

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

860 Express

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

SUMMER 2020 / VOLUME 16 • ISSUE 2



A Message from Anthony D. Liberatore Jr.



To say, this year got off to an unexpected start would be an understatement. With the development of the COVID-19 pandemic, the world has had to evolve and adapt to new ways of socializing and conducting business ... and Local 860 is no different. One thing that will not change is our high level of commitment in servicing the membership of Local 860. I am happy to report on our continued strength and success, especially in these challenging times of uncertainty, ensuring the members' best interests are looked after.

While it's certainly a different way to conduct business, we have developed methods to remain fully functional during this time. All public sector negotiations are remote audio and video. The business agents have been policing their respective territories, the front office is still conducting day to day administrative duties, and we have completed the 1099 merge. We have adapted and overcome, all while respecting social distancing.

In 1937, a small group of highway construction workers came together to organize a Charter for Laborers' Local 860. Since then, we have survived many economic downturns and adversity. We've been through war, peace and good times and bad. Through it all, we have persevered because of our solidarity, unity, and strength. In the words of LIUNA General President, Terry O'Sullivan, "No one member of LIUNA ever stands alone; each and every one of us belongs to an army of 500,000 strong, proud, and united LIUNA brothers and sisters standing by our side."

To our Sisters and Brothers that continue to work - thank you. You are our construction and public service heroes! We thank you for your hard work and commitment. We thank you for your bravery. We are grateful and so is your community. The sacrifice and courage you exhibit have not gone unnoticed. In the face of unprecedented and unseen adversity, the work you do is critical to safer roads, efficient utilities and providing the public services necessary within our communities.

So many of our fellow Americans, including friends and families, have lost their lives to COVID-19, and many more have fallen ill. If you have lost someone, you have our deepest sympathy and condolences.

We shall unite together and with safe distancing and safe practices, we shall contain and eradicate this deadly pandemic. Be safe out there. Thank you, Sisters and Brothers.

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

860 Express

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#InThisTogetherOhio



Cancelled Due to COVID-19

- > Cedar Point
- > Clambake
- > Membership Meetings
- > Retiree Picnic

These are unprecedented times right now. Nothing is unaffected, including this newsletter. While we pride ourselves on bringing you all relevant news and updates, we also like to celebrate our success and showcase the greatness that is our union. Including the events we share and the good times had. But this is a different time and therefore, a different newsletter.

We decided to focus on providing you with the information that means the most during this time. While the current view is a little hazy, we

remain positive and we remind you that we are in this together. We are fortunate to live in a state that acted early and therefore flattened the initial curve.

We don't know what the coming months will bring - but we do know that it's important to take care of ourselves and each other.



WAR ON WORKERS



RON HOOD
House District 78



BILL DEAN
House District 74

Recently, two republicans introduced yet another bill in an attempt to eliminate prevailing wage, proving that not even a pandemic can stop the continuous threats to our union.

State Representatives Ron Hood and Bill Dean introduced House Bill 663 earlier this Spring and managed to get eight republican co-sponsors.

As we know prevailing wage refers to the required wage rate (including benefits) for Ohio laborers who work on publicly-funded projects costing \$250,000 or more. The rate of pay varies by location, but exceptions to the requirement are given for those under the \$250,000

threshold and those of any amount which involve schools.

Hood and Dean, in their cosponsor request in January, referred to prevailing wage law as being "onerous and archaic." In general, opponents argue these laws artificially increase project costs and reduce potential competition for a lower price. "Undoubtedly," the two wrote in January, "this will help our fiscally constrained local governments save valuable resources."

However, it's worth mentioning that it has been previously reported that Hood has a financial interest in eliminating the law. For years, he has worked for the National Right to Work Committee, an organization which seeks to end "compulsory unionism" and prevailing wage. According to The Capital Journal,

Hood's financial disclosure forms between 2013 and 2019 report he has earned hundreds of thousands of dollars providing "communications" work for this organization.

House Bill 663 is most likely Hood's last chance to enact his organization's policy goals via personally sponsoring legislation to carry them out. He is finishing his fourth term in the Ohio House of Representatives and faces term limits at the end of this year.

Defenders of prevailing wage don't believe that the bill will go anywhere, but this is another example of how we need to stay unified and strong. We can't let our guard down, Sisters and Brothers. Stay in the know and make sure to follow closely the possible threats to our great union.

WELCOME LOCAL 1099

We're excited to announce the official merger of Local 1099 with Local 860.

The merger is now well underway, and representatives have moved into 4220 Prospect Ave. The voluntary merger was decided after much thought and consideration of several factors. The biggest of which was the increasingly limited resources Local 1099 had year after year, making it difficult to fairly represent their members, better yet organize any new members.

Local 860 prides itself on having sufficient resources to represent its members effectively, while continuing to organize new members. Specifically, we have extensive experience working in the public sector, which has seen significant growth in the past few years.

Additionally, we have two dedicated public sector business agents. We also appoint trained stewards in public sector bargaining units, as well as have a grievance tracking system.

As part of the merger, Local 860 gains a new business manager and a secretary-treasurer. They will devote their entire day to representational matters. Initially, they will dedicate their time to all former 1099 members as they introduce Local 860 agents.

Local 860 has the resources to increase market share, provide representation and offer former Local 1099 members the same compliment of benefits enjoyed by all Local 860 members.

We are committed to continued strides of growth and are excited to welcome the new members to Local 860!

PUBLIC SECTOR



860 NAVIGATES THROUGH THE PANDEMIC

Many changes and challenges have occurred over the recent months due to the Covid-19 Pandemic. In addition to health crisis itself, a record-fast unemployment crisis ensued that had some financial "experts" predicting a steep downturn in the federal, state, and local economies. In response, many new federal, state, and local laws and regulations came to life that affected public sector employees. Some public employers took the low road and used the crisis to threaten layoffs and push for furloughs to reduce their labor costs. Other public employers were open to the high road of employing cost saving measures exclusively in areas other than their employees' pockets. Despite the difficult environment and uncertainty, one thing remained constant: Your Local 860 held true to mission of providing our public sector members aggressive, knowledgeable, and steadfast representation.

Most of you have worked throughout this pandemic. You have kept the government operating during shutdowns and a Stay-at-Home Order. You have kept the streets and sewers clean and operational, and kept the water running. You have cleaned high touch services possibly carrying a deadly disease. You've continued to pick up the waste, day by day. You have administrated the unemployment compensation system. You have ensured the juvenile justice system would continue to work. And, you have done every job in between. Thank you from all of us at Local 860. You are truly 860 proud.

» CUYAHOGA COUNTY, GENERALLY

The County's Administration sought furloughs and threatened layoffs. In response, Local 860 challenged the County every step to obtain the best deal under the circumstances. Local 860 attended nine (9) separate bargaining sessions over six (6) weeks. Local 860 questioned County representatives on County finances, demanded financial data, questioned the financial projections underpinning the claimed need for furloughs, argued for participation in the SharedWork Ohio Plan, and, pushed for a real mechanism in place to make our members whole if the worst did not come to pass. The County stubbornly refused to participate in the SharedWork Ohio Plan, but in the eleventh hour, Local 860 obtained an agreement for a mechanism to stop the furlough plan and refund the members for furlough days not taken in the event certain excess revenue is received. Not all county labor unions had this mechanism in their Cost Saving Agreements. With the cease and repay provision in place, each of the three county-specific bargaining units voted to approve the furloughs.

» CUYAHOGA COUNTY FISCAL, TREASURERS & BOR

In response to the pandemic, the County closed the Administration Building and four Auto Title offices. Two things happened in response: the County staffed buildings with skeleton crews, and failed to implement proper safety precautions. Local 860 brought the safety failings and proposed safety measures and modifications to the County to ensure our members' safety. These same measures are now in place throughout the County's buildings.

Local 860 also initiated a grievance under this contract when the County failed to pay our members properly during the shutdown. Local 860 won a settlement of that grievance and ensured all bargaining members received proper compensation through April 15th.

» CUYAHOGA COUNTY HHS/IT

On April 22, 2020, Local 860 received notice that it won an arbitration award pertaining to work within the Administrative Assistant 1 classification. That arbitration award had ruled that the County improperly added duties to the AA1 classification for several members. Now, Local 860 is in the process of negotiating a fair and final settlement in the assignment of that work in the future that does not involve merely adding duties to the AA1 Classification without additional compensation.

After months of negotiations, Local 860 is also finalizing an agreement to add the new job classification of Foster and Adoptive Recruitment Specialist into the bargaining unit, and to make fair back pay to our new members. Local 860 is proud to welcome our new members and looks forward to the opportunity to add more Foster and Adoption Recruitment Specialists in the future.

» CUYAHOGA COUNTY PUBLIC WORKS

The County has relied heavily on our members in Public Works to sanitize county buildings and minimize the

spread of Covid-19 amongst County personnel. While the County has relied upon our members to provide for the safety of others, Local 860 has pressed, daily, to make certain our members would be working in the safest environment possible. Despite Local 860's insistence, the County stubbornly refused to allow other bargaining units to participate, yet Local 860 was able to secure a Hazard Pay Agreement for members in Public Works. In addition to guarding our members' health and safety, Local 860 is also preparing to begin negotiating a successor agreement in a few short months. As it draws closer, Local 860 will be holding proposal meetings. Please make sure that all of your contact information (including a current e-mail) is up to date with the union hall to facilitate your participation in those proposal meetings.

» CUYAHOGA COUNTY JUVENILE COURT

Prior to the pandemic, Local 860 was in the process of negotiating successor contracts for the members in both Court-side and Probation and also Detention. When the Court refused to find middle ground in negotiations, Local 860 held a demonstration at the juvenile court. Several dozen Local 860 members gathered with signs and two giant inflatable rats to draw attention to our members' mistreatment. This message was carried out by several news media outlets. Recently, Local 860 resumed negotiations with court-side and probation and hopes to reopen negotiations with detention side soon.

During the past two months, Local 860 won two settlements of wrongful termination grievances, and obtained significant compensation for those Local 860 members. Local 860 has continued to file grievances whenever the court has violated our contract, and has demanded arbitration when the grievance responses have not been satisfactory. Local 860 is also currently preparing for three more arbitrations with the court in the coming months.

Also over the past two months, we have had some promising dialogue with court administration, which has including their agreement to re-establish Labor Management Conferences on a regular basis and the creation of a sick-leave donation policy related to Covid-19. After months of arguing with the County for all members in the Juvenile Court, the County finally allowed the juvenile court the option of extending a hazard pay agreement to a number of employees working in the Detention Center. This Agreement is in the process of being finalized. This is progress to build on while we ensure the court honors the collective bargaining agreement.

» CLEVELAND PUBLIC LIBRARY

Local 860 and its bargaining committee continued contract negotiations through the COVID-19 pandemic. Through roughly 30 hours of video bargaining sessions, Local 860's bargaining committee was able to negotiate a markedly favorable contract. The contract was ratified



Members from the City of Cleveland (l-r): Bobby Mendel, Marvin Weakley, Mike Hancock, Dave McCombs, Tysha Wn Mason, Daniel McFaul, Travis Gray, Jason Laureano

unanimously by the membership. Because the Library was closed to the public, there was reduction in the amount of work for our members. Despite that reduction in work and expected reduction in funding due to Covid-19's effect on State finances, because of the Library's flexibility, Local 860 and the Library entered into a lay-off aversion plan called a SharedWork Ohio Plan whereby the members received state/federal funds while working decreased hours. It was a win/win scenario.

» CLEVELAND HEIGHTS

Local 860 continued representing members in grievance hearings and providing regular support for the bargaining unit members. Local 860 demanded answers when the City has overstepped. We vigorously pushed the City to maintain safe and clean work spaces for Local 860 members. In that vein, Local 860 secured much needed changes and revisions to the City's health and safety practices. Very recently, Local 860 successfully negotiated an agreement to allow all employees in the bargaining unit to participate in a SharedWork Ohio lay off aversion program that would see the Local 860 members work less than full time hours, but receive their full pay.

» CMSD

Throughout much of the pandemic, CMSD management has been working from home, and have not been available to meet with Local 860 to wrap up the final points in our contract negotiations. Despite their absence, Local 860 has continue to guide our bargaining unit when any issues have arisen. We anticipate pushing the contract to finality soon.

» MAYFIELD HEIGHTS

There were several modifications and a reorganization within the Service Department. It has been reported that these have had a much-needed positive effect

in the workplace. During the pandemic, despite the potential danger, our crews successfully completed their spring cleanup duties, and have begun their summer maintenance.

Shortly after the pandemic hit, Local 860 negotiated an Agreement with Mayfield Heights allowing an easing of restrictions inherent in the use of sick time to accommodate the Covid-19 Pandemic. The relaxing of those restrictions have allowed members to use sick time for Covid-related reasons without having to jump through a number of procedural hoops.

» LYNDHURST

Like in Mayfield Heights, Local 860 negotiated an Agreement with Lyndhurst allowing an easing of restrictions inherent in the use of sick time to accommodate the Covid-19 Pandemic. The relaxing of those restrictions have allowed members to use sick time for Covid-related reasons without having to jump through a number of procedural hoops. Preparing for negotiations early next year.

» HIGHLAND HEIGHTS

In Highland Heights, new Service Department management has substantially bettered the work atmosphere and provided members a new and positive direction. Thanks to Local 860 members, the City's spring cleanup was a success. Several summer projects are currently underway.

» GENEVA

After a brief hiatus due to Covid-19, Local 860 members in Geneva have continued their normal spring and summer duties. Sadly, this year's Geneva Grape Jamboree has been cancelled.

» UNIVERSITY HEIGHTS

In University Heights, all of our members continued to work throughout the Pandemic.

Local 860 and University Heights recently began contract negotiations over a successor collective bargaining agreement. As always, Local 860 will aggressively vet any claimed excuses that are used to deny our members the wages and benefits they have earned. Local 860 will update the membership on the advancement of these negotiations.

» BEACHWOOD

During the past several months, the City of Beachwood and Local 860 have continued to have an open dialogue. Presently, Local 860 is preparing for negotiations with the City of Beachwood.

» LAKE VIEW CEMETARY

Once the Governor issued the Stay-at-Home Order, the team at Lake View rotated days until it was safe

to return to full staffing levels on site every day. Once burials commenced, they did so with new rules that limited the family members present graveside to just ten. Throughout the pandemic, the James A Garfield Memorial Restoration has kept on pace. The building "tower" has been cleaned, patched, and tuck-pointed. Scaffolding has come down revealing a Berea sandstone buff color after 130 years of industrial tarnish. Stone carvings have been repaired and replaced.

» VERMILLION

While the Mayor was quoted in a local paper as saying, "[w]e have considered layoffs;" none took place. Throughout the pandemic, Local 860 continued negotiating a successor contract with the City of Vermillion. Through those negotiations, an agreement was negotiated that provided for a generous financial package, and received a unanimous vote in favor of ratification. With that Agreement ratified, Local 860 will turn to negotiating the first contract for our new bargaining unit of clerks in the City.

» CLEVELAND (SUPERVISORY AND NON-SUPERVISORY)

The City of Cleveland has seen a smooth transition from Local 1099 to Local 860. Local 860 continues to handle pre-disciplinary hearings, grievances and also had LMC meetings in various departments. Members continued to provide essential services during the State of Emergency concerning COVID-19 to residents and visitors across the region. Local 860 initiated a grievance against the City in regards to non-bargaining unit employees performing bargaining unit work. Very recently, the City of Cleveland and Local 860 entered into a Tentative Agreement for a new labor agreement covering the period of April 1, 2019 through March 31, 2022. That Tentative Agreement was overwhelmingly ratified by each of the bargaining units.

» BERE A

Members in Berea have transitioned to their summer schedule and continue to cut grass, maintain roads, and perform other essential services for the City.

» BROOK PARK

In Brook Park, Local 860 filed a grievance charging that the City violated the contract when it allowed non-bargaining unit employees to perform our members' work. Local 860 has demanded arbitration, and will update the membership when the matter moves forward.

Separately, the parties continue to negotiate a successor agreement.

» BROOKLYN

The City of Brooklyn has indicated a desire to add a new skilled position to the bargaining unit classifications. The work will consist of making and installing signs throughout the City. While the recreation center was closed during COVID-19, the City used the down time to have Local 860 members remodel the Center.

Local 860 is looking forward to start negotiations in the fall of 2020 for the next contract.

» MENTOR

Since the merger, Local 860 and the City of Mentor have had several meetings to resolve some ongoing issues and also to address some new issues. The parties are preparing to negotiate a new contract that expired in March 2020.

» PARMA (SUPERVISORS)

The City of Parma has sought concessions from the Local 860 Bargaining Unit. The first proposal from the City sought the equivalent of 16 furlough days. In response, Local 860 demanded financial projections and other data to justify the cuts. Local 860 continues negotiating with the City to ensure our members are treated fairly and receive the best possible outcome. During this time, members continue to dispatch crews to their respective assignments, while making sure spring and summer maintenance continues throughout the city. Local 860 is preparing to begin negotiations in the fall.

» PARMA HEIGHTS

Local 860 members in Parma Heights continue to improve the City's roads and amenities. Local 860 and Parma Heights are currently in negotiations for a successor contract.

» RICHMOND HEIGHTS

Local 860 members in Richmond Heights continue to provide spring and summer maintenance. Local 860 continues to negotiate a long-overdue contract for the members of Richmond Heights.

» WICKLIFFE

In Wickliffe, the City proposed adding a new classification of Working Foreman to the bargaining unit, and adding two employees to this classification. In response, Local 860 met with our members to discuss the proposal and how they would like to move forward. Members voted to accept the City's proposal, but it was not approved.



TRAINING & SAFETY



Local 860 has exceeded their training hours year over year. This past year even proving yet another great season of training up for Local 860 members.

Unfortunately, due to the COVID-19 pandemic, we've had to postpone/cancel all classes for the foreseeable future. As soon as we are able to safely reinstate the classes, we will do so.

Keep up to date on when classes become available at www.laborers860.com.

In the meantime, we've expanded our safety boards across Northeast Ohio. There are 20 new boards and five electronic messages reminding drivers to be safe while behind the wheel.

As you know, safety is a two-way street. So please do your part and be aware when you're out on the job.

As a member of Local 860, you have more opportunities available because you are constantly diversifying your skill set. It means success. It means safety. Rest assured that we will work hard to get classes rescheduled as soon as it is safe for classes to reconvene.

If you're feeling sick, please don't risk spreading it to others. Make sure to adhere to the recommended guidelines for staying healthy on and off the job:

- > Wash hands often
- > Avoid close contact
- > Cover your mouth & nose when around others
- > Cover coughs & sneezes
- > Clean & disinfect often

For more information, the Laborers' Health & Safety Fund of North America has put together a wide variety of resources for Laborers that are available at www.lhsfna.org/index.cfm/coronavirus.



**PORT AUTHORITY
CONCRETE PILE STRUCTURE
BEAVER EXCAVATING CO.**
David Morgan



AROUND TOWN

**HARVARD & JENNINGS
WATERMAIN REPAIR
NOCE ENTERPRISES, INC.**
Joshua Hickok, Dominic Tizzano,
Domenico Noce, Nick Castelli,
Timothy Velotta



**LAKEWOOD WASTEWATER
TREATMENT PLANT
KOKOSING INDUSTRIAL**
John Prescott,
Woodrow J. Sorrentino



**WENDY PARK BRIDGE PROJECT
GREAT LAKES CONST.**
Logan Shupe, Laura Oldenburgh,
Jeramie Zibbel



**AT&T INSTALLMENT
W. 3RD & LAKESIDE
COOK PAVING & CONSTRUCTION**
John Jarosz, Joseph Reeves

AROUND TOWN



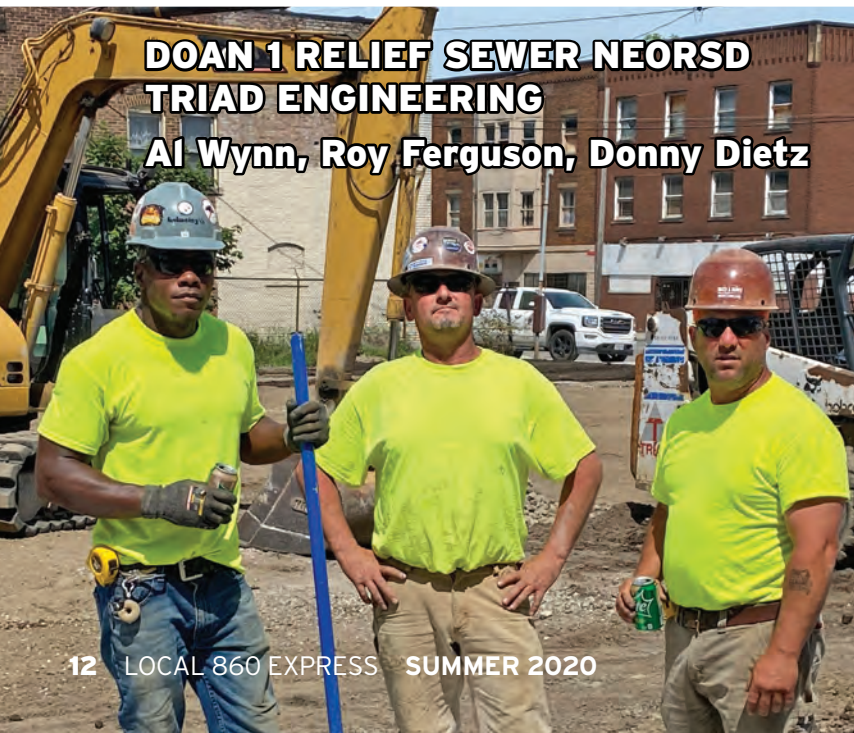
**105TH ST. RENOVATIONS
PERK COMPANY**
Steve Saviano, Antonio Arroyo



**OPPORTUNITY CORRIDOR 3
INDEPENDENCE EXCAVATING**
Al Henderson Sr., John Amato



**EASTERLY TREATMENT PLANT
SHOOK CONSTRUCTION**
Marc Hopkins, Nick Rondini, John Maksym, Bob Wagner,
Hugh Phillips, Shawn Marang



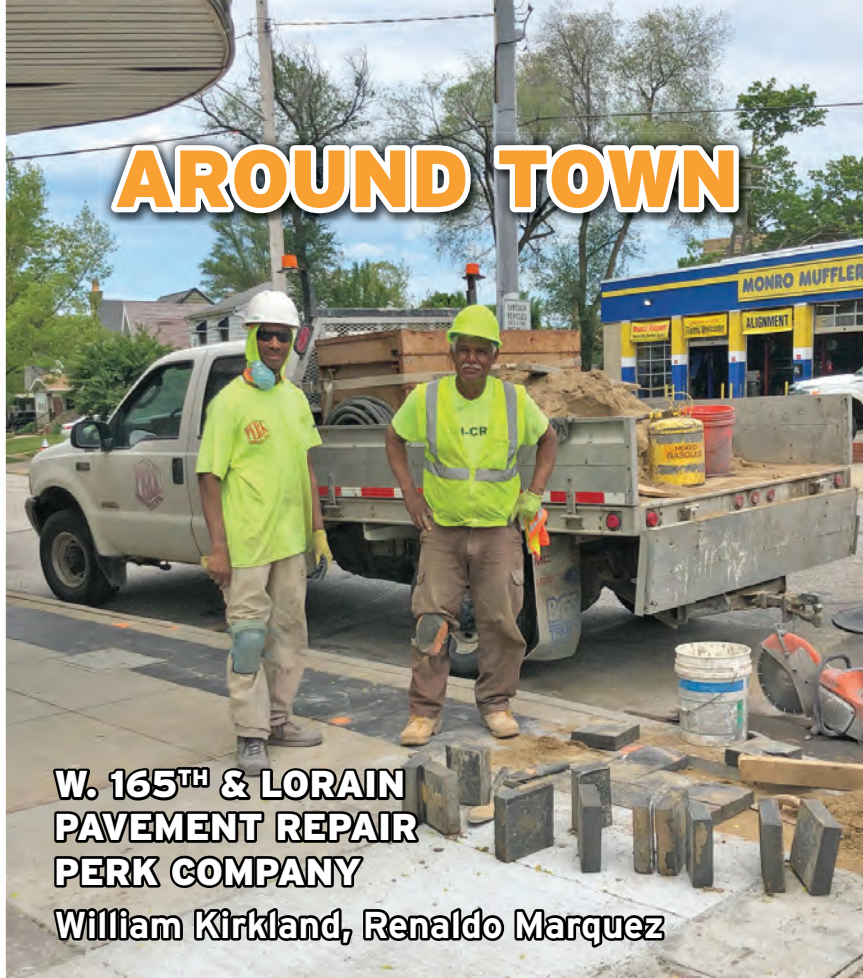
**DOAN 1 RELIEF SEWER NEORS
TRIAD ENGINEERING**
Al Wynn, Roy Ferguson, Donny Dietz



**HIGHLAND ROAD BRIDGE
UNION INDUSTRIAL**
Juan Robles, Debbie Steinbicker,
Rocky Ranallo



**105TH ST. RENOVATIONS
VANDRA BROTHERS CONST.**
Bruno Melaragno, Carlo Castelli,
Ricardo Black



AROUND TOWN

**W. 165TH & LORAIN
PAVEMENT REPAIR
PERK COMPANY**
William Kirkland, Renaldo Marquez



**HAMPSTEAD AVE., PARMA
CROSSROADS ASPHALT**
Donald Johnson, Frank Reale,
Eric Hampton



**ROUTE 91 IN SOLON
CHAGRIN VALLEY PAVING**
Travis Harbert, Charlie Christian,
Luke Sebrasky



**W. 11TH & UNIVERSTIY TOW PATH
INDEPENDENCE EXCAVATING**
Greg Popik, Zack Strunk,
George Sikora, Mike Harrell,
Keith Kist, Dan Underco



**W. 25TH & SCRANTON
ELECTRICAL VAULT INSTALLMENTS
D.R.S. ENTERPRISES**
Scott Grove, David Kline, Odas Moses

AROUND TOWN



**AT&T INSTALLMENT
DETROIT & GRIDLEY
COOK PAVING & CONST.**
Cory McDouglar



**W. 192ND & LORAIN BRIDGE REPAIR
GREAT LAKES CONSTRUCTION**
Jason Phelps, Mike Flachbart



**W. 25TH & DETROIT SEWER INSTALLMENT
PERK COMPANY**
Jerry Roseberry, John Carpenter, Anthony Smith



**MASTICK RD. BRIDGE
REPLACEMENT
KOKOSING CONST.**
David Belcher



**W. 31ST & FULTON ROAD REPAIR
PERK COMPANY**
Mark Kowal



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

Cancelled until further notice.



OFFICE IS CLOSED SATURDAYS



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: CANCELLED

CLAM BAKE: CANCELLED

HOLIDAY GIVEAWAY: NOVEMBER 21 & 22, 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)



Business Rep.
Mike Piccirillo
(ext. 117)



Business Rep.
Brian Beyer
216.431.2707



Organizer
Colin Sikon
(ext. 118)

Secretaries (ext. 0)



LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860

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CLEVELAND, OH 44115-2616



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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!

