

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

# 860 Express

DEDICATED TO ENSURING LABOR MAINTAINS ITS PROPER PLACE IN THE WORLD

WINTER 2021 / VOLUME 17 • ISSUE 1



# A Message from Anthony D. Liberatore Jr.



Welcome to 2021, Sisters and Brothers. 2020 was a year of nearly universal challenges. Due to the pandemic and the slowdown, sixty percent of businesses closed, six percent of the workforce remain unemployed, and twelve million renters had paid rent with credit cards and, on average, remain six thousand dollars behind on their rent. Despite the devastation caused by the pandemic and a politically divided Country, your Union adapted and redefined success. 2021 shows tremendous promise and prosperity.

In spite of the additional hazards over and above that which are inherent in our industry, our Sisters and Brothers of this great union continued building safer roads, more efficient utilities, and kept our communities running through your dedicated service. Our members exemplify the grit and determination that is Local 860.

For the first time since 2011, a labor friendly party controls the Presidency, Senate, and House of Representatives in Washington. As reported in the past, “we are taking back what is ours” – a dignified working political environment. But, obstacles remain. The war on workers, Sisters and Brothers, rages on with no shortage of perpetrators.

So, we must remain watchful. We must be prepared to fight against Right-to-Work legislation, attacks on Prevailing Wage Laws, and the countless other threats to both your Union and your livelihood. Together, we can and will defeat all anti-worker, anti-middle class crusades.

Our success is a classic illustration of perseverance and solidarity. It is who we are and what we do. Local 860 has continued its growth through strength and determination.

In 2021, Local 860 will forge ahead. We welcome our latest public sector units, Cuyahoga County Department of Public Works, Sewer Section and the Westlake Service Department as we continue organizing and growing the public sector. In the private sector, as always, Local 860 will continue completing roadwork and sewer projects on time, under budget, with quality of work unparalleled in our industry.

As our high level of productivity and success dominates our industries, we must continue to maintain a health and safety conciseness. So be aware, Sisters and Brothers. Be safe and stay healthy. The best has yet to come.

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

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### ABOUT THE COVER

Construction of  
Bluestone Rd. in  
South Euclid Circa 1947

# NEW ADMINISTRATION, NEW HOPE FOR UNIONS



The potential impacts a Biden administration will have on workplaces is astronomical. It's the start of a new era, Sisters and Brothers. This administration will act in the best interest of organized labor unions, including Local 860.

**W**e have high hopes that this Democratic administration will be the turning point in the nearly half a century decline in union membership. The unionization rate in this country currently stands at 10.3%. For comparison, in the late 1950's and 1960's, it was above 35%. The 10.3% number includes both public and private employers. In the private sector, only 6.4% of workers are represented by a union, which is the lowest in 75 years.

The Biden administration plans to reinvigorate union organizing. The most significant proposed legislation is the Protecting the Right to Organize (PRO) Act. It was passed by the House of Representatives in February 2020, but was stalled in the Republican-controlled Senate. Hopefully now to be back on the table.

Here's some of the main points in which The PRO Act would drastically change the playing field in favor of unions:

- Reinstate the National Labor Relations Board's "quickie" election procedures, which reduce the time between a union petition for an election and the date the election is held.
- Ban mandatory meetings wherein employers speak to employees about the effects of unionization on the workplace.
- Subject employers to fines of up to \$50,000 for each violation of the National Labor Relations Act (NLRA), as well as expose them to private lawsuits for such violations.
- Ban employers from permanently replacing strikers and allow secondary boycotts,

which have been illegal since 1947 because they harm uninvolved employers and employees.

- Nullify "right-to-work" laws by permitting employers and unions to agree to require all workers to pay union dues.

On the administrative front, in addition to appointing the labor-friendly, Marty Walsh, as Secretary of Labor, Biden will appoint the members of the five-member National Labor Relations Board. Biden also has additional plans for supporting organizing efforts.

His 16-page pre-election campaign statement on labor issues includes a pledge that he would ensure that federal contracts would only go to employers who sign neutrality agreements committing not to run any anti-union campaigns. This would virtually guarantee a union victory in every organizing effort since the only information regarding unionization would come from the union. Additionally, the plan includes a multi-year ban from federal contracting for any employer who illegally opposes unionization.

Employers will be dealing with a decidedly pro-union Biden administration that will make every effort to support a reinvigorated union movement and aggressively enforce and expand workplace laws. Now is the time to prepare to legally and effectively respond to what is likely to be a challenging world for most employers for at least the next four years.

## LIUNA Praises Selection of Mayor Walsh for Labor Secretary

Washington, D.C. (January 7, 2021) - Terry O'Sullivan, General President of LIUNA - the Laborers' International Union of North America - made the following statement today:

The 500,000 strong, proud, and united men and women of LIUNA are ecstatic and thrilled that President-elect Joe Biden has chosen a dues-paying, card-carrying, second-generation member of Laborers' Local Union 223, Boston Mayor Marty Walsh, to be the next U.S. Secretary of Labor. Marty Walsh is a living embodiment of the American dream: he worked his way up from the field to become a leader of his local union, the head of the Boston Metropolitan Building Trades Council, Mayor of Boston, and now, U.S. Secretary of Labor. He is a hard-charging, hard-fighting, tireless and tenacious working-class warrior whose word is his bond, who says what he means and means what he says, and who can always be counted on to stand with working men and women. Marty never forgets where he came from; he values hard work and those that do it; and he has seen, first hand, the power of the Trade Union Movement to transform lives.

As a labor leader and community activist, Marty Walsh helped tens of thousands of workers build strong, middle-class lives for themselves and their families. As Mayor of Boston, Marty Walsh has made his deep roots in the Trade Union Movement a central part of his political career, proudly wearing his union affiliation on his sleeve, and displaying his union card wherever he goes. He has fought for Boston's working families, made city government more responsive to all those who live and work in Boston, and distinguished himself as one of the hardest-working, most innovative big-city leaders in our nation today.

I know that with his dedication and devotion to the cause, the purpose, and the mission of the Labor Movement, Marty Walsh will restore and re-energize the Department of Labor's role as a powerful guardian of workers, and strong and effective enforcer of labor laws. He will fight for all working people, regardless of where they come from, what language they speak, or what kind of work they do. He will work to bring skills training and a stronger voice on the job to millions of American workers who too often have been disregarded. He is also a leader that has a history of working cooperatively with employers to create middle-class family-supporting jobs.

We are awed and inspired that the top labor post in our great country will be occupied by one of our own LIUNA brothers. The choice of Mayor Walsh shows that, when it comes to the agency responsible for enforcing our nation's labor laws, President-elect Joe Biden not only talks the talk; he truly walks the walk. We congratulate Marty on this appointment, and look forward to working with him, and the Biden administration, in the months and years to come.

###

The half-million members of LIUNA - the Laborers' International Union of North America - are on the forefront of the construction industry, a powerhouse of workers who are proud to build America.

**LIUNA!**  
*Feel the Power*



# WAR ON WORKERS

## Hits Too Close to Home

**E**ven with the change in administration and renewed sense of positivity in the White House, we cannot get comfortable. The War on Workers still lurks in plain sight. In fact, it never hit this close to home before. Two Cuyahoga County democrats have embraced far-right, anti-worker, union busting ideals.

In the midst of ongoing contract negotiations, on December 1<sup>st</sup>, 2020 Cuyahoga County Juvenile Court Judge, Thomas O'Malley, and his court administrator (also councilwoman and Judge Candidate in Lakewood), Tess Neff, informed roughly 135 Local 860 members employed by the court that they're no longer recognizing union representation. At the same time, they stripped the Local 860 members of all their contractually secured rights such as just cause protection, seniority rights, scheduling preferences, safety training, and even their grievance procedures.

Both O'Malley and Neff are registered democrats that have benefitted from labor endorsements

in the past. Now, when confronted with the idea of compromising with their employees in negotiations, both abandoned the pro-worker principals of their endorsers and, instead, engaged in aggressive union-busting tactics.

Through grievance settlements over the past year alone, Local 860 successfully recovered over \$150,000 from the court for our members. These grievances ranged from failing to pay overtime properly to wrongful terminations. Throughout it all, the court administration consistently doubled down on defending their poor decisions and bad actions, which forced Local 860 to repeatedly take them to task each time they've violated our members' contractual rights.

Now, the court has resorted to looking for sympathy from the Court of Common Pleas in trying to obtain a judgement freeing them from their contractual obligations. Local 860 is looking forward to the challenge and WILL NOT abandon our Sisters and Brothers employed at juvenile court.



JUDGE  
THOMAS O'MALLEY



TESS NEFF



We encourage members to go online and sign the petition demanding that the court honors their obligation and come back to the negotiating table at [WWW.W4JCW.COM](http://WWW.W4JCW.COM).



# PUBLIC SECTOR

## WHY 860 IS A SUCCESS

Although it is a new year, Local 860's philosophy for representing its members, and the dedication its representatives continue to show remain unchanged. Local 860 prides itself on member service above and beyond a stereotypical public sector labor union. Our aggressive, knowledgeable, and dedicated team continues to press forward to protect your interests. Unlike many labor unions, the Local 860 team consists of its business agents and representatives, organizers, stewards, and legal counsel. Whether we are negotiating your contract, processing a breach of contract grievance, defending you in a disciplinary matter, working behind the scenes to ensure an efficient and favorable result, or working to ensure your working environment is safe, Local 860 will continue protecting your rights and advocating for your interests.

No matter the problem, Local 860 strives to uncover the best strategy and solution that is most likely to result in a favorable and amicable outcome. And, when an amicable outcome is not possible, rest assured that Local 860 will fight to ensure that your rights and interests are protected.

### » BEACHWOOD

Local 860 is in the midst of contract negotiations with the City for both its Public Works bargaining unit and its Building Department bargaining unit. While continuing to negotiate these two contracts, Local 860 has also successfully represented members in grievance hearings and ensured that members are treated fairly and equitably.

### » BEREA

Members in the Service Department continue to provide exemplary service to the residents of Berea. Their work does not go unnoticed, so much that Mayor Cyril Kleem wants to go to social



Cyril Kleem

1d · 🌐



I want to extend a "thank you" to the men and women of the Berea Service Department for working around the clock during the snow storm. Removing snow, taking care of fallen trees and power lines, fixing water main breaks, etc. is dangerous work. In fact, service and utility work is more dangerous than police and fire occupations, and yet it's rare for these workers to get recognition. So, I'm saying "thank you!"

[Berea Mayor Cyril Kleem's Tweet thanking Local 860 members for their hard work.](#)

media to praise the men and women of Local 860 after the first big snowfall of this season.

» **BROOK PARK**

Members in the City of Brook Park were operating seven days a week, 24 hours a day for winter operations. As a cost saving measure to the city, members agreed to participate in the Shared Work Ohio Program which goes through March 14<sup>th</sup> but may be extended. Local 860 filed ULPs (Unfair Labor Practice) against the City of Brook Park of which SERB (State Employment Relations Board) found probable cause that the City threatened employees for engaging in protected concerted activity. Mediation over a resolution will commence at end of March.

» **BROOKLYN**

In the City of Brooklyn Local 860 has had multiple negotiating sessions for a successor agreement. Local 860 has stood strong on specific issues, and continue negotiating in order to secure the best agreement possible. Members in the bargaining unit have provided exemplary snow removal to the residents and will begin spring cleanup operations.

» **CLEVELAND (SUPERVISORY AND NON-SUPERVISORY)**

After filing a ULP (Unfair Labor Practice) regarding the failure to pay rate increases and retroactive pay to Local 860 members, the City of Cleveland will issue a 6% (2% 2019, 2% 2020, 2% 2021) rate increase on April 1, 2021. The retro payment for

the years 2019 and 2020 will be paid in sometime in April 2021. Local 860 members throughout the city are receiving their second dose of the Moderna vaccine. The Union won major grievance vs. the City of Cleveland in which the City of Cleveland agreed that it shall evaluate promotions within Local 860 Bargaining units based upon the criteria established in the collective bargaining agreements, and not rely upon Civil Service Rules. Per the collective bargaining agreement, promotional appointments of a City employee pursuant to procedures contained in the CBA are not original appointments. As an example, a waste collector who bids on a Unit Leader position will not be required to take the Civil Service Examination for a Unit Leader opposition in order to be considered for the Unit Leader position.

» **CLEVELAND HEIGHTS**

Local 860 continues to successfully represent our members in grievance hearings and in giving regular support to bargaining unit members. The service department took delivery of a new truck. It is a welcomed addition to somewhat aged fleet. Local 860 has also had a member retire recently and the union wishes continued health and happiness for him.

» **GENEVA**

Members in Geneva recently came to an agreement with the City in its negotiations concerning a contractual wage re-opener; thus significantly boosting their take home pay. Work schedules have returned to normal, pre-Covid status.

» **HIGHLAND HEIGHTS**

Local 860 participated with the Service Director in a member safety meeting. Crews are gearing up for a busy spring cleanup. LMC Meeting is scheduled for April.

» **LYNDHURST**

Members in Lyndhurst are preparing for the Spring season. Local 860 is working diligently to resolve an issue these members experienced concerning the use of paid time off over the past year.



## » MAYFIELD HEIGHTS

Contract Negotiations: Members of the Service Department negotiating team along with the 860 negotiating team are currently working on renewing the Service Department CBA. Local 860 stood their ground on certain issues, which could necessitate fact finding should the City fail to make acceptable proposals. Crews are preparing for spring cleanup duties.

## » MENTOR

Not only were Local 860 members plowing, doing asphalt repairs and other winter tasks, but the Lake County Board of Health chose the Mentor Service Center for a drive-thru COVID vaccine location. There, our members assisted in a smooth vaccine distribution. Negotiations have commenced and Local 860 is hopeful the parties can quickly reach a successor contract.

## » PARMA (SUPERVISORS)

Throughout the winter, members in the City of Parma supervised three different shifts to effectively carry out snow removal operations. On March 22, 2021, members will be brought back to first shift to oversee spring and summer operations.

## » PARMA HEIGHTS

Members in the City of Parma Heights have been carrying out the day-to-day snow operations on first and second shift. In the past couple of months the City of Parma Heights has hired two more employees who will become members after probation. There are even talks to possibly add an additional two in the coming year.

## » RICHMOND HEIGHTS

Members in the City of Richmond Heights ratified a favorable contract that was well overdue. The

employees in the Service Department have been carrying out their snow removal tasks throughout the City.

## » UNIVERSITY HEIGHTS

Local 860 is in the midst of contract negotiations with the City. During these lengthy negotiations, Local 860 has remained unwavering in its positions that bargaining unit members be treated equitably and receive fair compensation for a fair day's work. The parties may need to enlist the aid of fact finder should the City fail to make reasonable and productive movement that recognizes our members' contributions to the City.

## » VERMILION

Members in the City have navigated the pandemic well, but they eagerly await the summer season. The Mayor indicated he expects that the City will be able to work its way back to an adapted version of normalcy this summer.

## » WESTLAKE

The City of Westlake Service Department Association held a vote to merge into Local 860. The Westlake Service Department employs approximately 45 employees. Their day-to-day operations consist of snow removal, leaf pickup, maintaining roads, sewers, parks and municipal building along with maintaining their own vehicles and a sign shop. Welcome to Laborers' Local 860!

## » WICKLIFFE

Snow removal operations were in full force during the significant snow falls in the city. The City of Wickliffe approach Local 860 to open the contract to create a tiered wage schedule for a new hire in the mechanic classification. Unfortunately, the city sought

The City of Westlake Service Department: Welcome New Members!



to dictate terms instead of negotiate in good faith. Therefore Local 860 refused the city's proposal. Negotiations for a new contract will begin in the near future.

» **CMSD**

Local 860 members continue to clean and maintain the Cleveland Public School Facilities as we prepare for the launch of a full-time return to the classroom for children in school district. The district will be adding six new hires to our unit as the reopen begins. Local 860 is currently preparing to enter into contract negotiations for the unit.

» **CLEVELAND PUBLIC LIBRARY**

Local 860 members are keeping the libraries safe and secure with all branches now open to the public. Our Stewards have filed grievances regarding Special Closure Pay and building security and have had successful outcomes for our members. Local 860 has started holding quarterly Labor-Management Conferences with the Administration as well.

» **LAKEVIEW CEMETERY**

Local 860 Members in Lakeview Cemetery continued performing their jobs throughout the pandemic without interruption. They successfully navigated the pandemic, and are looking forward to the completion of the Garfield Monument Restoration Project, which continues on schedule.

» **CUYAHOGA COUNTY PUBLIC WORKS**

Local 860 would like to welcome our new members with the county's Sanitation Engineers stationed out of the county's Harvard Ave. facility. Local 860 has already entered into contract negotiations with the county to create a successor agreement over the expired contract the parties have been operating under. Local 860 has also established our first Labor-Management Conference for this group and we look forward to continuing them on a regular basis.

Our Local 860 custodians, mailroom clerks and mechanics continue to work tirelessly keeping the county functioning. These tasks will be made more difficult as county buildings begin to have COVID restrictions as part of Ohio's reopening plan. Local 860 has continued to have Labor-Management Conferences and is also currently in contract negotiations for this group.

» **FISCAL**

Various Fiscal departments, with Union direction, have been shuffling job duties to cover the backlog caused by the pandemic. The Appraisers are gearing up for the upcoming three-year Triennial. Individual department LMC meetings have been successfully instituted. Auto Title workplace safety shielding has been completed at all locations. Fiscal stewards attended the All Steward LMC Meeting. Safety adherence is continuously being monitored in the workplace.

» **TREASURERS**

Challenges with management prompted Local 860 to mandate the involvement of a mediator in an effort to improve Labor/Management relations. Monthly LMC Meetings have been scheduled. Treasurers Stewards attended the All Stewards LMC Meeting. Safety shielding has been completed in the workplace.

» **BOARD OF REVISIONS**

Members have been working diligently catching up on the backlog resulting from the pandemic. BOR steward attended the All Steward LMC Meeting. Monthly LMC Meetings are being scheduled.

» **HHS\IT**

Contract Negotiations: Members of the HHS\IT negotiating team along with the 860 negotiating team are diligently working to renew the HHS\IT CBA. Local 860 is maintaining a strong stance regarding important issues, creating an impasse with the County which may result in going to fact finding. Ten HHS members have successfully completed Kinship assessment duties triggering wage increases and step advancements. Monthly Union/Management safety update conference calls continue. Monthly LMC Meetings continue. Local 860 continues to monitor safety adherence at Jane Edna Hunter, Virgil Brown and Westshore.

# TRAINING & SAFETY



This has been an unprecedented year for Local 860 and that includes training, too. Amidst the pandemic, we still managed to offer training options to our members. We moved the training facility to the garage, which allowed us to adhere to CDC guidelines and keep everyone safe.

The need for trained and skilled workers continues to grow in the field. Don't forget that STP has to be updated every five years. Field rigging is mandatory.

Please be safe out there, Sister and Brothers. Our favorite saying rings true today more than ever – Safety is a two-way street. Especially with the unpredictable weather patterns, a high level of awareness is necessary while on the job. Stay healthy and stay safe.



# TRAINING & SAFETY



# TRAINING & SAFETY



# TRAINING & SAFETY



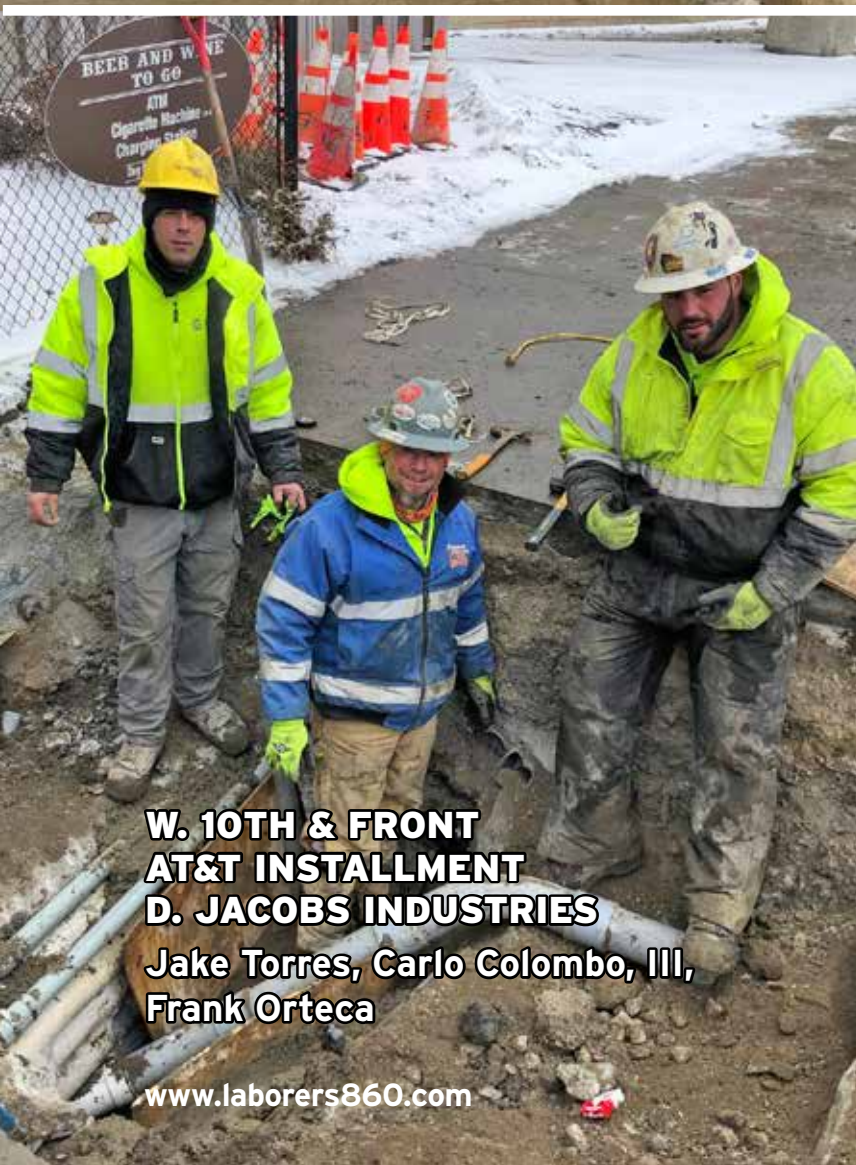


**GRAYTON ROAD BRIDGE  
FENCE REPLACEMENT  
CUYAHOGA FENCE, LLC**  
Derek Zadorozny, Merle Bryson,  
Mason Temple

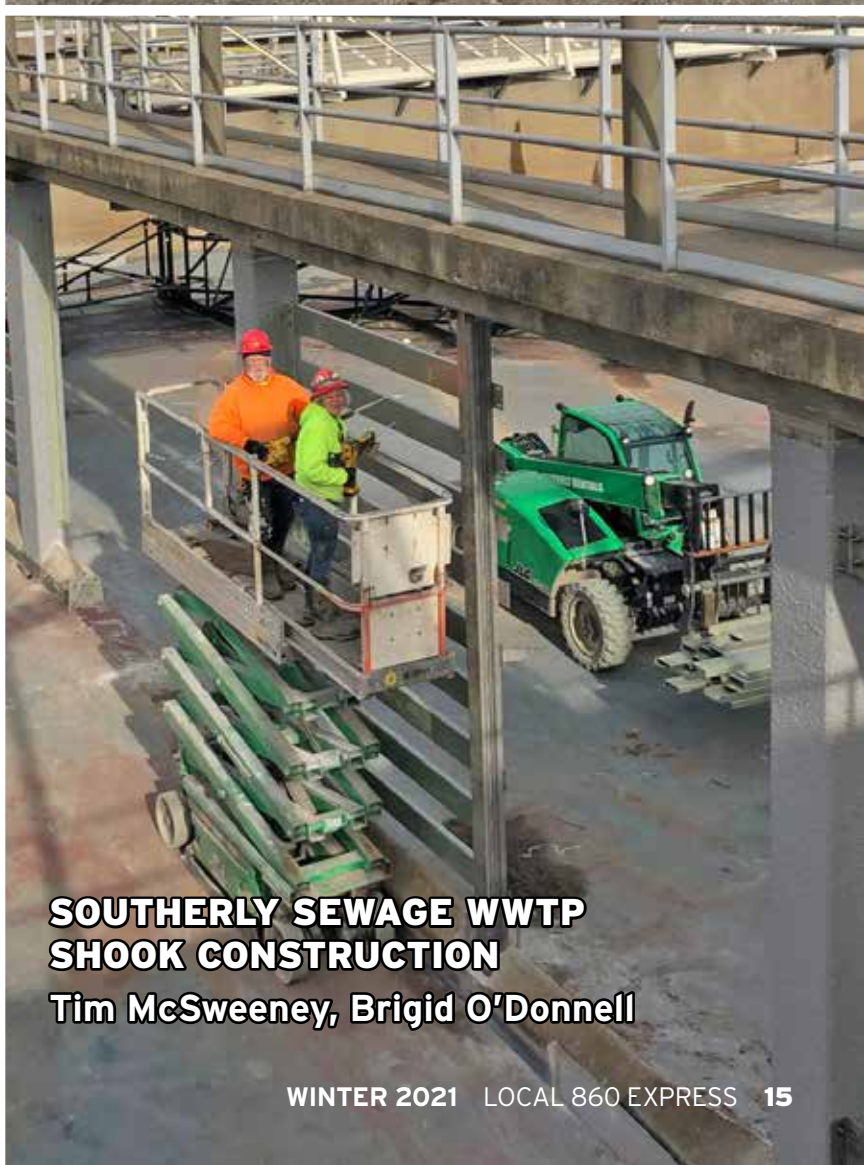


# AROUND TOWN: 860 in WINTER

**W. 10TH & FRONT  
AT&T INSTALLMENT  
D. JACOBS INDUSTRIES**  
Vincent Boden, Brandon Hansen,  
Ryan Henderson, Danin Coey



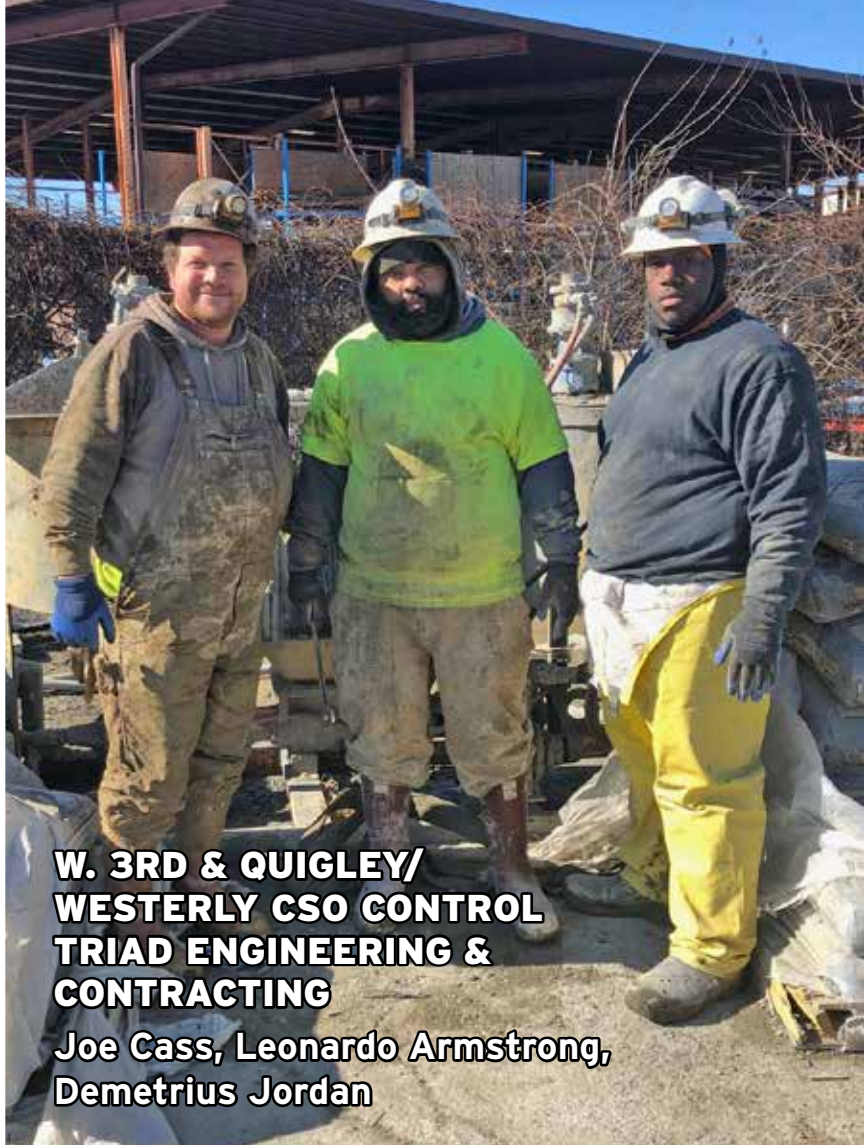
**W. 10TH & FRONT  
AT&T INSTALLMENT  
D. JACOBS INDUSTRIES**  
Jake Torres, Carlo Colombo, III,  
Frank Orteca



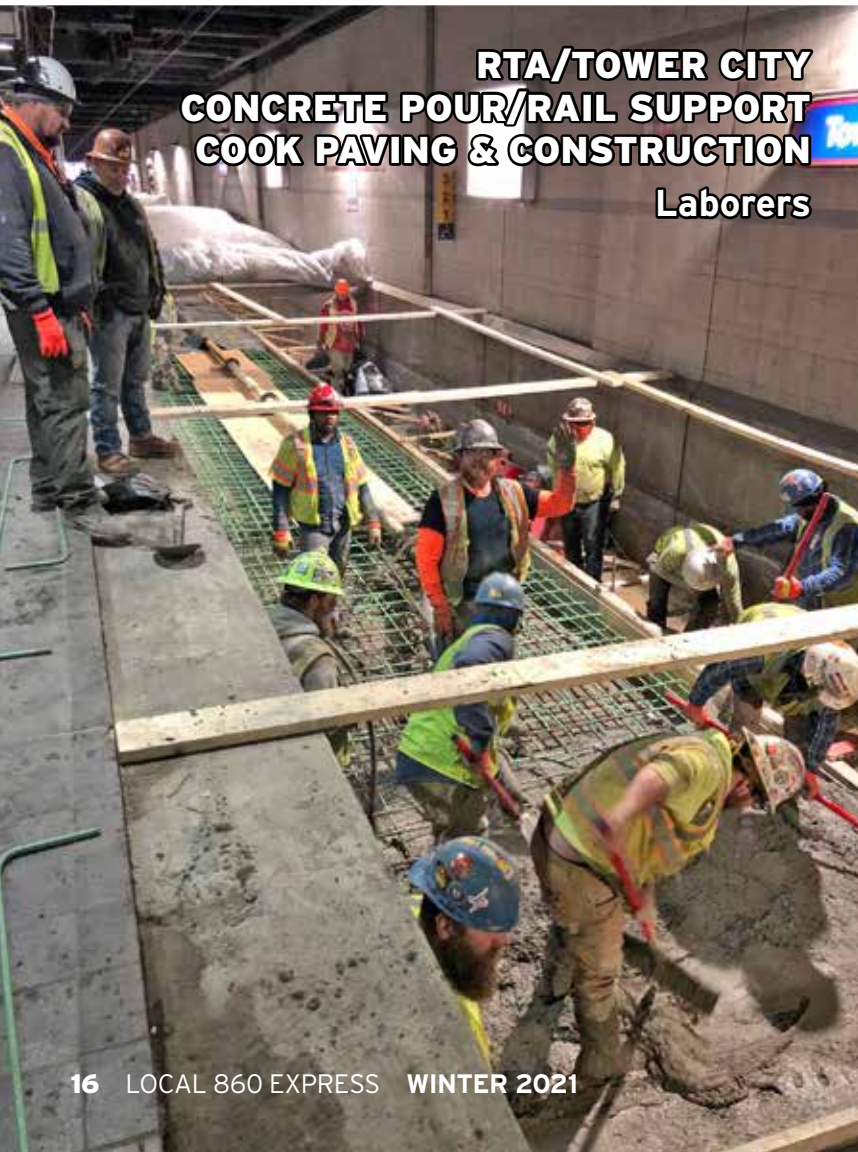
**SOUTHERLY SEWAGE WWTP  
SHOOK CONSTRUCTION**  
Tim McSweeney, Brigid O'Donnell

# AROUND TOWN: 860 in WINTER

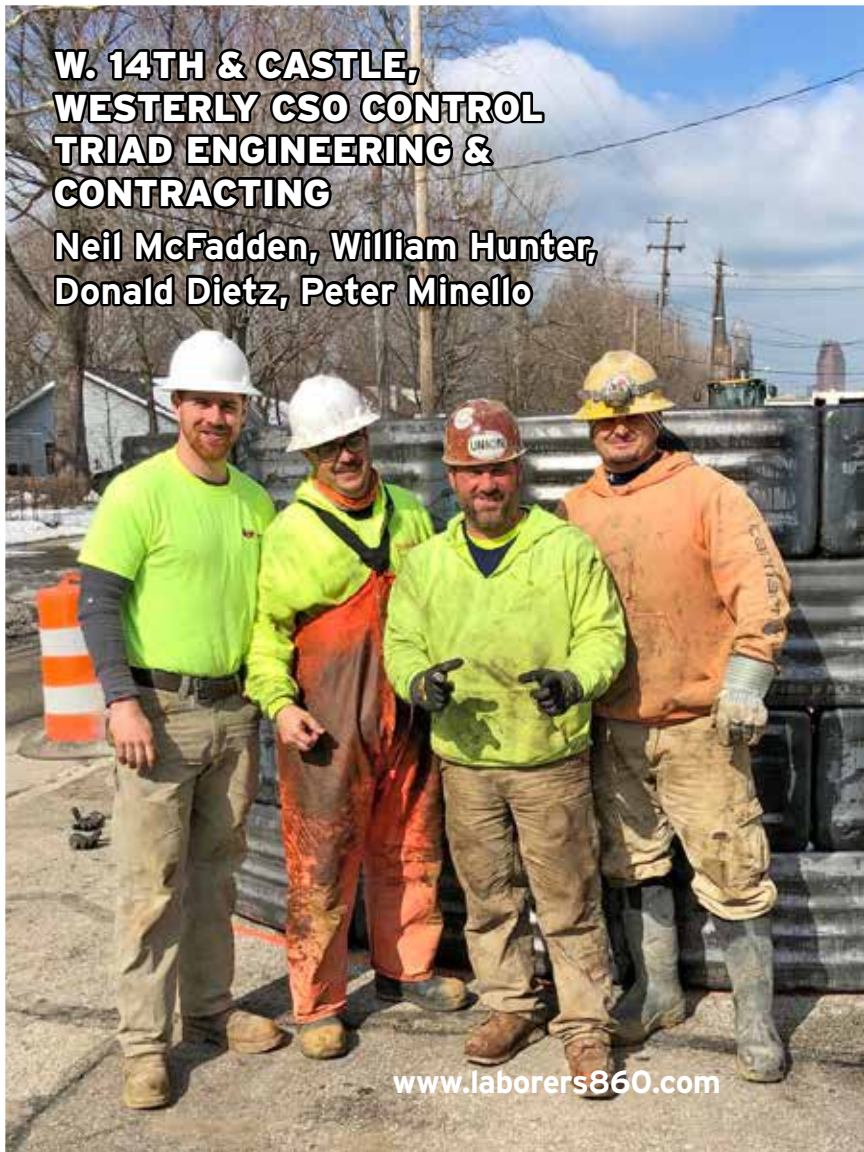
**W. 3RD & QUIGLEY/  
WESTERLY CSO CONTROL  
TRIAD ENGINEERING &  
CONTRACTING**  
Greg Velick, Matthew Sankovich



**W. 3RD & QUIGLEY/  
WESTERLY CSO CONTROL  
TRIAD ENGINEERING &  
CONTRACTING**  
Joe Cass, Leonardo Armstrong,  
Demetrius Jordan



**RTA/TOWER CITY  
CONCRETE POUR/RAIL SUPPORT  
COOK PAVING & CONSTRUCTION**  
Laborers



**W. 14TH & CASTLE,  
WESTERLY CSO CONTROL  
TRIAD ENGINEERING &  
CONTRACTING**  
Neil McFadden, William Hunter,  
Donald Dietz, Peter Minello



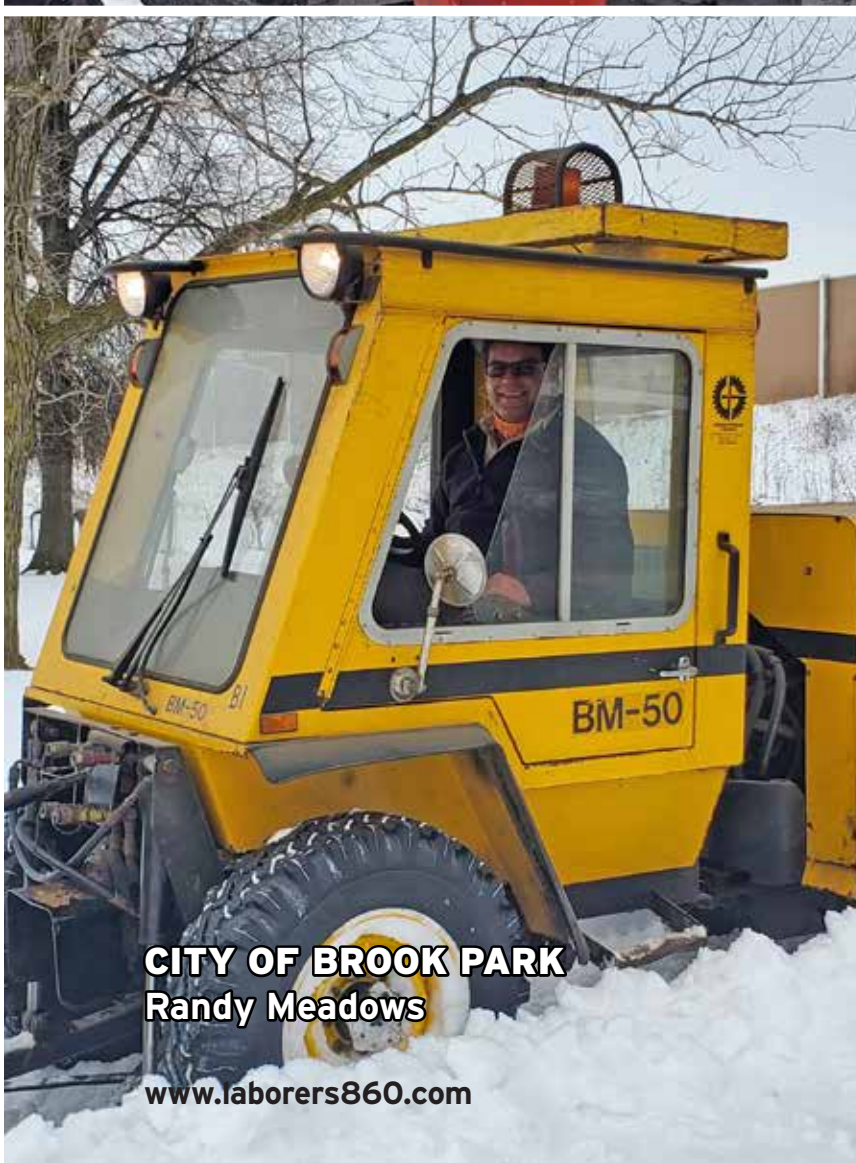


**CITY OF BROOK PARK**  
Richard Agnew



# AROUND TOWN: 860 in WINTER

**CITY OF BROOKLYN**  
Bill Bauchens



**CITY OF BROOK PARK**  
Randy Meadows

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

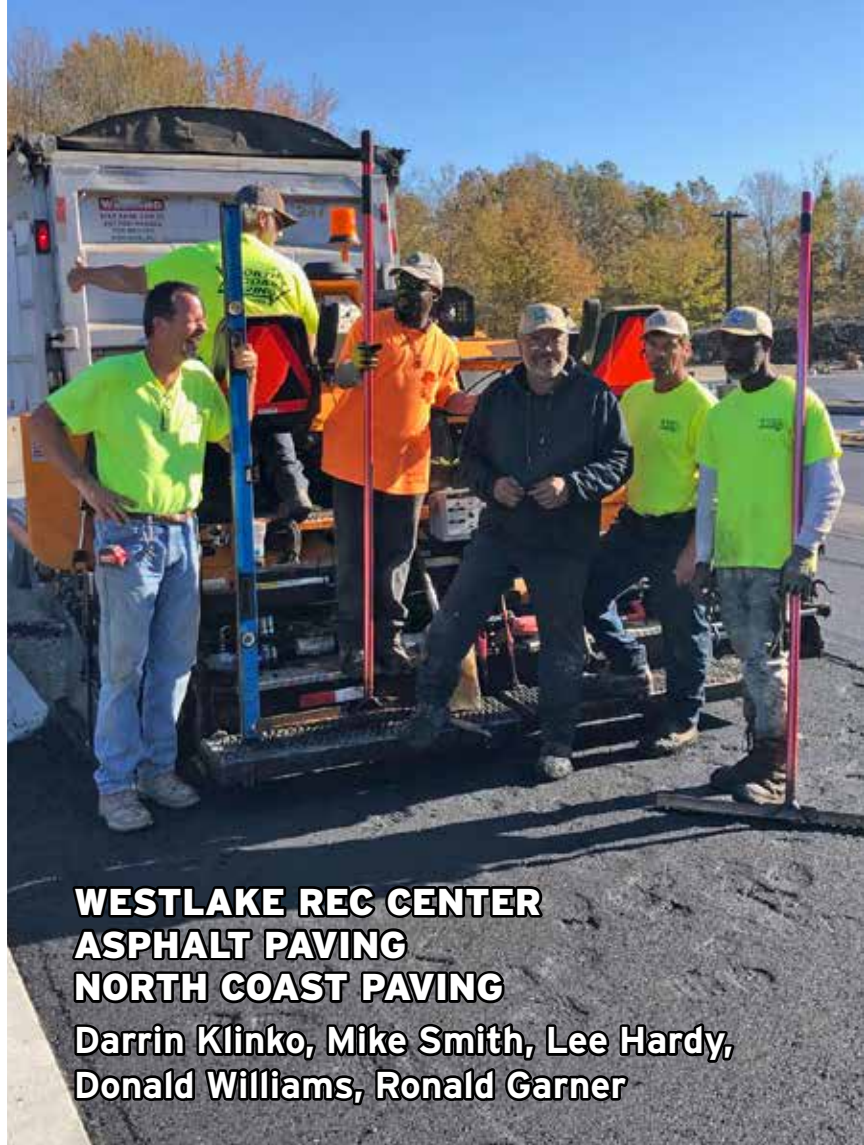


**SCRANTON & CASTLE  
SEWER REPAIR  
PERK CO.**  
Kain Grimm

# AROUND TOWN: 860 in WINTER

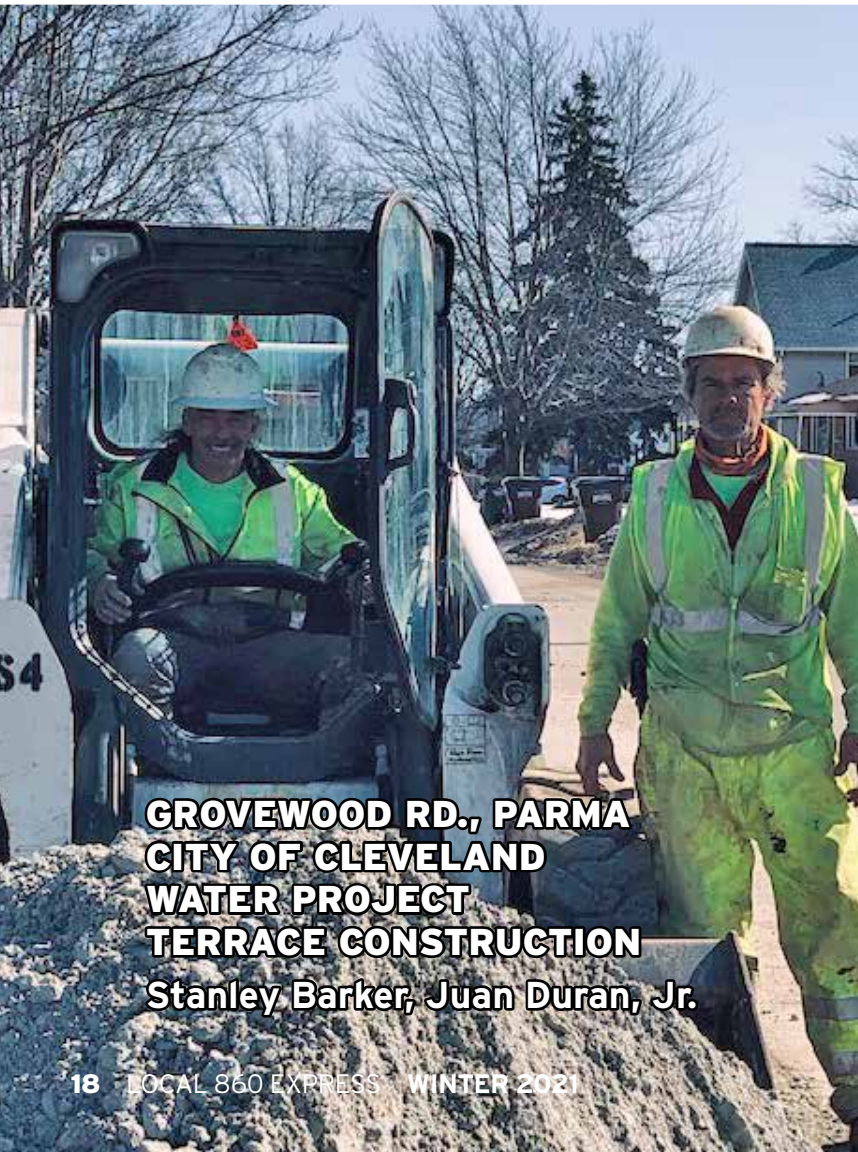
## MAPLE HTS/WALTON HILLS WATER & SEWER PROJECT FABRIZI TRUCKING

Mike Rucci, Anthony Rucci,  
Nathan Stawiarski, Chad Heidecker,  
Scott Kilmer



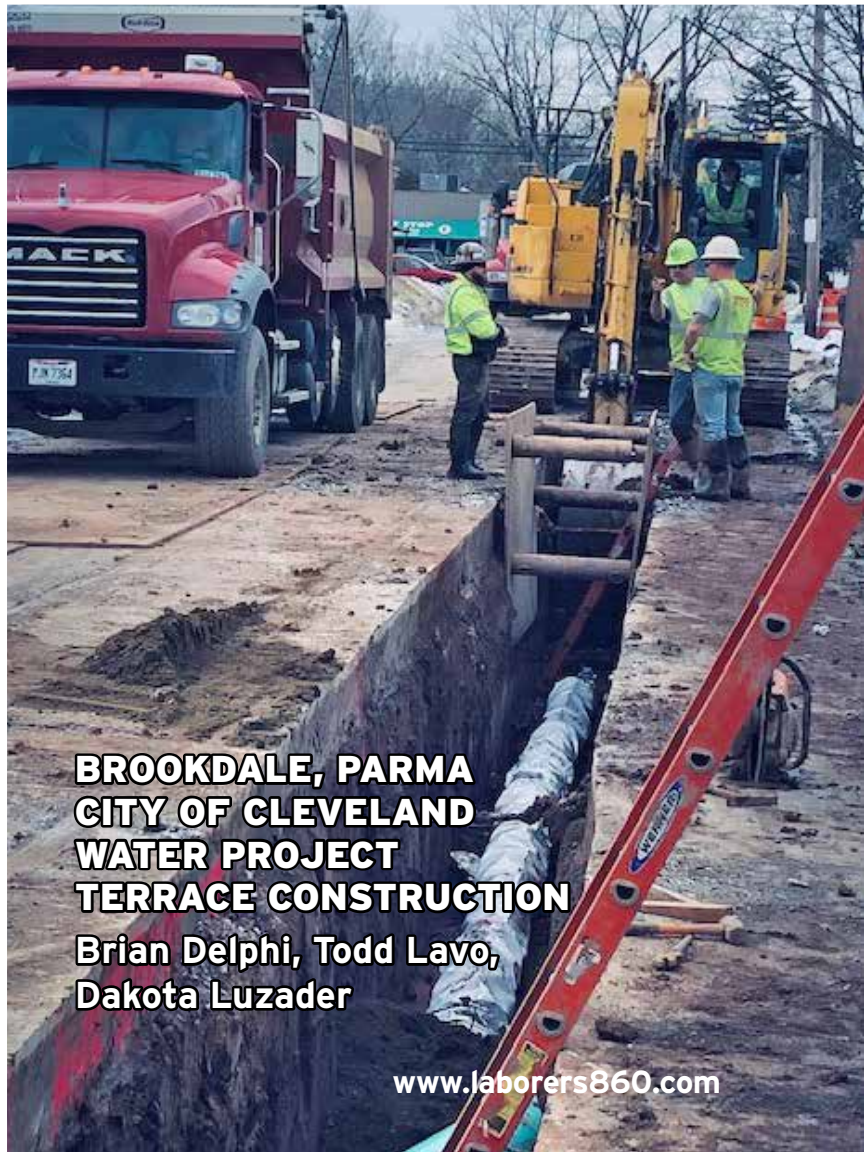
## WESTLAKE REC CENTER ASPHALT PAVING NORTH COAST PAVING

Darrin Klinko, Mike Smith, Lee Hardy,  
Donald Williams, Ronald Garner



## GROVEWOOD RD., PARMA CITY OF CLEVELAND WATER PROJECT TERRACE CONSTRUCTION

Stanley Barker, Juan Duran, Jr.



## BROOKDALE, PARMA CITY OF CLEVELAND WATER PROJECT TERRACE CONSTRUCTION

Brian Delphi, Todd Lavo,  
Dakota Luzader



**OPPORTUNITY CORRIDOR 3  
INDEPENDENCE EXCAVATING**  
Anthony Kothera, Gabe Barrett,  
Zack Strunk



# AROUND TOWN: 860 in WINTER

**SKINNER AVE., PAINESVILLE  
ASW PIPELINE**  
Mike Mraz, Bill Howell



**DOAN VALLEY TUNNEL 2  
MCNALLY/KIEWITT**  
Rich Dixon, Adam Hornbeck,  
Danny Grimes, Nick Furness

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**DOAN BROOK  
CULVERT CLEANING  
NERONE & SONS**  
Michael Cushman

# AROUND TOWN: 860 in WINTER



**EUCLID TREATMENT PLANT  
KOKOSING INDUSTRIAL**  
Phil Lapish, Blaise Cummins



**TREMCO INDUSTRIES  
INDEPENDENCE EXCAVATING, INC.**  
Cecil Chafin, Chris Reese



**DOAN VALLEY  
NORTHSTAR CONTRACTING, INC.**  
Corbin Schuster, Dennis Justi,  
Joe Arnold

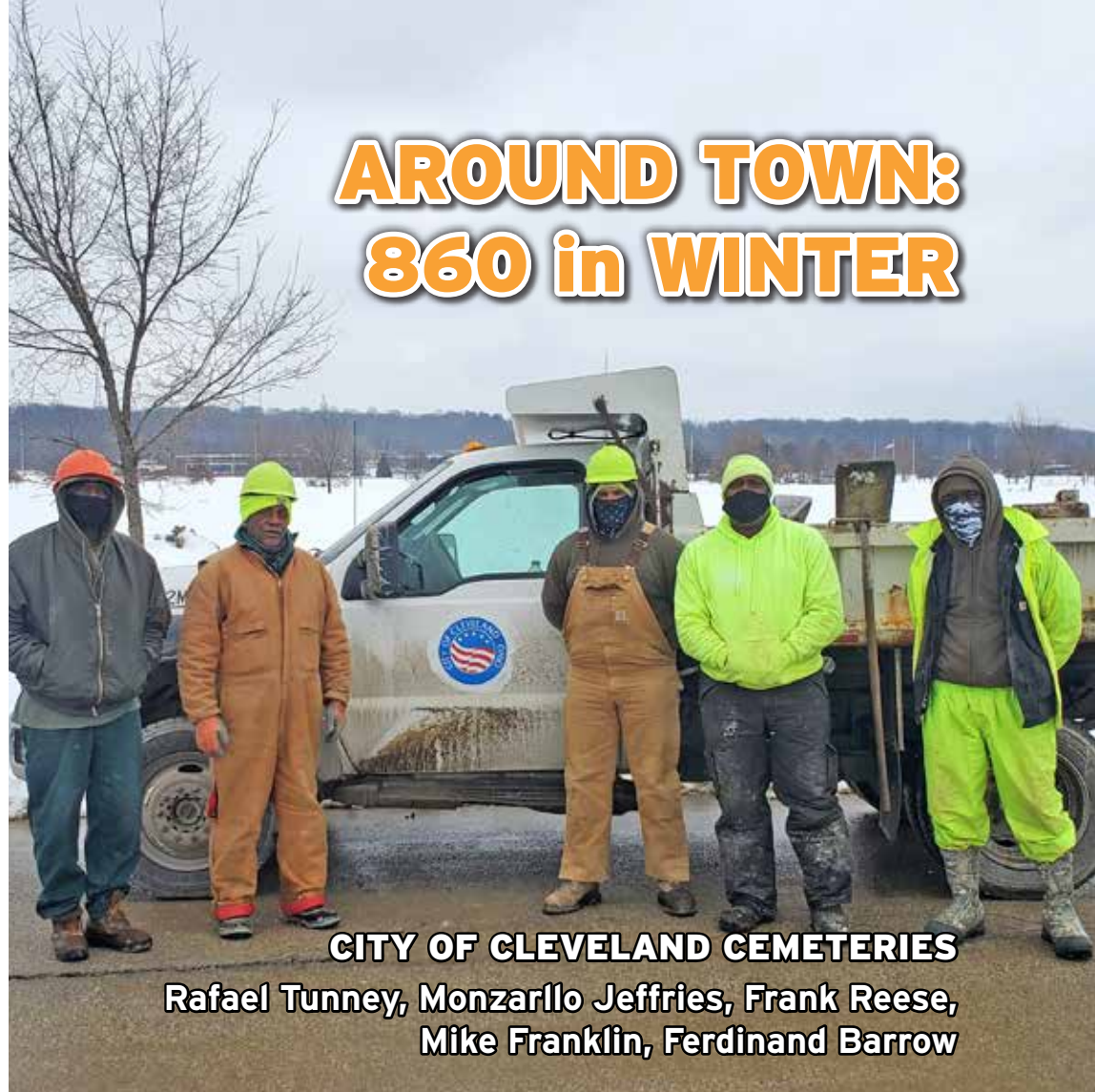


**I-90, E. 140TH & 152ND ST. REHAB  
THE RUHLIN CO.**  
Jim Conroy, Mario Picciano

# AROUND TOWN: 860 in WINTER



**CITY OF RICHMOND HEIGHTS**  
Nick Lopardo

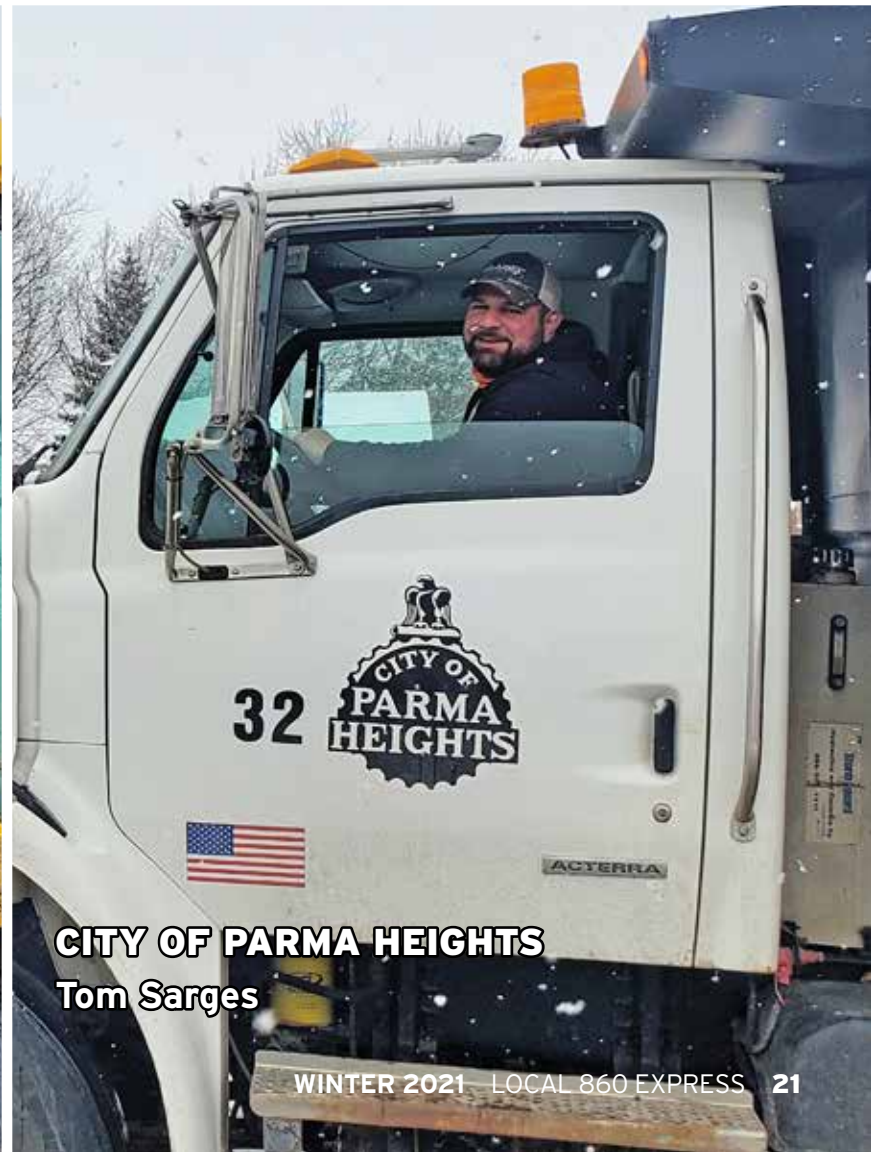


**CITY OF CLEVELAND CEMETERIES**  
Rafael Tunney, Monzarillo Jeffries, Frank Reese,  
Mike Franklin, Ferdinand Barrow



**CITY OF CLEVELAND CEMETERIES**  
Thomas Castro

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**CITY OF PARMA HEIGHTS**  
Tom Sarges

# AROUND TOWN: 860 in WINTER

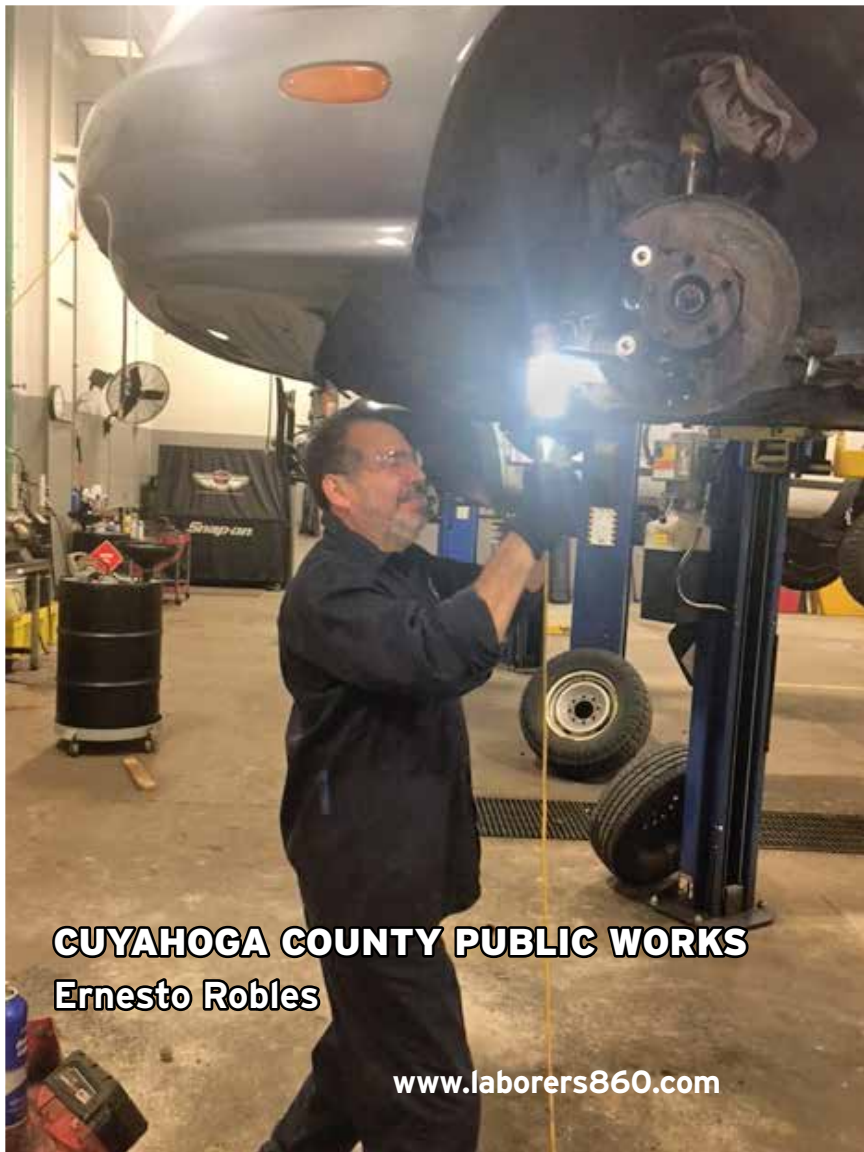


▲ Laborers keeping the roads open during the storm.

◀ CITY OF MENTOR  
VACCINE TRAFFIC  
Ron Slapak



CITY OF CLEVELAND  
RADIO OPERATORS  
Jeanna King, Tonia Pruitt

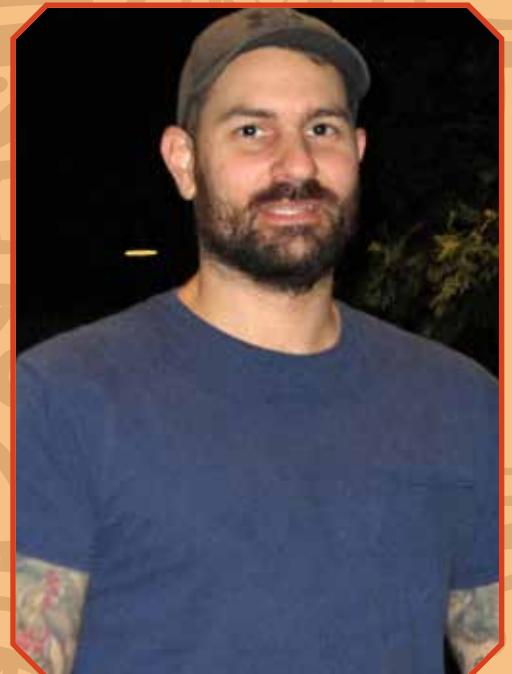


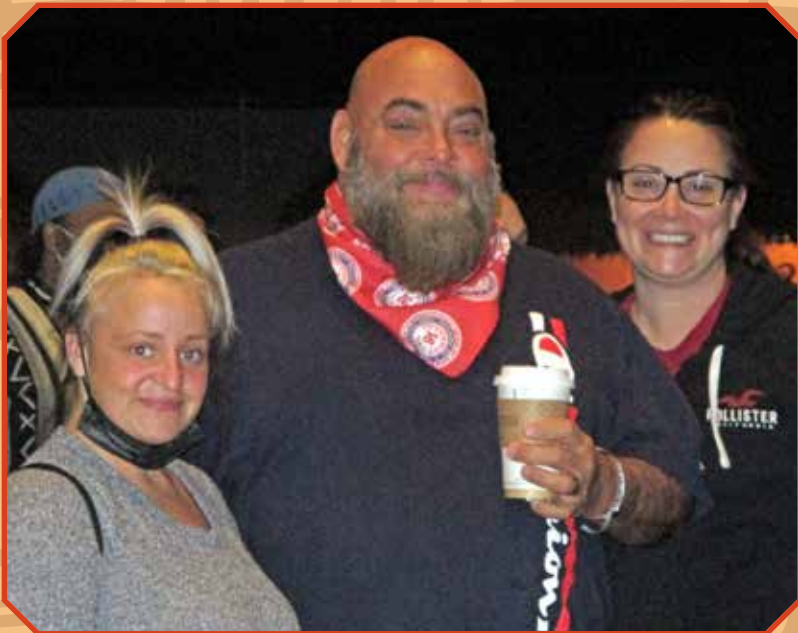
CUYAHOGA COUNTY PUBLIC WORKS  
Ernesto Robles







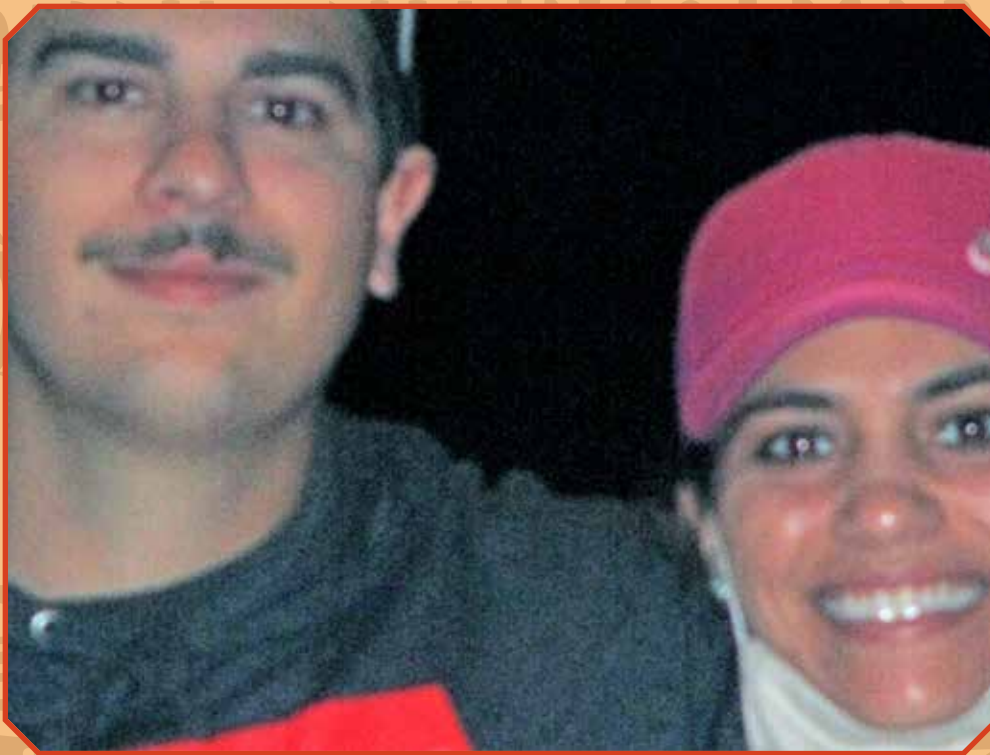














## KEEP YOUR UNION DUES UP TO DATE

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!



## PAY DUES ONLINE!

Construction members and retirees can start paying dues online. Go to [www.laborers860.com](http://www.laborers860.com) and click the Pay Dues tab at the top of the page to access this new feature. You can also update addresses and check the date your dues are paid through. Set up automatic payments and never worry about paying dues again!



## 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

# 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)



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

3334 PROSPECT AVENUE  
CLEVELAND, OH 44115-2616

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US POSTAGE PAID  
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