BAC SIGNING BONUS FOR SKILLED NON-UNION CRAFTWORKERS

Bricklayers & Allied Craftworkers, Local 2 MI will pay a Signing Bonus for Skilled Non-Union Craftworkers who come to work for one of our Union Contractors for a month. Also, all good standing* Local 2 members working with the tools, non-supervisory members, and retired & disabled members, excluding contractor owners, can also get a Finders Referral Bonus for each new skilled craftworker they refer, if that individual works for a month for our Union Contractors.

1.) **30 Day Bonus** - Once a skilled craftworker pays their initiation fee to join the Union and works for one of our Union Contractors for one month, that member shall receive the following Signing Bonus check:

- Skilled Journey Level Member = $1,000
- Skilled Craftworkers above Entry Level Apprentice = $500.

If a good standing Local 2 member, as previously described, refers a skilled craftworker who works for one of our Union Contractors for one month, our referring member shall also receive the same Finders Referral Bonus check, in the same amount, as the new member.

2.) **500-hour Signing Bonus** - Once the skilled craftworker has 500-hours worked for our Union Contractors, as shown through fringe benefit fund contributions, that member shall receive the following Signing Bonus check:

- Journey Level - $1,000.
- Level above Entry Level Apprentice - $500.

If the new member was referred by a good standing Local 2 member, as previously described, excluding contractor owners, our referring member shall also receive the same Finders Referral Bonus check, in the same amount, as the new member.

If a Local 2 Staff member brings in a new member, that new skilled member shall be eligible for both the 1 month Signing Bonus and the 500-Hours Worked Signing Bonus if they qualify based on the rules stated above. No staff member shall receive a Finders Referral Bonus.

3.) **Inexperienced new members** - This Signing Bonus Program is for those who are above the entry level pay rate for their specific trade. Inexperienced entry level members are not eligible for the signing bonus but if the new member fulfills the one month and 500-hour requirements, the referring member can receive the $100 Finders Referral Bonus checks.

This Signing Bonus also applies to former members who have not been members for the past 12 months and do not have hours worked in the previous calendar year.

**Top Recruiter $500 Bonus**

At the end of November, Local 2 will review the list of those individuals who have been recruited and continued working for our contractors for over 500-hours. In December of 2020, a check for $500 will be presented to the member who is Local 2’s Top Recruiter. The Top Recruiter will be awarded to the member who has recruited the most members, who stayed working for our contractors for over 500-hours, from January 1, 2020 to November 30, 2020. If there is a tie, the $500 will be split between the Top Recruiters.

*Good Standing status will be based on the IUBAC’s definition: “Any member in arrears for dues... for two (2) months shall be deemed not to be in good standing.” Dues are due the first of the month. Therefore, if a member owes more than the current month and one month prior, they are not considered to be in good standing status.

~ NOTE: NO CURRENT UNION BUILDING TRADES MEMBERS ARE ELIGIBLE FOR A SIGNING BONUS.~

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