

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

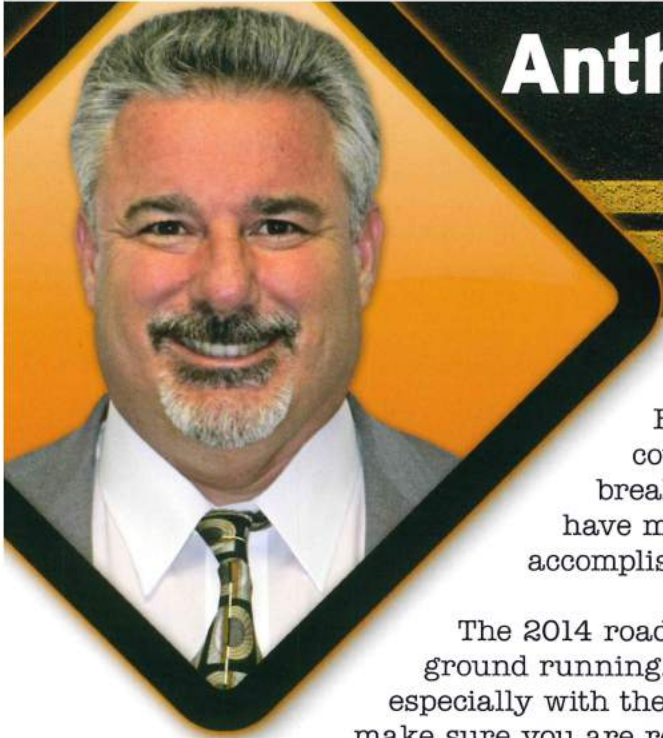
860 Express

DEDICATED TO ENSURING LABOR MAINTAINS IT'S PROPER PLACE IN THE WORLD

SUMMER 2014 / VOLUME 11 • ISSUE 1



Anthony D. Liberatore Jr.



Brothers and Sisters, the worst winter of the century couldn't impede our progress. Local 860 had a record-breaking training season at our training facility, and we have moved rapidly into this new year with great pride in the accomplishments of our Local and its members.

The 2014 roadwork season has already taken off and we've hit the ground running. We expect it to be another busy and fruitful one – especially with the dollar wage increase that just went into effect. So make sure you are ready to work. Did you get your STP and field-rigging updated skill sheet to have on file? The more qualifications you meet, the more employable you will be.

What's most important about roadwork season? Safety Awareness, of course. Our Training Center has an extensive curriculum on that too.

The billboards are already out reminding drivers to be cautious and aware, and we say the same to our members. It only takes a split second for tragedy to strike – so please, be aware of your surroundings and look out for each other.

With our membership at near full employment, your representatives are certain to be busy. We managed to get our retirees their thirteenth check, and we continue working to organize – including coming to defend Cuyahoga county workers. Read more in this issue. We're staying on our toes, ready to continue to fight against right-to-work, which may be hiding for now, but not forever. Stay informed with our Facebook and blog updates.

Let's make this season and happy and safe one.

Sincerely,

A handwritten signature in blue ink that reads "Anthony D. Liberatore Jr.".

Anthony D. Liberatore, Jr.



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RIGHT-TO-WORK IN REMISSION: DON'T BE FOOLED.

ADAM HEWETT

Ohio Laborers' District Council Lobbyist

One year ago we reported on the faces of right-to-work and the threat they pose our union and its members. And even though these threats have been halted, doesn't mean that they are gone forever. It's important that Local 860 and its members stay informed about the possibilities of right-to-work legislation rearing its ugly head once again.

On its surface, a "so called right-to-work" law prohibits worker security agreements between labor unions and their employers. In reality, the law strips workers of protections afforded by unions.

The Ohio Laborers District Council has joined with the other trades to educate the Ohio legislature about the facts of right-to-work.

Right-to-work is a misleading title, created by its supporters to put a positive spin on damaging pages to laws that were established in 1947 via the federal Taft-Hartley Act.

Two pieces of legislation that deal with right-to-work were introduced into the Legislature back in May of 2013. House Bill 151 (Roegner - R) and House Bill 152 (Maag - R) were introduced this session; they prohibit any requirement that employees of private and public employers join or pay dues to any employee organization and to establish civil and criminal penalties against employers who violate that prohibition. Both the Speaker of the House Bill Batchelder and Senate President Keith Faber have made public comments that neither piece of legislation is a priority.



To date, neither HB 151 or 152 has had more than a required first hearing (sponsor testimony is required by House rule).

Additionally TEA party groups have been soliciting signatures for a ballot issue. The signature gathering process can take a long time to develop and is costly.

- Federal law already prohibits any American from being forced to join a union.
- "So called right-to-work" laws don't grant any rights, they simply weaken unions.
- Federal law also prohibits unions from using member or non-member fees to pay for activities that might violate political or religious beliefs of a worker.
- "So called right-to-work" laws disproportionately harm women. Union women, on average, earn \$149 more per week than non-union women.

THE FACTS

FACT:

Wages in “so called right-to-work” states are **AT LEAST 3.2% LOWER** than those in other states.

FACT:

The rate of employer-sponsored health insurance is **AT LEAST 2.6% LOWER** in “so called right-to-work” states.

FACT:

The poverty rate is **AT LEAST 2.3% HIGHER** in “so called right-to-work” states.

FACT:

The rate of employer-sponsored pensions is **AT LEAST 4.8% LOWER** in “so called right-to-work” states.

- “So called right-to-work” laws disproportionately harm people of color. Hispanic and Latino union members earn 45 percent more and African-Americans who are in unions see salaries 30 percent higher than African-Americans who are not in unions.
- “So called right-to-work” laws undercut unionized businesses in the states where they exist because non-union businesses can offer cheaper goods and services by exploiting their workers.
- States without “so called right-to-work” laws have healthier tax bases.

We encourage you to stay informed. Check our blog and facebook for regular updates and news regarding right-to-work legislation threats and updates. This is our livelihood, Brothers and Sisters. Stay in the know.

TRAINING

The 2013-2014 training season has been the most successful one to date. We trained almost 400 members at our local training center. The members that took advantage of the opportunities that Local 860 makes available are looking at another promising year of work. This means not only increased safety awareness, but also that Local 860 is bringing better-trained laborers to construction. This fact alone qualifies members for a diverse number of jobs.

REMINDER: All members must take STP and Field Rigging. We also ask that you get a skill sheet from the office or from your field representative. Please fill them out so that we can update our records. This can be all the difference between getting on a job or not.

Let's make this season great! For any questions about training or qualifications, please contact John Perri at 216-432-1022, ext. 115.

No excuses for out of date training!

IT IS IMPERATIVE that Local 860 members participate in the safety class curriculum offered by the Ohio Laborers' Training Center





Local 860 Defends County Workers

**SUNNY SIMON &
DAVID GREENSPAN
SUPPORT LOCAL 860!**



Cuyahoga County and its representatives pretend to be pro-union, but Local 860 has seen quite a different side of the County in its efforts to organize County employees. In fact, it seems the County engages in the very same delay tactics and unfair practices as many employers in the private sector do.

In March 2012, Local 860 filed a petition to represent certain employees in the Department of Children and Family Services. After months and months of delays - 11 months - an election was scheduled by the State Employment Relations Board in February 2013. Five months later, in July 2013, the parties began negotiations. While Local 860 merely based its proposals on the terms and conditions of employment other similar County employees were receiving, the County rejected proposal after proposal, and refused to recognize the fact that it was treating bargaining unit employees much differently. The issue was finally presented to a fact-finder (not on the SERB roster), who confirmed what the Union had said all along in negotiations - that most CFS employees' wages are 15-20% below industry standards, and they haven't received an inflation or cost of living adjustment in eight years.

Now, it was time to learn who on County Council truly sided with Local 860 and its members, as the County presented the fact-finders' recommendations to County Council. Despite Brother Liberatore's presentation at the County Council meeting, we learned quickly that few sided with our members.

First and foremost, Ed Fitzgerald, candidate for Ohio governor, showed his true colors when he drafted a

resolution to REJECT the fact-finders' recommendations. Sadly, the Council followed suit and voted to approve the resolution and REJECT the fact-finder's recommendations. It's important to identify those who voted to approve the resolution and, in doing so, voted to reject the fact-finders' recommendations.

Hairston	Democrat	Voted to REJECT
Miller	Democrat	Voted to REJECT
Brady	Democrat	Voted to REJECT
Germana	Democrat	Voted to REJECT
Gallagher	Republican	Voted to REJECT
Schron	Republican	Voted to REJECT
Jones	Democrat	Voted to REJECT
Connally	Democrat	Voted to REJECT

LESSON LEARNED: party affiliation does not equate to support for those issues important to you, your family and your union brothers and sisters. In fact, only ONE Council member voted to ACCEPT the report - **Simon** - and Council member **Greenspan**, who is a Republican, voted to abstain (same as a vote to accept the report). Council member Conwell was absent, which worked out in our favor.

The rejection of the resolution, however disappointing, doesn't mark the end of our defense of county workers. After the rejection of the fact-finder's recommendation, Laborers' Local 860 agreed to participate in two days of mediation. While the parties' made some progress on minor issues in these sessions, the County continues to refuse to recognize the need for equity increases (given the lack of increases over the last eight years and the unequal treatment of similar non-union employees). Members of the bargaining unit now await the Employer's last, best and final offer. If bargaining unit employees refuse to accept the offer, then Local 860 intends to demand fact-finding once more on any remaining issues (for certain legal reasons), and when appropriate, strike!

SAFETY AWARENESS

As Local 860 and its members embark on another busy season of roadwork, we must take the time to remind you: **Safety First, Brothers and Sisters.**

Even as Distracted Driving legislation has aided in our battle for work zone safety, you have to look out for your own safety and the safety of your fellow members.

Local 860 will continue to do our part by raising awareness locally with Bud-the-Barrel billboards reminding drivers to slow down and be cautious.

But as you know, safety is a two-way street. Not only do we emphatically encourage 860 members to always be aware while working on roadways, but also equally as important is our role as being safe drivers.



SLOW DOWN!

Laborers' Local 860



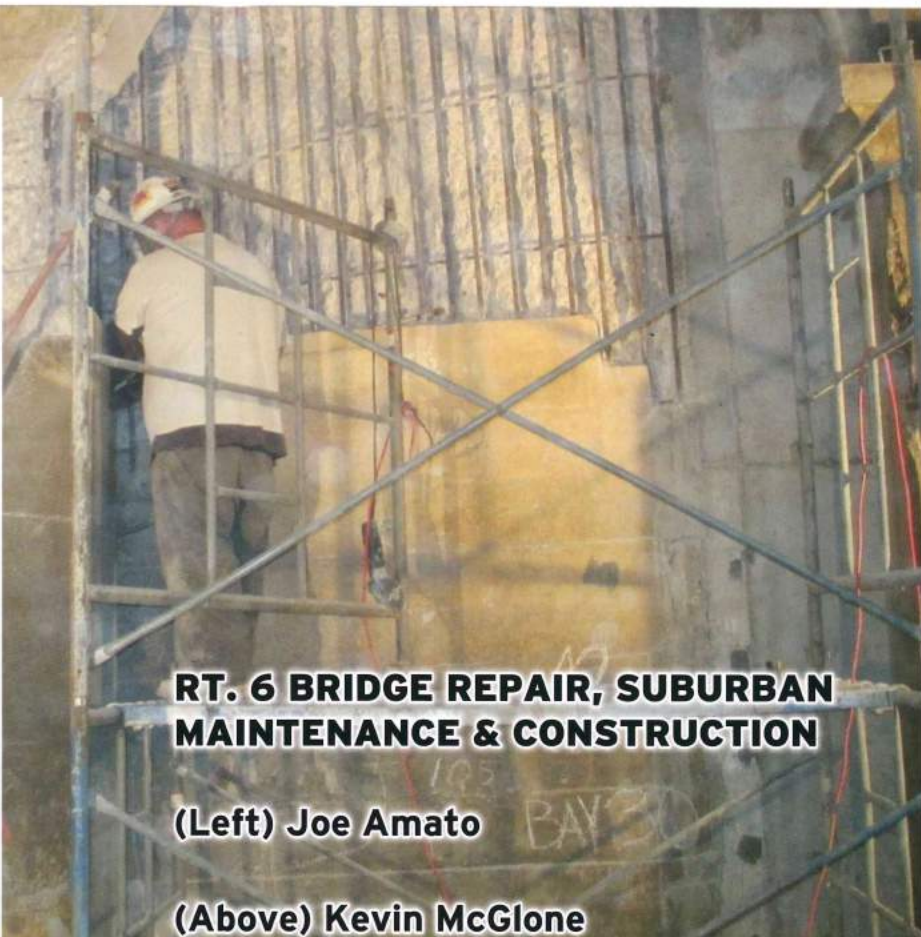
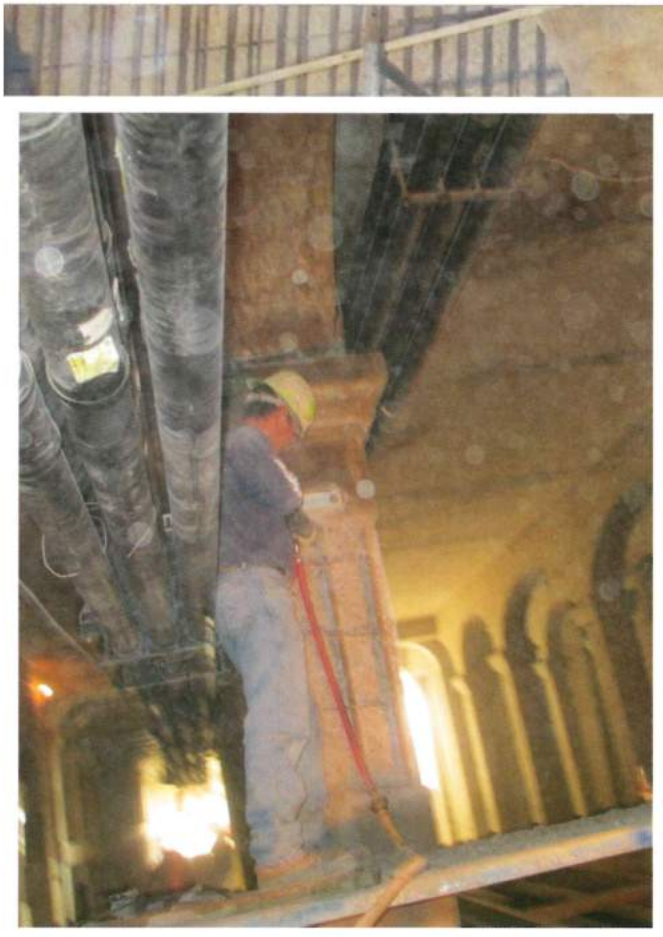
New Billboard Ar



DENISON ROAD RECONSTRUCTION

CUYAHOGA CONCRETE
(Left) Chris Donato

COOK PAVING & CONSTRUCTION
(Above) Tim Vanderweit & Montez Morton



**RT. 6 BRIDGE REPAIR, SUBURBAN
MAINTENANCE & CONSTRUCTION**

(Left) Joe Amato

(Above) Kevin McGlone

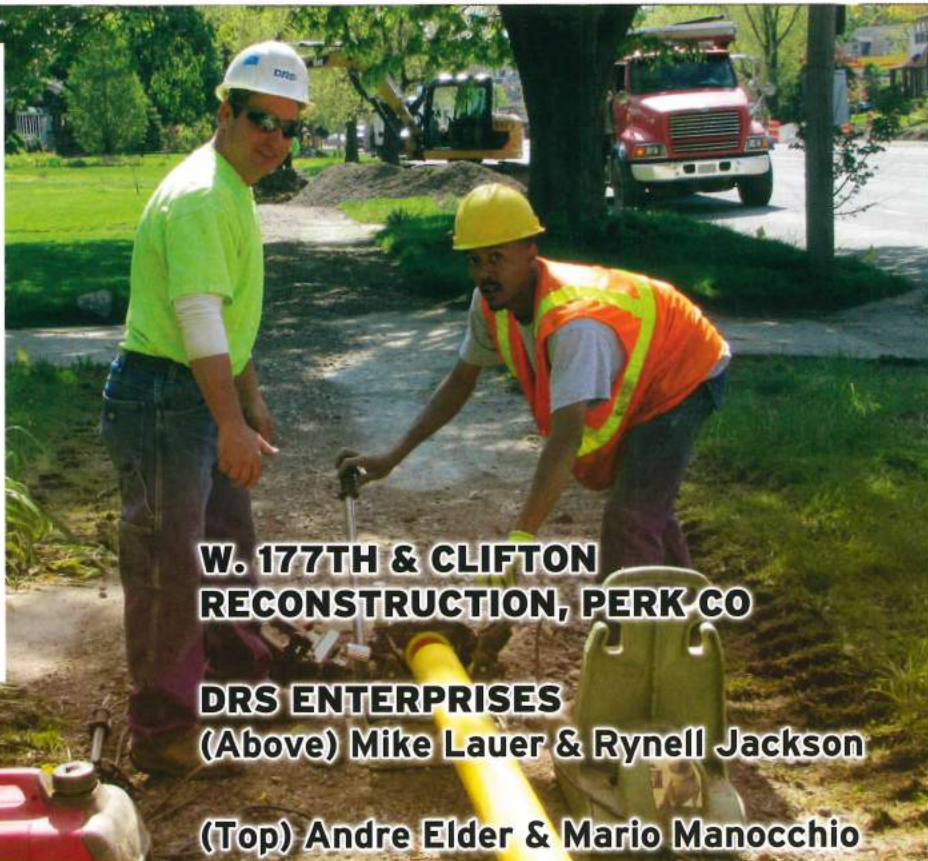
AROUND TOWN

WEST 73RD UNDERPASS, GREAT LAKES CONSTRUCTION

(Right) Deborah Steinbicker

(Middle) David Willis

(Bottom) Joe Boyce



W. 177TH & CLIFTON RECONSTRUCTION, PERK CO

DRS ENTERPRISES

(Above) Mike Lauer & Rynell Jackson

(Top) Andre Elder & Mario Manocchio

**DEMOLITION OF ORIGINAL
INNERBELT BRIDGE,
JOSEPH B. FAY CO**

(Left) Anthony Flewelon

(Middle) Ed Schill

(Bottom) Eduardo Qadir



AROUND TOWN



**(Top) Joe Agee,
Anthony Flewelon & Mark Unger**

**(Bottom) John Swortcheck,
Daniel Massey & Anthony McNary**



EDGEWATER DOCK PROJECT, KOKOSING CONSTRUCTION

(Top) Keith Naugle

(Left) Dennis Daniels

(Right) Brian Burt, Keith Naugle,
Troy Haswell & Jeff Sellers

(Bottom, L&R) Woody Sorrentino,
Dominic Tomaro & Mike Piccirillo





KEEP YOUR UNION DUES UP TO DATE

It is imperative that you keep your monthly union dues up to date to avoid suspension. If you get suspended, a readmission fee must be paid to be reinstated.

In other words, it saves you money if you pay your dues on time.



UNION MEETINGS

First Thursday of Every Month at 7 p.m.

No Union meeting in July.
Have a happy, safe 4th of July!



CHANGE OF ADDRESS & CONTACT INFORMATION

It is extremely important that Local 860 and the Ohio Laborers' Fringe Benefit Program are informed of any changes concerning your address and/or contact information, including email addresses. Please notify Local 860 so we can better communicate with you. In addition, change of address forms and beneficiary forms are available at Local 860 for your convenience.



UPCOMING EVENTS

RETIREE PICNIC
July 25

CLAM BAKE
September 20

Contact Us

LABORERS' LOCAL 860

3334 Prospect Ave.
Cleveland, OH 44115-2616

216.432.1022

www.laborers860.com



Business Manager /
Secretary-Treasurer
Anthony D. Liberatore, Jr.
(ext. 110)



Field Representative
Mallory Jackson
(ext. 105)



Field Representative
Mark Olivo
(ext. 106)



Field Representative
Lenny Rizzo
(ext. 107)



Training & Apprenticeship
Coordinator
John Perri
(ext. 115)



Organizer
Joe James
(ext. 118)

Secretaries (ext. 0)



LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 860

3334 PROSPECT AVENUE
CLEVELAND, OH 44115-2616



PERMIT NO. 3481

RETURN SERVICE
REQUESTED

