

**STATE OF WISCONSIN  
CLASSIFICATION SPECIFICATION**

**BRICKLAYER AND MASON**

**I. INTRODUCTION**

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future skilled trade positions located within state government. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This classification is to be used exclusively for positions performing the full range of journey level bricklayer and mason work for a majority of the time.

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions that meet the definition of confidential, professional or supervisor as defined in s. 111.81 (7) and (13) and (19) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions that perform semi-skilled trades work for a majority of the time such as Facilities Repair Worker or Facilities Mechanic. Semi-skilled trades work means the repair or replacement of existing equipment or building components with equipment or components of the same kind and does not alter or affect the performance of any building system, structure, exterior walls, roof or exits.
3. All other positions that are more appropriately identified by other classification specifications.

D. Entrance Into This Classification

Employees enter positions within this classification through competition.

## II. DEFINITION

### BRICKLAYER AND MASON

This is journey level bricklayer and mason work. Employees lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block and terra-cotta block, with mortar and other substances to construct or repair walls, partitions, arches, sewers, and other structures. Employees perform bricklayer and mason work at the journey level of skill, normally on a full-time basis and under general supervision. Other related duties may also be assigned as necessary. In addition, positions in this classification may also direct and instruct apprentices, helpers and other assistants.

Positions are assigned any combination of the following duties:

- Apply and smooth mortar or other mixture over work surface.
- Break or cut bricks, tiles, or blocks to size, using trowel edge, hammer, or power saw.
- Calculate angles and courses and determine the vertical and horizontal alignment of courses.
- Construct corners by fastening in plumb position a corner pole or building a corner pyramid of bricks, then fill in between the corners using a line from corner to corner to guide each course, or layer, of brick.
- Fasten or fuse brick or other building material to structure with wire clamps, anchor hole, torch, or cement.
- Interpret blueprints and drawings to determine specifications and to calculate the materials required.
- Lay and align bricks, blocks, or tiles to build or repair structures or high temperature equipment, such as cupola, kilns, ovens, or furnaces.
- Measure distance from reference points and mark guidelines to lay out work, using plumb bobs and levels.
- Mix specified amounts of sand, clay, dirt, or mortar powder with water to form refractory mixtures.
- Remove burned or damaged brick or mortar, using sledgehammer, crowbar, chipping gun, or chisel.
- Apply hardening and sealing compounds to cure surface of concrete, and waterproof or restore surface.
- Apply muriatic acid to clean surface, and rinse with water.
- Check forms that hold the concrete to see that they are properly constructed.
- Chip, scrape, and grind high spots, ridges, and rough projections to finish concrete, using pneumatic chisels, power grinders, or hand tool.
- Clean chipped areas, using wire brush, and feel and observe surface to determine if it is rough or uneven.
- Mix cement, sand, and water to produce concrete, grout or slurry, using hoe, trowel, tamper, scraper, or concrete-mixing machine.
- Mold expansion joints and edges, using edging tools, jointers, and straightedge.
- Monitor how the wind, heat, or cold affect the curing of concrete throughout the entire process.
- Set the forms that hold concrete to the desired pitch and depth, and align them.
- Spread, level, and smooth concrete, using rake, shovel, hand or power trowel, hand or power screed, and float.
- Erect cement, concrete block, or brick foundations and walls.

- Perform bricklaying and stone work according to blueprint or sketch.
- Maintain and repair interior and exterior bricklaying and masonry.
- Erect scaffolds.
- Set ceramic tiles.
- Set and repair marble.
- Set brick pavers in sand bed.
- Analyze cause of water leak into building; prepare work surface and select appropriate caulking material.
- Cut holes through any masonry walls and floors for inter-trade access.
- Keep records and make reports.
- Direct and instruct apprentices, helpers and other assistants in the trade.

### **III. QUALIFICATIONS**

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

Bricklayer and Mason: Graduation from high school or attainment of age 18 and completion of an apprenticeship approved by the Department of Workforce Development as a Bricklayer and Mason. Formal recognition of status by the appropriate international or local trade organization or some type of similar formal validation of journeyman status may also be accepted. Persons having informal training and experience equivalent to the formal apprenticeship and journeyman status may also be accepted upon submission of documented proof of such training and experience.

Equivalent training and experience for this craft: Evidence of having performed a minimum of 4,680 hours of training or experience in the following work processes: (1) laying of bricks; (2) laying of stone; (3) painting, cleaning and caulking; (4) laying of building units; (5) fireproofing; and (6) care and use of tools and equipment, and related instruction including safety procedures. Such evidence may include letters or statements from past customers/clients and/or employers.

### **IV. ADMINISTRATIVE INFORMATION**

This classification was created in the 1970s. The specification was modified effective May 14, 2006 and announced in Bulletin OSER-0093-MRS/SC in order to convert the specification to the format used in 2006, provide more specific work examples, reinforce the requirements of positions performing skilled trades and better distinguish the work of the skilled trades from that of the semi-skilled trades (such as Facilities Repair Worker, Facilities Mechanic, etc.).

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