

**Working Code**

... OF THE ...

**BRICKLAYERS**  
AND  
**STONEMASONS**

**OF ST. LOUIS**

OF THE

**B. and M. I. U. of America**

..1909..

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**JOINT WORKING CODE OF THE BRICK-  
LAYERS AND STONEMASONS  
OF ST. LOUIS, MO.**

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**ARTICLE 1.**

We, the Bricklayers and Stonemasons, of the City of St. Louis, under the jurisdiction of B. & M. I. U. of America, do hereby adopt the following working code to govern both branches of the mason trade, to take effect on and after May 1st, 1909.

**ARTICLE 2.**

The minimum scale of wages for bricklayers from May 1st, 1909, shall be 70c per hour, and stonemasons 60c per hour, and an equal proportion for a fraction of an hour's work.

Eight hours shall constitute a day's work (excepting Saturday), from 8 A. M. to 5 P. M. for the months beginning March 1st, and ending October, 31st, and from 8 A. M. to 4.30 P. M. for the months beginning November 1st, and ending March 1st, inclusive; Saturday from 8 A. M. to 12 P. M. One hour to be taken for dinner during the former months, and one-half hour during the latter. No more than four (4) hours to be worked during the forenoon and afternoon.

Sunday work, night work, and work done before or after the regular hours, except as hereafter specified, shall be considered overtime and shall be charged for at a double rate of wages.

No work shall be done on Saturday from 12 M. to 5 P. M., unless to leave the work would endanger life or cause destruction of property, when double rate of wages must be paid. Boiler and furnace repair work may be done on Saturday afternoon at a double rate of wages. No work shall be done on the following holidays: Fourth of July, Labor Day and Christmas. For a violation of this section, a fine of twenty-five (\$25.00) dollars shall be imposed.

### ARTICLE 3.

It shall be the duty of the members to carry their cards of membership at all time that they may be inspected by the Steward or a special elected delegate.

A member found guilty of working with other members or apprentices, or by himself, without his card, more than one day, shall be fined \$2.50 for the first offense and \$5.00 for each offense thereafter.

### ARTICLE 4.

A member beginning work on a job after it has been working two days and finds no Steward elected, shall bring charges against the members working there, and if sustained, each member shall be fined \$2.00.

### ARTICLE 5.

A B. & M. I. U. bricklayer or stonemason coming within this jurisdiction without a traveling card is required after one day's work to procure a permit from a Union's

Financial Secretary or the Business Agent, good for one week, and for which he shall give an order on his employer to the Steward on the work. Said order to be collectible at the rate of \$1.00 a day for each day he works until the arrival of his traveling card or his full initiation fee is paid.

### ARTICLE 6.

A member working on a traveling card must get a permit or working card from the Union he wishes to join, and must have his permit or working card the morning following the first meeting of the Union that he wishes to join.

### ARTICLE 7.

Bricklayers or stonemasons making application for membership will be required, after one day's work, to procure a permit from the Union's Financial Secretary, or the Business Agent, which will be good for one week, when a second permit must be procured upon the payment of \$5.00; and a third permit when the balance of the initiation fee must be paid.

### ARTICLE 8.

No person shall be accepted for membership in either the Bricklayers' or Stonemason' Unions, without he is first vouched for by two vouchers as being a practical bricklayer or stonemason, and able to command the existing scale of prices for work, and shall, if complaint is made as to his ability, be compelled to pass a satisfactory



examination by the Business Agent. Any member vouching for an incompetent person shall be fined \$25.00.

#### ARTICLE 9.

A member shall not work with non-union bricklayers or stonemasons unless they consent to become members of the B. & M. I. U. and procure permits. For violation of this section a fine of \$10.00 shall be imposed.

#### ARTICLE 10.

Any member lending his working card to anyone, or altering or making any erasure on card or permit, with intent to defraud, shall be fined \$10.00.

#### ARTICLE 11.

Members working outside the vicinity of St. Louis, and not within the jurisdiction of another B. & M. I. U., shall comply with all rules regulations and laws of the code, the same as if in the vicinity, unless given permission to do otherwise by the Unions of their respective trade. For a violation of this section a fine of \$5.00 for the first offense, and \$10.00 for each offense thereafter shall be imposed.

#### ARTICLE 12.

Any member shall not put mortar in the wall with any other implement than a trowel nor shall he lay brick or stone in mortar put in the wall by any other person than a

member or apprentice in good standing, under a penalty of \$5.00 for the first offense and \$10.00 for each offense thereafter.

#### ARTICLE 13.

A member encouraging laborers to lay brick or stone shall be fined \$5.00.

#### ARTICLE 14.

Members are not allowed to work on a job where they are compelled to insure themselves, nor can they insure themselves, in any company to protect the contractor or firm employing them, nor sign any agreement releasing the employer from liability in case of accident. For a violation of this section a fine of \$5.00 for the first offense and \$10.00 for each offense thereafter shall be imposed.

#### ARTICLE 15.

Any bricklayer or stonemason producing a clear working card of Unions 1, 2, 3, 19 or 22, reserves the right to go on any job where union men are employed, and demand to see their wages. Any man refusing to show his wages shall be fined \$5.00 for the first offense and \$10.00 for each offense thereafter.

#### ARTICLE 16.

Members who work on a job shall elect a Steward, whose duties shall be to inspect the cards of all members and apprentices on the work, to represent them in any difficulty that may occur, and when questions arise involv-

ing the stopping of work, the Steward shall call the Business Agent in to take charge of the grievance for adjustment. If he be unable to adjust the grievance he must refer the matter to the Joint Executive Committee, who if the contractor happens to be a member of the Master Bricklayers' B. & P. Association, must in turn notify the Joint Conference Committee who must take the matter up inside of forty-eight hours after notice from the Business Agent. The members in the meantime remaining at work.

#### ARTICLE 17.

A member failing to support a Steward in the performance of his duty shall be fined \$10.00, and a Steward neglecting his duty shall be fined \$5.00, and a Steward neglecting his weekly report shall be fined \$1.00.

All moneys collected by the Steward or members on work, for permits or initiation fees, must be paid in at the next regular meeting of his Union.

#### ARTICLE 18.

The Steward of bricklayers or stonemasons reserves the right at all times to demand each other's cards, and any Steward refusing to show his card shall be fined \$5.00, and in no case shall said fine be remitted.

#### ARTICLE 19.

If a Steward is discharged for enforcing any section of this code, the matter shall immediately be referred to the Joint Executive Com-

mittee, who if the contractor is a member of the Master Bricklayers' B. & P. Association, must notify the Joint Conference Committee, for settlement. No stoppage of work shall occur pending the report of said committee.

#### ARTICLE 20.

A member who accepts work where the members have quit by order of their Union on a question of rules, or refuses to stop when ordered by this Union or special committee, shall be fined \$10.00 for the first offense, and \$20.00 for each offense thereafter.

#### ARTICLE 21.

It shall be the duty of members to use their influence in procuring employment for each other.

#### ARTICLE 22.

Section 1. All foremen over bricklayers or stonemasons shall be practical bricklayers or stonemasons and members of the B. & M. I. U.

Section 2. They shall see that the men under their charge shall start and stop work at the proper time.

Section 3. They shall co-operate with the Steward in the discharge of his duties, having at the same time due consideration of the employer's interest.

#### ARTICLE 23.

Foremen shall not order work to be done in violation of this code or any laws of the Union.

If a bricklayer or stonemason is discharged for refusing to violate any section of this code, he shall be entitled to waiting time, the limit to be two days, if decision is rendered in his favor by the Joint Executive Committee; however if the contractor be a member of the Master Bricklayers' B. & P. Association, the matter must be adjusted by the Joint Conference Committee.

#### ARTICLE 24.

Should a member be defrauded of his wages by any employer, no member shall work for or with said employer, until all just claims are paid. For the violation of this section a fine of a day's pay for each day or fraction of a day worked shall be imposed.

#### ARTICLE 25.

The Financial Secretary shall grant but one permit to a member in a quarter, such permit to be good for two weeks. For a violation of this section a fine of \$5.00 shall be imposed for such offense.

#### ARTICLE 26.

Members must be paid for going from one job to another during working hours.

#### ARTICLE 27.

In no case shall men be laid off to permit the stocking up of scaffold, unless absolutely unavoidable.

#### ARTICLE 28.

When bricklayers or stonemasons are working on any job and structural iron workers or others are working above them, said bricklayers or stonemasons shall be provided with proper covering to protect them from danger such covering to be at least 6 feet wide and to be provided by the general contractor and if the protection is refused, the members shall refuse to work on the job. All scaffolds shall be about 5 feet wide, except pony scaffold. All outside scaffolds shall be provided with a railing of at least one by six.

#### ARTICLE 29.

Should a bricklayer or stonemason be discharged, he shall be paid immediately.

#### ARTICLE 30.

A member soliciting funds for the purpose of making a present or donation to a foreman or superintendent on a job shall be fined \$5.00.

#### ARTICLE 31.

Members shall not use letters of recommendation as a means of procuring employment as journeymen bricklayers or stonemasons. For the violation of this section a fine of \$25.00 shall be imposed.

#### ARTICLE 32.

Members shall not receive their pay in a saloon or any room connected therewith. For a violation of this section a fine of \$5.00 shall be imposed.



### ARTICLE 33.

In any case should this code be violated by a contractor not a member of the Master Bricklayers' B. & P. Association, or the Master Stonemasons' B. & P. Association, the matter shall be taken up by the Joint Executive Committee of Unions 1, 2, 3, 19 and 22 for adjustment.

### ARTICLE 34.

When any controversy arises on any job regarding any section of this code, or in the agreement, the Steward shall report the same to his Union at its next regular meeting.

### ARTICLE 35.

All openings cut in walls to be faced up with masonry and all girder holes shall be cut by bricklayers or stonemasons respectively, and any member who shall wall up or finish any openings cut by others than a bricklayer or stonemason shall, upon conviction, be fined according to law. This section shall not be construed to mean the cutting of holes for needles or joists.

### ARTICLE 36.

When a bricklayer or stonemason wishes to become a contractor, he shall present his resignation in person, and if in good standing his resignation shall be accepted.

### ARTICLE 37.

In no case where fines are imposed for infractions of this code, shall said fines be remitted.

### ARTICLE 38.

For a violation of any section of this code not already provided for, a fine of not less than \$5.00 shall be imposed.

### ARTICLE 39.

The Union's Financial Secretary shall immediately notify sister Unions of all members becoming initiated and all permits issued. For neglect of this duty the Financial Secretary shall be fined \$1.00 the first time and \$2.00 each time thereafter.

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## BRICKLAYERS.

### ARTICLE 1.

Bricklaying masonry shall consist of the laying of bricks in, under or upon any structure or form of work where bricks are used, whether in the ground or over its surface or beneath water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, in mines or fortifications, and all underground work, such as sewers, telegraph, electric and telephone conduits, where a trowel and mortar are used, and all pointing, cleaning and cutting of brick walls or other work requiring the labor of a skilled person



Fire-proofing, block arching, terra cotta setting, and cutting, where done on a building, and the cutting of rock-faced brick is considered bricklayer's work, for which the regular rate of wages of the locality must be charged, as the same is considered brick masonry. That all fire-proofing, block arching, terra cotta cutting and setting shall be done by any firm, corporation or manufacturer in this locality within this jurisdiction. Provided such firm, corporation or manufacturer complies with the requirements of the I U. laws. Cutting, rubbing and grinding of all kinds of arch brick must be done by members of the B. & M. U.

#### ARTICLE 2.

The backing up of external walls with cement and the building of party walls, columns, girders, beams, floors, stairs, arches, and plaster block partitions where substituted for brick, shall be done by bricklayers.

#### ARTICLE 3.

Bricklayers shall refuse to lay brick on stone work put up by non-union stonemasons or for anyone who employs non-union stonemasons.

#### ARTICLE 4.

A line must be used on all walls over 8 feet in length, inside and outside, when the wall exceeds 13 inches in thickness. For the violation of this section, a fine of \$5.00 for the first offense, and \$10.00 for each offense thereafter shall be imposed. A line shall

also be used inside and outside of a 13-inch wall, when same is struck on both sides.

#### ARTICLE 5.

In no case shall a line be put up more than one course at a time, except where sills or other obstruction may occur, and cannot be avoided. The employer or his foreman to be judge as to when line is to be put up. Members must not work ahead of the line. This, however, must not be construed as a means to retarding men from doing a fair day's work. Should a member be discharged for refusing to violate this or any other section of this code, the Business Agent shall be notified and he must take up the grievance for adjustment. If he be unable to adjust same, he must refer the whole matter to the Joint Executive Committee who, if the contractor is a member of the Master Bricklayers' B. & P. Association, must notify the Joint Conference Committee, who must take the matter up immediately. For a violation of this section a fine of \$2.00 for the first offense and \$5.00 for each offense thereafter shall be imposed.

#### ARTICLE 6.

It shall be the duty of sewer bricklayers to use the line in every course on the inside ring from vitrified brick up to the spring line on all sewers from 3 feet 6 inches in diameter up. When irregularities occur in shaping the invert, the line should be used on the back rings at such intervals as will be necessary to bring the work up to a level

of the spring line. On any sewer regardless of size where straight side walls are built, the line shall be used as above mentioned. On circular or egg-shaped sewer, less than 3 feet 6 inches in diameter, the line may be used as necessity requires. In no case shall bricklayers work ahead of the line.

#### ARTICLE 7.

A bricklayer may take such jobbing as he may do himself, but under no circumstances will he be allowed to employ any member of Unions 1, 2 or 3 to help him on said jobbing. This is not to be construed, however, that he is to be allowed to take a certain amount of work at a stipulated price. All members of Unions 1, 2 or 3 of Missouri must work by the day at the regular scale of wages.

#### ARTICLE 8.

When a bricklayer wishes to lay stone and has the proper vouchers, he shall be granted a privilege card by Union 19 or 22, on payment of monthly dues. Subject to Section 2 of Article 20 of the I. U. Constitution.

### STONEMASONS.

#### ARTICLE 1.

Stone masonry shall consist of laying all rubble work with or without mortar, setting all cut stone cut in yard or in quarries by

stone cutters, cutting all shoddies, including all broken ashler, rock-faced ashler, range or random ashler, jams, corners, and ring-stones, and laying of same and cleaning and pointing of stone work.

This is to apply to all work on buildings, sewers, bridges, railroads, or other public works, where the same can be controlled by the Union in locality, and to all kinds of stone, particularly to the product of the locality where the work is to be done and the same shall be considered stone masonry. Where small tools are used, bankers shall be furnished and tools kept in order by contractors of firm. Employer also to furnish bush hammer and tooth axe and to provide shades from May 1st to October 1st. No shade shall be required if there is only one day's work.

#### ARTICLE 2.

Artificial Masonry.—The cutting, setting, and pointing of cement blocks or artificial stone shall be done by stonemasons.

All concrete now being used in the construction of walls or pier foundations or footings, except where footings are fifteen inches or less in height, shall be supervised by a practical stonemason and a member of the B. & M. I. U., to insure the practical construction of the work.

#### ARTICLE 3.

Stonemasons shall refuse to work with non-union bricklayers or for any one who employs non-union bricklayers.



#### ARTICLE 4.

When a job is started the working line shall not be over two feet six inches (2' 6") high to which the wall must be leveled, and thereafter the line shall not be raised over two feet (2') before another level is made. Any member working ahead of the line or putting the line up before the wall is leveled as before stated shall be fined \$5.00 for the first offense, \$10.00 for the second, and \$25.00 for each offense thereafter. This law shall not be construed to prevent the mason working on a corner or lead to work ahead and be prepared to hang the lines at the next stipulated height. This applies to rubble masonry only.

#### ARTICLE 5:

When a stonemason wishes to lay brick and has the proper vouchers, he shall be granted a privilege card by Union 1, 2 or 3, on payment of monthly dues. Subject to Section 2 of Article 20 of the I. U. Constitution.

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### SUPPLEMENTARY WORKING CODE.

#### ARTICLE 1.

No member of Bricklayers Union 1, 2 or 3, or Stonemasons Unions 19 or 22 of Missouri

shall work for any individual firm or corporation unless they are recognized I. U. contractors.

#### ARTICLE 2.

The Unions as a whole or single union shall not order a strike against any recognized I. U. contractor, nor shall any number of men leave the work of said contractor. All disputes arising between the contractor and bricklayers or masons, shall be brought at once before the Joint Executive Committee and if the contractor is a member of the Master Bricklayers' B. & P. Association, said dispute must be referred to the Joint Conference Committee.

#### ARTICLE 3.

No member of Unions 1, 2, 3, 19 or 22 shall be discharged for inquiring after the cards of the men working upon any job, nor shall the business agents be interfered with, when visiting any building under construction.

#### ARTICLE 4.

Each contractor shall pay his men every Saturday before 12:15 p. m. in the lawful money of the United States. Should he fail to do so, he shall be charged waiting time, the limit to be two days, which shall begin at 12 o'clock noon on Saturdays and end at quitting time on the following Monday. Journeymen bricklayers and masons must remain on the job from 12 o'clock noon to 4 p. m. on Saturdays and from 8 o'clock a. m. to 12 noon and from 1 p. m. to 5 p. m. on the following Monday. When bricklayers or masons are laid



off for any cause, they shall upon their request be paid in cash within two hours after the lay-off, unless the lay-off is unavoidable. If a bricklayer or mason is discharged before 9 a. m., through no fault of his, by the employer for whom he has worked the previous day, he shall receive two hours pay in addition to the working time due him. In case of any dispute, same is to be referred to the Joint Executive Committee and if the contractor is a member of the Master Bricklayers' B. & P. Association, said dispute shall be referred to the Joint Conference Committee for adjustment.

#### ARTICLE 5.

Any one member of a firm may lay bricks or stone on any of their contracts, but two or more members of a firm cannot lay brick or stone at the same time. No contractor shall lay brick or stone before or after the regular working hours.

#### ARTICLE 6.

No work shall be done which will destroy the true principles of the trade, such as laying brick or stone dry without mortar, building hollow walls in violation of City Ordinances, filling interior walls with lumber or rubbish and neglecting to throw up cross joints where work is exposed to view, unless otherwise specified. Where bricklayers maliciously retard the work of a contractor by cutting the line or other unprofessional tricks, charges shall be preferred against him, and upon conviction by the Joint Executive Committee, a fine of \$0.00 shall be imposed.

#### ARTICLE 7.

When a contractor solicits bids from a sub-contractor of brick work or stone work, he shall award said work to a sub-contractor, as bricklayers or stonemasons reserve the right not to work on the same.

#### ARTICLE 8.

All special initiation fees placed by Nos. 1, 2 or 3 shall be divided pro rata between Nos. 1, 2 or 3, and all special initiation fees, placed by Nos. 19 or 22, shall be divided pro rata between Nos. 19 and 22.

#### ARTICLE 9.

Contractors and mill owners desiring to work bricklayers or masons in shifts of 8 hours at mill work, can do so at the regular rate of wages, it being understood that, when a sufficient number of men can be procured to fill up the shifts, no bricklayer or mason is to work more than eight hours in the twenty four constituting a single day.

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### BRICKLAYERS' APPRENTICE CODE.

#### ARTICLE 1.

A recognized I. U. contractor must be in business continuously for two years before he may take an apprentice.

### ARTICLE 2.

Each recognized I. U. contractor may take an apprentice to serve four years. After said apprentice has completed his second year of apprenticeship, said contractor may employ another apprentice. Each apprentice shall serve 60 days on probation.

### ARTICLE 3.

All persons applying to a recognized I. U. contractor for apprenticeship, must not be more than 21 years of age.

### ARTICLE 4.

When the Joint Conference Committee is in doubt as to the apprentices age, they reserve the right to investigate same before he becomes regularly apprenticed.

### ARTICLE 5.

All apprentices must be registered in either Unions 1, 2 or 3 of Missouri, and shall serve a term of four years and at the end of his apprenticeship must present a certificate from his employer, stating that he has completed his apprenticeship and must also have two vouchers who are members of Unions 1, 2 or 3 of Missouri, before he shall be admitted to membership in the Union.

### ARTICLE 6.

Should any contractor or firm suspend or give up business by death or otherwise, a place must be provided for the apprentice or

apprentices that may be thrown out of employment, whereby to finish his or their time of apprenticeship. The Joint Executive Committee shall have the power to provide a place for the apprentices to a contractor, and all matters pertaining to employers and their apprentices shall be referred to the Joint Executive Committee and their action shall be final, subject to appeal to the Executive Board of the B. & M. I. U.

### ARTICLE 7.

All applications by contractors must be referred to the Joint Conference Committee, and they shall decide as to the contractor's ability to teach the boy the trade.

### ARTICLE 8.

No manufacturer, sewer contractor or exclusive boiler contractor shall be allowed an apprentice.

### ARTICLE 9.

The scale of wages for the apprentice shall be agreed upon between the employer and the apprentice. In case of any dispute arising between the contractor and his apprentice, the matter shall be referred to the Joint Conference Committee, and their decision shall be final and binding on all parties concerned.

### ARTICLE 10.

There shall be a committee of six journeymen bricklayers, (two from each Unions 1, 2 and 3 of Missouri), who with a like committee



of six Master Bricklayers, member of the Master Bricklayers' B. & P. Association, shall constitute the Joint Conference Committee to whom all matters of dispute arising between the Journeymen Bricklayers and members of the Master Bricklayers' B. & P. Association, shall be referred to for settlement and their decision shall be final and binding on all parties concerned. Said committee to meet at either the call of the chairman or secretary of the committee.

## STONEMASONS' APPRENTICE CODE.

### ARTICLE 1.

A contractor or employer of stonemasons must be in business continually for one (1) year before he will be allowed an apprentice.

### ARTICLE 2.

A contractor or employer of stonemasons will be allowed one apprentice at the option of the Executive Committee.

### ARTICLE 3.

A contractor in business the required time and when applying for an apprentice, the first must be a stonemason's son, if procurable, and if not, upon proper notification to the union, he may secure another if he desires.

### ARTICLE 4.

All apprentices applying for indentures must not be more than 18 years of age.

### ARTICLE 5.

When the board is in doubt as to the apprentice's age, they reserve the right to investigate before he becomes indentured.

### ARTICLE 6.

All apprentices must be indenturers, and all to register in a Union and serve a term of 4 (four) years and at the end of his apprenticeship must present his indenture papers to the Union where he applied, also a satisfactory notice from his employer and two vouchers who are members of the Union.

### ARTICLE 7.

Should a contractor or a firm suspend or give up business by death or otherwise, a place must be provided for the apprentice that may be thrown out of employment and whereby to finish his apprenticeship. The Executive Committee shall have the power to provide a place for the apprentice to a contractor and all matters pertaining to employers and their apprentices shall be referred to the Executive Committee and their action shall be final.

### ARTICLE 8.

All applications to the Unions by contractors, for apprentices must be referred to the



Executive Committee and they shall decide as to the contractor's ability to teach the boy the trade.

#### ARTICLE 9.

The minimum scale of wages for apprentices shall be \$7.50 per week for the first year and \$9.50 per week for the second, payable weekly. Apprentices shall be paid full time, except in case of sickness or when he absents himself from the work, and must be given an opportunity to lay stone at all times. Scale of wages for the third and fourth year shall be agreed upon between the apprentice and the employer at the expiration of the second year.

#### ARTICLE 10.

All shop stewards to see that apprentice works on the wall at all times and if he willfully neglects his duty he shall be fined for the first offense, \$5.00, for the second \$10.00 and \$25.00 for each offense thereafter.

Approved by the Executive Board of the  
B. & M. I. U. of America.