

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

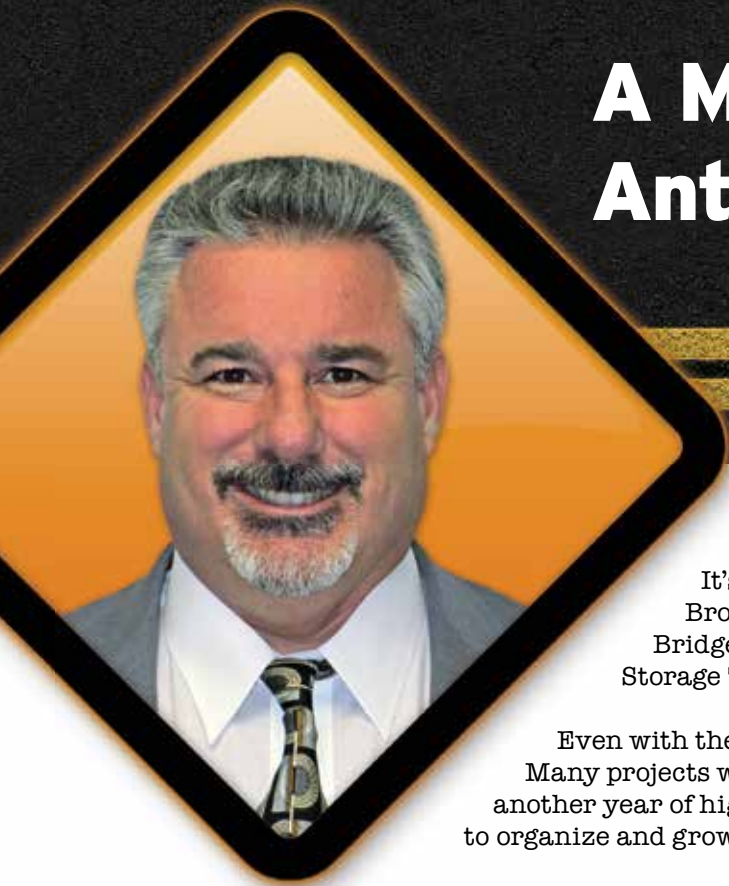
# 860 Express

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

FALL 2019 / VOLUME 15 • ISSUE 3



# A Message from Anthony D. Liberatore Jr.



It's been another great season of roadwork, Sisters and Brothers. From 200 feet in the air, on projects like the I-480 Bridge, to 200 feet below ground, on projects like the Dugway Storage Tunnel, Local 860 has Cleveland covered.

Even with the weather delays this season, the work is still plentiful! Many projects will go well into the winter. We are grateful for not only another year of high volume of construction projects, but that we still continue to organize and grow.

This upcoming training season is packed with opportunities to train up. Please, Sisters and Brothers, take advantage of this program and diversify your skills. This is what sets us apart amongst other workers and makes you an asset on the job.

All of your hard work and dedication lends to the future of Local 860 and the community we serve. The members before you laid the foundation for us to expand upon and it's imperative for each and every member of Local 860 to contribute to our success and rally against threats to our union.

Be proud of the work you do - building roads and bridges, digging tunnels, laying pavement, installing utilities, and providing the essential municipal and county public services. These accomplishments are what make our communities thrive and what make Local 860 the best organization in the State of Ohio.

In closing, all of our successes are eclipsed by the sadness of our members senselessly killed and maimed by errant motorists. Multiple tragedies have struck 860 this season. We shall not forget those lost and constantly remind ourselves to take every precaution to evade harm's way. Our thoughts and prayers go out to the family, friends and co-workers of the late David Sollars and Rafael Solis and seriously injured Ronald Carter and Brandon Hruska.

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

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### ABOUT THE COVER

Construction of  
Chester Ave. from  
E. 97th St.; Circa 1939



# OHIO'S INFRASTRUCTURE

## A STATE OF EMERGENCY



Gov. Mike DeWine announced recently that Ohio is in a state of emergency. In fact, 63 Ohio counties where severe weather damaged highways are a part of DeWine's declaration. Among the counties are several in Northeast Ohio, including those that Local 860 serve: Cuyahoga, Geauga, Lake, Lorain, Medina, Summit and Portage. DeWine's declaration says the state seeks to recover costs for repairs from the Federal Emergency Relief Program.

As we know, wild weather has plagued Ohio this spring and summer. That same wild weather that prolonged much of our seasonal roadwork, and also including the tornados that ripped through in 10 western and central Ohio counties. Trump agreed to provide federal money for rebuilding efforts, including grants for temporary housing and home repairs, low-cost loans to cover uninsured property losses and other programs to assist individuals and businesses.



A long-awaited transportation bill advanced in Congress. The National Governors Association isn't waiting on its passage to make road funding and safety its top priorities.

A U.S. Senate committee unanimously advanced a \$287 billion transportation bill.

The National Governors Association is making infrastructure funding and road safety its top priorities. This is great news for our roads, our safety and the insurance of many upcoming projects for the hardworking members of Local 860.



# WAR ON WORKERS

## A Reflection on the Past Two Years

We at Local 860 have always taken the war on workers seriously. We exemplified this by fighting SB5 and staying in the know on all current and relevant events. But one of the biggest threats has been the current administration. Since taking office in 2017, Trump has overseen a string of policies that will harm working people, that's us, and benefit corporations and the rich.

If we take a look back at his time in office, we can recap the many threats to the working class. Some of which are quite obvious, while others less so.

All of these threats to the working class and so far, it's only made us stronger. We, as members of Local 860, are a part of something much larger and these threats have unified us and made us stronger, and we will continue to fight.



- **Income tax cuts that overwhelmingly favor the wealthy over the average worker.** The Tax Cuts and Jobs Act (TCJA) signed into law at the end of 2017 provides a permanent cut in the corporate income tax rate that will overwhelmingly benefit capital owners and the top 1%.
- **Taking billions out of workers' pockets by weakening or abandoning regulations that protect their pay.** In 2017, the Trump administration hurt workers' pay in a number of ways, including acts to dismantle two key regulations that protect the pay of low- to middle-income workers.
- **Blocking workers from access to the courts by allowing mandatory arbitration clauses in employment contracts.** The Trump administration is fighting on the side of corporate interests to essentially force workers to give up their right to file class action lawsuits.
- **Pushing immigration policies that hurt all workers.** The Trump administration has taken a number of extreme actions that will hurt all workers, but perhaps the most striking example has been the administration's termination of the Deferred Action of Childhood Arrivals program.
- **Rolling back regulations that protect worker pay and safety.** President Trump and congressional Republicans have blocked regulations that protect workers' pay and safety.
- **Stacking the Federal Reserve Board with candidates friendlier to Wall Street than to working families.** Trump's actions so far suggest that he plans to tilt the board toward the interests of Wall Street rather than those of working families.
- **Ensuring Wall Street can pocket more of workers' retirement savings.** Since Trump took office, the Department of Labor has actively worked to weaken the "fiduciary" rule, which requires financial advisers to act in the best interests of their clients when giving retirement investment advice.
- **Stacking the Supreme Court against workers by appointing Neil Gorsuch.** Trump's nominee to the Supreme Court, Neil Gorsuch, has a record of ruling against workers and siding with corporate interests.
- **Trying to take affordable health care away from millions of working people.** The Trump administration and congressional Republicans spent much of 2017 attempting to repeal the Affordable Care Act.
- **Undercutting key worker protection agencies by nominating anti-worker leaders.** Trump has appointed—or tried to appoint—individuals with records of exploiting workers to key posts in the U.S. Department of Labor (DOL) and the National Labor Relations Board (NLRB).

\*This list is based on a report out from the Economic Policy Institute.

# PROUD TO SERVE

## PUBLIC SECTOR UPDATE

It is our commitment to our membership that sets us apart from the rest. Local 860 continues their fearless effort, even in the face of adversity, to take care of our members and to work to organize new members. It is rarely easy, but we persist.

It is on your behalf that Local 860 continuously fights to achieve and maintain a safe workplace with fair opportunity and the respectability members deserve.

Welcome to our new members!

### » STEWARDS

Local 860 continues to educate and update your Stewards. The second Steward seminar for 2019 was held in June. We are asking all stewards who have completed Steward I class to attend a Steward II class in January. Dates will be provided. To maintain your position as a steward, you must complete Steward I class by June 2020.

#### **Payroll Deductions**

A recent issue regarding Health Benefit deductions affecting our HHS / IT Members is cause for Local 860 to remind our Members to pay special attention to your paycheck deductions. It is imperative that you review your paychecks and report any inconsistencies immediately.

Family Medical Leave Act. The FMLA process is tedious and time consuming. In order to ensure a timely response/acceptance from HR, make sure your FMLA forms are accurate and complete when submitted.

### » PUBLIC WORKS

Local 860 has held regular labor-management meetings with management to address the

confrontational nature of some management and supervisory employees, which has resulted in unjustified discipline of our members. Because of these meetings, the County has agreed to work with Local 860 in developing a pilot program with the goal of improving employer/employee relations and improving the way conflicts are resolved and de-escalated. Local 860 continues to monitor progress at the new Harvard Avenue facility anticipating that other unions will try to infringe on our member's work. Local 860 made our intentions to fight for our members' jobs known to county management.

### » HHS/IT

Local 860 reps and Stewards, along with the upper management from HHS, attended a workshop seminar presented by the Federal Mediation & Conciliation Service designed to enhance the workplace and maintain working relations.

Monthly Labor/Management Meetings are continuing with the focus on addressing issues and concerns before they escalate.

Eligible members should have received their step increases in the first full pay period in October. If you are eligible to receive a step increase and did not receive, please contact Local 860 immediately.

## » FISCAL, TREASURERS AND BOARD OF REVISION

Fiscal, BOR and Treasurers ratified their collective bargaining agreement on October 10. Council ratified the agreement on October 22nd. The parties are now reviewing the agreement to ensure all changes have been added or deleted as agreed, and most significantly, employees receive the wage increases owed to them. Because of the multitude of raises, wages increases will be rolled out in phases. Local 860 and its bargaining committee received the following changes:

- All three departments remain separate bargaining units, but are now covered under the same agreement to ensure equality in terms and conditions of employment.
- Employer must correct erroneous deductions as soon as reasonably practicable, but no later than next payroll period.
- Mandatory fair share provision was replaced with voluntary fair share provision.
- Employer must recognize 12 stewards.
- Employer must advise employees of right to have steward present in case of any discipline.
- Supervisors must conduct grievance meetings within five work days, unless mutually agreed otherwise.
- Employer must select arbitrator with Union no later 30 days after receipt of panel.
- Employer must provide thirty (30) days notice to Union and affected employees prior implementing any permanent change in hours of work, shift, or schedule.
- Employees may receive comp time with 24 hours notice if request is made Monday through Thursday, or less if supervisor accepts shorter notice.
- Employees may request one (1) extension, up to six months, to use compensatory time beyond 180 days of its accrual.
- If an employee is working a four day, ten hour schedule, then he or she shall be allowed a one hour and fifteen minute paid lunch period.
- Auto Title employees scheduled to work more than 8 1/2 hours in a day, the Employer shall make a good faith effort to schedule lunch hours at 12:30 and 1:30 p.m.
- Fiscal Transfer and Recording employees - Employer shall make a good faith effort to establish a 4:00 p.m. cut-off for public.
- Employees may be absent on scheduled day before or after holiday and be paid holiday pay if you have a bona-fide illness with physician statement.
- Employees are not required to give 24 hours notice to use personal day in case of emergency.
- Employees are entitled to two weeks of vacation upon hire.
- Vacation requests must be responded to no later than two (2) work days of receipt.
- Board of Revision: If operational needs and statutory obligations are met, the Board of Revision shall open the period from April 8th to April 30th for employees to schedule vacations.
- Call in procedures for sick days are established in agreement.
- A telemedicine or "Teladoc" session qualifies as a physician statement and may be demonstrated through a screenshot, email, or facsimile from the consulting physician or nurse practitioner. Proof of a telemedicine session shall not qualify for a physician



statement for the bona-fide illness exception for holiday pay, however.

- Employees are entitled to up to three days paid leave for loss of aunt, uncle, first cousin, niece or nephew.
- If any employee is required to appear for jury duty or as a witness or attend a court proceeding, the employee shall not be required to report to their shift.
- Employees may bid for positions in different departments if no individuals bid in their department or none are qualified.
- If air conditioning malfunctions for at least 2.5 hours and the temperature increases to 80 degrees, employees, based upon operational needs, may use accumulated vacation or compensatory time for the balance of the work day.
- Wages
  - o 2% increase for all employees in each year of agreement.
  - o \$15 minimum wage for new and current employees.
  - o 2%-3% step increase for all employees in steps October 1st of each year of agreement.
  - o Equity increases for up to 30 employees.
  - o New wage grade for many employees.
- Boot/coat allowance and additional clothing for Weights and Measures.
- Auto Title locations staffed with security guard.

#### » CLEVELAND PUBLIC LIBRARY

The parties will begin negotiations in November for a new agreement.

#### » COMMON PLEAS COURT – JUVENILE COURT DIVISION

Local 860 fights tirelessly to represent and defend our members employed by the Juvenile Court. Local 860 knows our members have grown tired of the horrific working conditions at the Court. Despite being approved to hire more staff, the Court remains

hopelessly understaffed, putting youth and staff in danger.

Local 860 has demanded arbitration in several cases. In the Probation Department, Local 860 has demanded arbitration over two grievances related to the implementation of the Intervention Center and one grievance related to the unjust termination of your Union Steward. In the Detention Center, Local 860 has demanded arbitration over three terminations. For one, Local 860 spent months negotiating the return of a member after a wrongful termination, only to see the Court walk away from the table because Local 860 demanded he receive all lost overtime.

Local 860 has asked the Court to reduce overtime - in some cases 80 hours per pay period, or offer it to other Detention Officers in other houses; the Court has refused.

The Court fights the Union on every conceivable issue. Every arbitration the Union wins, it appeals and loses. It is currently appealing one case to the Supreme Court of Ohio. Both the lower court and the Court of Appeals for the Eighth District have already denied the Court's meritless appeal.

The Court is now refusing to negotiate and has hired a union-busting firm to represent it in upcoming negotiations.

#### » CMSD

The parties have nearly finished contract negotiations. Local 860 is currently waiting on the Employer to provide some final responses. A ratification meeting will be scheduled as soon as a tentative agreement is reached.

#### » LYNDHURST

Thank you to all the members who worked tirelessly to clean up the mess left by the micro-burst storm. Local 860 will commence labor-management meetings in the new year.



» **BEACHWOOD**

Local 860 has met with the City's Service Director and is working hand in hand with management to create a comprehensive safety plan for the City's Service Department employees. The Service Director seems interested in exploring possibilities for in depth safety training for our Local 860 members. Local 860 will hold its year-end labor-management meeting on November 6th.

» **CLEVELAND HEIGHTS**

Local 860 has met with City management and addressed much needed improvements in the Service Department. In our meeting, Local 860 laid the groundwork needed to create a vehicle safety inspection program. Local 860 continues to hold regular meetings with members to discuss progress on grievances as needed. These meetings have also been excellent opportunities to field safety questions and concerns the membership.

Local 860 recently won two grievances related to the payment of overtime, which the City denied to two members. Local 860 is pursuing several grievances in arbitration related to subcontracting of bargaining unit work.

Members still have time to join the pending overtime lawsuit.

Thank you to all our members who worked diligently to clean up the mess left after the micro-burst storm.

Local 860 is waiting on the Employer to provide dates for our year-end labor-management meeting.

» **HIGHLAND HEIGHTS**

Members ratified their Contract on June 27th. Local 860 will commence labor-management meetings in the new year.

» **MAYFIELD HEIGHTS**

Quarterly Labor Management Meetings are proving to be very beneficial. The members together with management have created a newly structured workforce which is proving to be very productive.

» **UNIVERSITY HEIGHTS**

Local 860 won its first arbitration regarding the City's unilateral implementation of a vacation blackout period. The City was ordered to maintain the status quo and remove the blackout period. It did the latter.

Local 860 filed and successfully settled an overtime grievance regarding the City's subcontracting of bargaining unit work, resulting in Laborers receiving backpay for hours lost. Local 860 filed and successfully settled a subcontracting grievance regarding the City's subcontracting of bargaining unit work, resulting in the City agreeing to pay overtime to all employees in the bargaining unit when subcontractor was working in the City. Local 860 filed yet another class action regarding subcontracting and is awaiting the City's third step answer. Lastly, Local 860 filed a demand for arbitration over an unjust 10-day suspension and recently selected an arbitrator.

Local 860 will hold its year-end labor-management meeting on December 12th.

» **GENEVA**

Local 860 will commence labor-management meetings in the new year.

» **VERMILION**

Local 860 welcomes its new members in the clerical bargaining unit. The parties began negotiations for both agreements on October 30th. The parties have scheduled additional meetings on November 5th and December 5th.

» **OLMSTED TOWNSHIP**

Local 860 welcomes its new members in the Streets Department. Local 860 is waiting on SERB to certify Local 860 as the exclusive representative. SERB should certify the unit at its October 31st meeting. In anticipation of the certification, the Union requested dates from the Employer for negotiations on October 25th.



# TRAINING

## DIVERSIFY YOUR SKILL SET

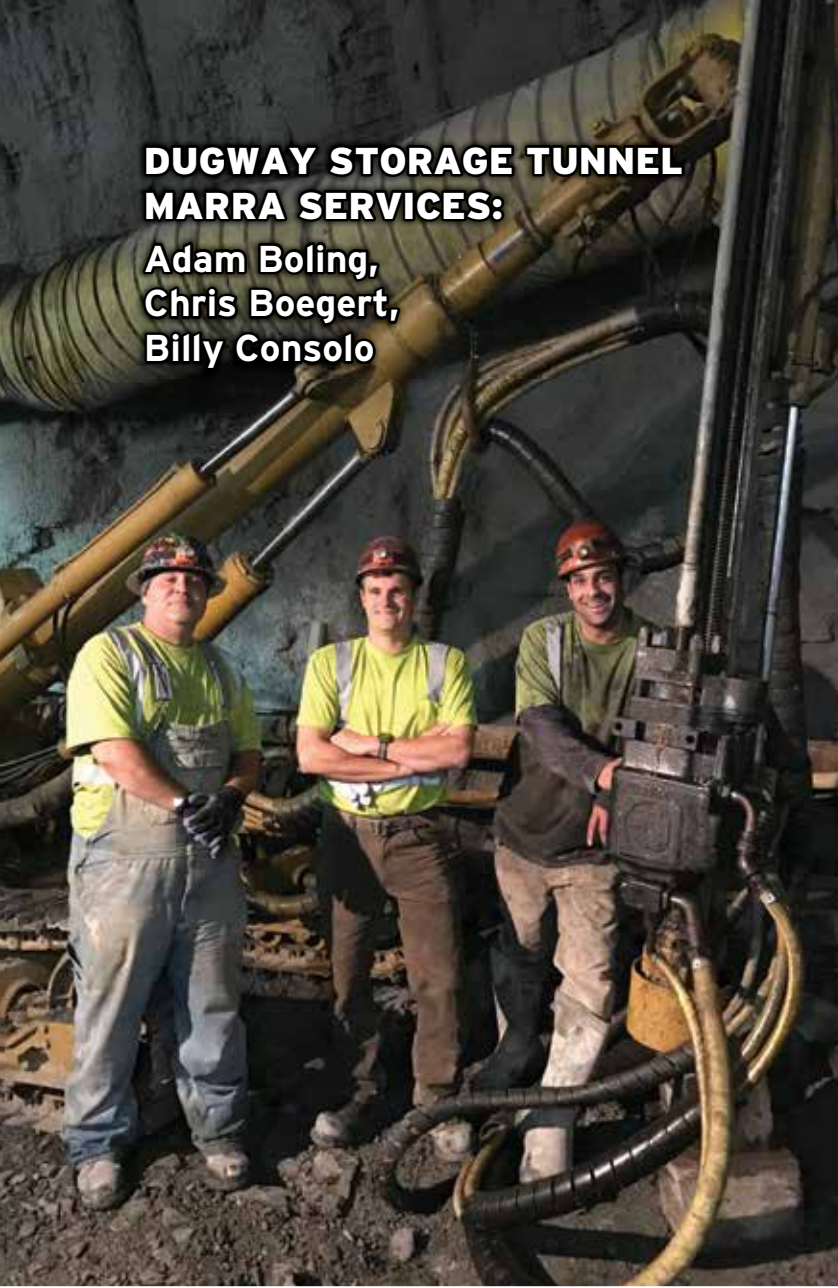


It's the time of year where we start planning for the off-season. Every year we've been reporting major growth in training hours by laborers, and we expect the same again for the upcoming 2019-2020 training season.

You should know what this means by now - that Local 860 is consistently putting skilled laborers on into the field. It means that our members have more opportunities available because they have diverse skills. It means success and it means safety.

HERE ARE SOME OF THE CLASSES SCHEDULED FOR 2019-2020 TRAINING SEASON. HOWEVER, PLEASE REFER TO THE WEBSITE FOR THE MOST RECENTLY UPDATED CLASSES AND DATES.

- A-1: Nov. 11-4-8
- A-2: Nov. 11-15
- STP: Dec. 2-3
- Craft Orientation: Dec. 4-6
- Process Pipe Week 1: Dec. 9-13
- Process Pipe Week 2: Dec. 16-20
- Process Pipe Week 1: Jan. 6-10
- Process Pipe Week 2: Jan. 13-17
- Field Rigging: Jan. 21-24
- OSHA 30: Jan. 27-30
- ATSSA Flagging: Jan. 31
- ATSSA Flagging: Feb. 4
- Traffic Supervisor: Feb. 5-6
- ATSSA Flagging: Feb. 7
- Confined Space: Feb. 11-3
- Waste Renewal: Feb. 14
- STP: Feb. 17-18
- Craft Orientation: Feb. 19-21
- Confined Space: Feb. 24-26
- STP: Feb. 27-28
- OSHA 30: March 2-5
- Field Rigging: March 17-20
- STP: March 23-24
- Craft Orientation: March 25-27
- Pipe Fusion: March 30-April 3



**DUGWAY STORAGE TUNNEL  
MARRA SERVICES:**

Adam Boling,  
Chris Boegert,  
Billy Consolo

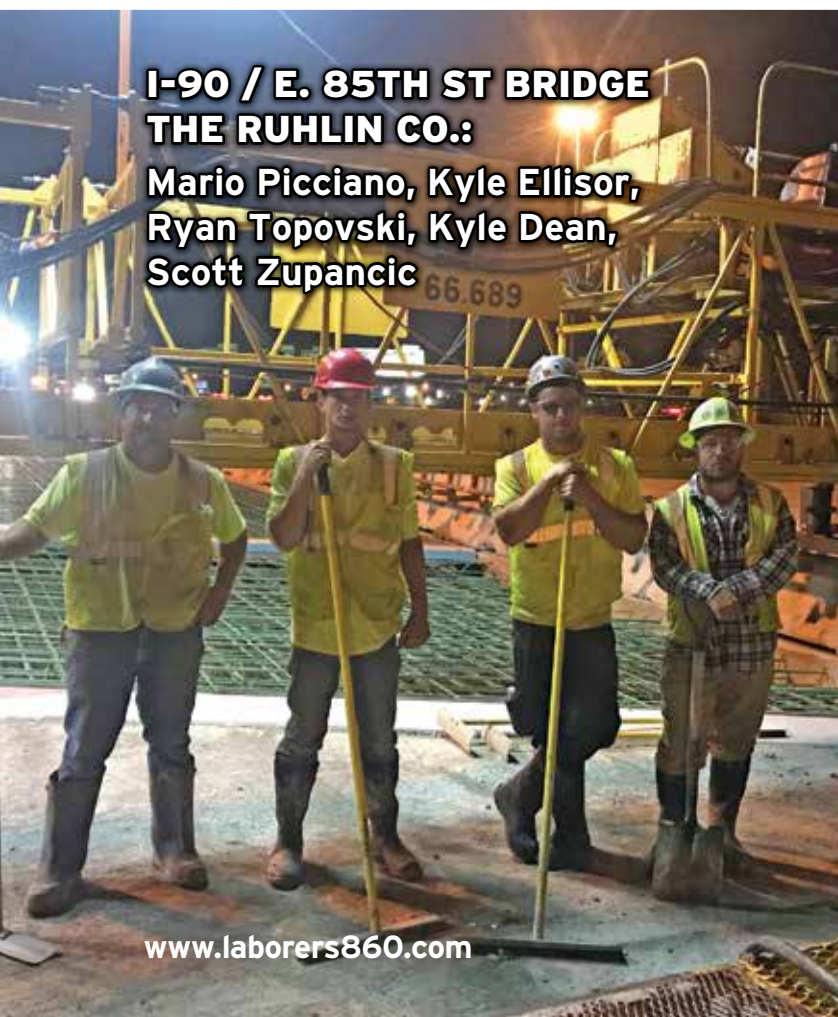


**AROUND TOWN:  
860 at NIGHT**



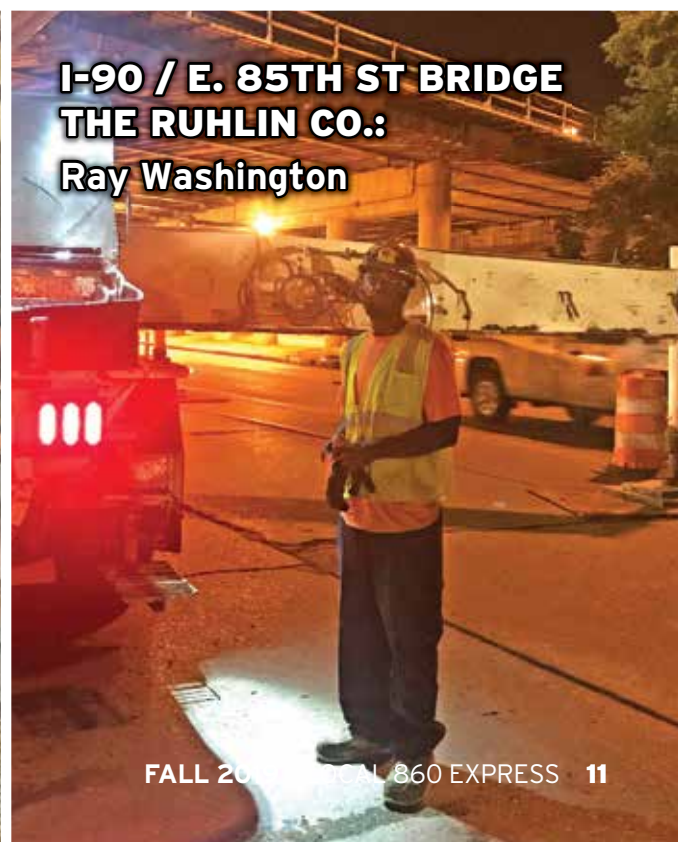
**DUGWAY STORAGE TUNNEL  
NORTHSTAR CONTRACTING, INC.:**

James Parina, Shane Richardson



**I-90 / E. 85TH ST BRIDGE  
THE RUHLIN CO.:**

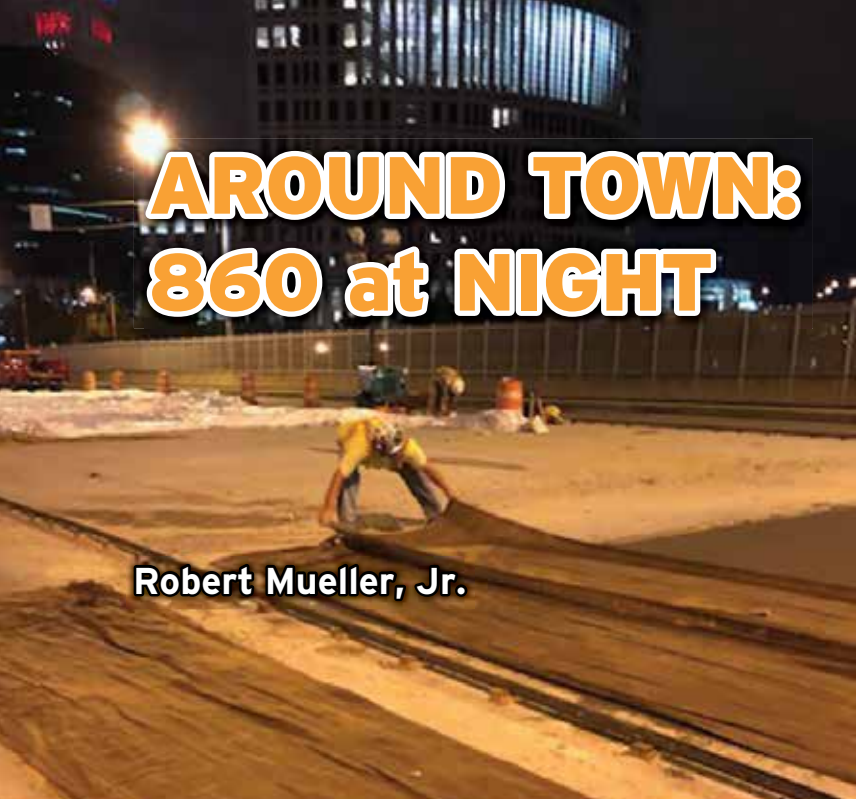
Mario Picciano, Kyle Ellisor,  
Ryan Topovski, Kyle Dean,  
Scott Zupancic



**I-90 / E. 85TH ST BRIDGE  
THE RUHLIN CO.:**

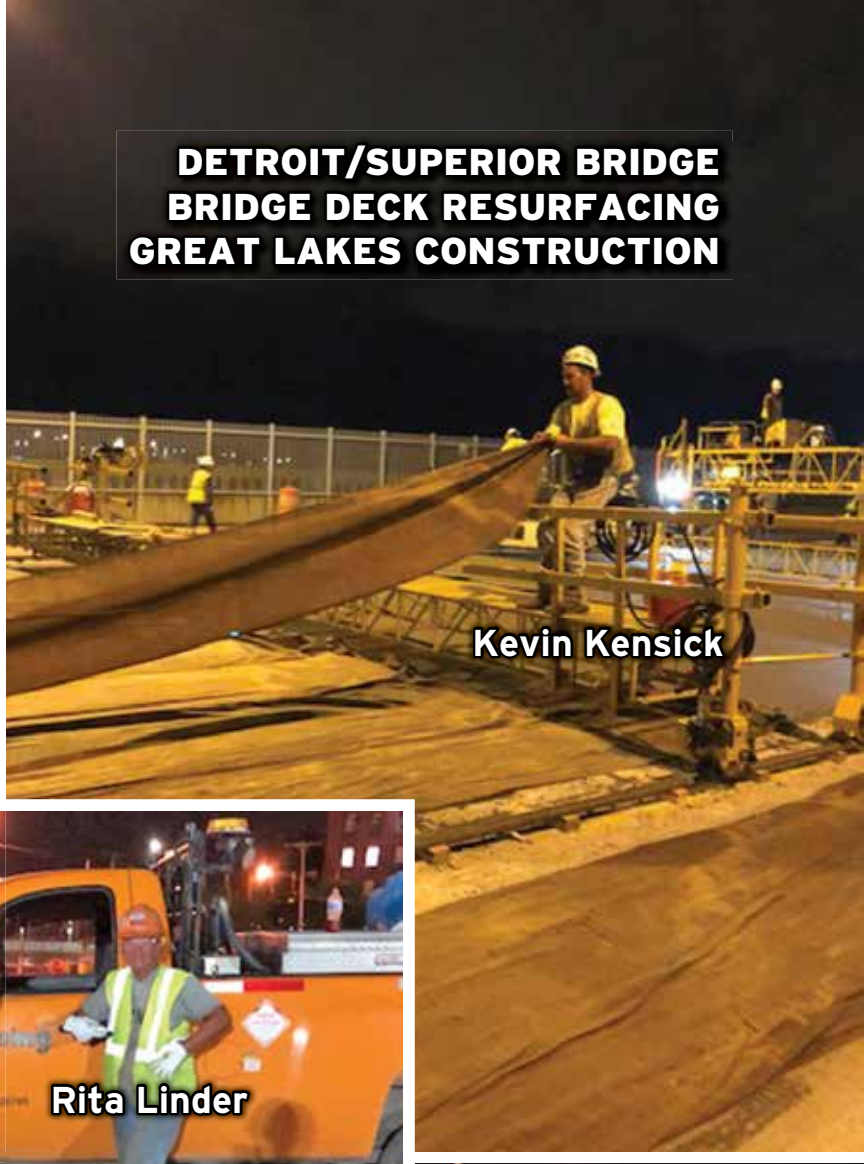
Ray Washington

# AROUND TOWN: 860 at NIGHT



Robert Mueller, Jr.

## DETROIT/SUPERIOR BRIDGE BRIDGE DECK RESURFACING GREAT LAKES CONSTRUCTION



Kevin Kensick

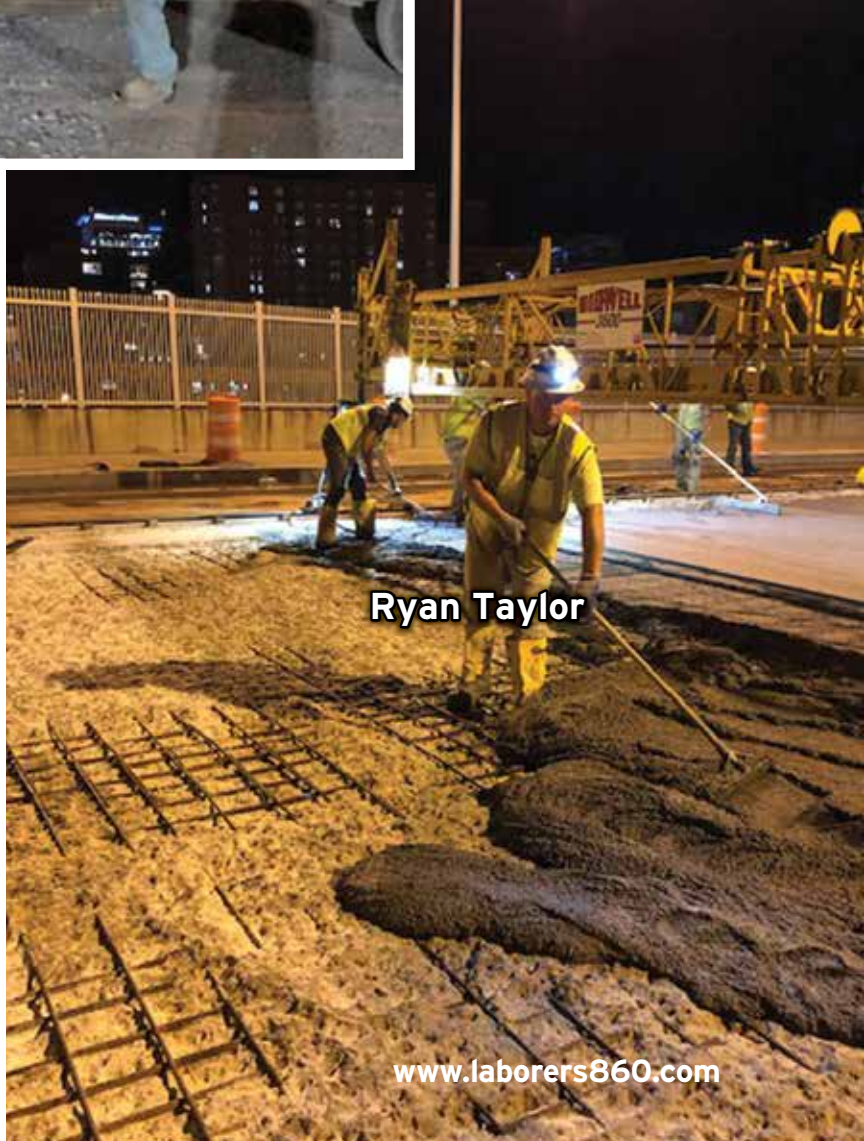


Haleem Hudson

Rita Linder

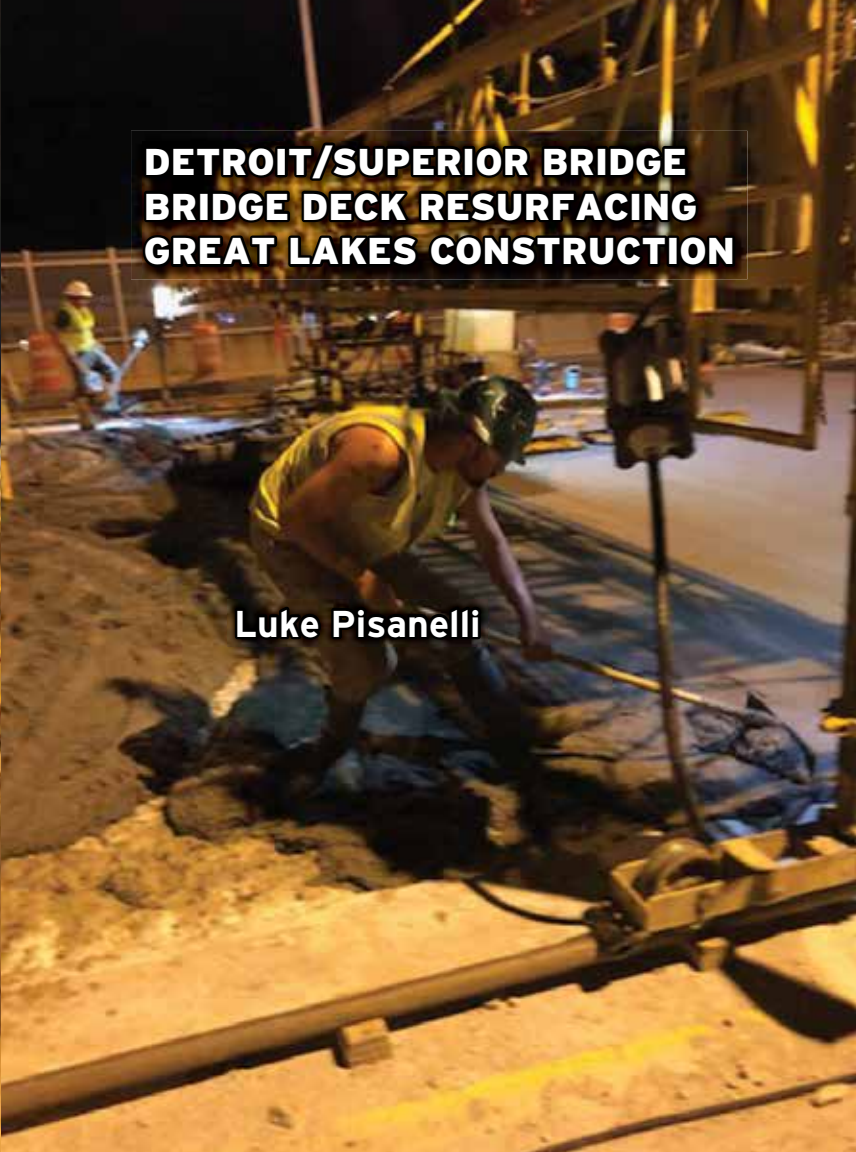


Patrick McGinty



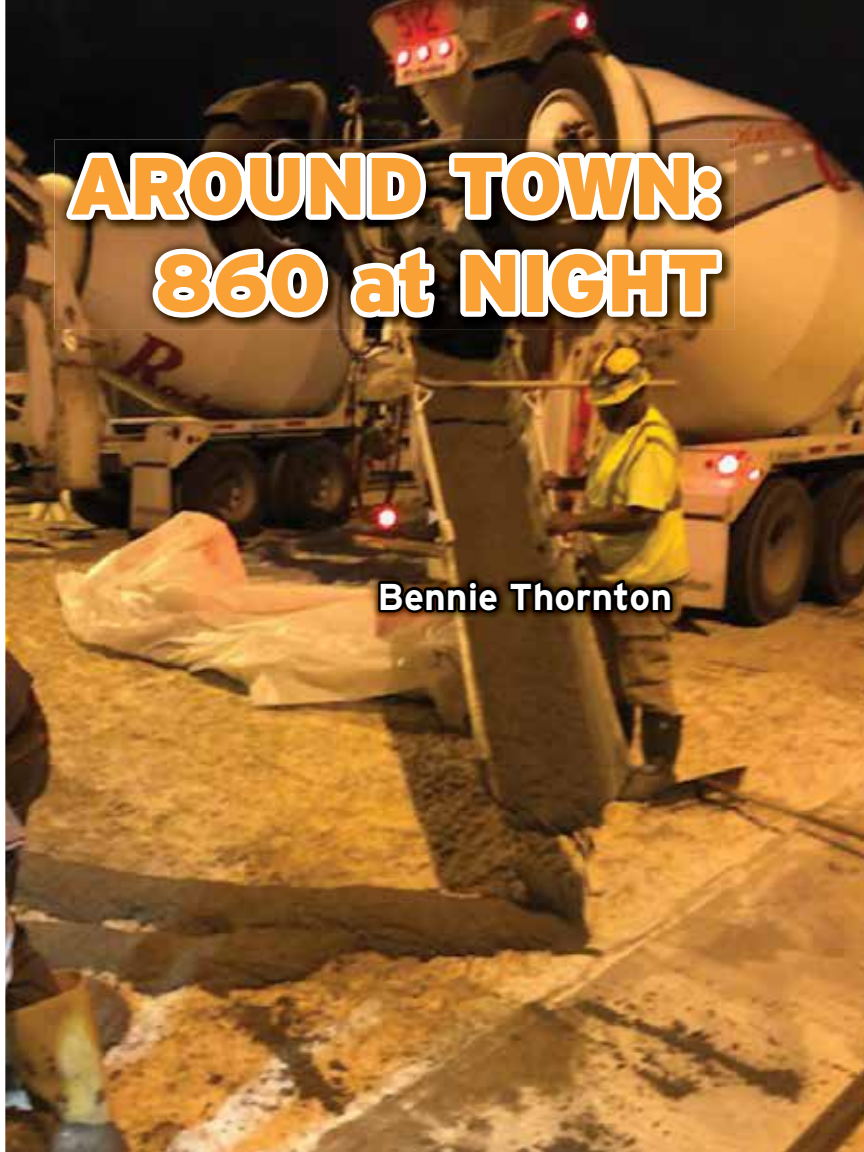
Ryan Taylor

**DETROIT/SUPERIOR BRIDGE  
BRIDGE DECK RESURFACING  
GREAT LAKES CONSTRUCTION**



**Luke Pisanelli**

**AROUND TOWN:  
860 at NIGHT**



**Bennie Thornton**

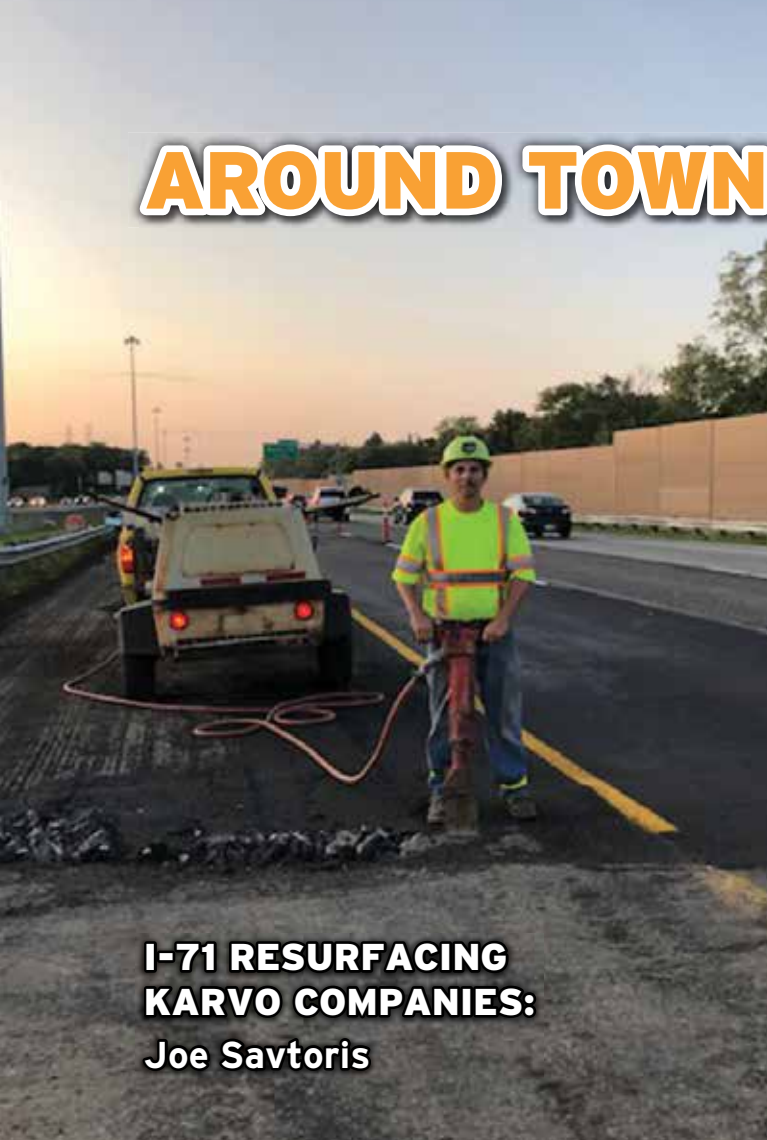


**Seth Pisanelli**



**Mike Charlton**

# AROUND TOWN



**I-71 RESURFACING  
KARVO COMPANIES:  
Joe Savtoris**



**DOAN VALLEY STORAGE TUNNEL  
McNALLY / KIEWITT:  
Robert Still**



**I-71 RESURFACING  
KARVO COMPANIES:  
Patrick Galati  
Jesus Hernandez  
Chad Kisner**

This Fall, construction starts on the Cleveland Metroparks \$6 million project to build a new pedestrian and bicycle bridge connecting Ohio City to Wendy Park at Whiskey Island.

The new bridge project, an exciting project for Local 860 members to be a part of – scheduled for completion in the spring of 2021. The bridge is the final major gap in a trail network extending from Lake Erie in Cleveland to New Philadelphia, 101 miles to the south.

The Metroparks vote awarded the \$5.62 million construction contract for the new bridge to Great Lakes Construction of Hinckley, which will begin work late this fall. The agency will spend roughly another \$300,000 to Norfolk Southern to review construction drawings and to pay for flaggers to monitor rail traffic and tell the contractor when it's safe to work.

The new bridge will provide a critical connection linking the city's lakefront to a 101-mile trail system including the Towpath Trail. It also will add to the handful of connections spanning

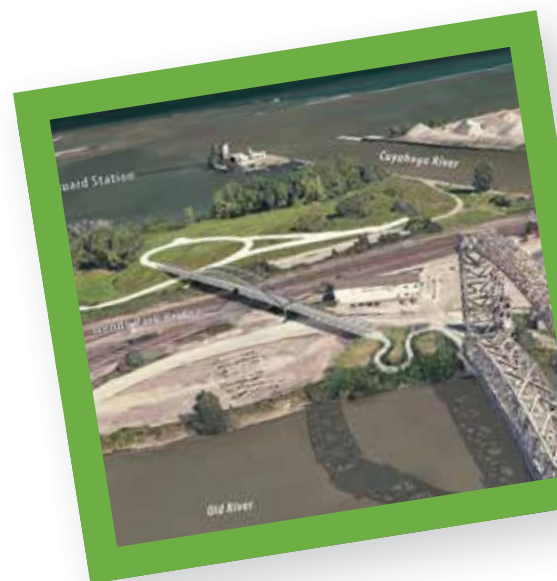
the railroads and highways that cut between city neighborhoods and its 17 miles of lakefront.

The 500-foot-long Wendy Park Bridge will have flat sections on its north and south ends, and a 250-foot-long steel truss in the center that arcs over the heavily-used Norfolk Southern railroad tracks that bisect Whiskey Island.

The Metroparks commissioned KS Associates in Elyria, a civil engineering firm, for a design that met the railroad's requirements. The project includes a 10-foot-high mesh barrier with a 2-inch-wide grid on both sides of the 12-foot-wide bridge.

The bridge will give pedestrians and cyclists a direct link to Wendy Park from the north end of the Willow Avenue lift bridge. The Willow Avenue bridge spans the old channel of the Cuyahoga River, serving trucks carrying bulk cargo from Ontario Stone and the Cargill salt mine.

Metroparks views the Towpath and Lake Link trails – the two major components of that network in Cleveland – as the spine of a growing system of trails reaching deep into city neighborhoods and Cuyahoga County communities and provides Local 860 members with continued work to better the community.



**FEATURED PROJECT**



# CLEVELAND METROPARKS WENDY PARK BRIDGE

# OUR FALLEN BROTHERS



**RAFAEL  
SOLIS, 61**



**DAVID  
SOLLARS, 54**



Recent tragedy leaves the administration and members of Local 860 outraged and deeply saddened by the loss of our Brothers, David Sollars and Rafael Solis, both Trafftech employees. These dedicated and hard-working men lost their lives in separate tragic incidents on April 2, 2019 and October 9, 2019, respectively, while on the job. In addition, Brothers Ronald Carter and Brandon Hruska were both seriously injured in these accidents.

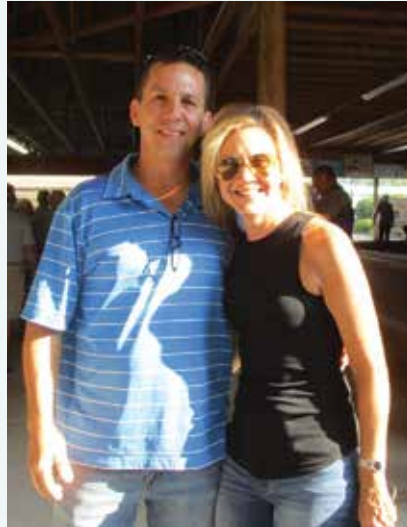
Let us remember the recently fallen and the many before them.

Distracted driving is becoming an epidemic and while these drivers have no business being on the road, we can only play our part. Please be safe out there Sisters and Brothers. In our efforts to insure a greater punishment, we shall intently follow the assailants prosecution of our fallen brothers.











# CEDAR PO



# POINT 2019



# CEDAR PO



# POINT 2019

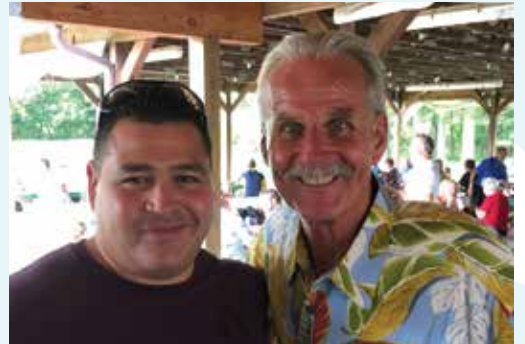


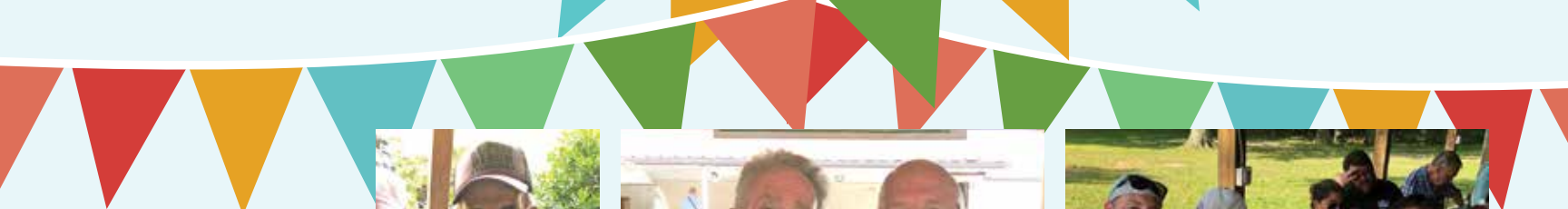
# CEDAR POINT 2019





# RETIREE picnic 2019







## 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

**HOLIDAY GIVEAWAY:**  
NOVEMBER 23 & 24  
(9:00 a.m. - 3:00 p.m.)

**KALAHARI: JANUARY 24-26, 2020**  
(Registration Due December 6th)

**CEDAR POINT: JUNE 28, 2020**

# 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)



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



NONPROFIT ORG  
US POSTAGE PAID  
CLEVELAND OH  
PERMIT NO. 3481

RETURN SERVICE  
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!

