

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

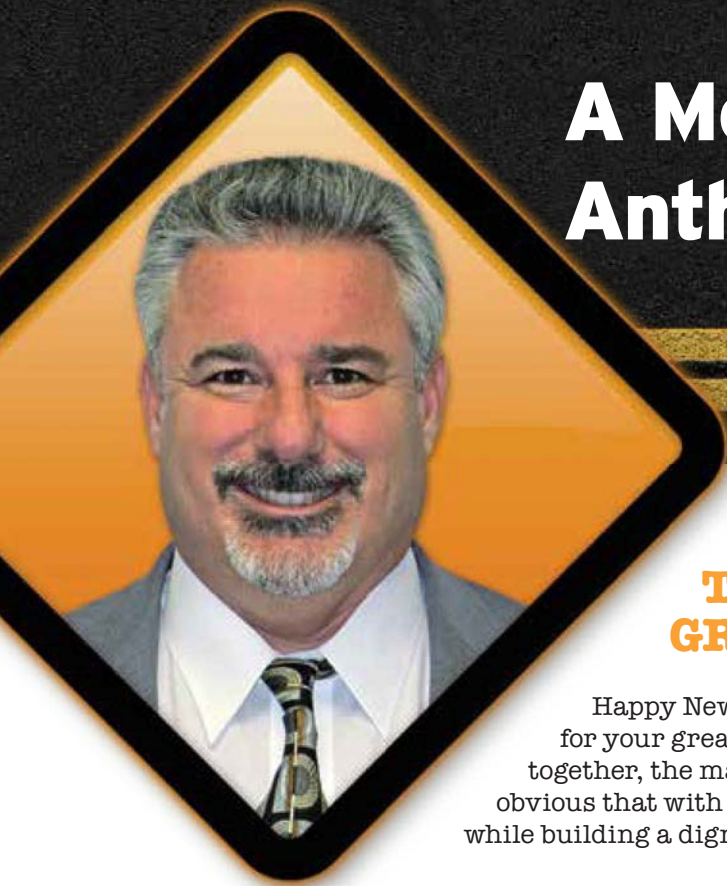
860 Express

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

WINTER 2019 / VOLUME 15 • ISSUE 1



A Message from Anthony D. Liberatore Jr.



TAKING THE POWER BACK. GROWTH AND STRENGTH.

Happy New Year, Brothers and Sisters. 2018 was another great year for your great union. As I reflect upon the many successes we've achieved together, the many challenges we've faced and overcome together, it becomes obvious that with hard work, the outcome brings a greater standard of living while building a dignified retirement.

We spend our days overcoming obstacles only to exploit opportunities, and this new year boasts a greater pasture for future success. And as with any new opportunities comes new challenges, of course. Despite our President's failure to hold up his infrastructure campaign promise, our newly elected Governor has already moved forward to address Ohio's Highway Funding shortfalls. However, following the shift in congressional party majority, the mid-term elections have resulted in increased National opposition to so-called Right-to-Work legislation. It's apparent the winds of change are upon us. Consequently, expect Congress to step up their infrastructure legislative efforts.

We, the working class, are **taking the power back.**

Moving into the new year, our strategy remains constant. Policing our territory and prosecuting violators. In construction, our membership continues to enjoy strength and growth. Our public sector organizing activities continue to bear fruit. There are several ongoing roadwork and sewer projects that will keep us busy, along with many new projects set to begin this year.

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. We shall continue to build on and make our 82nd year the most successful yet.

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

860 Express

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ABOUT THE COVER

Construction Workers
Burke Lakefront Airport
December 23, 1932

Standing Together: Euclid Waterfront Project



This past September, the city of Euclid's new \$8.9 million project, for which it has raised \$7.2 million, advanced to the second phase of an estimated \$30 million waterfront plan. Unfortunately, what wasn't included as part of that phase was to use out-of-county contractors.

So that's when Local 860 stands up and stand together. More than 100 labor union demonstrators disrupted the ceremonial ground-breaking for the newest stage of the waterfront project. Shouting "Union first," and "we voted you in, we'll vote you out," members of Laborers Local 860 caused Mayor Kirsten Holzheimer Gail to depart from prepared

remarks at the event, held on the fishing pier at Sims Park.

Members wore bright yellow T-shirts, and packed the landward side of the pier, bottling it up like a cork. And on a hill just to the south of the pier, we placed a large inflatable gray rat, roughly 15 feet tall, with bright red eyes and a sign saying "Haynes Construction" on its chest. While overhead, a single engine plane circled the site, trailing a banner that said, "Union Yes!!"

Overall, it was a very strong display of the unity that we represent together!




Proud to Serve

What sets Local 860 and its members apart from the rest is the mutual commitment. Our members are committed to the Local, as the Local is committed to their members. We strive to give back to our members in an effort to show our gratitude for their hard work and commitment with a variety of benefits like the annual holiday weekend giveaway and the Kalahari weekend. This is in addition to our continued efforts to take care of the current membership out in the workplace and their best interests. It can be challenging, 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. When faced with tough challenges that threaten our union rights, our members unite and stand together with us. That commitment has remained strong and always shined through for over 80 years and will continue on.

We appreciate our members and remain committed as we move forward into another promising year together.



Local 860 and the county agreed to combine JFS, CFS and IT under one contract. As negotiations stalled, Local 860 counsel prudently forced engagement with a fact finder to sort out our issues which proved very beneficial to the members.

Local 860 ensured the county provided one of our members accommodations required under Americans with Disabilities Act. Labor management meetings are proving to be very beneficial. We are experiencing less grievances, better relations and positive results.

Local 860 reps continue to work with the payroll department to ensure proper wage rates and step progression.

Local 860 filed an Opt-In Request to add three Foster/ Adopt Recruitment Specialists to the bargaining unit.

» CUYAHOGA COUNTY MEMBERS

You are responsible for tracking your vacation hours on MyHR. Notification and alerts are no longer provided from human resources. You must keep track of your vacation hours in order to know your eligibility to apply for vacations.

» HEALTH AND HUMAN SERVICES / IT

Local 860 and the HHS/IT management team fought tirelessly to secure a three year contract with general wage increases, step increases and equity increases.

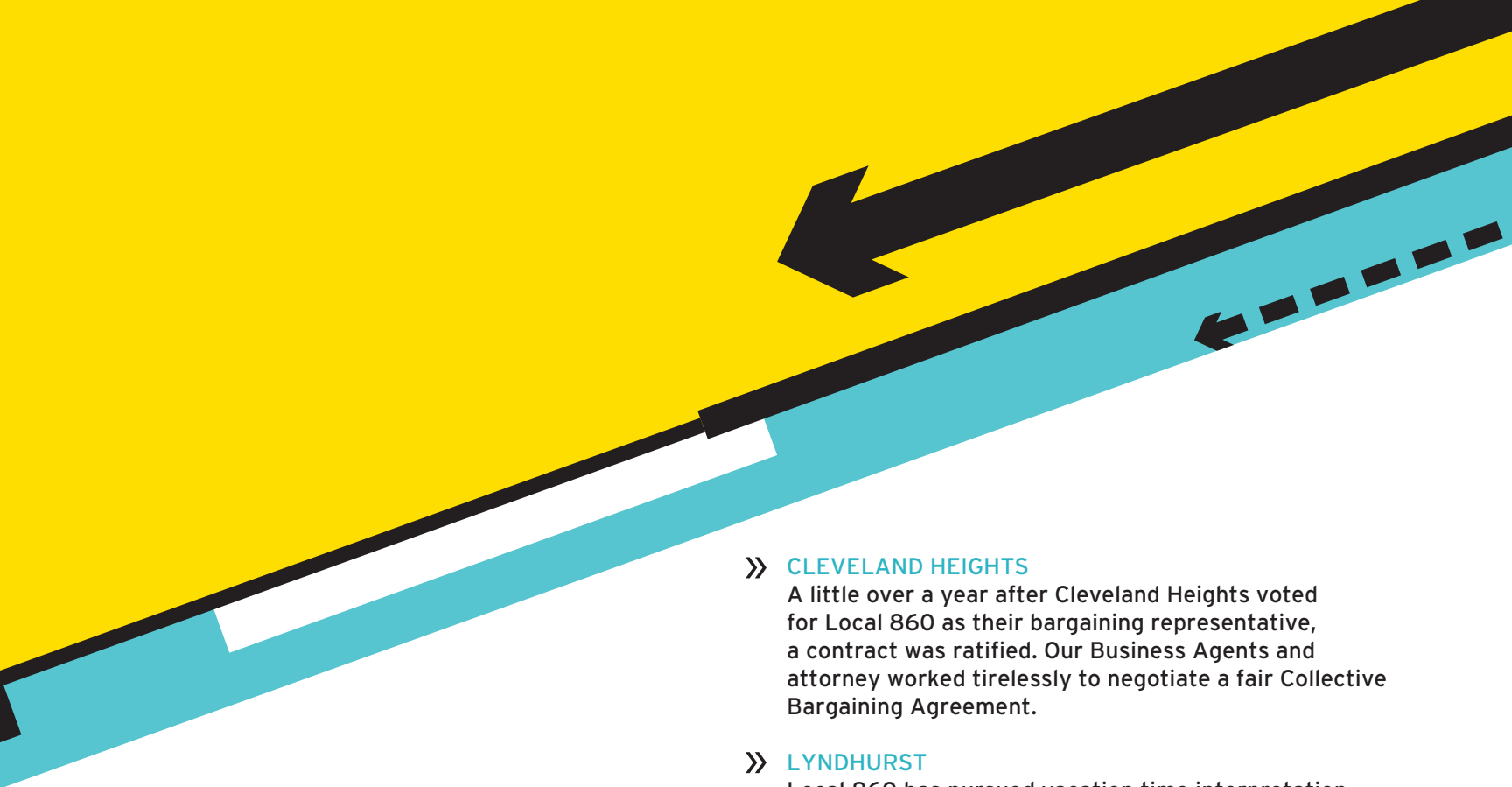
» TREASURERS

Local 860 worked with management to secure ADA accommodations for a bargaining unit member.

Quarterly labor management meetings have been scheduled for the upcoming year.

» FISCAL

Two Local 860 members were successful in receiving promotions as a result of the CPQ process.



Contract negotiations are underway. Special thanks to the fiscal negotiation team for their diligence and input into the negotiations.

Local 860 negotiated a monetary settlement for a discharged employee who no longer desired to be employed by the county.

» **BOARD OF REVISION**

Arbitration was avoided and Local 860 was successful in getting a member's job reinstated along with a higher wage rate.

» **CLEVELAND PUBLIC LIBRARY**

After the library unjustly discharged a member, Local 860 immediately demanded arbitration. Through arbitration, Local 860 was successful in getting our member reinstated with backpay.

» **CMSD**

Negotiations will begin in April 2019.

» **JUVENILE COURT**

Local 860 recently negotiated additional wages and terms and conditions for a new DO position.

Local 860 has pursued several grievances to arbitration, related to unjust discipline of house 2 DOs. We are currently awaiting a decision from the Arbitrator.

After the Court refused to arbitrate a grievance related to the change in its mileage reimbursement practice, Local 860 filed a lawsuit. Through the lawsuit, Local 860 was successful in compelling the court to arbitrate grievance. Unfortunately, the court decided to appeal the decision to the Eighth District Court of Appeals.

» **VERMILION**

The parties recently negotiated a one year extension.

» **CLEVELAND HEIGHTS**

A little over a year after Cleveland Heights voted for Local 860 as their bargaining representative, a contract was ratified. Our Business Agents and attorney worked tirelessly to negotiate a fair Collective Bargaining Agreement.

» **LYNDHURST**

Local 860 has pursued vacation time interpretation.

» **GENEVA**

The parties recently negotiated a new collective bargaining agreement.

Local 860 was successful in preventing the city from discharging two bargaining unit employees.

» **BEACHWOOD**

Local 860 continues to monitor the city's use of Municipal Solutions, and any impact its findings may have on the bargaining units.

Local 860 was successful in getting additional monies for all bargaining unit members when they spend more than the stated contractual deductibles and out of pocket expenses.

» **UNIVERSITY HEIGHTS**

Local 860 was successful in getting unjust discipline removed from a member's file. Local 860 was successful in getting employees paid OT after eight. Local 860 is pursuing other grievances for subcontracting violations and the employer's unilateral implementation of additional vacation blackout days. Local 860 also filed an ULP charge related to the vacation blackout.

» **MAYFIELD HEIGHTS**

A long and tedious negotiation resulted in a solid contract for service department employees with many improvements and a cohesive work environment.

The first of four quarterly labor management meetings was held and proved to be very beneficial.

» **HIGHLAND HEIGHTS**

Contract negotiations are underway and we anticipate a ratification meeting in the next few months.

Mid-Term Elections: A Change is Upon Us



In this day and age, it seems that everybody loves a comeback. Why should that be any different in politics? Taking back control of the House, while simultaneously voting out proponents of so-called Right-to-Work feels like the start of a comeback.

This past November, AFL-CIO President Richard Trumka declared at the 31st Biennial Convention of the Ohio AFL-CIO that “this is our election.” He told the more than 500 delegates and guests gathered in Columbus that Ohio is of central importance to labor and

the nation this November. What’s at stake, Trumka said, is the fight for fair wages, quality affordable health care, safe working conditions, retirement security, the freedom to form unions, and “an economy that works for all of us,” not just for the CEOs and stockholders, but for the hardworking working-class people like us, Sisters and Brothers.

Trumka and other convention speakers said that this past November’s election is labor’s chance to fight back against attacks coming from the Trump administration in Washington

and the ultra-right, super-gerrymandered Ohio state legislature. One such attack is the right-wing Buckeye Institute’s campaign to persuade public workers, in the wake of the Janus decision, to opt out of their union membership. In addition, Ohio is surrounded by states with so-called “right to work” laws, and the Republican candidate for governor may be willing to sign such a law if passed by the Ohio legislature.

Well, it’s estimated that 114 million Americans voted, and the majority of those votes delivered control of the

116TH CONGRESS, WHICH NOW INCLUDES NEARLY A DOZEN UNION MEMBERS AND EVEN MORE WORKER FRIENDLY OFFICIALS.

- Sen. Jacky Rosen (UNITE HERE) of Nevada
- Rep. Ed Perlmutter (LIUNA) of Colorado
- Rep. Rosa DeLauro (CWA) of Connecticut
- Rep. Jahana Hayes (AFSA) of Connecticut
- Rep. Dave Loebsack (AFT) of Iowa
- Rep. Stephen Lynch (Ironworkers) of Massachusetts
- Rep. Donald Norcross (IBEW) of New Jersey
- Rep. Pramila Jayapal (NWU) of Washington
- Rep. Kim Schrier (Public School Employees) of Washington
- Rep. Denny Heck (Public School Employees) of Washington
- Rep. Ilhan Omar (AFSCME) of Minnesota

U.S. House of Representatives to Democrats for the first time in eight years. Whether or not it was a referendum on the Trump administration, it was a clear rejection of his party after Republicans passed the biggest corporate tax cut ever and tried but failed to repeal the Affordable Care Act.

Now with the Democrats' new 228-207 majority in the House means deadlock or compromise in Congress for the next two years. It's unclear what exactly Democrats will cooperate on. They won't be able to pass their own legislation, but they will be able to model what a future Democratic Congress could deliver. Fingers crossed that includes labor's agenda of a higher minimum wage, infrastructure investment, and an easier path to a union.

The 2018 election had many sweet results for union members, but perhaps none sweeter than the defeat of Wisconsin governor Scott Walker and Illinois governor Bruce Rauner. If you recall from previous War on Worker articles, Walker famously stripped Wisconsin public employees of their collective bargaining rights in 2010, and later signed an anti-union right-to-work law and a repeal of the prevailing wage. He then touted that anti-union record in his failed 2016 campaign for the Republican nomination for president. Wisconsin voters finally had enough of his one-two combo of slashing corporate taxes and public-school budgets and voted

by a narrow margin to elect state school superintendent Tony Evers, a former school teacher.

Then there was Rauner, a private equity fund billionaire who attacked public employee union members and their pensions immediately after taking office as Illinois governor in 2015. It was his federal lawsuit against public employee unions that became the notorious Janus v AFSCME case – in which the U.S. Supreme Court made America a “right-to-work” nation for public employees. Rauner was defeated by billionaire Democrat J.B. Pritzker in a campaign in which both candidates spent a considerable part of their fortune: Pritzker spent \$175 million, and Rauner \$50 million.

One of the electoral battlefields, one that polls show is in labor's favor, is the re-election of Democratic Sen. Sherrod Brown, described as “not just an ally, but a champion” of the union movement. In his address to the convention, Brown enumerated the accomplishments of labor, in U.S. history and here in Ohio, especially the successful fight against Ohio Senate Bill 5, which would have denied labor rights to public workers and was soundly defeated in a referendum in 2011.

Brown said that Trump's cabinet looks like a “Wall Street executive retreat,” and is acting the part too, rolling back workers' protections

and rights. “The dignity of work is on the ballot this November,” Brown said. “The dignity of pensions and retirees, people who have worked all their lives and contributed to the community shouldn't be denied their pensions, that's on the ballot this year. Health care is on the ballot this year. The environment is on the ballot this year. Labor rights are on the ballot this year. Women's rights are on the ballot this year. Issues matter. You matter. Your vote matters. Your work matters.”

This is a step in the right direction. As members of Local 860, we have to stay vigilant and stay in the know. There will be more fight to come, but it's nothing we can't handle.



Highway Funding & Infrastructure Update: The War on Transit

While the new Congress and the White House kick off 2019 in the midst of a partial government shutdown, President Trump and the leadership of the U.S. House and Senate have acknowledged that authorizing funding for infrastructure projects will be atop their legislative priorities. So, we will remain positive.

Ohio has spent nearly \$2 billion on road work in the last four years, mostly funded by a Turnpike bond that has since ended. So, the new governor will need to find new ways to continue to repair the infrastructure, perhaps outside of federal funding.

After Congress abandoned its infrastructure agenda shortly after proposing a 10-year, \$1.5 trillion plan in February of last year, the White House appears ready to try pushing a plan again this year with a divided legislative branch.

Identifying a long-term source of funding for big-ticket construction and maintenance projects, however, remains elusive. Transportation policy makers rejected the president's plan due to its significant reliance on private sector backing. They continue to disagree on the best approach for securing dollars into a federal highway account headed toward insolvency in less than three years.

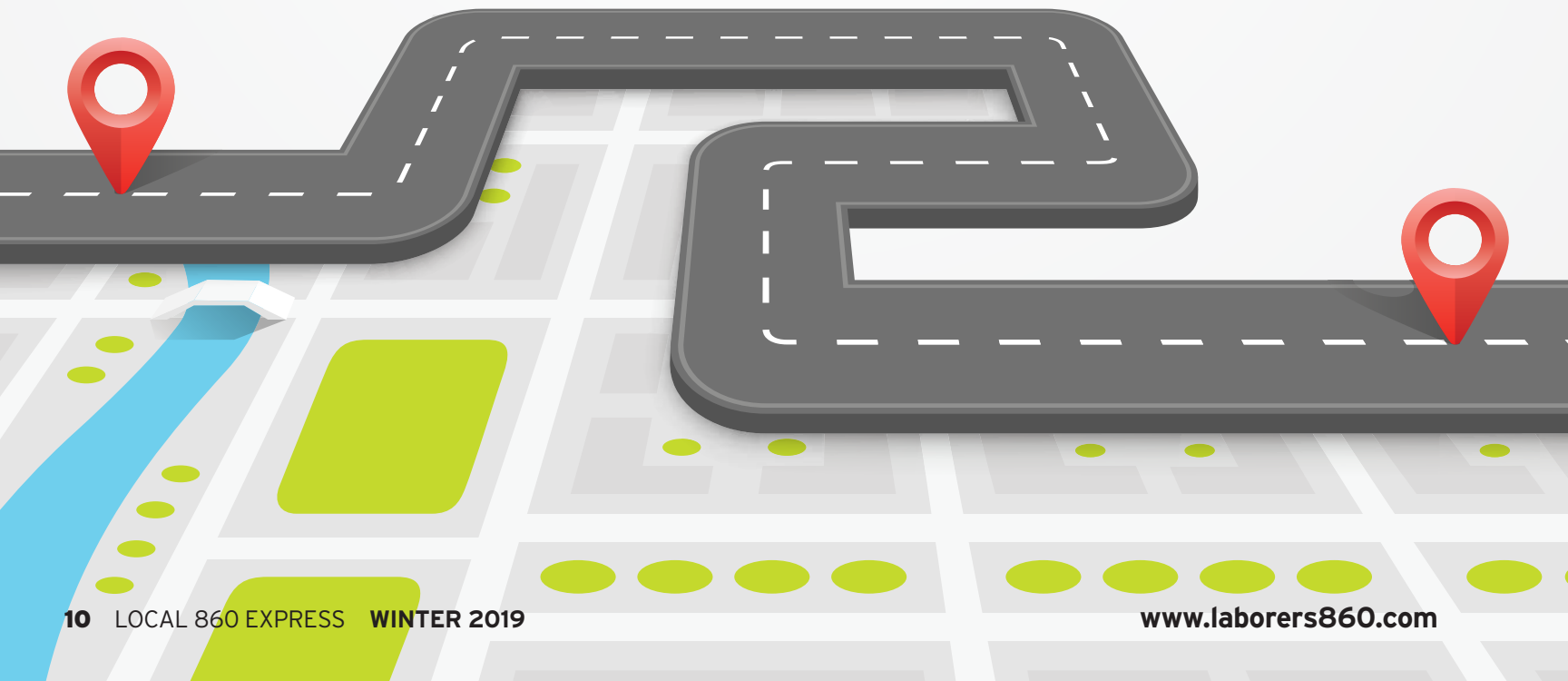
As Senate Majority Leader Mitch McConnell (R-Ky.) put it after the midterm elections, "The question is how are you going to pay for it and that always becomes very

challenging because there's no sort of easy way to pay for infrastructure without impacting an awful lot of Americans."

Besides the funding question, the ongoing tense debate over immigration that led Trump to proceed with the partial shutdown also threatens an infrastructure package. If Democrats continue to oppose his efforts for a wall along the southern border, Trump suggested an unwillingness to consider a deal on infrastructure policy in the near future.

Transportation stakeholders, such as the U.S. Chamber of Commerce, the American Society of Civil Engineers and the American Association of State Highway and Transportation Officials are telling Congress to advance an infrastructure package in 2019. Raising the 24.4-cents-per-gallon diesel tax and the 18.4-cents-per-gallon gas tax would be an ideal approach for restoring the long-term solvency of the Highway Trust Fund account, stakeholders argue.

Somehow amidst the Trump administration's war on transit, this year promises another promising roadwork season for Local 860. We remain positive that there is an accessible solution to America's crumbling infrastructure. Newly elected Ohio Governor has already assembled an Infrastructure Committee who has recommended raising the necessary funds to fulfill Ohio's needs.





UPCOMING PROJECTS

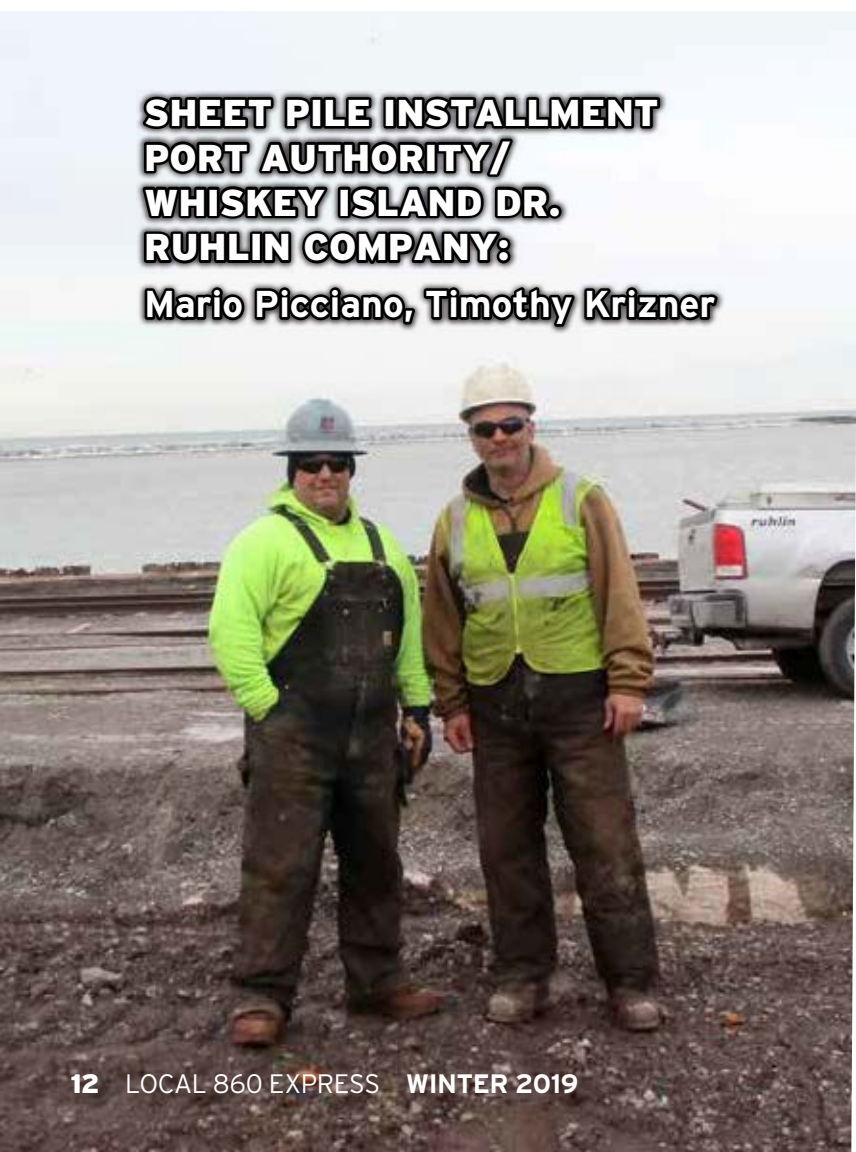
2018 was another great year for roadwork around town! Our members continued work on dozens of big and small projects in and around Cleveland, and the outlook for 2019 is looking just as promising. A sample of the upcoming 2019 ODOT Projects:

- › U.S. Route 6, East Cleveland - Rehabilitate the drainage structure under U.S. 6 (Euclid Ave.) between Superior Ave. and Ivanhoe Rd.; Upgrade traffic signals
- › U.S. Route 322, Cleveland Heights - Traffic signal and curb ramp upgrade on U.S. 322 between Kenilworth Rd. and Warrensville Center Rd.
- › State Route 10, Cleveland - Build a new roadway - to be known as SR 10 - between Quebec Ave. and E. 93rd St. (Opportunity Corridor Section 2).
- › State Route 94, North Royalton - Construct sidewalks on the west side of SR 94 (State Rd.) to connect Memorial Park to SR 82 (Royalton Rd.)
- › Various Locations - Bridge Repairs on SR 10 (Lorain Rd.) over Valley Parkway and the Rocky River; I-271 Express Lanes ramp to I-480 over I-271; I-480 over SR 237; I-480N ramp to I-271 Express Lanes; I-480 over Stickney Creek; I-71 over Norfolk Southern and GCRTA and Payne Ave. over I-90
- › Lakewood - Resurface Lakewood Hts. Blvd. between Alger Rd. and Chesterland Ave.
- › I-71, Cleveland and Brecksville - Construct a noise barrier along I-77 north or southbound between Miller Road and Valley Parkway in Brecksville and between Pershing and Czar Avenue in Cleveland
- › Independence - Construct an all-purpose trail from Brecksville Rd. to Canal Rd.
- › Cleveland - Construct the Towpath Trail between Harvard Ave. and Steelyard Commons
- › Rocky River - Resurface Wooster Rd. from Center Ridge Rd. to Detroit Rd. and resurface Detroit Rd. from east of Hamlet Ln. to West Lake Rd.
- › Parma - Resurface Pleasant Valley Rd. between Broadview Rd. (SR 176) and east of State Rd.
- › North Royalton - Reconstruct and widen Royalton Rd. (SR 82) between W. 130th & York Rd.
- › Cleveland - Repairs at the Cleveland Bulk Terminal facility that include installation of storm water improvements adjacent to the bulk head
- › Resurface W. 130th St. between Bagley Rd. and Snow Rd.
- › Euclid - Repair Highland Road bridges over Euclid Creek
- › Resurface Cedar Road between Greene Rd. and I-271 in the cities of University Heights, South Euclid, Beachwood and Lyndhurst
- › Solon - Widen the intersection of SOM Center Rd. (SR 91) and Aurora Rd. (SR 43)
- › Construct the Cleveland Towpath Trail between Tremont/Literary Trailhead to Canal Basin Park
- › Fairview Park - Streetscape on Lorain Rd. (SR 10) between Fairview WCL to West 223rd St.
- › Bedford and Maple Hts. - Resurface Warrensville Center Road between Broadway Ave. and I-480
- › Shaker Heights - Streetscape on Warrensville Center Road - which includes constructing a multi-purpose path - between Norwood Road and Thornton Park
- › Broadview Hts. - Widen SR 82 (Royalton Rd.) between SR 173 (Broadview Rd.) and Treeworth Blvd.
- › Chagrin Falls - Rehabilitate the North Main Bridge over the Chagrin River
- › Solon - Resurface SR 91 (SOM Center Rd.) between SR 43 (Aurora Rd.) and U.S. 422

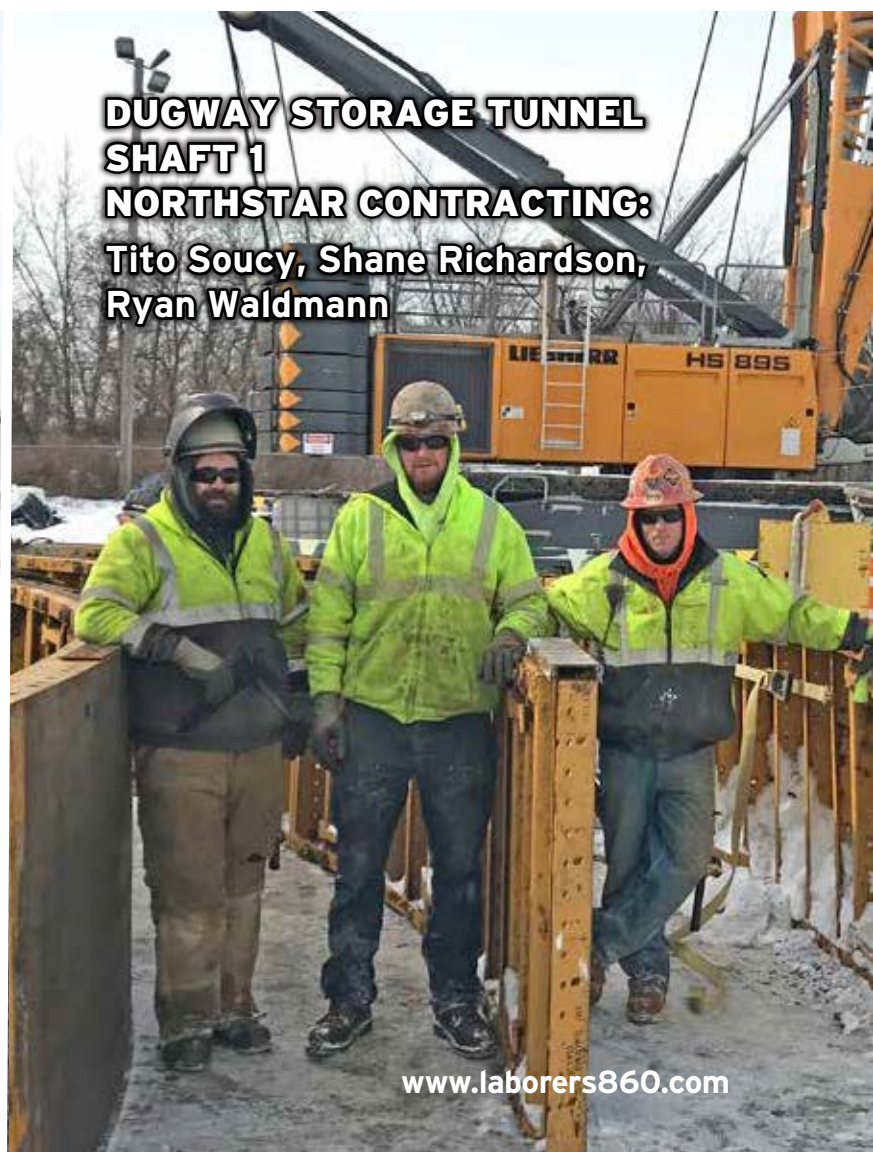
AROUND TOWN



**ROAD REPLACEMENT
METROHEALTH DR.
GREAT LAKES CONSTRUCTION:**
James Hoessle, Don Agresta,
Luke Wolosonovich, Darin Figueroa



**SHEET PILE INSTALLMENT
PORT AUTHORITY/
WHISKEY ISLAND DR.
RUHLIN COMPANY:**
Mario Picciano, Timothy Krizner

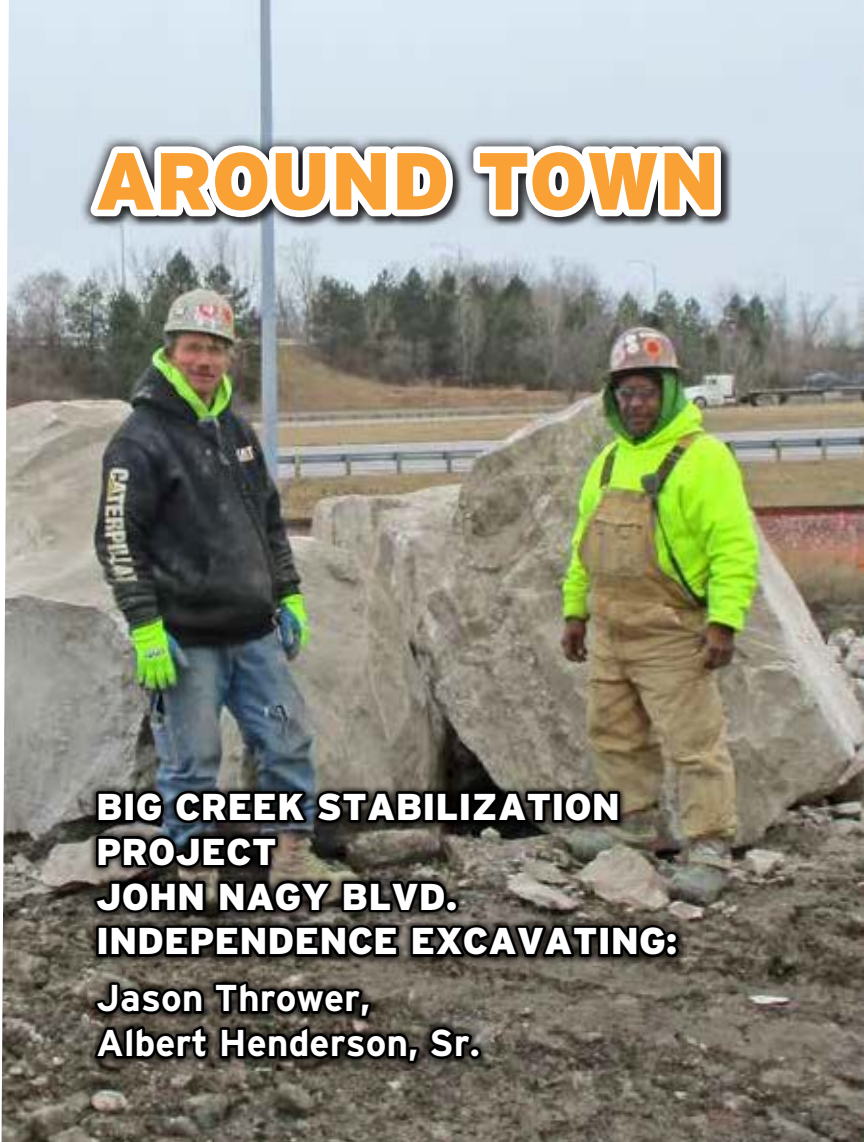


**DUGWAY STORAGE TUNNEL
SHAFT 1
NORTHSTAR CONTRACTING:**
Tito Soucy, Shane Richardson,
Ryan Waldmann



**I-480/VALLEY VIEW BRIDGE
WALSH CONSTRUCTION:
David Ferris**

AROUND TOWN

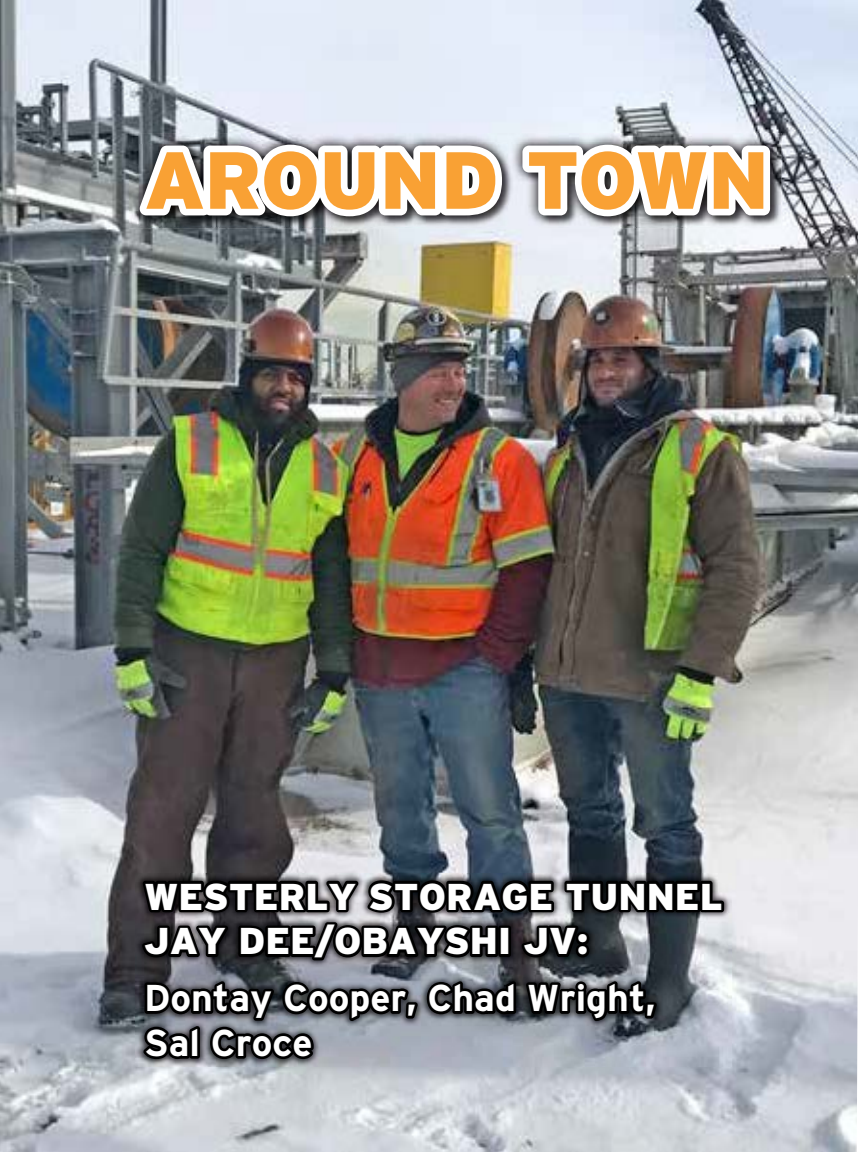


**BIG CREEK STABILIZATION
PROJECT
JOHN NAGY BLVD.
INDEPENDENCE EXCAVATING:
Jason Thrower,
Albert Henderson, Sr.**

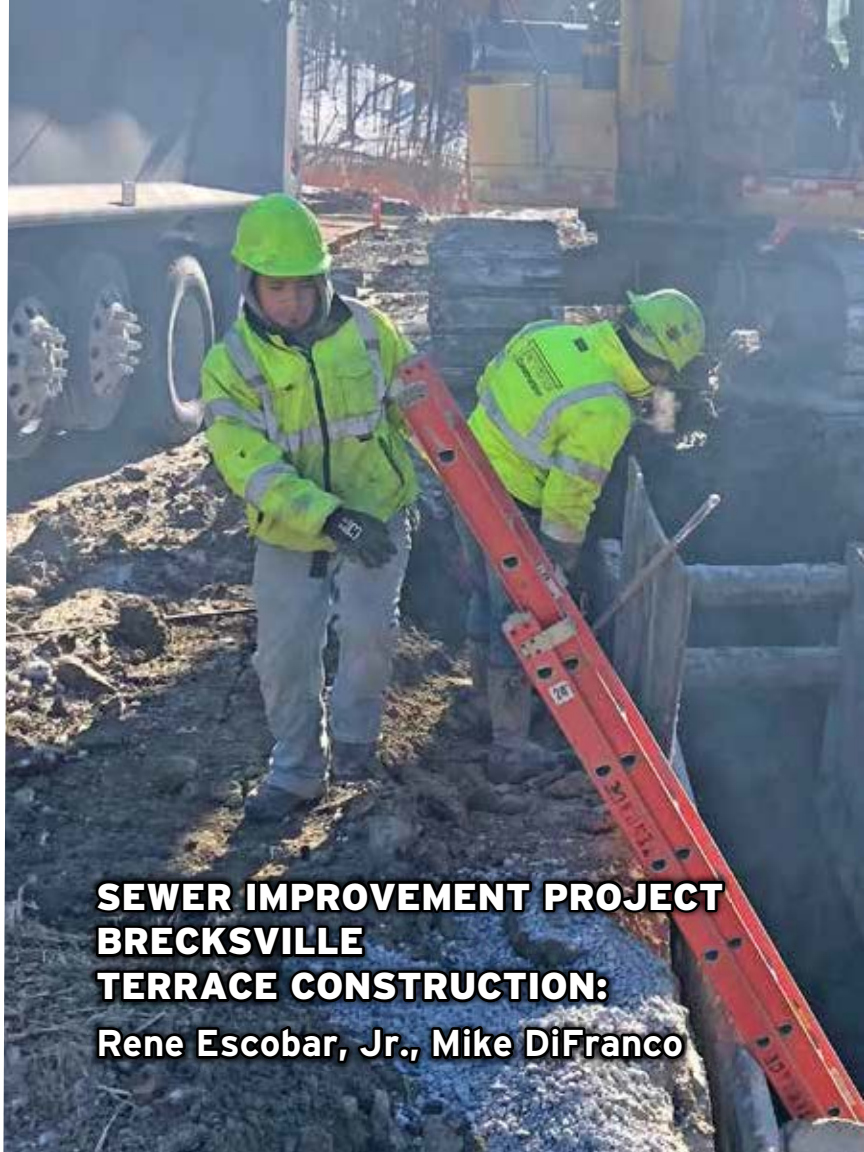


**LONDON ROAD
RELIEF SEWER PROJECT
TRIAD ENGINEERING:
Maurice Barrett**

AROUND TOWN



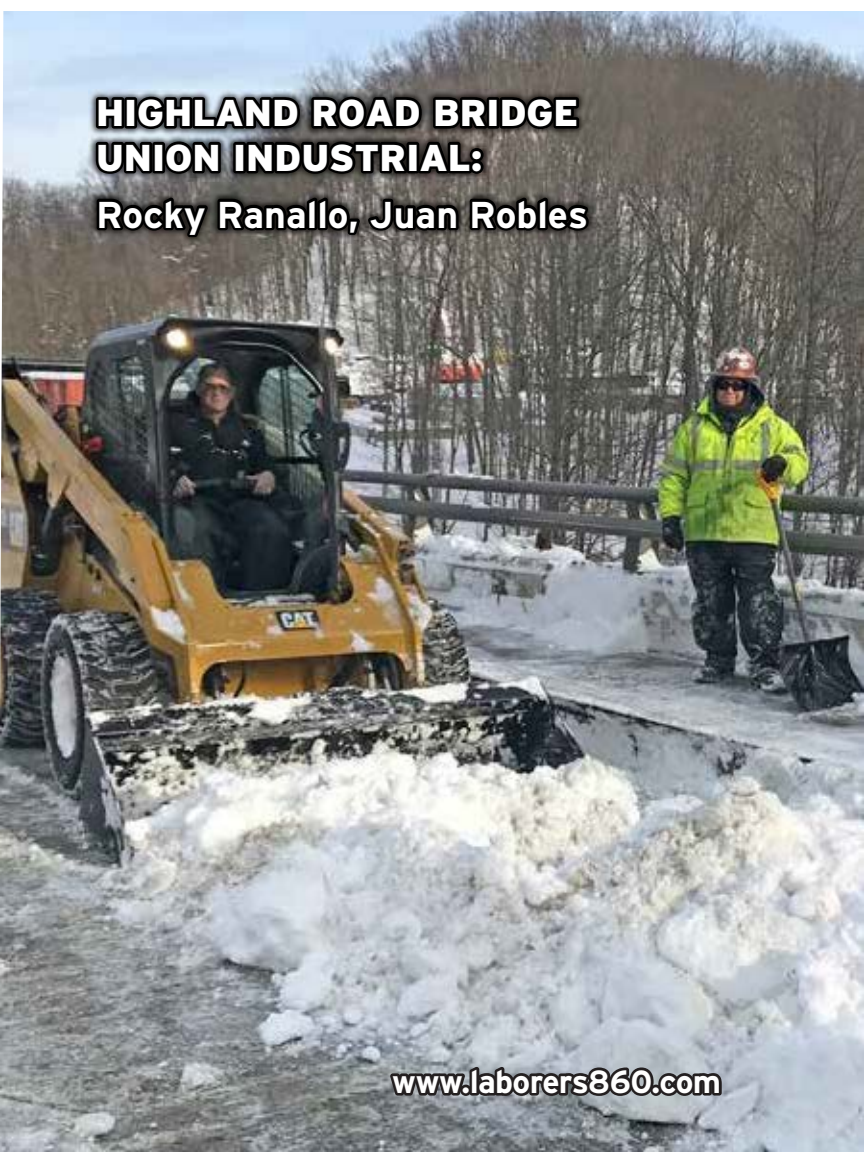
**WESTERLY STORAGE TUNNEL
JAY DEE/OBAYSHI JV:**
Dontay Cooper, Chad Wright,
Sal Croce



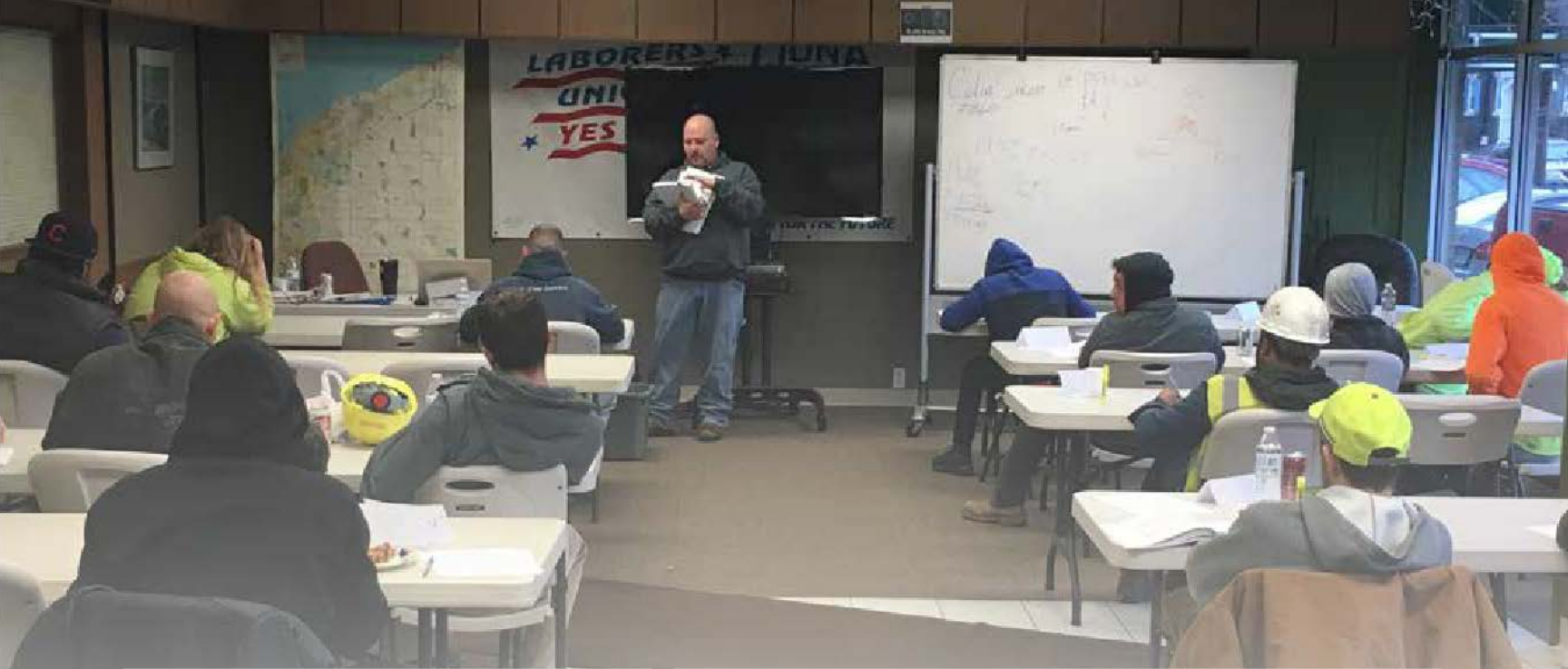
**SEWER IMPROVEMENT PROJECT
BRECKSVILLE
TERRACE CONSTRUCTION:**
Rene Escobar, Jr., Mike DiFranco



**E. 86TH & REED
WATERLINE PROJECT
FABRIZI TRUCKING:**
Anthony Rucci, Mike Rucci



**HIGHLAND ROAD BRIDGE
UNION INDUSTRIAL:**
Rocky Ranallo, Juan Robles



TRAINING This Exit

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.**

Once again, Local 860 had another great year of getting members trained up and also introduced some new classes. 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:

- » Confined Space
- » Safety Training Passport
- » Process Pipe
- » Field Rigging
- » OSHA Training
- » Flagging
- » Measurements & Leveling
- » Into to Transits
- » Traffic Control

Please visit www.laborers860.com for the full schedule.

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

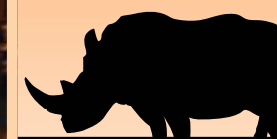
» Local 860 continues to work hard by offering various types of training, but you have to take advantage of these offerings to reap the benefits. The need for trained and skilled workers continues to grow in the field. The contractors want trained employees, and training and safety are essential to the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





Kalahari®















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.

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.



NEW FEATURE: LOCAL 860 ON-SITE DROP BOX

Now 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 23

CLAMBAKE: September 21,
(Purchase tickets from your Business Representative starting in August; no mailing goes out.)

HOLIDAY GIVEAWAY: November 23 & 24
(9 am to 3 pm)

Contact Us

LABORERS' LOCAL 860

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216.432.1022

www.laborers860.com



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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
Joe James
(ext. 118)



Business Representative
Mike Piccirillo
(ext. 117)

Secretaries (ext. 0)

860 Express



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

