

The Success of your Future Begins with Laborers' Local 860

• Representation Experience

- **Anthony D. Liberatore, Jr. (Business Manager/Secretary-Treasurer)**. Member for 36 years; 22 years as Business Manager; 5 years as steward; 33 years as Delegate to Laborers' District Council and 20 years as Vice-President of District Council
- **John Perri (Recording Secretary/District Council Delegate)**. Member for 22 years
- **Mark Olivo (Executive Board/Field Representative/District Council Delegate)**. Member for 42 years
- **Lenny Rizzo (Executive Board/Field Representative/District Council Delegate)**. Member for 43 years
- **Mallory Jackson (Executive Board/Field Representative/District Council Delegate)**. Member for 40 years
- **Joe James (Organizer/Public Sector Representative)**. 38 years in public service; Past President of CPPA
- **Basil W. Mangano, Esq. (Attorney for Local 860)**. Union-side labor attorney for 19 years

• Local 860 Serves its Membership:

- Interactive Website which allows members to be involved and communicate with local union leadership on a daily basis – www.laborers860.com
- Scholarship Fund
- Legal Plan (for civil matters and minor criminal infractions – traffic and DUI)
- Dental Plan (to supplement current plan)
- Holiday Event (medical screenings, small gifts, legal services and Giant Eagle gift card)
- Winter Get-a-Way at Kalahari
- Summer Event (past events have included Geauga Lake, Indians Game, Cedar Point)
- Monthly Membership Meetings
- Quarterly Newsletter

• Strong Community and Political Ties

Local 860 is committed to the City of Cleveland and has been based in there since its Charter in 1937. Offices located in recent historic preservation of the Southworth House. Local 860 is also extremely active in the political community. To ensure its members' interests and rights are recognized, Local 860 works hard to ensure the right candidates are supported and ultimately elected. To meet its political goals, Local 860 has a political action fund and a PCE, as well as a staff political advisor.

• Support of State-Wide and International Union

Local 860 is affiliated with the Laborers' International Union of North America and Laborers' District Council of Ohio. While Local 860 itself boasts a legion of services for its membership, each of these affiliated organizations have endless other services for our members.

• Represents the following Public Sector Units

- City of Lyndhurst
- City of Vermilion
- City of Highland Heights
- City of Mayfield Hts.
- Cleveland Municipal School District
- City of Geneva
- Cuyahoga County Custodians/Public Works
- Cuyahoga County Juvenile Court
- Cuyahoga County IT Department
- Cuyahoga County Fiscal Department
- Cuyahoga County Division of Jobs and Family Services
- Cuyahoga County Treasurer



Local 860 Public Sector Activities

Three years ago Local 860 sought to build its membership in the public sector to increase its ability to effectuate significant change for all its members. Together with nearly 900 public sector members, Local 860 has negotiated several new collective bargaining agreements, fought many grievances, and ensured fairness and dignity in workplaces throughout the County. Because of these agreements, many employees are seeing their first wage increases in over eight years. But it is more than that. With these agreements Local 860 and its bargaining committees have fought tirelessly to bring an end to discrimination, favoritism and other mistreatment in the workplace. For the first time, these employees are standing together, as one, to protect their rights and the rights of their Union brothers and sisters.

- Local 860 has negotiated general increases, step increases and equity wage increases for most employees. This means Local 860 has negotiated a total wage package well above the standard 2% wage increase for many employees.
- Local 860 has developed a system to bring all employees to the same wages other employees performing similar work are earning.
- Local 860 has negotiated consistent, County-wide terms and conditions of employment for all employees.
- Local 860 has filed Unfair Labor Practice charges when employers attempt to change unilaterally terms and conditions of employment.
- Local 860 has encouraged members to file grievances when contract violations arise to ensure employers follow the contract.
- Local 860 has stood behind its grievance procedure by arbitrating grievances with merit, or winning grievances for its members.
- Local 860 has educated its members by holding two steward seminars, and interacting with its members and stewards on a daily basis.

Commitment to our membership is what sets us apart from the rest. Our tireless effort to take care of current members and to organize new members is unparalleled. It is on your behalf that Local 860 continuously fights to achieve and maintain the respectability members deserve.

