“Can’t stop. Won’t stop.” That’s the International Masonry Institute’s motto as we started 2018 with a bang. IMI began the year with a new Contractor Development program, Grouting, Reinforced Masonry & Flashing course, Masonry for Building Officials, speaking engagements to young adults in high school on their career paths, as well as talking to young architects and engineers. As the ground thaws, and the snow gives us a break, we can now see clearly that masonry is on the rise. We now have more architectural and engineering firms designing with structural masonry. Now it’s all hands on deck! What an interesting year this will be for BAC and IMI.

**CONTRACTOR DEVELOPMENT**

International Masonry Institute’s Director Dave Collins presided over IMI’s new Contractor Development program on Monday, February 12, 2018 in Griffith, Indiana. Mr. Collins gave the attendees a little background on himself and the other two presenters for the day, IMI Directors, Maria Michalowski from Michigan and Tom Elliott from Ohio. The speakers then gave a brief overview of what would be covered in the program, including how to move their company to the next level. Each attendee was then asked about their experience, what, if any leadership courses they had taken, or was their education all on the job training and what problems they had encountered. The focus of the first session then became how to solve those problems. Some noted a need for more financial education. The instructors covered some options and discussed how aligning themselves with a General Contractor, Construction Manager and/or Architect can be beneficial. Also noted was the benefit of using IMI’s vast resources to aid in the success of their business. Another key component to a successful business is estimating. Options for estimating that were covered included an IMI course on estimating and approaching Tradesman Software to see if they would offer a discount for a startup company. At the end of session one, attendees were separated into three groups of four and each of the IMI Directors led discussions on questions like: “Do I have the necessary experience? Do I understand blueprints? What software am I using? What leadership skills do I possess?” The Directors also reviewed the handouts each attendee received which included information on IMI Services, masonry inspection checklist, ASTM references, and a few chapters from the 2015 IBC and 2015 IRC.

Mr. Elliott then led Session Two - Financing. Tom addressed how a company should be structured, how much capital they would need, noting that it is best to have 6 months capital in reserve, which should be strictly used for business. Tom also talked about having hard assets, such as a home, and whether one is willing to sacrifice their assets for their start-up company, line of credit, and how long it typically takes to get paid for a
job and what to do if finances are not stable. Insurance, bonding and worker’s compensation insurance were also covered. Tom stressed the needs to have insurance and noted group rates may be available.

Maria Michalowski then presented Session Three - Education/HR. Maria noted that sexual harassment, diversity, and recruiting are important issues that should be discussed within a company’s training program. Maria stressed the importance of understanding one’s market, and the ability to properly estimate a job are key skills needed to be successful in the industry. Maria suggested looking at spare drawings and/or taking estimating classes would be helpful. When discussing training, all attendees stated they had taken the mandatory OSHA 10-hour training, but not the OSHA 30-hour training. Maria noted that OSHA-30 training would prove to be very valuable for startup companies. She then pointed out how IMI can help with technical issues, code information, as well as RFIs (request for information). She also urged the attendees to make or strengthen their connections to their local Bricklayers Union Representatives as well as material vendors.

Jeremy Rivas, BAC Representative for Local 4 IN/KY - Merrillville Chapter then discussed wages, fringe benefits, and other deductions for Local 4 members. Jeremy stated the importance of the IMI deduction, noting that IMI works to incorporate specifications into architect’s projects requiring IMI/BAC trained labor which gives Union contractors an upper hand when competing against non-union jobs. He emphasized if we have more union contractors, this will keep our members employed, even for residential jobs.

For the fourth and final session, Mr. Collins discussed the different sizes of start-ups (small, medium, and large) and their components. He stated the importance of understanding how to complete Schedule of Values and a G702 form for projects. He then opened the floor for final questions. The group noted that in their opinion the most important component is estimating and that they were interested in further education on estimating. Mr. Collins noted IMI will look into working with Tradesman to get a Tradesman Light program. He then stated IMI would work with the IUBAC to find opportunities for contractors to receive financial assistance and support for their start-ups. All attendees thanked the presenters noting that program was long overdue and that they hope to attend more courses in the future.
David Collins, Director of the International Masonry Institute, working with IN/KY Local 4 Field Representative of the Merrillville chapter, Jeremy Rivas, and IN/KY Local 4 IMTEF Instructor Jeff Cavinder, held a Grouting and Reinforced Masonry certification course on February 14.
Taught by David Collins and held at the IMI Griffith Training Center in Griffith, IN, the class covered all of the fundamentals of structural masonry buildings. They discussed load paths and the difference between compression and tension and the behavior of the two working together. The class focused on working to meet and understand the new standards that architects and engineers are incorporating into their plans.
The Grouting class covered all of the fundamentals of structural masonry buildings. Load paths were also discussed and the difference between compression and tension and the behavior of the two working together.
Students got into the Codes & Standards to give the group an idea how ASTM works in conjunction with Codes & Standards and how the materials work in unison. The group was very interested in reinforcement and connection, and the size of the rebar that could go in the cells of the units.
Everyone worked hard to come away from the class with a clear understanding of the difference in wet-sticking of rebar in units, and the proper placement of reinforcement. Students rounded out the day understanding grout safety by using wall mock-ups and applying hands-on training.
There was a lot of discussion on the quiz and the reviews, but Mr. Collins ably provided a day full of informative training that the members really enjoyed.
Taught by IN/KY Local 4 IMTEF Instructor Jeff Cavinder, in conjunction with the Grouting & Reinforcement class, the primary focus was to discuss the fundamentals and the installation practices of flashing. There were numerous questions from the class covering several different topics from flashing codes to location to new materials that have been introduced into the market.
The codes drew the most attention for the simplistic way it’s written, vs the in-depth meaning behind it and all that it covers. Students covered different masonry wall concepts as well as shelf angles, weep vents, drip edges, different flashing locations and one of the most important: the workmanship that goes into the installation process itself.
This week in Northwest Indiana, we’ve held our Contractor College Development program, Grouting, Flashing, and Reinforced Masonry Certification Course, and finally, our Masonry for Building Officials program. Masonry for Building Officials started in NW Indiana in 2006 and continues to this day. The weather was rainy and foggy, but this didn't stop building and code officials from attending Masonry for Building Officials on February 15th, 2018 at the IMI Training Center in Griffith, Indiana. The building and code officials traveled from nearby areas such as Lake, Porter, LaPorte, and Pulaski County.

David Collins, IMI Director, who presented this program, stressed the importance of understanding masonry codes and standards for proper building inspections, especially updated codes from the 2012 International Residential Codes and 2015 International Building Codes. Several building inspectors mentioned Indiana previously operated under the 2003 International Building Codes and now operates under the 2015 International Building Codes. Also within the late 1990s and early 2000s, the state of Indiana deregulated special inspections of buildings. With the upswing of educated code officials within the state, it is important to continue education. Other topics included movement joints, cavity walls, flashing, masonry accessories, and masonry wall systems, which are important for building officials to be aware of during inspections. Following these topics, Collins also went over several chapters within the International Residential Codes and International Building Codes such as wall coverings, IRC Indiana amendments, exterior walls, structural design, special inspections, and masonry. Collins also spoke with Demetrious Mason, Code Official for the Indiana State Fire Marshal who traveled two hours from Indianapolis to attend the program. Mason attended on behalf of his department to gain insight of how masonry connects with fire and building safety. Both discussed new legislation and the conjunction of sprinklers and masonry to suppress fires by first containing it, then extinguishing it. This is very useful for multi-story dormitories and assisted living facilities. Sprinklers and masonry used together help create a superior system.

Jeff Cavinder, IMTEF Instructor, discussed with building officials about the Griffith Training Center. Cavinder gave insight of the apprenticeship program and the importance of training bricklayers and craftworkers with the necessary skills for them to successfully build projects. Cavinder also mentioned, by receiving training, apprentices prepare their futures by having a career and a lifelong brotherhood and sisterhood.

The Indiana building officials not only walked away with a resource manual of all this information, but with the knowledge of how masonry codes and standards will help them be successful during inspections.
The Indiana Structural Engineers Association 2018 Spring Conference was held on March 8th, 2018 at the Primo Conference Center in Indianapolis, Indiana and was attended by 100 professional structural engineers. This year the Indiana/Kentucky Structural Masonry Coalition provided the Gold Level Sponsorship for the event. Representing the IKSMC was David Collins, CSI, Scott Walkowicz, P.E., P.E., N.C.E.E.S. and Shae Gist. The IKSMC has attended this conference for seven years. The ISEA Spring Conference attracts engineering and architectural firms from throughout the entire state of Indiana every year. Many firms are familiar with the IKSMC such as American Structurepoint, Lynch, Harrison & Brumleve, Enspec Engineers and McComas Engineering, just to name a few. This annual event provided also several speakers for a full day of education covering topics such as blast designs, welding myths, progressive collapse, and engineering ethics. From this event, the IKSMC made new contacts, including the seven firms who are interested in engineering visits from Scott Walkowicz to present the newly updated SMDS software, version 7.2, the TIPS program, and other topics. Anita Deitz, S.E., P.E. from Complete Structural Consulting and Kathy Halley-Ames, P.E. from Arsee Engineers represent a couple of firms interested in the engineer visits.

In addition to attending this annual ISEA conference, we continue to pursue engineer visits with firms within Indiana and Kentucky, webinar possibilities, as well as planning for Masonry Days. The ISEA recognizes the IKSMC as a leading PDH provider in the state of Indiana and values its integrity to the structural masonry community.

**PIKE HIGH SCHOOL - CAREER DAY**

Pike High School in Indianapolis, IN, hosted Career Day on March 22, 2018, for students explore various career options presented to them. David Collins, Indiana Director of the International Masonry Institute and Joe Alberts, IMTEF Instructor, spoke to 80 students of Pike’s Science and Engineering Academy about having a career as a bricklayer and craftworker.

Collins opened the presentation, giving students background on his education and career credentials. Collins then transitioned into what masonry is since many students are not aware of masonry, its uses and its history. However, Pike is no stranger to masonry. The high school uses masonry throughout the facility, including tile...
and terracotta for the flooring. When Collins mentioned this to the students, many raised their eyebrows and were in awe that masonry is more universal and important than they ever imagined.

Joe Alberts, IMTEF Instructor, then took the lead to get into the nuts and bolts of a career as a bricklayer and craftworker. The option to gain career experience immediately, with no student loans and an associate’s degree from Ivy Tech Community College of Indiana immediately peaked students’ interests, especially the wages. Alberts explained one can earn a starting wage of $50,000 to eventually earning $100,000 and more as a journey worker, with insurance and benefits.

First, one must become a pre-apprentice to determine whether this is right career for them. Pre-apprentice eight-week classes include courses on basic tools, mortar manipulation, mathematics, measuring and OSHA certification. Once pre-apprenticeship is completed, one will officially become an apprentice and join the union. The apprenticeship program is 18-weeks, in November to March, where apprentices learn laying brick and block, refractory, flashing, grouting, and welding, just to name a few courses. For more information, students were told to visit bac4training.com, which was provided in their brochure and presentation copy.

The goal of Career Day is to give Pike students the tools they need to make a crucial decision within their lives, choosing their career path. Collins and Alberts did just that. In closing, Collins advised the students, “Your job is to complete high school. Our job is to give you a passport to the world.”

**TRAINING CALENDAR**
The John J. Flynn BAC/IMI International Training Calendar
17101 Science Drive • Bowie, Maryland 20715
For more information on National Training please visit: [http://imiweb.org/training/](http://imiweb.org/training/)

**REMEMBER**
Please do not hesitate to contact Dave Collins at the International Masonry Institute for your masonry needs or any questions regarding masonry.
Please call at 317-872-3426 or email [dcollins@imiweb.org](mailto:dcollins@imiweb.org) or [sgist@imiweb.org](mailto:sgist@imiweb.org).