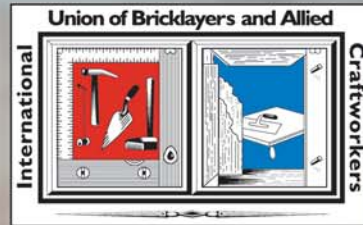


Union Masonry in New Jersey:

Maintaining the Highest Construction Standards

Presented by



INSIDE:

Masonry: Timeless craft meets modern needs

**The Union Masonry Advantage:
Collaboration in service, education and training**

Golden Trowel Awards





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An Association of Union Masonry Contractors, Suppliers, Manufacturers, Architects, Engineers and other organizations that provide a service to the Masonry Industry. **Dedicated to promoting quality Union Masonry Construction throughout the state of New Jersey.**

Union Masonry in New Jersey:

Maintaining the Highest Construction Standards

Masonry is one of the oldest building techniques known to man, and still, after 6,000 years, continues to be fundamental to the construction industry. From the Egyptian pyramids to the Taj Mahal to modern schools, government buildings and residences, masonry and its materials—stone, tile, brick—provide the ultimate sustainable structures that last through time and weather. Natural, durable and green by its very nature, masonry has much to offer in the new era of environmentally responsible building design and construction.

Creating structures with individual units of material—brick by brick or stone by stone—requires the utmost skill and training from the individual craftworker. Through a remarkable collaboration between three advocacy groups, the International Masonry Institute, the Masonry Contractors of New Jersey and the Bricklayers and Allied Craftworkers Administrative District Council of New Jersey, union masons in New Jersey have access to the latest techniques, training tools and education, enabling them to deliver quality masonry construction. In this special issue, we'll look at the comprehensive services and programs these groups offer to union craftworkers and qualified, responsible contractors, as well as design

professionals, to ensure they're at the pinnacle of their trade. We'll also explore new cutting-edge techniques and materials that will continue to make the masonry craft indispensable for years to come. And we'll view New Jersey's best of 2009 masonry—the Golden Trowel award-winning projects.



on the cover:
John J. Flynn BAC/IMI International
Training Center, Bowie, MD



Masonry: Timeless Craft Meets Modern Needs



It's not often that a technique developed and employed in ancient times is still relevant—and even optimal—for use in today's modern world. So what makes masonry such a noteworthy exception?

FOR STARTERS, MASONRY IS GREEN. In addition to its recyclable and renewable attributes, masonry's sustainable properties speak to durability, thermal resistance/energy performance and indoor air quality. Using masonry in the construction of buildings can help architects and owners meet the U.S. Green Building Council's requirements for LEED-certification, particularly important in New Jersey, where many public projects are required to be LEED-certified or to meet comparable standards.

MASONRY PROVIDES EXCEPTIONAL PROTECTION AGAINST THE ELEMENTS. With the impact of climate change, the world is seeing increasingly unsettled weather patterns and seemingly more natural disasters. When it comes to withstanding the impact of wind-driven debris during tornados, hurricanes and other severe weather events, masonry performs better than other materials in all types of buildings.

MASONRY OFFERS THE UTMOST RESISTANCE AGAINST FIRE. Because masonry materials—brick, concrete block, stone, mortar, grout and tile—are not combustible, they don't contribute fuel to a fire. Masonry maintains its structural integrity at high temperatures, and heat transfers slowly through its mass. Depending on its configuration, a masonry wall can remain intact and contain a fire burning on one side for two, three, four hours or even longer.

MASONRY OFFERS SUPERIOR SOUND CONTROL PROPERTIES. Particularly in dense urban areas where many people live in apartment buildings or multifamily dwellings, acoustic privacy is a precious commodity—and a big selling feature for building owners. Partitions constructed of relatively heavy, dense material like masonry effectively stop the vibrations through which sound is transmitted, without requiring special treatment.

AND FINALLY, MASONRY IS IMPACT- AND BLAST-RESISTANT. In hardworking buildings such as warehouses, convention centers, industrial facilities, schools and sports arenas, masonry adds an extra measure of durability and security. Where impact resistance is a top concern, masonry can be reinforced, solidly grouted and detailed. Though we hope never to experience another terrorist attack or an accidental explosion, masonry can provide blast resistance. Investigation of building performance following the World Trade Center attack showed that masonry helped prevent greater destruction near the twin towers.

While we've come a long way with building materials and technology, it seems that in the case of masonry, what's old is new again. Masonry continues to prove indispensable and highly relevant for our times.



The Union Masonry Advantage

Collaboration in Service, Education and Training

Quality masonry depends on the technical skills and knowledge of the mason, as well as the materials themselves. To ensure construction excellence, union members of the New Jersey trowel trades—masonry crafts including brick and block, tile, terrazzo, stone, marble, plaster, concrete and restoration—are uniquely supported by a collaboration of three advocacy groups, whose joint mission is to advance union masonry. Through an exhaustive array of programs, the Masonry Contractors of New Jersey, the Bricklayers and Allied Craftworkers Administrative District Council of New Jersey (BAC/ADC of NJ) and the International Masonry Institute (IMI), a strategic alliance between the two groups, offer union masons, contractors and design professionals the opportunity for continuing education, state-of-the-art training and best business practices essential to staying current and competitive in their craft.

Benefits of Association

Exclusively representing the trade's unique interests, Masonry Contractors of New Jersey was formed in 1992 by leading union masonry contractors to promote union masonry construction throughout the state and protect the future of the trade. Representing union contractors, suppliers, manufacturers, architects, engineers and other organizations that provide a service to the masonry industry, the association affords its members many benefits, including educational seminars, safety training classes, legal and consultation services, membership directory, labor mediation representation and a host of other industry-wide information. The Masonry Contractors of New Jersey acts as its members' agent in collective bargaining negotiations to standardize and coordinate agreements so that the interests of involved parties and the



public will be properly protected.

"Since our inception, the association remains dedicated to representing the interests of our members and our industry. By promoting the advantages of union masonry construction and qualified, responsible contractors, we strive to gain the competitive edge necessary in today's current economic climate," says Carol Ciesielski, Executive Director, Masonry Contractors of New Jersey.

"The Masonry Contractors of New Jersey, along with the IMI and the Bricklayers ADC of NJ, offer a bond of strength, knowledge and fellowship to the masonry industry. As contractor members of the association, we are informed and involved in many important aspects of masonry construction, including legislation, labor relations, and goals for the future. If you are not a member of the association, you are missing out on important issues of the masonry trade."

James LaConti, President, LaConti Concrete & Masonry, Inc.

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Unparalleled Training Facilities

The industry training in New Jersey takes place at the BAC/IMI training facilities located in Bordentown and Fairfield. The BAC/IMI training network includes regional training centers, satellite centers, and mobile training units. In addition, the BAC/IMI has the model John J. Flynn BAC/IMI International Training Center, a 100,000+ square-foot, state-of-the-art facility located on a 25-acre site in Bowie, Maryland, in operation since 2007.

Multi-level Training Programs

Recognizing the importance of life-long learning for craftworkers, the IMI, BAC and Masonry Contractors of New Jersey sponsor a portfolio of programs for all stages of a mason's career, from entry-level apprentice to seasoned journeyman seeking cross-craft training, or even college credits.

Pre-apprentice programs afford new BAC members an opportunity to learn about all the crafts, determine which of the trowel trades suits them, and then study that one area intensely. New Jersey's two training centers offer pre-job Bricklayer Apprentice programs on a continuous enrollment basis. The program is a full time 12-week course in which apprentices receive critical job preparation skills along with craft-specific training, plus familiarization in all BAC crafts. Apprentices return to these training centers throughout their four-year apprenticeship for related training classes.

At the apprentice level, the BAC has a comprehensive four-year program, certified by the Department of Labor, with



hands-on evaluation for each apprentice. Initially apprentices attend class five days a week for 12 weeks followed by a four year on-the-job experience. Each year 144 hours of related training must be reached in subject matter such as blueprint reading, estimating and foreman training.

Basic journeyman upgrade classes such as welding and blueprint reading help BAC members qualify for jobs, giving them a competitive edge in the labor market. For example IMI's Flashing Upgrade program shows BAC members, signatory contractors and designers correct installations as well as the failures caused by incorrect detailing of flashing.

Says Richard Tolson, Director of the BAC/ADC of NJ and a trustee of the IMI, "The BAC/IMI training centers offer our members all the tools they need to get to—or stay at—the top of their craft."

NJ's New Initiatives

The BAC is nearing certification as one of the Building Trades Unions in New Jersey to receive college credits for apprentice training at all of New Jersey's community colleges. This program falls in line with the Union's philosophy of associating itself with higher education throughout the region to raise industry standards, give greater educational opportunity to existing members, and make college students aware of the many opportunities available with the BAC and throughout the industry.

"I'm so proud to be a member of the Bricklayers Union. The network of instructors functions as mentors to the apprentices and teaches them not only the trade, but what it takes to be a good Union member. The pre-job apprentice program as well as related training courses and on-the-job training prepared me well for the transition to journey craftworker."

Chris Castagnoli, BAC/ADC NJ Local 5

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2007 ICP graduate Thomas Feeney, an instructor at the New Jersey Administrative District Council's Local 5 NJ / IMI Training Center, has earned BAC's highest teaching honor, the 2008 John B. Scola Outstanding Instructor Award.

learn about the latest products and industry trends, and how to be effective teachers. Now in its third decade, the curriculum is continuously updated to anticipate changing industry needs. Graduation requires completion of a 200-hour curriculum and teaching portfolio. Participants must have at least five years of journey-level craft experience.

Union Safety Training— In a Class by Itself

Union safety and health instruction is the gold standard for the industry, and a staple in BAC training. Working together, the BAC, IMI and Masonry Contractors of New Jersey offer training in scaffold building and safety, respirator fit testing and CPR to all

BAC apprentices and journey workers alike. To ensure new instructors are up to speed on the latest regulations, OSHA 500 and 502 courses are a key part of the Instructor Certification Program.

In New Jersey, the BAC/ADC offers it members

the comprehensive OSHA 30 safety training course, covering topics such as scaffold safety, rigging, material handling, fire and electrical safety, hazard communications, tool safety, cranes, excavation and fall protection.



Top Level Instructors

Courses are only as good as the people who teach them, and union masonry takes this idea to heart. To qualify to teach courses, instructors must complete a rigorous, multi-year certification program. The IMI and BAC take a “train-the-trainer approach,” a key strategy according to IMI National Apprenticeship and Training Director Steve Martini.

An important vehicle for launching train-the-trainer initiatives is IMI's Instructor Certification Program (ICP), an annual event that draws BAC and IMI instructors from all over the country to

New Jersey Administrative District Council Director Richard Tolson notes, “When instructors return, they are enthusiastic and eager to pass new information on. ICP also comes in handy as an organizing tool and a motivator. It opens members' eyes to other opportunities,” says Tolson.

“Having the best-educated members is the point. It provides a brighter future for BAC members, and for the unionized masonry industry.”

John J. Flynn, President of the International Union of Bricklayers and Craftworkers, IMI Board of Trustees Co-chair.

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Building for the Future

The industry is looking ahead with several initiatives in recruitment and workforce development, including national apprenticeship standards, national curricula for all BAC-represented crafts, and a career-tracking skills database.

IMI's Masonry Camp is a good example of forward thinking. The camp, held in two one-week sessions, brings together future designers—architectural graduates and interns—with apprentice masons to experience each others' professions firsthand and foster an appreciation for their respective roles.

The annual Masonry Design/Build Competition at NJIT, sponsored by Masonry Contractors of New Jersey in cooperation with BAC/ADC of NJ's Labor/Management Fund and the IMI, is another highly successful program. Established in 2003 by Michael Schmerbeck, Past President of the Masonry Contractors of New Jersey, and Urs Gauchat, NJIT Dean of the School of Architecture, the

program encourages greater understanding and cooperation between designers and masons. Over 100 students compete on teams that are assigned a design project to be built in a "real life" location. The competition fosters an appreciation of the parameters of masonry materials, and underscores the importance of collaboration between professionals and craftworkers from the masonry trade.

"When we began this program seven years ago, no one ever imagined it would turn into such an integral part of the NJIT educational process, as it is now part of the curriculum and one of the most unforgettable moments in the students' pursuits during their time at the School of Architecture," says Michael Schmerbeck.

Team IMI—A Consortium of Professionals

In addition to working with future architects and those just starting out, the IMI has an extensive array of programs

International Masonry Institute (IMI)

The International Masonry Institute (IMI) is a strategic alliance between the International Union of Bricklayers and Allied Craftworkers (BAC) and their signatory contractors that promotes quality masonry construction and provides quality training for craftworkers, professional education for masonry contractors and free technical assistance to the design and construction communities.



Team IMI Staff

Architects, engineers, masonry contractors, skilled craftworkers and instructors

Leadership: Headquarters

Joan Baggett Calambokidis, President
David Sovinski, National Director of Market Development and Technical Services

Leadership: New Jersey Regional

Mike Peterson, NJ Director of Market Development and Technical Services
Stephanie Staub, LEED GA, NJ Marketing Director
Robert Mion, Regional Training Director

New Jersey Regional Office

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"These students are learning that architecture is about building and not just about making pictures on paper or creating digital models. This is the real thing. Learning how to translate an idea into reality adds special meaning to their pedagogical experience."

Urs Gauchat
Dean, NJIT School of Architecture



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To learn more about BCANJ or to become a member, call (732) 225-2265.

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BCANJ
Building on Success



geared toward seasoned architects, engineers, contractors, owners and other members of the design and construction community. "Team IMI," which comprises the institute's staff of architects, engineers and construction professionals as well as craftworkers, works closely with these audiences to provide technical



design assistance, project-specific consultations, custom training programs, technical seminars and resources, and more, related to the masonry crafts.

The institute is also targeting designers and builders through its Masonry Detailing Series, an online tool that provides instant access to masonry de-

NJ BAC: GIVING BACK

Throughout its history, BAC and its members have served New Jersey's communities and the greater good by volunteering time and talent. Whether for needed dug-outs for Little Leagues, memorial parks for veterans, brick walkways and patios for non-profit groups or foundations for Habitat for Humanity, union craftworkers have



answered the call. In addition, over the past six years the Union has raised nearly \$200,000 to support Diabetes research and \$50,000 in scholarships for members' children.

BAC and all the Building Trades Unions also participate in a stand-out national program, "Helmets to Hardhats," the only construction industry program in the country that is specifically designed to offer careers to returning veterans.

Masonry Contractors of New Jersey



Masonry Contractors of New Jersey is a non-profit trade association. Its mission: to establish a high standard of business ethics, to promote the advantages of union masonry, to foster communication and collaboration with labor, owners, designers and contractors, and to provide for the exchange of ideas among its members and the industry at large.

Membership

187 firms and organizations

Affiliation

Local and first chapter of the International Council of Employers (ICE) of Bricklayers and Allied Craftworkers

Leadership

Ron Atzert, *President*

Michael Schmerbeck, *Immediate*

Past President

Carol Ciesielski, *Executive Director*

Headquarters

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"The 2009 New Products Expo held at the impressive Bordentown facility was run very well. The presentations were thorough and introduced new developments in masonry products, manufacturing, and construction techniques."

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tails and design solutions, enhancing the appeal of masonry and promoting a better understanding of the trade. The Masonry Detailing Series uses an interactive, multimedia format that includes drawings, images, narratives, animated details and more.

New markets, new products require training

Successfully tapping new markets requires three things: contractors have to feel comfortable embracing new technologies, craftworkers have to be trained in proper installation, and designers have to feel confident in their specifications. Expos are a great way to make it happen.

A joint IMI/BAC New Products Initiative includes a series of regional expos to

give industry workers a close look at some promising new products that complement sustainability goals and reflect the variety of BAC skills, including terra cotta, ceramic and stone façade systems, concrete flooring, insulated concrete forms, autoclaved aerated concrete and grout.

The Masonry Contractors of New Jersey's Annual Trade Expo is attended by over 400 architects, engineers and contractors. The Expo features table-top displays and AIA/CES HSW SD (sustainable design) accredited educational programs. All programs offer concise and valuable information about pertinent issues such as sustainable design, ASTM standards and specifications, proper installation techniques, energy efficiency, building codes, new technologies, innovative products and materials, and more.

"In 2000 I applied to, and was accepted in, BAC Local # 5, and shortly thereafter I was hired by a large union firm as a foreman. The union contractors' emphasis is on creating and maintaining a good and safe place for all the workers along with producing a high quality building. Workers are trained in the industry by the union as apprentices. This training is extensive both in the practical and theoretical, focusing on quality workmanship. Since joining BAC Local # 5, I now make a living wage, have a health care plan to protect my wife and children, and a pension to look forward to."

"Thank you for giving me the opportunity to become a union member."

*Scott Price
Mt. Ephraim, N. J.*

Bricklayers and Allied Craftworkers/ Administrative District Council of New Jersey (BAC/ADC of NJ)

The Bricklayers and Allied Craftworkers/Administrative District Council of New Jersey (BAC/ADC of NJ) represents the interests of the trowel trades craftworkers—bricklayers, stone setters, concrete finishers, plasterers, restoration specialists, tile, marble and terrazzo specialists, and many others—advocating for fair wages, health care, pensions, safe jobs and training.



Membership

5,000 craftworkers in Locals 2, 4 and 5

Geographic coverage

New Jersey, Delaware, Maryland and the five southeast counties of Pennsylvania.

Leadership

Richard E. Tolson, Director;

IMI Board of Trustees

John F. Capo, Secretary/Treasurer

Joseph McFarland, President, Local 2

Ken Simone, President, Local 4

Donald Englehardt, President, Local 5

Headquarters

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"As a member of the Masonry Contractors of New Jersey, I appreciate the high level of professionalism and only wish that this organization had existed years ago when we contractors were on our own in dealing with difficult labor issues."

Frank Granieri, President
Granieri Construction & Renovation, LLC



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2009 New Jersey *Golden Trowel Awards*

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Sponsored by the IMI in conjunction with BAC /ADC of New Jersey and the Masonry Contractors of New Jersey, the New Jersey Golden Trowel Awards are given biennially in recognition of outstanding achievements in architectural design and construction in masonry. The competition is free and open to registered architects, masonry contractors, general contractors, masonry manufacturers and suppliers. To be considered, projects must use masonry materials— brick, stone, tile, terrazzo, concrete or glass block, marble, mosaic and plaster — as dominant exterior and/or interior components, and must be constructed in New Jersey by a contractor signatory to a collective bargaining agreement with the International Union of Bricklayers and Allied Craftworkers.

Winners are selected by a jury comprising architectural professionals, craft-worker professionals, contractors and educators on the basis of their architectural quality and the employment of masonry to improve the built environment.

2009 Golden Trowel Awards Jurors

John M. Cays

Associate Dean for Academics
School of Architecture
New Jersey Institute of Technology

Greg Hess

President & CEO
Caretti, Inc.

Stacey Kliesch,

AIA, LEED AP, CID
President
AIA New Jersey

Gerard Scarano

Executive Vice President
International Union of Bricklayers
and Allied Craftworkers

Jirair Youssefian, AIA

Principal, Director of Design
Vitetta



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Princeton, New Jersey

Project Team:

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Einhorn Yaffee Prescott Architecture & Engineering
Torcon, Inc.
Dan Lepore & Sons Company
BAC/ADC of NJ Local 5
Bybee Stone Co.
Fizzano Brothers Concrete Products, Inc.
New York Quarries
The Quikrete Companies



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Best in Category – Commercial

Old Bridge YMCA
Old Bridge, New Jersey

Project Team:

YMCA of Western Monmouth County
O'Connor Gordon Pratt Architects LLP
BurMarc Construction Group LLC
American Concrete & Masonry Co.
BAC/ADC of NJ Local 5
Glen-Gery Brick Co.
H.K. Buzby
Paul Brothers, Inc.
Riverside Supply Co.
Trenwyth Industries



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Best in Category – Educational: Elementary Schools

Vineland Demonstration
School, Recreation
& Community Health &
Adult Education Campus
Vineland, New Jersey

Project Team:

Vineland Public Schools
New Jersey Schools Development Authority
Vineland Demonstration School Development, LLC
City of Vineland, New Jersey
USA architects, planners + interior designers
Joseph Jingoli & Son, Inc.
J. Palermo Masonry
BAC/ADC of NJ Local 5
Diener Brick Company
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Lehigh Cement Co.
Premier Block Corporation



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Best in Category – Educational: Middle/High Schools

International High School
Paterson, New Jersey

Project Team:

New Jersey Schools Development Authority
L+C Design Consultants PA
Jacobs
Terminal Construction
Benfatto Masonry, Inc.
BAC/ADC of NJ Local 4
American Art Stone, Inc.
Anchor Concrete Products, Inc.
Belden Brick Sales & Service, Inc.
Clayton Block Co., Inc.
Cunningham Brick Company
The Quikrete Companies
Trenwyth Industries



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Best in Category – Educational: Colleges/Universities

Butler College Dormitories
at Princeton University
Princeton, New Jersey

Project Team:

The Trustees of Princeton University
Pei Cobb Freed and Partners Architects LLP
Turner Construction Company
D. M. Sabia & Co., Inc.
BAC/ADC of NJ Local 5
Belden Brick Sales & Service, Inc.
Bybee Stone Co.
Fizzano Brothers Concrete Products, Inc.
Pacific Clay Products
The Quikrete Companies



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Best in Category – Green

Mapewood Police & Court Building
Maplewood, New Jersey

Project Team:

Township of Maplewood, New Jersey
The Goldstein Partnership
Severud Associates
Seacoast Builders Corp.
BAC/ADC of NJ Local 4
Anchor Concrete Products, Inc.
Diener Brick Company
Glen-Gery Brick Co.
Lehigh Cement Co.
Paul Brothers, Inc.
Circle Redmont, Inc.
Westbrook Concrete Block Co., Inc.



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Best in Category – Institutional

The Al-Rashid Health and Wellness Center
at The Lawrenceville School
Lawrenceville, New Jersey

Project Team:

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Contarino Brothers, Inc.
BAC/ADC of NJ Local 5
Diener Brick Company
Glen-Gery Brick Co.
Lehigh Cement Co.
Rockcast
Tri-State Brick & Building Materials, Inc.



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Best in Category – Residential

Hudson Greene
Jersey City, New Jersey

Project Team:

Equity Residential
Cetra/CRI Architecture PLLC
Hunter Roberts Construction Group
J. Scrofani Construction Corp.
BAC/ADC of NJ Local 4
American Art Stone, Inc.
Anchor Concrete Products, Inc.
Sesso Tile & Stone
The Quikrete Companies
United Clay Products LLC
Watsonville Brick Company



Best in Category – Restoration

Johnson Park Rehabilitation
Camden, New Jersey

Project Team:

Rutgers University
D P K and A, AIA
Rutgers University, Facilities
Elite Restoration Inc.
Structural Design Associates
BAC/ADC of NJ Local 5
Lehigh Cement Co.
The Structural Slate Company
Vickery Stone
Woodbury Cement



Best in Category – Tile/Marble/Terrazzo

Gagnon Cardiovascular Institute
at Morristown Memorial Hospital
Morristown, New Jersey

Project Team:

Morristown Memorial Hospital - Atlantic Health System
Buckl Architects
Francis Cauffman
Wm. Blanchard Company
Artisan Tile & Marble Company of New Jersey, Inc.
BAC Local 7 NY/NJ Tile, Marble, Terrazzo
American Olean
Dal Tile Corporation
Garden State Tile Distributors, Inc.
Marmo Enterprises
Trans Ceramica

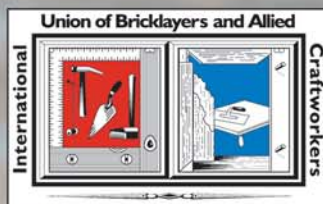
Masonry: A Metaphor for Building a Solid and Lasting Foundation

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President-Elect Barack Obama
Election Night Victory Speech, November 4, 2008
Grant Park, Chicago, IL

Union Masonry in New Jersey

Maintaining the Highest Construction Standards



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