

International Union of
Bricklayers & Allied Craftworkers
Local No. 1 of Washington

330 Fairview Ave. N. • Seattle, Washington 98109 • (206) 624-5481 • Fax: (206) 624-1831

BRICKLAYERS
STONE MASONS
CEMENT BLOCK LAYERS
TILE SETTERS



MARBLE MASONS
TERRAZZO WORKERS
POINTERS, CLEANERS
CAULKERS



December 7, 1998

United Professional Caulking
and Restoration
P. O. Box 240
Seahurst, WA 98062

TO: Wayne and Susan Belcher
and BAC Members

I wanted to convey to the owners and employees of United Professionals how much my wife and I enjoyed attending your Year End Appreciation Party. It was wonderful to watch your company and its employees receive accolades for performance and on-the-job safety.

As I said on Saturday night, before coming into office at the Union I had little knowledge of the Caulking Industry. I made light of, and used colorful language to describe the relationship Wayne and Susan have had with BAC Local No. 1 and its Officers. In reality United Professionals and Local No. 1 have spent many hours in discussions and conversations about caulking as a craft and an Industry and have looked toward the future. But United Professional has done more than talk. They have done more for the Union Caulking Industry than any other company. Wayne was the first Caulking Contractor to sit on the J.A.T.C. and to take a proactive role in the selection and training of Caulkers through the Apprenticeship Program. Wayne helped design and institute a successful new Caulking Curriculum, followed through with helping to teach it and drew out a higher level of participation from suppliers than ever before in the apprenticeship. Wayne helped to draft documents that were presented to the State of Washington to show that Caulking should be registered under the BAC rather than the painters, roofers or carpenters. Wayne helped to draft contract language for the new Brick, Marble and P.C.C. Agreement under which you are currently covered. By doing this, on his own time, Wayne was assisting the BAC in raising Industry standards while at the same time maintaining high wages. Have you ever compared the wages and benefits of a BAC Caulker to those of a painter or laborer doing caulking? Local No. 1 believes that United Professionals exemplifies the maxim by Johann Wolfgang Von Goeth:

Treat people as if they were what they should be, and you help them become what they are capable of becoming.

United Professionals has surmounted many obstacles over the last few years to become the leader in its industry. Don't lower your standards or compromise your values. Continue to set the standard in your highly specialized craft. BAC Local No. 1 is grateful for your

insight, perseverance and support of the Union Caulking Industry. Our Union Crafts are only as strong as the sum of their parts - and you have done more than your part.

Our best wishes for your continued success in the New Year.

With best regards, I remain,

A handwritten signature in cursive script that reads "Jim Reynolds". The signature is written in black ink and is positioned above the printed name and title.

Jim Reynolds
Secretary/Treasurer

JR:bw
opeiu:23/afl-cio