covering of all walls, ceilings, soffits, piers, columns of any part of a construction of any sort when covered with any plastic material in the usual methods of plastering, whether hand or machine applied.

The casting and sticking of all ornaments of plaster or plastic compositions, the cutting and filling of cracks and patching by hand. All cornices, moldings, coves and bullnoses shall be run in place on rods and white mortar screeds and with a regular mold, and all substitutes of any kind, when applied in plastic form with a trowel or substitute for same.

All material and sealant used for fireproofing, including application by spraying.

All precast plaster and prefab plastering work done in shops will be performed by the Union.

The application and preparation of veneer and acoustic plaster and special finish materials.

The operation, the handling and control of the nozzle and use of the plastering machine.

The installation of Drivit, Sto or similar type products installed and used in the same fashion, including all products used for exterior wall insulation finish systems, such as E.I.F.S. and other similar systems, including the use of a power nozzle.

All fiber materials, which are blown onto wire lath, concrete, steel or any other base for the purpose of insulating or fireproofing.

All acoustic blocks, cork blocks, fiberglass board, foam glass Styrofoam or any other patent board when stuck with any plastic material.

The preparation, insulation and repair of all interior and exterior insulation systems, including but not limited to, out-sulation, ultra-lation, lead abatement, encapsulation and fireproofing of all steel beams, columns, metal desks and vessels.

The installation, screwing, handling and welding of Drivit panels or similar type panels shall be the work of the plasterer and/or mason.

All work or processes that represent technological change, replacement, modification or substitution for the work described above.

The taping of blue board, cementious board, level five sheet rock and other surfaces to be plastered, with dura-bond, paper tape, meshed tape and other similar material shall be the work of the plasterer.

The installation of rigid board insulation and other similar backing material used for exterior wall insulation finish systems shall be the work of the plasterer.

USE OF TOOLS: The plasterer shall have the right to use all tools necessary to complete his/her work, including but not limited to, hand tools, power tools, electric and air hammers or chipping guns.

ARTICLE XVIII

Expiration

Section 1. This Agreement will expire August 31, 2017, but if neither party to this Agreement gives notice in writing to the other party on or before July 1, 2017 that it desires a change after September 1, 2017, then this Agreement will continue in effect until September 1, 2018 and so on each year thereafter unless on or before July 1 of each year thereafter a notice is given by either party. The parties to this Agreement jointly agree, pursuant to the above provisions of this Article XVIII to participate in joint negotiations for the successor Collective Bargaining Agreement.

ARTICLE XIX

AGREEMENT BETWEEN BRICKLAYERS AND ALLIED CRAFTSMEN CENTRAL MASSACHUSETTS WORCESTER CHAPTER AREA

AND

THE MASON CONTRACTORS' ASSOCIATION OF MASSACHUSETTS, INC.

Tile - Marble - Terrazzo Mechanics

1. This addendum shall be applicable only in Worcester Chapter, which encompasses the following cities and towns:

Worcester Chapter: Auburn, Barre, Blackstone, Berlin, Bolton, Boylston, the Brookfields, Charlton, Clinton, Douglas, Dudley, Grafton, Hardwick, Holden, Leicester, Mendon, Millbury, Millville, New Braintree, Northboro, Northbridge, Oakham, Oxford, Paxton, Rutland, Shrewsbury, Southbridge, Spencer, Sturbridge, Sutton, Upton, Uxbridge, Webster, Westboro, West Boylston and Worcester.

2. Wages and Fringe Benefit Contributions

The hourly rate of wages and fringe benefit contributions to be paid by each Employer to all Employees - Marble Masons, Tile Layers, and Terrazzo Mechanics shall be:

Effec. Date	Total Pkg.	Wages	H/W	P	IPF	AF	ATF	IMI AT	IMI	MCAM	MIEF
8/1/12	\$76.91	\$47.41	\$10.18	\$10.06	\$1.73	\$5.46	\$0.37	\$0.17	\$1.43	\$1.10	--
2/1/13	\$77.51	\$47.99	\$10.18	\$10.06	\$1.73	\$5.46	\$0.37	\$0.17	\$1.45	\$1.10	--
8/1/13	\$78.48	\$48.89	\$10.18	\$10.06	\$1.80	\$5.46	\$0.37	\$0.17	\$1.45	\$1.10	--
2/1/14	\$79.06	\$49.45	\$10.18	\$10.06	\$1.80	\$5.46	\$0.37	\$0.17	\$1.47	\$1.10	--
8/1/14	\$80.03	\$50.35	\$10.18	\$10.06	\$1.87	\$5.46	\$0.37	\$0.17	\$1.47	\$1.10	--
2/1/15	\$80.61	\$50.91	\$10.18	\$10.06	\$1.87	\$5.46	\$0.37	\$0.17	\$1.49	\$1.10	--
8/1/15	\$81.58	\$51.81	\$10.18	\$10.06	\$1.94	\$5.46	\$0.37	\$0.17	\$1.49	\$1.10	--
2/1/16	\$82.16	\$52.38	\$10.18	\$10.06	\$1.94	\$5.46	\$0.37	\$0.17	\$1.50	\$1.10	--
8/1/16	\$83.14	\$53.28	\$10.18	\$10.06	\$2.02	\$5.46	\$0.37	\$0.17	\$1.50	\$1.10	--
2/1/17	\$83.71	\$53.85	\$10.18	\$10.06	\$2.02	\$5.46	\$0.37	\$0.17	\$1.50	\$1.10	--

3. Deducted from net wages after taxes in all Chapters – D, BACPAC, IUD

D - Local Union Dues Deduction
 BAC/PAC - \$.01 per hour – BAC Political Action Committee
 IUD - International Union Dues Deduction

4. Definitions of abbreviations used:

H/W -	Health and Welfare Fund
P -	Local Pension Fund
IPF -	International Pension Fund
AF -	Annuity Fund
ATF -	BAC Local 3 Apprenticeship and Training Fund
IMI/AT -	International Masonry Institute Apprentice Training Fund
IMI -	International Masonry Institute Industry Marketing & Promotion Fund
MCAM -	Mason Contractors Construction Advancement Program
MIEF -	Masonry Industry Equality Fund

5. Craft Jurisdiction

Marble Masonry

This agreement pertains only to the erection or installation of interior marble structural glass, slate or stone work, both natural and artificial (meaning by stone, any work manufactured from such foreign or domestic products as are specified and used in interiors of buildings by architects and customarily called "stone" in the trade) in any public or private building, anywhere within the territory of the United States or Dominion of Canada, for the members or affiliated members, of the Party of the first Part. Also, such work that has been done as the custom and practice in this area.

Marble Masonry shall also consist of, but not be limited to, the following work procedures and installation of the following materials:

- a. The carving, cutting and setting of all marble, slate, including the slate blackboards, stone albereen carrara, sanionyz, vitrolite and similar opaque glass, scagliola, marbleithic, and all artifical, imitation or cast marble of whatever thickness or dimension. This shall apply to all interior work, such as sanitary, decorative and other purposes inside of buildings of every description wherever required, including all polished, honed or sand finish; also the cutting and fitting of above materials after they leave mills or shops, as well as, all accessories in connection with such work, and the laying of all marble tile, slate tile, and terrazzo tile.
- b. All counters and lavatories constructed to vitrolite or carrara glass when used in mural decorations on buildings in place of marble or other decorations on buildings in place of marble or other stone or used in conjunction with marble or other stone as panels on counters
- c. The setting of all cultured marble vanity tops.

- d. The securing of marble, stone, or structural glass with rosettes, moldings, toggle bolts or screws, bolting and/or welding.
- e. The setting, cutting, bolting and/or welding of steel struts used to anchor marble or stone.
- f. When dowel holes are to be drilled in concrete or other materials to anchor materials handled and used by marble masons, the marble masons shall perform the drilling of all dowel holes. All anchor holes cut or drilled into marble, granite, slate and stone shall be performed by the marble masons regardless of the thickness of the material, such assignments to be consistent with trade practice.
- g. When marble is taken down to be reset and used again and is cleaned or cut in the process, the work shall be performed by the marble mason, such assignments to be consistent with trade practice.
- h. The installation of metal track systems used to anchor manufactured stone and natural stone units when installed into a metal track system.
- i. The installation of thin natural stone lightweight units mounted on a honeycomb backing whether set with adhesives or mechanically fastened.
- j. The setting of manufactured stone panels and natural thin stone panels, including but not limited to the installation of all anchors, steel and other hardware necessary to complete the work.

Mosaic and Terrazzo Work

- a. This agreement pertains to the setting or installation of all classes of Terrazzo and Mosaic, whether for interior or exterior purposes (except the setting of pre-cast terrazzo or mosaic controlled and awarded by the International Union of Bricklayers and Allied Craftsmen to other branches of the International Union of Bricklayers and Allied Craftsmen), this work to apply in any public or private buildings anywhere within the territory of the United States or the Dominion of Canada, for the members of the Party of the First Part. This article is unchangeable during the life of this agreement.
- b. It shall be understood that the word "Terrazzo" refers to a kind of aggregate, whether crushed or manufactured and then crushed, regardless of the material it is made of or the name that it may be called, and then mixed with cement or any other building material in the right proportions in the regular way at the building, laid or installed to form a finish for any exposed surface, whether upon interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, window stools, and aprons, toilets, bath and shower partitions, mullion caps, cornices, etc. and all places where terrazzo may be used to form a finished surface for practical use, sanitary finish, or decorative purposes when installed by the usual terrazzo or mosaic methods. NOTE: This classification does not, however, grant to the Mosaic and Terrazzo workers or the Contractor the right to install or set pre-cast terrazzo or mosaic, unless the branch or

branches of the International Union of Bricklayers and Allied Craftsmen controlling same are employed, or those awarded same through the International Union of Bricklayers and Allied Craftsmen by past decisions of the Executive Board or convention.

- c. Also, it shall be understood that the word "Mosaic" refers to all kinds of mosaics made or marble, stone, venetian enamel type, or colored glass whether mounted on paper or set loose (by hand) at the building, laid or installed to form a finish for any exposed surface, whether upon interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, and all places where mosaic may be used to form a finished surface for practical uses, sanitary finish, or decorative purposes when installed by the usual terrazzo or mosaic methods. NOTE: The above classification does not, however, grant to the terrazzo and mosaic contractor or the terrazzo and mosaic worker the jurisdiction over that portion of glass mosaic already awarded and controlled by other branches of the International Union of Bricklayers and Allied Craftsmen.

- d. Recognizing the fact that some parts of the terrazzo and mosaic layers' work are similar to that of members of other branches holding membership in the International Union of Bricklayers and Allied Craftsmen, it is understood that the work of the terrazzo and mosaic layers covers the following:
 - 1) The laying of all terrazzo and mosaic where used for floors, walls, ceilings, walks, promenade roofs, stair treads, stair risers, fascia, newell soffits, window stools and aprons, etc., also to prepare and set all concrete, cement, temporary grounds where projection in terrazzo occurs, or other foundations or material that may be required to properly set and complete such work; the laying or bedding of all terrazzo and mosaic with any other material required in connection with the above work; the building, shaping, forming, and constructing of all work; the imbedding or setting of all strips of metal or any other material which may be used to form joints in and for the terrazzo and mosaic work. NOTE: Except such pre-cast material controlled and awarded to other branches of the International Union of Bricklayers and Allied Craftsmen, and also such other work that has been done as the custom and practice in this area.

 - 2) Mosaic and Terrazzo work shall also consist of, but not be limited to, the following work procedures and installation of the following materials:
 - (a) The installation of marble, mosaic, Venetian enamel and terrazzo; the cutting and assembling of mosaics; the casting of all terrazzo in shops on jobs; all rolling of terrazzo work.

 - (b) All scratch coat on walls and ceilings where mosaic and terrazzo is to be applied shall be done by plasterers with an allowance of not less than one-half inch bed to be conceded to mosaic and terrazzo workers.

- (c) All bedding above concrete floors or walls, the preparation, cutting, laying, or setting of metal, composition of wooden strips and grounds and the laying and cutting of metal, strips, lath, or other reinforcement, where used in mosaic and terrazzo work.
- (d) All cement terrazzo, magnetsite terrazzo, Dex-O-Tex terrazzo, epoxy matrix terrazzo, exposed aggregate, rustic used for exterior or interior of buildings placed either by machine or by hand, and any other kind of mixture composed of chips or granules or marble, granite, blue stone, enamel, mother of pearl, quartz, ceramic colored quartz and all other kinds of chips or granules when mixed with cement, rubber, neoprene, binylm magnesium chloride or any other resinous or chemical substances used for seamless flooring systems, and all other binding materials when used on walls, floors, ceilings, stairs, saddles or any other part of the interior or exterior of the building such as fountains, swimming pools, etc.; also all other substitutes that may take the place of terrazzo work. The terrazzo worker shall have the right to use all tools that are necessary in the performance of his work.
- (e) Cutting and assembling of art ceramic and glass mosaic comes under the jurisdiction of the mosaic worker and the setting of it shall be done by the tile layer.
- (f) The finishing of cement floors where additional aggregate of stone is added by spreading or sprinkling on top of the finished base and troweled or rolled into the finish and then the surface ground by grinding machines shall come under the jurisdiction of the terrazzo worker. When no additional stone aggregate is added to the finished mixture, even though the surface may be ground, the work shall come under the jurisdiction of the cement finisher.
- (g) The installation of seamless composition and epoxy floor and base, exposed aggregate and plastic materials, including the use of color pigment, whether done by trowel, float, brush, roller, broom or any other process, shall be the work of the terrazzo mechanics.
- (h) The application of epoxy floors, decks and base toppings, matrix and stone embedded flooring, decks and base, such as Dex-O-Tex Neotax Industrial 67, Desco Armtex 306, Duron Selbatwede, and other similar products, whether applied with a trowel, float, brush, roller, broom or any other process, shall be the work of the terrazzo mechanic.
- (i) The installation of wire mesh or other types of reinforcing, when installed in conjunction with terrazzo, seamless composition, and epoxy flooring shall be the work of the terrazzo mechanic.

- (j) The application of all primers and sealers, such as Nuklad 100 and other similar products, whether applied with a trowel, float, brush, roller, room, or any other process shall be the work of the terrazzo mechanic.
- (k) All acid washing, scarifying, etching and shot blasting of surfaces to receive terrazzo.
- (l) The moisture testing of the slab or substrate and the use of all methods and procedures for checking a floor's tolerance and installing moisture mitigation materials.
- (m) The installation of all fracture membrane materials on surfaces to receive terrazzo.

Tile Layers' Work

- a. The laying, cutting or setting of all tile where used for floors, walls, ceilings, walks, promenade roofs, stair treads, stair risers, facings, hearths, fireplaces, and decorative inserts, together with any marble plinths, thresholds, or window stools used in connection with any time work; also to prepare and set all concrete, cement brickwork, or other foundation or materials, that may be required to properly set and complete such work; the setting or bedding of all tiling materials forming the facing, hearth or fireplace of a mantel, or mantel complete, together with the setting of all cement bricklayers or other material required in connection with the above work; also the slabbing and fabrication of tile mantels, counters, and tile panels of every description and the erection and installation of same. The building, shaping, forming, construction or repairing of all fireplace work, whether in connection with a mantel, hearth, facing, or not, and the setting and preparing of all material such as cement, plaster, mortar, brickwork, iron work, or other materials necessary for the proper and safe construction and completion of such work, except that a mantel made exclusively of brick, marble or stone, shall be conceded to be Bricklayers, Marble Setters, or Stonemasons work respectively.
- b. It will be understood that the work "TILE" refers to all burned clay products, as used in the tile industry, either glazed or unglazed, and to all composition materials made in single units up to 15" x 20" x 2", except quarry tiles larger than 9" x 9" x 1-1/4", also to mixtures in tile form of cement, plastics, and metals on interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, and all places where tile may be used to form a finished surface for practical use, sanitary finish or decorative purposes, for setting all accessories in connection therewith, or for decorative inserts in other materials.
- c. All terra cotta called unit tile in sizes 6" x 12" or under, regardless of method of installation, quarry tile 9" x 9" x 1-1/4" or less, split brick or quarry tile or similar material where the bed is floated or screeded and the joints grouted. Where the work is installed by Tilelayers, the Mechanic shall supervise the grouting and cleaning. The bedding, jointing, and pointing of the above shall be the work of the craft installing the same.

- d. All clay products known as terra cotta tile, unit tile, ceramic veneer, and machine-made terra cotta, and like materials, in sizes 6" x 12" and less regardless of the method of installation. Where preponderance of material to be installed comes within the provisions of this section and where there is also some material in excess of the sizes provided for in this section, the Tile Setter should install all such materials.

Tile layers work is also defined as:

- a. The laying, cutting or setting of all tile where used for floors, walls, ceilings, walks, promenade roofs, exterior veneers, stair treads, stair risers, facings, hearths, fireplaces and decorative inserts, together with any marble plinths, thresholds or window stools used in connection with any tile work; also to prepare and set all concrete, cement, brick work, or other foundations or material that may be required to properly set and complete such work.
- b. The application of a coat or coats of mortar, prepared to proper tolerance to receive tile on floors, walls and ceilings regardless of whether the mortar coat is wet or dry at the time the tile is applied to it.
- c. The setting of all tiles bonded with mortar, where the bed is floated, screeded, slabbed or buttered and where joints are not filled in the same operation.
- d. The setting of all tile by the adhesion method with organic and/or inorganic thin-bed bonding materials where such material is applied to the backing surface and/or the back of tile units or sheets of tile.
- e. The setting of tile as herein provided shall include the installation of accessories and the insertion of decorative tile inserts in other materials.
- f. The setting, sealing and installation of prefabricated tie systems.

"TILE" is herein defined as the following products which are not to exceed 1-1/4 inches in thickness:

- a. All burned clay products, as used in the tile industry, either glazed or unglazed.
- b. All composition materials, marble tiles as defined in and to the extent permitted by the August 29, 1936, Walter V. Price Decision, glass mosaics and all substitute materials for tile made in tile-like units.
- c. All mixtures in tile-like form of cement, metals, plastics and other materials, that are made for and intended for use as a finished floor surface, stair treads, promenade roofs, walks, walls, ceilings, swimming pools and all places where tile is used to form a finished interior or exterior surface for practical use, sanitary finish or decorative purposes.

- d. It is agreed that the installation of Mammoth tile shall be the work of the Tilelayer.
 - e. All bathrooms, vestibules and small halls in private residences that are to receive tile shall be plastered by the Tilelayer.
 - f. The cutting and setting of "Fritz Tile and Terrazzo" units when applied with mastic, cement coat or other substitutes shall be the work of the Tilelayer.
 - g. The installation of wire mesh or other types of reinforcing set in mortar or dry pack bed that will receive tile or paving units shall be the work of the Tilelayer.
 - h. The application of waterproofing materials by whatever means and methods on all surfaces to receive tile.
 - i. The installation of all fracture membrane materials on surfaces to receive tile.
 - j. The installation of metal wall panels or other materials designed to accept the installation of thin brick and other masonry units.
 - k. The setting of metal tile and glass tile and any other substitute material installed in the conventional tile method.
4. All the terms and conditions specified in the Local 3 Central Massachusetts Bricklayers and Allied Craftsmen Agreement shall apply to all Tile, Marble and Terrazzo Employers and Employees.

**MASON CONTRACTORS ASSOCIATION
OF MASSACHUSETTS, INC.**

**BRICKLAYERS AND ALLIED
CRAFTSMEN LOCAL 3**

