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**1st Quarter 2009**

## First ICE Annual Meeting

ICE held its first annual meeting on September 23 in Washington, DC. A group of signatory employers from around the country gathered to hear reports centered on the theme of ICE programs and services that union contractors may not know about and could make better use of. Read more [here](#).

## ICE and Industry Partners Urge Congressional Leaders to Invest in Construction

February 4, 2009

Dear Leader Reid, Leader McConnell,  
Speaker Pelosi and Leader Boehner:

The undersigned building industry organizations and companies urge you to support provisions in the economic recovery bill that will stimulate the economy through investments in the design, construction, rehabilitation and renovation of buildings and the nation's infrastructure. Specifically, we ask you to support policies in the bill that will create new and renovated federal buildings, modernized schools, and affordable housing. This will create jobs, move our nation closer to energy independence, and improve the quality of life for citizens in all 50 states.

Read more [here](#).



## Pension Relief Legislation Signed Into Law

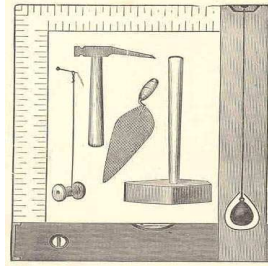
ICE was a part of a coalition that played a key role in securing passage of The Worker, Retiree and Employer Recovery Act of 2008 (WRERA) (H.R. 7327) by both houses of Congress. On Dec. 23, President Bush signed the Act into public law (P.L. 110-458). Read more [here](#).



**BAC Health Care Purchasing Coalition  
Restructured to Benefit Local Funds**

Effective May 1, 2009, the Health Care Purchasing Coalition (HCPC) will be re-structured following feed-back from Local Trust Funds, Consultants and Administrators who expressed considerable interest in the coalition but were resistant to the existing structure - because they either found it too complicated and were hesitant to putting up three months of premium to cover claims.

Read more [here](#).



### Interested in New Work Opportunities?

ICE occasionally learns of projects that are in need of signatory bidders to meet union only requirements or simply to secure work for the signatory masonry industry. We also work with the union and IMI to identify emerging markets and new products that can help signatory contractors expand their businesses. As a result, we have created the ICE Project Network to match interested contractors with bidding opportunities. Contractors who enroll in the network will be emailed the details of bidding opportunities when they arise. To enroll, please click [here](#) and complete the Project Network Survey.



### Craftsman Tools Joins Forces with Helmets to Hardhats to Help Soldiers Transition into Civilian Careers

Sears Holdings and Helmets to Hardhats have formed an alliance to help veterans successfully transition into family-supporting careers in the civilian sector.

Under the agreement, up to 1000 veterans who register with Helmets to Hardhats ([www.helmetstohardhats.org](http://www.helmetstohardhats.org)) and are placed as an apprentice or journeyman, will receive a \$50 Craftsman gift card in recognition of their service and to help them purchase their initial set of tools for their new trade. Read more [here](#).

### 2009 Campaign for Quality Construction Conference

The next Campaign for Quality Construction (CQC) National Issues Conference will be held **May 11 - May 13, 2009** at the Marriott Renaissance Washington, DC Hotel.

For additional information or to register, please email Belen Pifel at [bpifel@icebac.org](mailto:bpifel@icebac.org).





## Kinateder Masonry Makes Debut in Kansas City

Kansas City, Mo.(January 27, 2009) - Kinateder Masonry of Waukesha,WI recently expanded their business by opening a new office in Kansas City, MO.

Kinateder Masonry has built a solid reputation in the metro Milwaukee area with impressive, detailed work on projects such as the new Harley-Davidson Museum, Miller Park and numerous school and hospital facilities. Read more [here](#).



**Is there news in your company or association?  
Send press releases or article proposals to [info@icebac.org](mailto:info@icebac.org).**

## CONSTRUCTION LABOR RESEARCH COUNCIL REPORTS

ICE Affiliates can view the following Construction Labor Research Council reports in the *Members Only* section of the [ICE](#) website:

### **5-Year Averages**

- 1/01/04 - 1/01/09 5-Year City Average Increases in Dollars - 1 & 2
- 1/01/04 - 1/01/09 5-Year City Average Increases in Percent - 1 & 2
- 1/01/04 - 1/01/09 5-Year Region Average Increases in Dollars - 1 & 2
- 1/01/04 - 1/01/09 5-Year Region Average Increases in Percent - 1 & 2

### **2009**

- Trends & Outlook

### **2008**

- Settlements
- Construction Labor Rate Trends
- December - Wage & Benefit Settlements
- March - Cost of Terms and Conditions

### **2007**

- Bricklayers Settlements
- November - Terms & Conditions Reference Guide
- July - Union/Non-Union Paper

## CALENDAR

**CONTRACTOR COLLEGE**

March 10, 2009 - Northern OH District Council Training Center, Hudson, OH

**CONTRACTOR COLLEGE**

May 15, 2009 - Indiana State Fairgrounds, Indianapolis, IN

**CONTRACTOR COLLEGE**

June 22, 2009 - BAC Local 9, Pittsburgh, PA

**2009 CAMPAIGN FOR QUALITY CONSTRUCTION**

May 11 - 13, 2009 - Renaissance Washington Hotel, Washington, DC

**ICE ANNUAL MEETING**

September 29, 2009 (*tentative*)

**TROWEL TRADES TRUST FUND EDUCATIONAL CONFERENCE**

November 5 - 6, 2009 - Orlando, FL

## ICE Voice Continued

### First ICE Annual Meeting

ICE held its first annual meeting on September 23 in Washington, DC. A group of signatory employers from around the country gathered to hear reports centered on the theme of ICE programs and services that union contractors may not know about and could make better use of.

ICE President, Fred Kinatader, however, opened the meeting with a review of ICE's history, established services and accomplishments. ICE has been established as the BAC's strategic partner since its inception through its involvement in the International Masonry Institute (IMI), the International Health Fund (IPF), the International Pension Fund (IHF), the Health Care Purchasing Coalition (HCPC), the Trowel Trades Industry Insurance Company and other partnerships, but "ICE has been growing in that role since establishing its independence. We continue to seek opportunities to partner with the BAC and other organizations to reach mutual goals. Part of this also is learning early where we differ, attempting to address those differences early, and knowing early when our goals are not mutual and each of us have to take the independent action necessary to adequately represent our membership."

Kinatader pointed out that ICE's service to its membership goes well beyond its labor relations with the BAC though. ICE's Government Relations and Health and Safety Advocacy and educational programs and conferences exist to serve the specific needs of the signatory masonry contractor. Construction Workers, Inc. and Helmets to Hardhats are in place to help staff current projects and develop the future workforce for the signatory masonry industry. "ICE is in a great position to have a bigger impact on the industry and has a lot of potential growth in its size and level of service to masonry contractors" said Kinatader, "but it is necessary for us to have the support of local associations and individual contractors to ensure the survival and growth of an independent ICE."

To that end, Kinatader concluded his remarks with a review of the ICE Strategic Plan that was developed a month before. The intensive planning process produced an initial plan that will focus on two objectives: 1. Effectively communicate ICE's role and value to current and potential stakeholders, and 2. Double ICE's income in the next three years.

The ICE Annual Meeting itself was one of the first steps towards more effectively communicating ICE's role and value, as is this newsletter, which will be produced quarterly. ICE will also work with a marketing firm to develop a compelling message, identify additional communications audiences and delivery options, capitalize on its website and increase traffic to the website.

"Increasing income very simply helps us pay our bills, but it does much more than that. Increased income will also mean that ICE's membership is larger and broader, which will give us more credibility and power as we deal with the BAC, IMI and other national organizations. What we are doing is increasing our capacity to perform in the future."

Kinaterder's opening remarks were followed by reports by himself on Safety and Health Advocacy and The Trowel Trades Industry Insurance Company, ICE Secretary-Treasurer Gregory R. Hess on Government Relations and the annual Issues and Benefits Conferences, and ICE Executive Director Matthew S. Aquiline on the ICE Collective Bargaining Assistance Program and Construction Labor Research Council.

ICE's Safety and Health advocacy focuses on influencing OSHA in the development and administration of fair and reasonable standards in our industry that protect workers without punishing employers. "We work to influence proposed standards so no standard is put in place that will create a competitive disadvantage to union contractors or exorbitant costs that can severely hurt profitability," said Kinaterder, who then gave an example of ICE's leadership on the Mast Climbing Scaffolding Committee, which has done just that.

The Trowel Trades Insurance Company is a captive insurance company that provides Workers' Compensation coverage for BAC signatory contractors in conjunction with Nova Casualty Company. The goal of Trowel Trades is to lower your insurance costs, improve your competitiveness, and improve the quality of life for your valued employees.

The ICE Government Relations program also protects the specific interests of signatory masonry contractors. "ICE has worked with the BAC and contractor members on state and federal legislative matters concerning masonry contractor licensing and bidding processes, safety and health issues and efforts to protect the work of ICE contractors and BAC members from threats both within the U.S. and abroad," said Gregory Hess. Since ICE made government relations a priority in 2003, we have worked on multi-employer pension funding relief, reverse auction ban, silica, ergonomics, estate tax repeal, bid listing, employee misclassification as independent contractors, immigration reform, federal contracting and procurement reform, Davis-Bacon and the repeal of a mandatory 3% withholding on all public contracts that is scheduled to go into effect in 2011. Hess provided an analysis of the detrimental effect the 3% withholding would have on operating capital and an employer's ability to bid more work when a 3% surcharge is weighing it down. He stressed that one of the best ways to combat such injustices and protect our interests is to participate in the annual issues conference ICE sponsors with its partners in the Campaign for Quality Construction. This year's conference will be held on May 11-13, 2009 "and all of you are encouraged to attend."

Hess also commented on the value of the Trowel Trades Trust Fund Educational Conference, the annual BAC/ICE benefits conference, for trowel trades benefit fund trustees. Each year, the Trowel Trades Trust Fund Educational Conference focuses on timely issues like the recession or health care, and also features reports from IPF's professionals on benefit contributions collections, proxy voting, the BAC S&P Index Fund, new investment opportunities, reciprocity, the Electronic Reciprocal Transfer System and opportunities to prudently invest pension contributions in ways that will serve the purpose of increasing a pension fund's financial security and work opportunities for BAC members and employers.

"ICE's main purpose is to be a partner with the BAC, but there are times when the natural antagonism of the relationship is necessary, and employers have to be as prepared during those times as the Union is," stated ICE Executive Director Matt Aquiline. "The ICE Collective Bargaining Assistance Program (CBAP) is designed to give ICE affiliates the best opportunity to be prepared and effective at the collective bargaining table." It includes an Annual Collective

Bargaining Report with suggested clauses and data on results of negotiations, an Advisory Panel of experienced negotiators, direct assistance by ICE staff and online assistance.

The CBAP also includes reports on industry wide collective bargaining data from the Construction Labor Research Council (CLRC). The CLRC is the industry's most comprehensive source of construction labor cost and related information for use in better understanding and administering labor and its cost. Focusing on the union sector, CLRC data and analyses facilitate informed decision making. Information provided by CLRC is accurate, timely, objective and recognized and respected throughout the construction industry.

The meeting concluded with a lively discussion of the presentations, the state of the union masonry industry and the future of ICE. The next annual meeting is planned for September 2009.

Information on all of the above programs can be found on the ICE website at [www.icebac.org](http://www.icebac.org).

[Back to top.](#)

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The undersigned building industry organizations and companies urge you to support provisions in the economic recovery bill that will stimulate the economy through investments in the design, construction, rehabilitation and renovation of buildings and the nation's infrastructure. Specifically, we ask you to support policies in the bill that will create new and renovated federal buildings, modernized schools, and affordable housing. This will create jobs, move our nation closer to energy independence, and improve the quality of life for citizens in all 50 states.

A true economic recovery plan must include policies to stimulate the design and construction industries. These industries are responsible for nearly \$1 in every \$10 of U.S. Gross Domestic Product and employ more than 7 million Americans. They have been particularly hard-hit by the economic downturn. In the past two years, the construction industry has lost approximately 1 million jobs, and it appears the situation is only going to get worse. The AIA's Architecture Billings Index, a leading economic indicator of building industry economic health, forecasts a significant reduction in building sector activity over the next 12 months.

Federal infrastructure investments in our nation's buildings will invigorate these industries and put Americans back to work almost immediately. For example, the General Services Administration has identified more than 500 federal building projects that, if funded, could begin within 90 to 180 days. Pursuing these projects would immediately create tens of thousands of jobs for architects, engineers, geospatial professionals, contractors, electricians, plumbers, heating and air conditioning installers, carpenters, masons and painters, construction equipment operators, roofers, insulation workers, construction managers, building inspectors, and the many other building professionals who are needed to design, construct, restore and renovate buildings. Investments in other buildings such as schools, commercial buildings, healthcare facilities, state and municipal buildings and affordable housing have the potential to create hundreds of thousands of jobs nationwide.

Investing in building construction and renovation will not simply create jobs in the short term but will also establish the foundation for sustained economic growth. Improving the energy efficiency of new and existing buildings will reduce our dependence on foreign sources of oil and move us closer to energy independence. Overhauling our nation's decaying infrastructure will improve

American competitiveness. Creating 21st Century schools will protect the health and enhance the learning capabilities of the next generation of American workers.

We urge Congress to ensure that any economic recovery plan it sends to President Obama includes significant investments in the building sector.

[Back to top.](#)

### **Pension Relief Legislation Signed Into Law**

ICE was a part of a coalition that played a key role in securing passage of The Worker, Retiree and Employer Recovery Act of 2008 (WRERA) (H.R. 7327) by both houses of Congress. On Dec. 23, President Bush signed the Act into public law (P.L. 110-458).

The law makes temporary changes to the Pension Protection Act (PPA) funding rules for multiemployer pension plans, giving them time to weather the recent and rapid fall of plan assets due to the steep 2008 stock market decline.

ICE was one of the first organizations to urge legislators to pass pension relief in a joint letter with the BAC in September. After the Senate failed to act before Thanksgiving, it was unclear if the Congress would pass pension relief for multiemployer pension plans before the end of the year, especially since the Administration had voiced concerns with some of the provisions. However, the House and Senate both passed emergency, temporary adjustments to the 2006 PPA and the President signed it.

ICE worked with a broad coalition of employers and unions to secure final passage of the bill. In order to receive the broad support necessary for final passage quickly, the coalition agreed to a narrow and temporary set of modifications. The relief provisions enacted include:

- For plan years starting between Oct. 1, 2008 and Oct. 1, 2009, multiemployer plans may elect to freeze their current funding certification based on the previous year's level.
- A three-year extension of the current funding improvement or rehabilitation period for multiemployer plans, from 10 to 13 years.

[Back to top.](#)

### **BAC Health Care Purchasing Coalition Restructured to Benefit Local Funds**

Effective May 1, 2009, the Health Care Purchasing Coalition (HCPC) will be re-structured following feed-back from Local Trust Funds, Consultants and Administrators who expressed considerable interest in the coalition but were resistant to the existing structure - because they either found it too complicated and were hesitant to putting up three months of premium to cover claims.

The HCPC re-structure now closely mirrors that of the Prescription Drug Coalition, a true access coalition, which negotiates fees but has no consolidation of monies. It is easier to understand, more streamlined and leaves Local Funds with even greater autonomy.

#### **What Makes The HCPC Unique:**

- No Upfront Payments
- Allows Local Trust Funds to maintain full local control assets, eligibility and benefits
- Negotiated competitive fees and performance guarantees
- No initiation fees or monthly coalition costs
- Self-Funded - 5% to 20% savings, no premium tax, no profit or risk charges, no state mandates
- Stop-Loss protection at Competitive Rates

#### **Additional Savings:**

At the same time as the HCPC structure was being revised, it continued to negotiate with its vendor on pricing, which is now about 4% lower than the rates originally negotiated when the program was established. The rates will decrease further as the numbers of lives grow.

The HCPC is fully operational with 3 participating Local Trust Funds representing 9 local unions and 4 BAC Entities. Please ask your local fund to examine the benefits of joining the HCPC.

For more information about the HCPC, contact Anne Codd, Executive Director, at 888-880-8222 or via email at [bachcpc@bacweb.org](mailto:bachcpc@bacweb.org).

[Back to top.](#)

#### **Craftsman Tools Joins Forces with Helmets to Hardhats to Help Soldiers Transition into Civilian Careers**

Sears Holdings and Helmets to Hardhats have formed an alliance to help veterans successfully transition into family-supporting careers in the civilian sector.

Under the agreement, up to 1000 veterans who register with Helmets to Hardhats ([www.helmetstohardhats.org](http://www.helmetstohardhats.org)) and are placed as an apprentice or journey person, will receive a \$50 Craftsman gift card in recognition of their service and to help them purchase their initial set of tools for their new trade.

"Few people will deny the value of military service, either in terms of its necessity to secure the American way of life or as an institution that teaches young people self-discipline, self-respect and the value

of teamwork. However, there is often a disconnect between public recognition of the value of military service and what our society is willing to provide our soldiers once they have completed their tour of duty and seek to successfully reintegrate into civilian life," said Darrell Roberts, Executive Director of Helmets to Hardhats. "One promising pathway for military servicemembers struggling to secure family-supporting wages and benefits in the civilian sector is a career in the Building Trades." The Building Trades and their employer organizations offer the best training and career opportunities in the construction industry and they are committed to helping those who sacrificed so much for our country. "We commend Sears for helping our servicemen and women acquire the tools they need as they start a new career."

"Military veterans represent a resource for highly skilled talent. They are a highly trainable, which makes them ideal for Building Trades' apprenticeship programs," said Tom Aiello, vice president of public relations for Sears Holdings, and himself a West Point graduate. "Also, veterans' strong leadership skills can fill critical shortages for foremen and site managers in the construction industry. Sears is pleased to extend its support for the military. In 2008, Sears helped to rebuild or renovate more than 200 homes of military families by raising more than \$8 million through the Heroes at Home program for Rebuilding Together. Today, we're helping veterans lay the foundation for a solid career in the building trades."

[Back to top.](#)

### **Kinateder Masonry Makes Debut in Kansas City**

Kansas City, Mo.(January 27, 2009) - Kinateder Masonry of Waukesha, WI recently expanded their business by opening a new office in Kansas City, MO.

Kinateder Masonry has built a solid reputation in the metro Milwaukee area with impressive, detailed work on projects such as the new Harley-Davidson Museum, Miller Park and numerous school and hospital facilities.

Kinateder Masonry's first Kansas City project is the Blue Valley High School in Overland Park, KS. Construction began in July of this year and is scheduled to be completed next summer, in time for the 2009-10 school year. In addition to BlueValley, Kinateder Masonry has been contracted to work on the West Oak Street dormitory construction for the University of Missouri-Kansas City.

Kinateder Masonry founder, Fred Kinateder, Sr. looks forward to the expansion in the Kansas City area. "Through a project in Kansas City, we saw an opportunity for our company to service the city's growing market. We hired Mitch DiCarlo whose family was in the Kansas City construction industry for 65 years. Between Kinateder Masonry's expertise and Mitch DiCarlo's knowledge of the Kansas City construction market, we see this as a great opportunity."

### **About Kinateder Masonry**

Kinateder Masonry has served southeastern WI since 1990, and for more than 16-years has been ranked in Engineering News Record (ENR) magazine's annual listing of the Top 25 Mason Contractors in the country. A union masonry sub-contractor, Kinateder specializes in brick, block, stone and cast stone materials to complete projects with unique requirements such as site restrictions, exceptional detail, or compressed schedules. Kinateder projects include public buildings, corporate headquarters, churches, schools, commercial buildings, performing arts centers and major projects such as Harley-Davidson Museum and Miller Park..

For more information about Kinateder Masonry, please visit their website, [www.fkmi.com](http://www.fkmi.com).

[Back to top.](#)

### **Contact Us:**

### ***PLEASE NOTE NEW PHONE NUMBERS***

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