

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

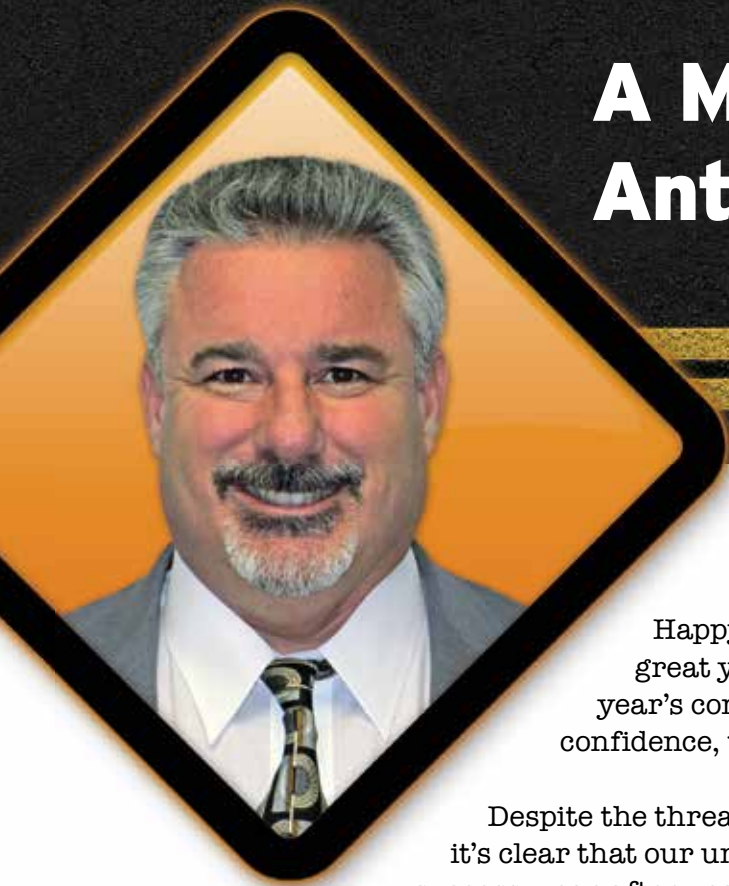
# 860 Express

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

WINTER 2020 / VOLUME 16 • ISSUE 1



# A Message from Anthony D. Liberatore Jr.



Happy New Year, Sisters and Brothers. 2019 was another great year for this great union. As I reflect upon this past year's commitment to growth and strength - I can say with confidence, that we've once again exceeded our own expectations.

Despite the threats and challenges we've faced and overcome together, it's clear that our unity and strength is what carries us into further success, year after year.

As your leadership, we work not to achieve status quo, but to excel. We spend our days working hard to overcome obstacles that threaten the standard of living fought so hard for. We continue to organize and uphold the machine that is Local 860. Now that the new fuel tax has increased funding, growth and strength in membership will continue to increase. We continue to organize, and with the prospect of merging with Local 1099, our public sector continues to grow. The addition of Brother Sikon further solidifies that commitment.

One year ago, we vowed to take the power back. And we continue to uphold that idea. With the election approaching, we have another opportunity to elect a pro-labor candidate. You shall read about those candidates in this issue. One thing is clear, we need an ally in the White House. Are you registered to vote? Your livelihood relies on it.

Make sure to stay in the know. Our blog is updated daily with news and information impacting your local and our industry. As an 860 member, you all are integral to Local 860's overall success, Sisters and Brothers. So be aware, be safe and train up.

A handwritten signature in blue ink, reading "Anthony D. Liberatore Jr." in a cursive style.

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# BILL MANGANO

## A CHAMPION FOR WORKING MEN AND WOMEN

The Local 860 Family unexpectedly lost our most revered legal representative with the sudden passing of Basil "Bill" W. Mangano on February 27, 2020.

Twenty-five years ago, Bill began his career as a labor attorney immediately out of law school with a small boutique union-side labor law firm. There, Bill discovered his calling as being a representative for Ohio's working class women and men. In 2007, Bill brazenly chose to chart his own path and formed Mangano Law Offices, LPA, which went on to become one of the most revered union-side labor law firms in not only Cleveland, but throughout the State of Ohio.

During his career, Bill successfully negotiated hundreds of contracts setting wage increases and bettering working conditions for tens of thousands of public and private sector employees. He successfully arbitrated hundreds of grievances, rectifying countless contractual breaches and unjust employee disciplines. Countless employees' lives were improved by Bill. He was known as a fierce litigator in courts throughout Ohio. He expertly guided staff on administering union Health and Welfare and Pension Plans, and much, much more.

The guidance Bill provided Local 860 throughout the years has been a vital component in our Union's successes, and his recognized professionalism has gained Local 860 invaluable respect. Fortunately, Bill's staff has worked by his side for nearly 15 years, is familiar with his clients, including Local 860, and maintain the same tenacious approach to representing the Firm's clients, which will allow for a smooth transition.

Bill prided himself on his wholehearted dedication to those he represented. Bill's charismatic smile was indicative of the kind and understanding man we knew him to be. Conversely, his determination representing his clients commanded the attention and respect of all those in his presence. He was a truly a champion for our cause.

We are most grateful for the years of dedicated service Bill provided, and on behalf of all Local 860, we extend our most sincere condolences to his family. He will be deeply missed.

# WAR ON WORKERS

## Election Edition

The 2020 presidential election will be crucial for the labor movement. Trump spent a significant amount of time courting the working-class voters during his campaign for the presidency, and won the support of many of them, he and his administration have spent a fair amount of time as president successfully eroding the strength and relevance of unions and the rights of workers.

We've outlined in previous newsletters how Trump has not fulfilled many of his campaign pledges. Not only has he abandoned his commitment to the working class, he has also attacked many of the institutions that are important to labor. To turn the tide, unions will need to continue to take the power back.

Here is a brief look at the pro-labor Democratic candidates and how they say they will address workers' needs. And courting unions is a key tactic for most of them. The majority of these candidates have a favorable view of the labor movement and are communicating a pro-worker agenda.





## JOE BIDEN

The former Vice President is no stranger to unions and workers' issues. "I make no apologies. I am a union man," Biden declared during his presidential campaign kickoff at a Teamster's union hall in Pittsburgh.

As a senator, he supported the Employee Free Choice Act, which would have made it easier for workers to

unionize. As a candidate, he supports a \$15 minimum wage and making it easier for workers to form unions. He received the first pro-union endorsement by the International Association of Firefighters (IAFF).

"He knows that a strong middle class means a strong America, and we know as president, he will stand up for all the patriotic Americans who want nothing more than to earn a decent wage, send their kids to college, have affordable health care and a decent and secure retirement," IAFF President says of Biden.

## BERNIE SANDERS

It's no secret that the Vermont Senator is a supporter of unions and the labor movement. "In my view, there is really no way the



middle class in this country is going to grow unless we build the trade union movement," he says.

He has been a vocal advocate for workers' rights his whole political career. In every congressional session since 1992, he has introduced the Workplace Democracy Act. Sanders has marched beside workers during numerous strikes and protests over the years to demonstrate solidarity. His is also one of the four Democratic

presidential campaigns to have a unionized staff.

"We believe in labor as a core principle of how we exist as a campaign," says Sanders' deputy campaign manager.

His labor platform aims to ensure a \$15 minimum wage for all employees of federal contractors, allow government employees to unionize, make it easier for workers to strike and prohibit employers from firing workers unless there is "just cause."

There is a lot of information to sift through to find the candidate who aligns with our vision for the future. So please stay in the know and follow the most recent, relevant news on the Local 860 blog.



We are under constant attack. President Trump's war on the American worker never takes a break. Recently, Congressman Bobby Scott (D) authored HR2474, the "Protecting the Right to Organize Act" or "PRO Act." This Act is aimed at making it easier for workers to organize and join unions. It will also make negotiating fair contracts with employers easier. The PRO Act will institute harsh penalties towards companies that break laws while trying to stop employees from organizing, thus facing employers to bargain in good faith and would secure our greatest weapon, our ability to strike against unfair employers.

The PRO Act has passed in the House and will now go to the Senate, however, Senate Majority Leader Mitch McConnell (R) may refuse to even hold a vote for it, perverting the democratic process in order to hold workers down. If there is a vote and if it passes, President Trump has already publicly proclaimed that he intends to exercise his veto authority to squash this Act and ensure that workers' rights will erode during his term as President.



# INFRASTRUCTURE UPDATE: FUEL TAX

While the White House kicks off 2020 with an impeachment trial, infrastructure somehow remains a topic of discussion. However, that's not to say that it's a productive discussion.

In January, Congress presented yet again another ambitious plan to repair the nation's crumbling bridges, roadways and other infrastructures. It's not just the billions of dollars needed to put the plan into action, it's how to obtain such funding: enter FUEL TAX.

Historically, the federal government has not changed how it pays for the federal highway system in over 60 years. And the fuel taxes it relies on have remained fixed at 18.3 cents per gallon of gasoline and 24.3 cents per gallon of diesel since 1993.

States have tried to make up for the shortfall. This includes Ohio, who spent nearly \$2 billion on road work in the four years before increasing the fuel tax in 2019. But as cars have become more fuel-efficient,

revenue from that tax declines. That is one big reason the Fuel Tax is increasingly being referred to as the "dying tax" and why the government has had to dip into general revenues to pay to maintain highways and transit. Since fiscal 2008, those transfers have amounted to more than \$140 billion.

The leaves us, once again, left to find new ways to continue to repair the infrastructure. Republicans have largely embraced a model that would charge users based on miles traveled. Democrats are open to such a model but say the technology is not ready to be implemented.

The battle is a repeat of one that has occurred in recent years when the federal government has had to renew its surface transportation program. And at least for the last few bills, Congress maintained the status quo by dipping into general funds.

But if House Democrats get their way this year, the highway bill

would be bundled with broadband, water infrastructure, airports and other programs under a five-year, \$760 billion infrastructure package outlined Wednesday by House Democratic leadership. Highways would account for \$329 billion of that.

The highway trust fund, which also pays for transit, is not the only funding stream for infrastructure, and the Ways and Means panel is also looking at a myriad of other financing mechanisms such as taxable municipal bonds, public-private partnerships, New Market Tax Credits and Opportunity Zones. Basically, the same conversation that they've been having over and over again.

As difficult as it may seem, Local 860 remains positive still that there is an accessible solution to America's crumbling infrastructure. This new year boasts of plentiful road work. We have not abandoned our faith in the Fuel Tax and what can be accomplished with its funds.



**WESTERLY STORAGE TUNEL PROJECT  
JAY-DEE/OBAYASHI J.V.**

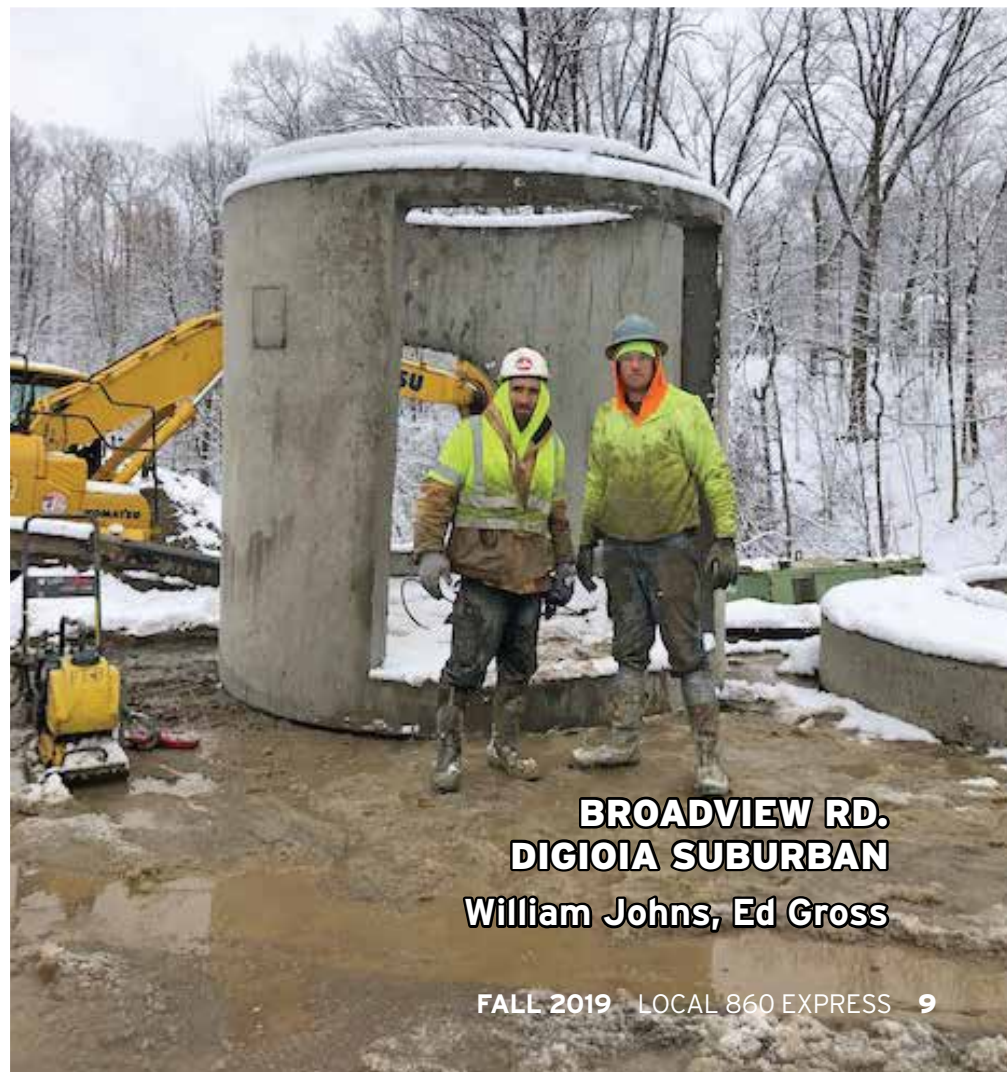
**Mining Machine Cutting Head  
28 Ft. Diameter**

**AROUND TOWN**



**W. 32ND & LIBRARY  
ROAD RESURFACING  
THE SHELLY COMPANY  
Benjamin Williams, Jr.**

[www.laborers860.com](http://www.laborers860.com)



**BROADVIEW RD.  
DIGIOIA SUBURBAN  
William Johns, Ed Gross**

# AROUND TOWN



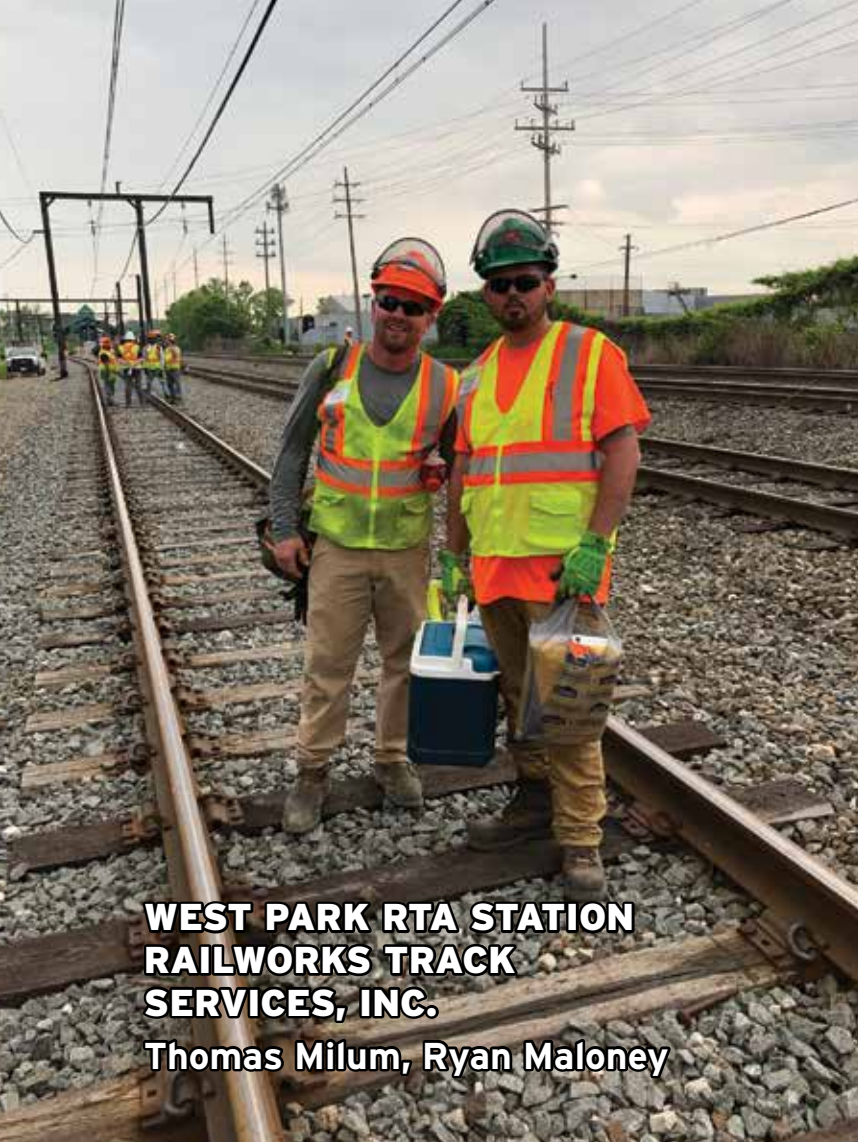
**BROADVIEW ROAD AT&T WORK  
DRS ENTERPRISE**  
Michael Maistros, Antonio Arroyo,  
David Kline, Mike Lauer



**MARCELLA RD., CLEVELAND  
NERONE & SONS**  
Albert Gonzalez, Rob Robertson,  
Brian Brickman, Craig Brickman

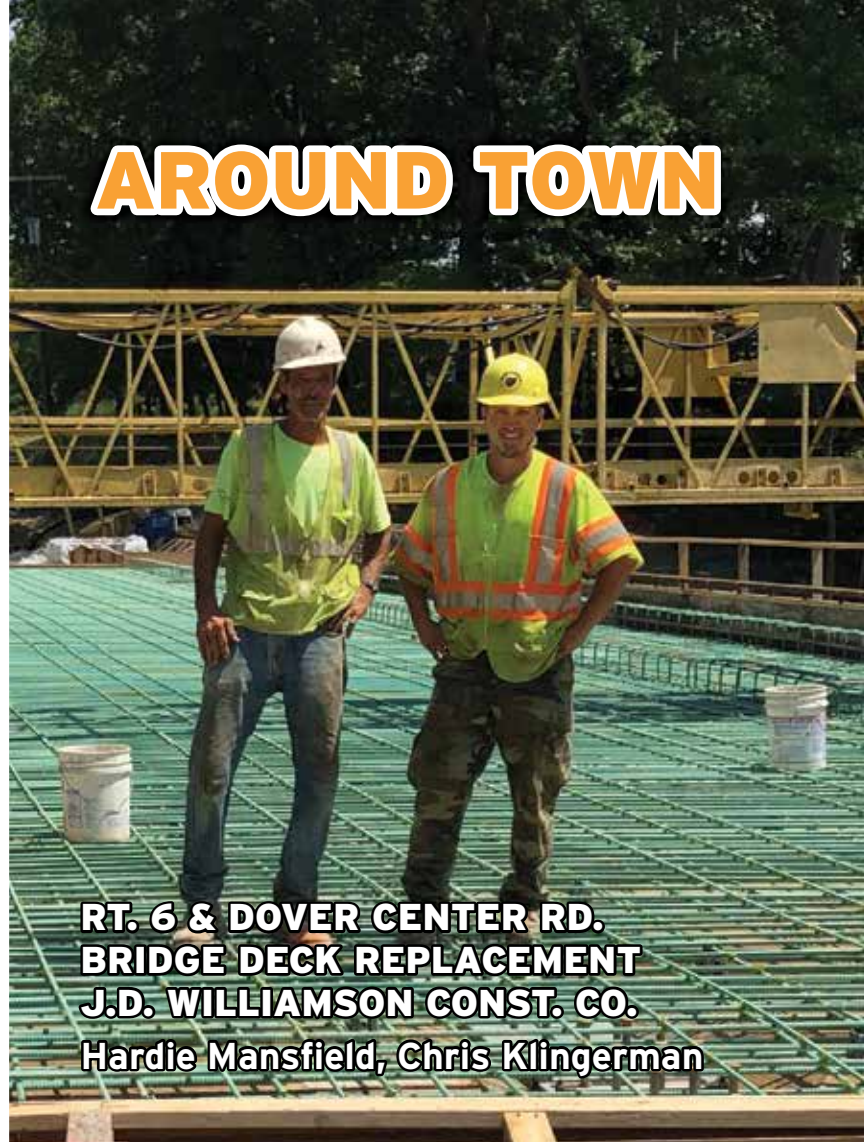


**DOAN VALLEY (DVT)  
MCNALLY/KIEWITT JOINT VENTURE**  
Brandon Koch, Kristopher Hass,  
Anthony Harvey, Carmen Lamento,  
Brian Longo, Rich Dixon, Nick Furness



**WEST PARK RTA STATION  
RAILWORKS TRACK  
SERVICES, INC.**  
Thomas Milum, Ryan Maloney

# AROUND TOWN



**RT. 6 & DOVER CENTER RD.  
BRIDGE DECK REPLACEMENT  
J.D. WILLIAMSON CONST. CO.**  
Hardie Mansfield, Chris Klingerman



**WEST PARK RTA STATION  
RAILWORKS TRACK  
SERVICES, INC.**  
David Belcher



**DETROIT SUPERIOR  
BRIDGE TUNNEL  
CONCRETE REPAIR  
SPECIALTY CONCRETE  
SERVICES**  
Salvatore Cimbalos,  
Mike Jeffery

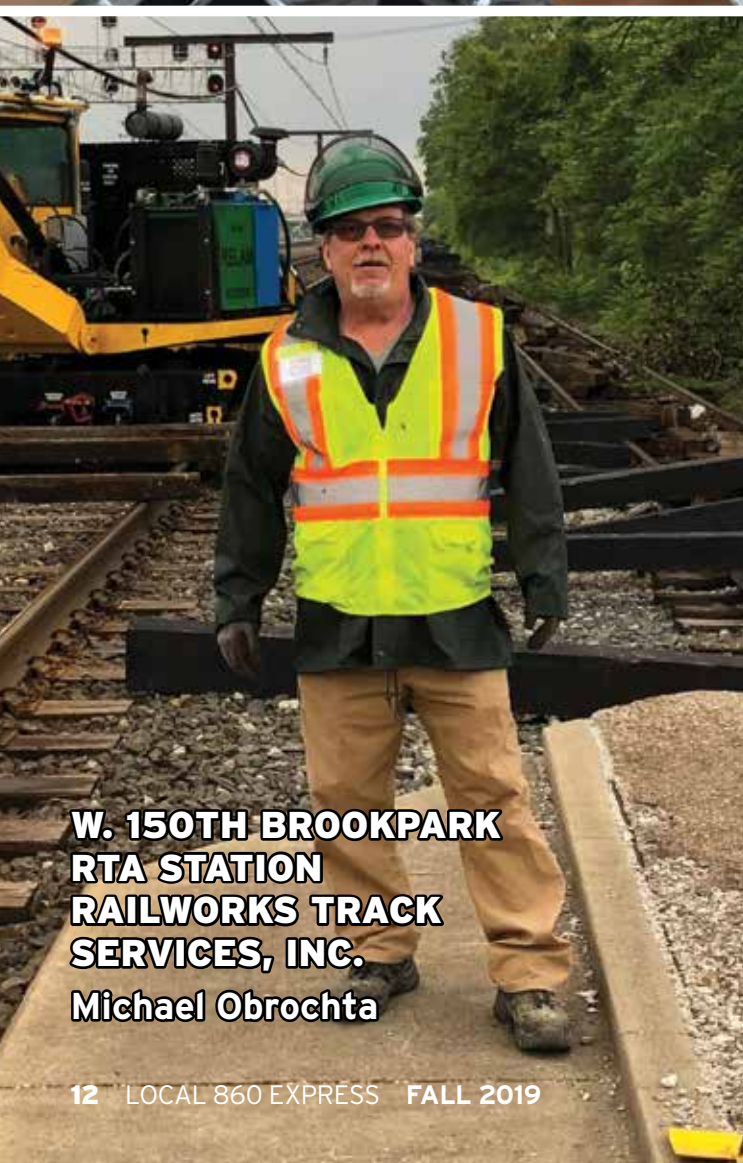


**DETROIT SUPERIOR  
BRIDGE TUNNEL  
CONCRETE REPAIR  
GREAT LAKES CONSTR.**  
Robert Mueller, Jr.,  
Frank Orteca

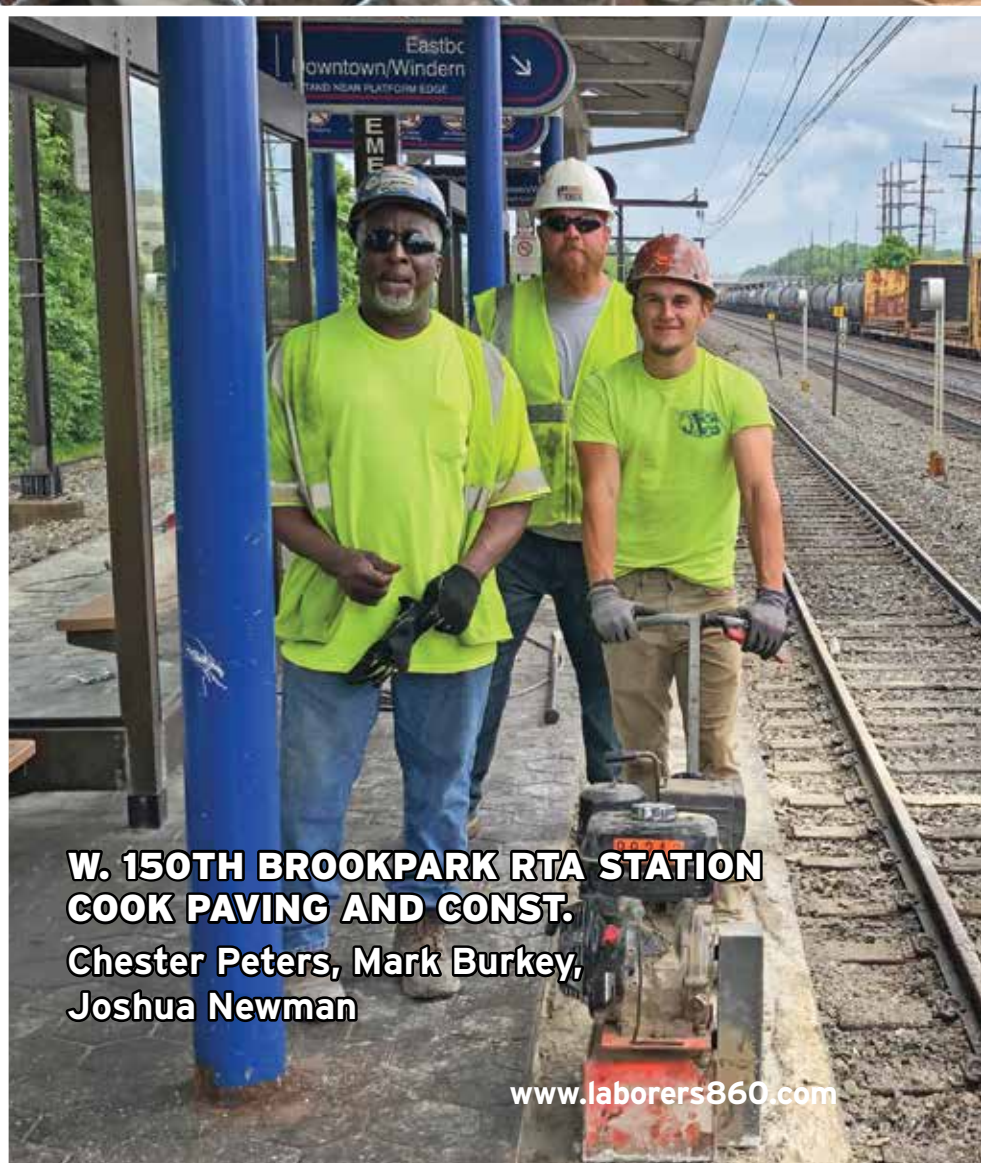
# AROUND TOWN

**WATER POLLUTION CONTROL (WPC)  
MARCELLA RD. AND E. 185TH ST.  
MICRO TUNNELL  
WARD & BURKE TUNNELING, INC.**

**Chris Perl, Mike Parmigian, Robert Haas,  
Dennis Kelly**



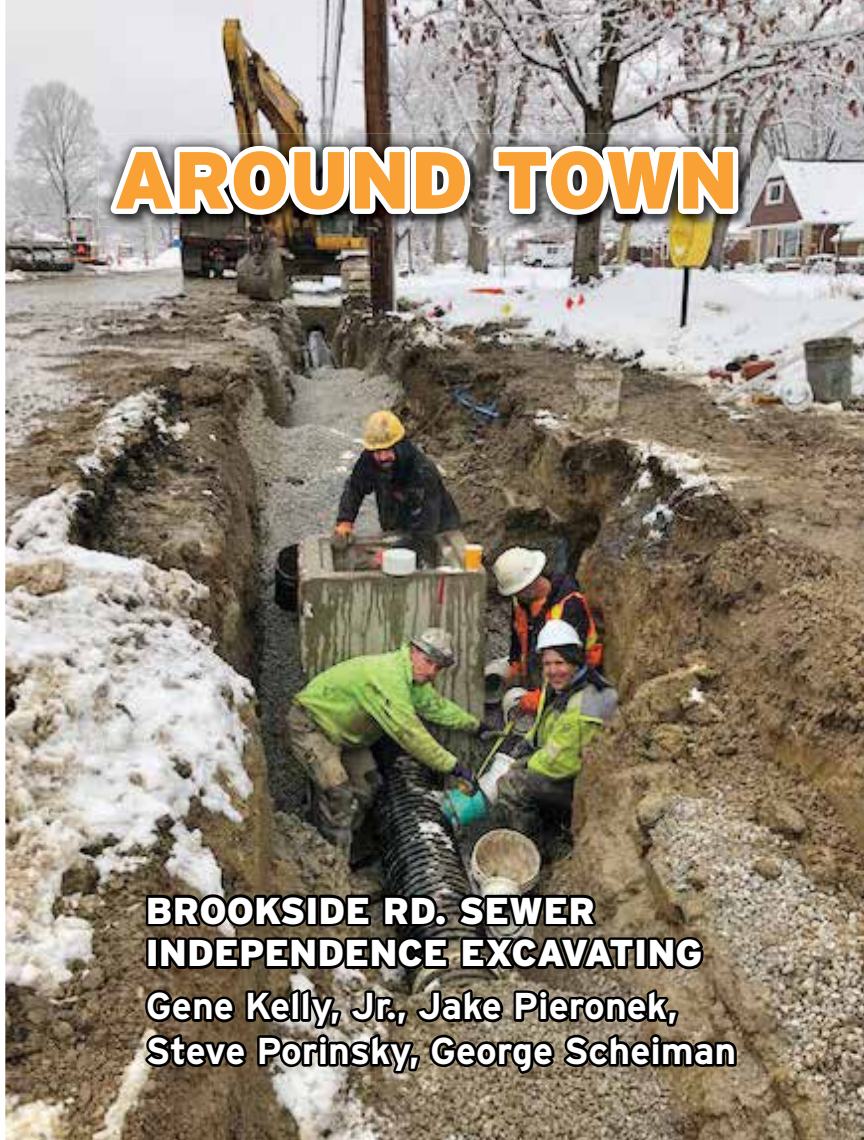
**W. 150TH BROOKPARK  
RTA STATION  
RAILWORKS TRACK  
SERVICES, INC.  
Michael Obrochta**



**W. 150TH BROOKPARK RTA STATION  
COOK PAVING AND CONST.  
Chester Peters, Mark Burkey,  
Joshua Newman**

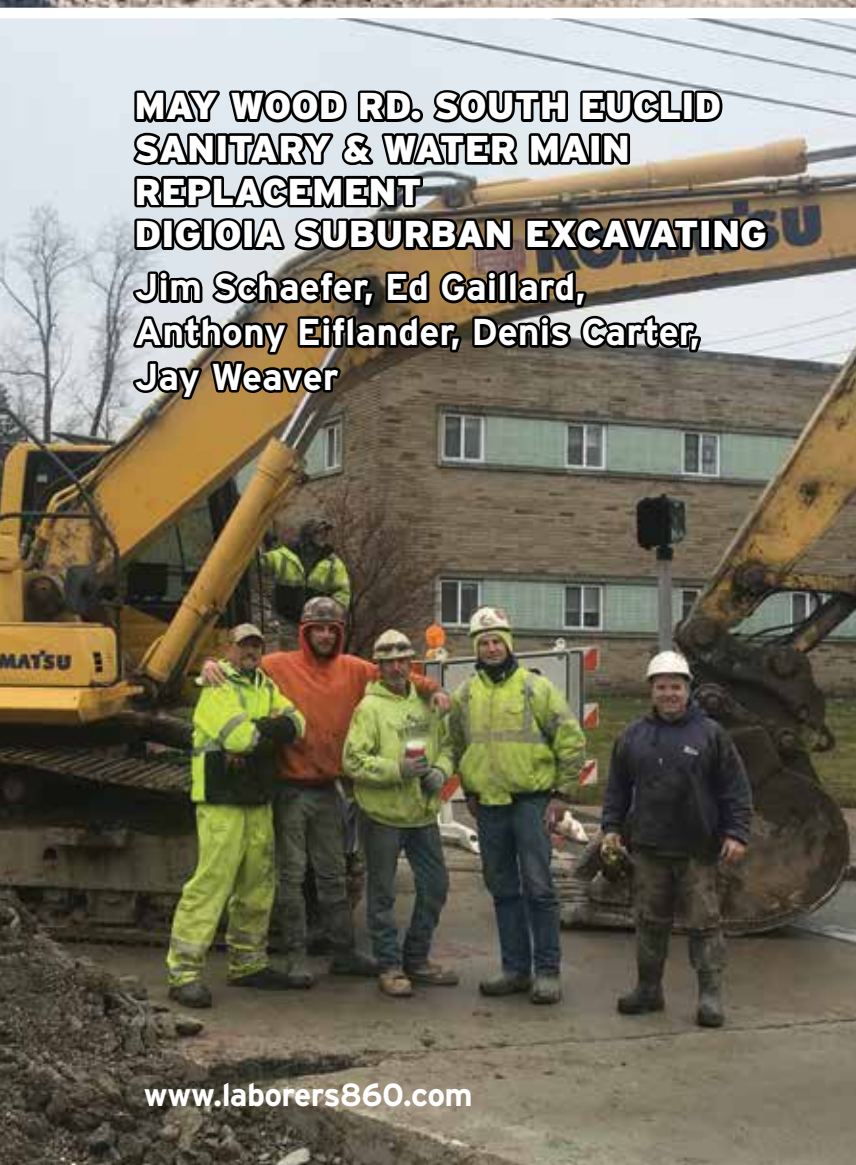


**WESTERLY STORAGE  
TUNNEL PROJECT**  
JAY-DEE/OBAYASHI J.V.  
Dontay Cooper

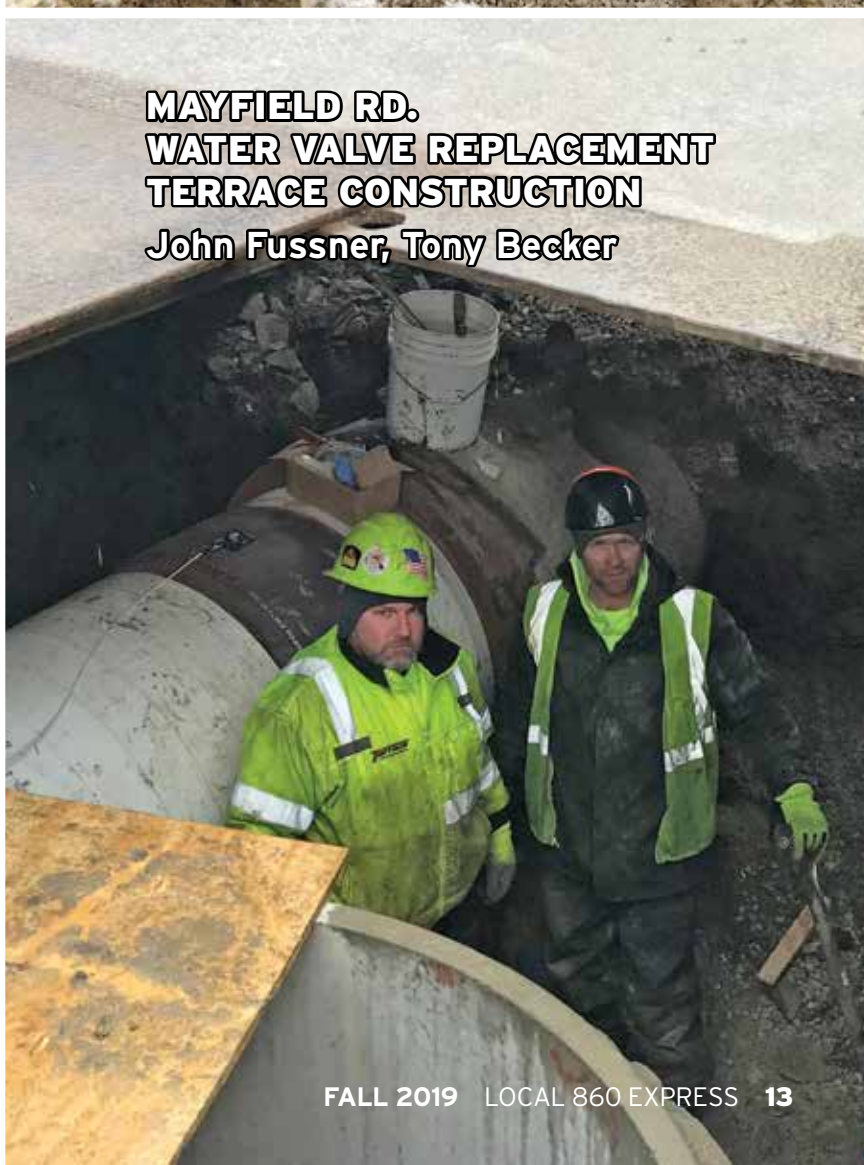


# AROUND TOWN

**BROOKSIDE RD. SEWER  
INDEPENDENCE EXCAVATING**  
Gene Kelly, Jr., Jake Pieronek,  
Steve Porinsky, George Scheiman



**MAY WOOD RD. SOUTH EUCLID  
SANITARY & WATER MAIN  
REPLACEMENT**  
DIGIOIA SUBURBAN EXCAVATING  
Jim Schaefer, Ed Gaillard,  
Anthony Eiflander, Denis Carter,  
Jay Weaver



**MAYFIELD RD.  
WATER VALVE REPLACEMENT  
TERRACE CONSTRUCTION**  
John Fussner, Tony Becker

# PROUD TO SERVE

## PUBLIC SECTOR UPDATE



### » CLEVELAND PUBLIC LIBRARY

Local 860 is in the process of negotiating a new contract for the Safety Forces Officers. Thus far, the Employer has refused to negotiate over phazzers. Likewise, the Employer has refused to increase the amount of mobile patrols, add a uniform allowance or discuss the need for dispatch training. The parties had one session with a mediator and another one is planned. The Union is preparing for fact-finding in the event the parties are not able to reach a tentative agreement. Fact-finding will occur in May 2020 if necessary.

### » CUYAHOGA COUNTY PUBLIC WORKS

The parties are preparing for negotiations. Proposal meetings with bargaining unit members will be set in July 2020. Negotiations will commence in September 2020. The parties are currently negotiating an attendance policy.

### » CMSD

The parties are in the last steps of securing their contract. Raises will be consistent with other bargaining units. Assistant custodians may see positive changes with respect to multi-site locations. The Union will schedule a ratification vote with both units as soon as final tentative agreement is reached.

### » COMMON PLEAS COURT- JUVENILE COURT DIVISION

Local 860 is continuing to fight the Court in negotiations. The Union is preparing for fact-finding in the event an agreement is not reached. In an attempt to mask the many concessions it is demanding in negotiations, it has sent half-truths directly to our members. These memos fail to advise members of its desire to gut seniority rights, scheduling rights, job bidding rights and the grievance and arbitration provision. Additionally, those memos fail to mention that it wants to ensure DOs can no longer schedule 2 consecutive doubles. Rather it wants to force DOs to work doubles when it sees fit. These negotiations are about ensuring the safety and security of our members and maintaining contractual rights. If the Court has its way, you will be working under terms and conditions of employment you have not seen for a decade.

Local 860 was successful settling one of the many pending arbitrations over employee mileage. The Employer has agreed to pay back \$6,000 to affected members. The Union is scheduled to arbitrate yet another discharge case on February 25th in an effort to get one of your Union brothers reinstated with full backpay.

### » HHS/IT

Local 860 arbitrated the Employer's unilateral implementation of new and/or substantial job duties in January. After the Employer refused to agree to reasonable increases for Foster and Adoption specialists, the Union is set to go to mediation regarding their wages. Despite monthly Labor-Management meetings, Local 860 is preparing for pending arbitration over job postings, descriptions and classifications.

We, as Americans, should be grateful that our respected forefathers founded our country on the basis of unity - the United States of America. Recent disputes within our democracy have led to a division within failing to uphold that unity and experiencing a serious governmental divide.

As your union, we must strive to maintain unity. There is no wavering in our Union. We are proud and we are united - we are respectful of all. We continue to work and grow together to maintain that unity and respect. As union Sisters and Brothers, we must work together.

» **FISCAL, TREASURY & BOARD OF REVISIONS**

Members have received retroactive pay for 2019 (general and step increases) and another increase in 2020. All eligible employees will receive another step increase in October 2020. Members are reminded to contact the Union immediately if there are issues with payroll. Through continued monthly meetings, Local 860 has helped administration see the value of training for members and management alike. The parties are currently negotiating an attendance policy per one of the side letters in your new collective bargaining agreement.

» **BEACHWOOD**

Local 860 has attended more safety meetings and is collaborating with the City in developing its safety manual for all Service Department employees. A Labor-Management meeting will be scheduled before the end of March 2020.

» **CLEVELAND HEIGHTS**

After a year or so of the City ignoring our members' safety concerns about the major roof leak in the City's garage, the City was forced to confront the problem in the news. In typical fashion, the City attempted to assert the footage was from another time, despite the very clear and visible time stamp. City Council appears to be ready to vote on the recommendation of the Refuse and Recycling Committee. Based on discussions had in City meetings, it appears the committee will recommend that City trucks be retrofitted for automation, and operated by our bargaining unit members. The parties have been discussing a resolution of the overtime lawsuit. If a settlement is not reached, the parties will have a settlement conference in Judge Boyko's chambers in April 2020. The first quarter Labor-Management meeting has been scheduled for March 2, 2020.

» **HIGHLAND HEIGHTS**

Congratulations and best wishes to Brian Harrison on his recent retirement from the city and welcome new member, Mark Mohar. Mark was previously a member of Local 860's private sector side. Local 860 has appointed a new Union steward Mike Mickshaw.

» **MAYFIELD HEIGHTS**

Local 860 continues to be forge a relationship with management in Labor-Management meetings.

» **LYNDHURST**

Members are currently on snow watch and salting as needed.

» **UNIVERSITY HEIGHTS**

Local 860 was successful in staving off the discharge of an employee for insubordination. The Union is arbitrating the suspension of an employee on February 25, 2020, and yet another subcontracting issue. The Union met with members of City Council regarding the ongoing refuse and recycling study and a draft report. The Union has requested information regarding the conclusions reached in the draft report. The parties will begin negotiations in the Fall.

» **GENEVA**

Members are snowplowing and salting throughout the City as needed, as well as getting trucks and equipment ready for upcoming season.

» **VERMILION**

The parties are in negotiations. A mediation will be held sometime in April 2020.

» **OLMSTED TOWNSHIP**

The parties have begun negotiations with the Employer. In January, the Union met with the Employer and presented its initial proposal. The parties will meet next on February 28, 2020.

# TRAINING

Once again, Local 860 had another great year of getting members trained up. Take advantage of the training options your local has to offer. There are always classes and opportunities available to members at the Drexel Thrash Training Center in central Ohio. And in addition, the Local 860 Training Center has various scheduled classes for members:

Please visit [www.laborers860.com](http://www.laborers860.com) for the full schedule.

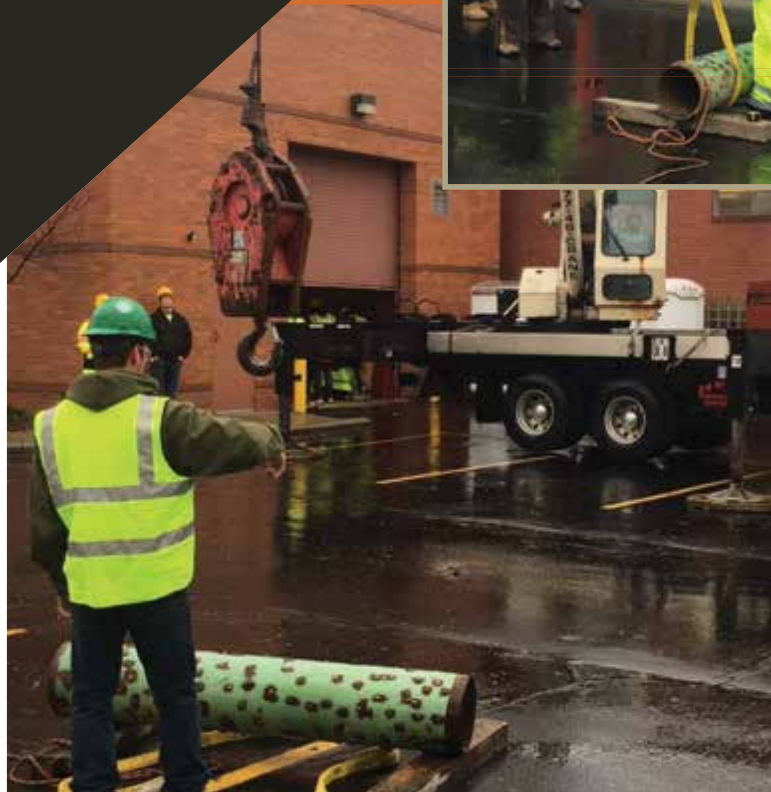
Local 860 continues to work hard by offering various types of training, but you have to take advantage of these offerings to reap the benefits. The need for trained and skilled workers continues to grow in the field. The contractors want trained employees, and training and safety are essential to the success of your Union.

Please update your skill sheet that is available at the union hall or on our web site.

Don't forget, Brothers and Sisters, that safety is a two-way street. Especially with the always changing weather/site conditions, a high level of awareness is necessary while on the job. Be safe.

STP has to be updated every five years. Field rigging is mandatory. Contact John Perri for more information at (216) 432-1022 ext. 115.

## DIVERSIFY YOUR SKILL SET







# RETIREE luncheon





# Kalahari®







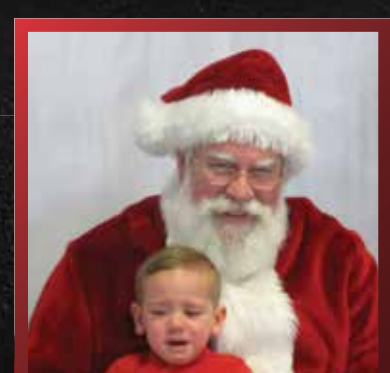




# Santa Pics



Santa Pics







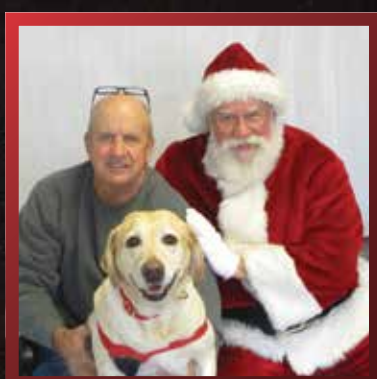
Santa Pics



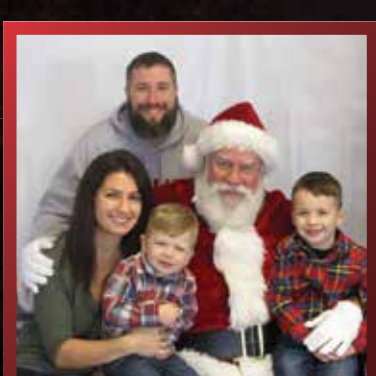
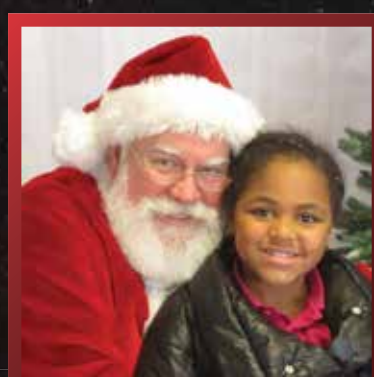


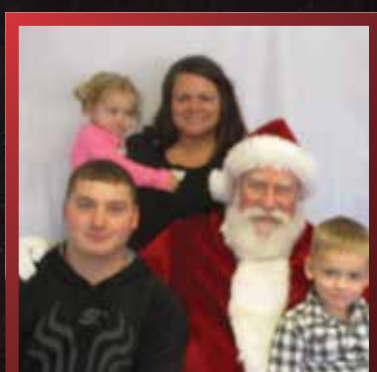
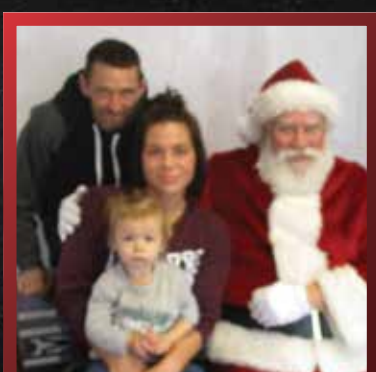
Santa Pics



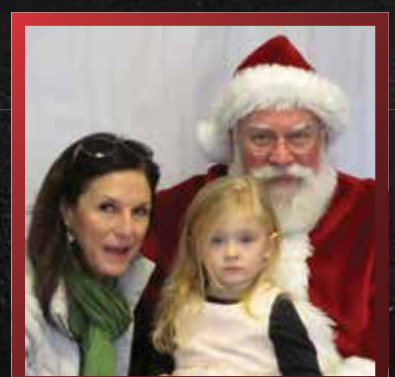
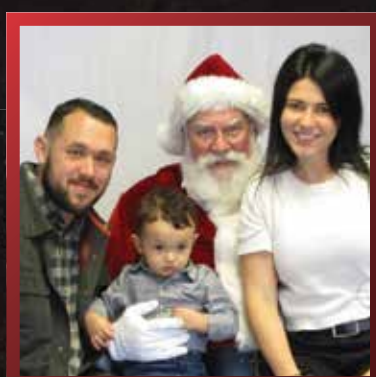


Santa Pics





Santa Pics





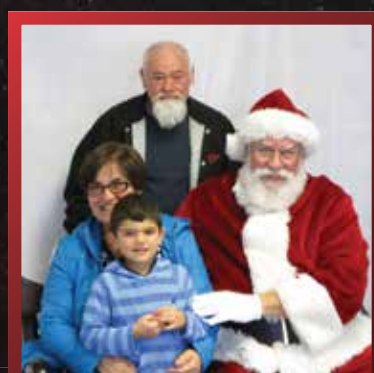


Santa Pics





# Santa Pics





Santa Pics



Santa Pics





## 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. To make it even easier:

## WE NOW ACCEPT CREDIT CARDS!

## UNION MEETINGS

First Thursday of Every Month at 7 p.m.  
(No December Meeting)



## 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.



## LOCAL 860 ON-SITE DROP BOX

Located on the east-front corner of the training center.

- Place your payment (check/money order) in an envelope with your 860 card
- Make sure your last name & last four digits of SS# are included
- Payments will be processed the following business day



## UPCOMING EVENTS

**CEDAR POINT: JUNE 28, 2020**

**CLAM BAKE: SEPTEMBER 19, 2020**

**HOLIDAY GIVEAWAY:  
NOVEMBER 21 & 22, 2020**

# Contact Us

## LABORERS' LOCAL 860

3334 Prospect Ave.  
Cleveland, OH 44115-2616

**216.432.1022**

[www.laborers860.com](http://www.laborers860.com)



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



Training & Apprenticeship  
Coordinator, Recording  
Secretary  
**John Perri**  
(ext. 115)



Field Representative  
**Lenny Rizzo**  
(ext. 107)



Field Representative  
**Mallory Jackson**  
(ext. 105)



Field Representative  
**Karl Welms**  
(ext. 106)



Organizer  
**Colin Sikon**  
(ext. 118)



Business Representative  
**Mike Piccirillo**  
(ext. 117)

**Secretaries (ext. 0)**



LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860

3334 PROSPECT AVENUE  
CLEVELAND, OH 44115-2616



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REQUESTED



## LOCAL 860 NOW ACCEPTS CREDIT CARDS!

Now it's easier than ever to keep your monthly union dues up to date and avoid suspension! We now accept all major credit cards at the window or over the phone. Stop in and pay your dues today!

## DOWNLOAD LOCAL 860'S NEW APP!

Laborers' Local 860 is proud to announce we have launched a new app featuring current events, blogs, current wage information and more! The app is available for both Android and Apple phones and tablets. To download the app, visit the Apple App Store or Google Play Store and search for "Laborers 860." Look for our logo, and the app developer Virteom. Click to download and follow the app store prompts to start using the app today!

