

MI BAC Skilled Trades Mentoring



Mentor Qualifications and Application Process BAC Local 9 Michigan

1. A journeyman, respected as a skilled mason with positive work ethics, productive attitudes, and pride in masonry work
2. A clear communicator and “Effective Listener”
3. Respectful of others and empathetic with others’ needs
4. Trustworthy and respectful of personal confidences
5. Reliable work attendance and punctuality
6. Patient in working with others
7. Tolerant and accepting of individual differences
8. Willing and able to intercede, if needed, on behalf of the mentee to develop skill level, confidence, and motivation.

The application to become a Mentor and attend a Mason Mentor Initial Training Program may be self-initiated or may be with the recommendation and encouragement of a Certified Mentor (successful completion of the Mason Mentor Initial Training Program). The application requires approval by the Contractor for whom the candidate works for a specific, scheduled training date. The application is forwarded to the Joint Labor Management Task Force in Lansing, Michigan. The application is endorsed by BAC Local 9. The candidate is then notified of his acceptance into the Mason Mentor program and the scheduled training date.

It is believed that a candidate—who has pledged to uphold the standards of a Mason Mentor and has judged him/herself to have the eight qualities listed above--will be a successful applicant. In addition, the candidate may seek the written recommendation of a Certified Mentor. If for some reason the candidate is not recommended by the contractor or BAC Local 9, the candidate may appeal his application to the Joint Labor Management Task Force. Again, it is believed that this is highly improbable.

It is recognized that there is no convenient time for a journeyman mason with the foregoing qualifications to be away from the job site. The cost and inconvenience of an absence for training purposes is AN INVESTMENT, NOT AN EXPENSE for every dedicated mason, contractor, and the Union.