

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

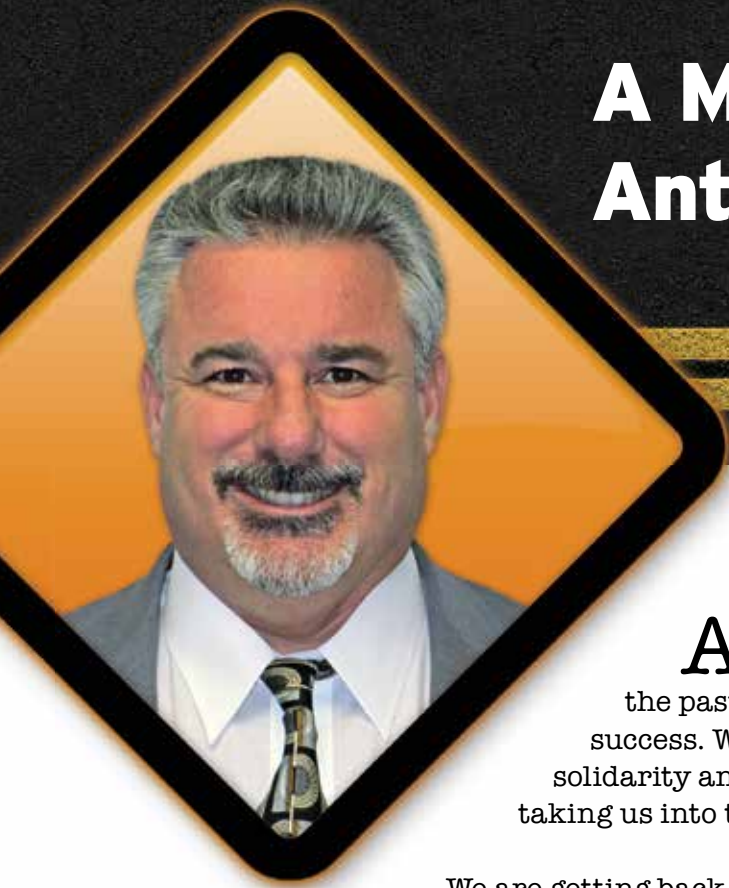
860 Express

DEDICATED TO ENSURING LABOR MAINTAINS ITS PROPER PLACE IN THE WORLD

FALL 2021 / VOLUME 17 • ISSUE 2



A Message from Anthony D. Liberatore Jr.



As we round the corner of 2021, let's take a moment of gratitude that we not only made it through the past difficult year, but also managed to continue our success. We evolved and adapted, and our commitment to solidarity and strength never wavered. Our momentum is taking us into the future and we're heading to a new level.

We are getting back to business as usual, but now with more of a promise of support and unity from the White House. We are emerging from a year unlike any other. Our towns and communities deserve hope, opportunity, and a future worth looking forward to. Our workplaces must be placed at the center of that hope.

News concerning the PRO Act, infrastructure and even distracted driving legislation continues to be promising. Our current legislation is making a positive impact on what we do. At the federal level, current administrative appointments, including the National Labor Relations Board, various committees, and governing bodies, are distinctly more pro-labor than under the previous administration. As in prior reports in this publication, the tides have changed and are now on our side.

Thank you to our Sisters and Brothers of 860 who have worked through it all the past unprecedented year. We have a team of problem-solvers and leaders who make it all happen. We thank you for your continued hard work and commitment. 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 condolences and sympathy. The coronavirus is still ravaging our nation. We must remain diligent in protecting ourselves from this deadly virus.

Thank you, Brothers and Sisters. Be safe out there.

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

Table of Contents

4 INFRASTRUCTURE
Major Win for Ohio if the Bill Passes

6 WASHINGTON UPDATE

7 WAR ON WORKERS

8 PUBLIC SECTOR

12 TRAINING & SAFETY

13 AROUND TOWN

19 UPCOMING EVENTS

ABOUT THE COVER

Construction of
Shaker Hts. Rapid Station
Railroad Circa 1914

SHOOK CONSTRUCTION SOUTHERLY SEWER WWTP TANK RENNOVATION

Frank Krause, Rocky Ranallo, Mike Kern

Cover Photo: Photo by Frank Aleksandrov,
from the Cleveland Press Collections,
courtesy of the Michael Schwartz Library Special Collections,
Cleveland State University

MAJOR WIN FOR OHIO IF THE INFRASTRUCTURE BILL PASSES

Some new and promising legislation for Ohio infrastructure and therefore Local 860.

Recently, the Senate passed a \$1.2 trillion infrastructure package targeting the dilapidated roads and bridges of the U.S.

The legislation negotiated between the Biden administration and a group of senators, including Ohio Sen. Rob Portman, is one of very few unique bipartisan efforts these days. Portman and Democratic Sen. Sherrod Brown both supported the package, saying it will usher in badly-needed funding for Ohio, and is promising for continued work for our Local.

Portman says the deal would boost the Nation's economic growth without raising taxes or triggering inflation. Portman said the state's 123,000 miles of

roadway are "not doing very well," with congestion that costs Ohio motorists an estimated \$4.7 billion each year in lost time and wasted fuel, and contributes to carbon dioxide emissions. In fact, the Ohio chapter of the American Society of Civil Engineers gave the Ohio the low-score of a C-minus for its infrastructure this year. "Ohio is going to benefit a lot from this," Portman told reporters. "We're a big infrastructure state."

The bill moves to the U.S. House, expected to reconvene this fall. Speaker Nancy Pelosi has said the infrastructure deal will only be considered in conjunction with a broader \$3.5 trillion spending package opposed by Republicans, but we continue to remain optimistic.

Ohio Sen. Rob Portman says the deal would boost the Nation's economic growth without raising taxes or triggering inflation.



Here's what the infrastructure spending could mean for Ohio:

ROADS & BRIDGES

The bill creates multiple funding mechanisms to help states repair and replace old, outdated bridges. Included in that is \$12.5 billion for the Bridge Investment Act, a measure authored by Brown that would provide grants of at least \$50 million to bridges that cost over \$100 million.

Ohio is projected to receive \$9.8 billion for highway improvements, which includes \$483 million that would help repair and replace bridges. The state could also compete for over \$33 billion in grant funding for highway and multi-modal projects.

PUBLIC TRANSIT

Ohio would get close to \$1.3 billion over five years to improve public transportation, with the number still in flux. According to Brown's office, the package includes \$5.25 billion for zero and low-emission buses. Ohio agencies could use money from that funding stream to replace diesel buses. It also provides \$13 million for Ohio State University and the Transportation Research Center in East Liberty to test and research zero-emission bus components.

WATER & MORE

The bill allocates money to several environmental initiatives, including \$25 billion for lead service line replacement, and \$1 billion for the Great Lakes Restoration Initiative. Ohio would receive \$1.2 billion over five years through two funds that help states and water systems improve water quality, according to Portman's office.

Ohio would also be eligible for \$140 million over five years to expand charger locations/programs for electric vehicles and could apply for additional grants dedicated to that effort.

Also included in the package: \$25 billion in airport spending, funds for recycling education grants and \$1.25 billion for the Appalachian Development Highway System – roughly \$86 million of which would go to Ohio.

WASHINGTON UPDATE

The future is looking bright.

PRO ACT

The U.S. House of Representatives recently passed the Protecting the Right to Organize (PRO) Act, which has now gone to the Senate to be voted on. This PRO Act is probably the most significant worker empowerment legislation in decades. It's a rare opportunity to guarantee and safeguard our right to exercise freedom of speech in the workplace.

The PRO Act give workers a seat at the table and takes the necessary steps to level the playing field. It will give the National Labor Relations Board the power to take action against employers that engage in illegal anti-union activity like intimidation and firing of workers who speak up. It will also prevent big corporations from stalling and drawing out the

negotiation process to keep workers from getting a fair contract.

Additionally, the PRO Act will repeal so-called "right-to-work" laws that have led to lower pay and less benefits for workers in many states. And it will set the stage for pay to raises for all workers, whether or not they are a member of a union.

TRANSPORTATION BILL

An additional piece of the Senate's envisioned surface transportation package is falling into place, with the Commerce Committee's approval of a measure that would authorize \$78 billion over five years for passenger and freight rail and highway safety programs. Some of the funds would go for infrastructure.

Committee Chair Maria Cantwell (D-Wash.) said the bill "makes a big down payment—\$78 billion—on rebuilding and revamping our Nation's critical transportation infrastructure, a key to our economic future and creating more jobs." The panel's top GOP member, Roger Wicker of Mississippi, said, "This legislation stands as a major example of how bipartisanship is still alive and well in the Senate."

The funds will be spread out, but here is a rough breakdown:

- Rail would receive the largest share of the bill's funding, \$36 billion.
- Rail safety programs would receive \$7.5 billion, including a new \$500-million a year program to remove dangerous grade crossings.
- Multimodal and freight infrastructure would get \$28 billion, including \$7.5 billion for the U.S. Dept. of Transportation's RAISE discretionary grant program, which stands for Rebuilding American Infrastructure with Sustainability and Equity.
- Highway safety gets a \$13-billion allocation. That includes \$6 billion for the National Highway Traffic

Safety Administration, \$4.6 billion for truck safety and \$500 million for planning for hazardous-materials accidents and training first responders to address them.

- The Commerce Committee's action follows the Senate Environment and Public Works Committee's unanimous approval on May 26 of a \$312.4-billion highway and bridge measure, which would be the largest section of a surface transportation package.

In the House, the Transportation and Infrastructure Committee on June 10 approved a five-year \$547-billion surface transportation measure, including \$343 billion for highway and bridge construction and highway safety.



WAR ON WORKERS

The battle for recognition of our members at Cuyahoga County Juvenile Court rages on. Unsurprisingly, the Juvenile Court continues to tailspin into chaos without Local 860's involvement. Our absence has allowed the administration to consistently and continually make terrible decisions that have led to a hemorrhaging of talent as workers leave when faced with life there without Local 860.

There has also been a wild uptick in youth violence due to the historic low staffing levels. There have been numerous fights, 204 threats to both youth and staff, 159 assaults on both youth and staff, 52 group disturbances, 18 security threats, 11 attempted escapes, 13 incidents of destruction of property and a riot with tens of thousands of dollars in damage.

Local 860 brought the fight for recognition to the court's front door. We placed a billboard with the website: J4JCW.COM across the street from Juvenile Court, as well as advertising

their malfeasance on many RTA bus stops along major arteries in the city.

We also placed a very large billboard on Route 2 along the Shoreway so that all westbound traffic can see as they enter Lakewood, where Tess is trying to paint herself as a "PRO-LABOR" candidate in her bid for Municipal Judge there. Local 860 has publicly called her out and made our presence felt at the AFL's Labor Day rally where she showed up trying to garner support.

Tess Neff and Judge Tom O'Malley must know that Labor NEVER sleeps and Local 860 is everywhere. Local 860 knows no boundaries in representing its members, and that includes dropping literature in Lakewood exposing Tess's anti-union behavior as we head into the election.

Any members interested in pitching in with the fight are encouraged to contact Local 860 Organizer, Colin Sikon at 216-432-1022 ext.118





PUBLIC SECTOR

Local 860 consistently services its members by taking on new challenges and overcoming obstacles. Recently, we have been able to focus our involvement on management and the individual managers comprising the whole. The pandemic allowed us the time and dedication to develop a much more direct working relationship with management. Oftenly, this resulted in Local 860 resolving problems before they arose. It also allows us resolve them more expeditiously where prevention failed.

This has affirmed our commitment to the well-being of our members. We've made great strides and significant progress to work diligently with management to ensure they're treating our members fairly in accordance with all contracts. At times it can be a challenge, but it's a challenge we are always willing to take on together.

» BEACHWOOD

Local 860 has executed a new contract with the City of Beachwood for the Building Department and is finalizing the ratified agreement for signature regarding the Public Works Department.

» BEREA

Normal operations in the City of Berea are in full swing, including the "Live at the Lake" concert series at Coe Lake. Members have been working overtime to maintain the venues so concert goers and residents have the best experience possible. Both the Cleveland Browns and Local 860 members prepared for another winning season with Local 860 members hanging banners and covering streets throughout the city with brown and orange.

» BROOK PARK

Local 860 negotiated, ratified, and executed a successor agreement for years 2020, 2021 and 2022, which is a contract term exclusive to Local 860 in the City of Brook Park. The annual "Home Day's Festival" resumed after a year off due to COVID and went off without a hitch.

» **BROOKLYN**

Local 860 negotiated, ratified, and executed a favorable contract for the Service Department bargaining unit employees. Summer operations continue throughout the City of Brooklyn as Local 860 members continue to provide the highest level of service to its residents.

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

Recently, there have been more issues involving the hiring of new employees versus promoting employees of Local 860. The City of Cleveland has increased the enforcement of its attendance policies, which is resulting in an increase in discipline across the city. The task system is in its final stages of implementations, but our Public Sector Saturday meetings have been a success. Local 860 was able to secure a significant settlement for some members in the Division of Waste Collection due to non-bargaining unit members doing Local 860's work. Continue checking your email and spam folder for job bids and bid awards. The City of Cleveland is currently working on the miscalculated retro payments. Utilities members have been resolved, and Public Works members are in the works.

» **CLEVELAND HEIGHTS**

Local 860 continues to aid and support our members with the processing of grievances and addressing any concerns from the group. Local 860 is closely monitoring the upcoming mayoral election. Historically, the city has had a city manager. Local 860 is anticipating a new dynamic with this change in the city's power structure.



» **GENEVA**

Negotiations for a new Collective Bargaining Agreement will commence this fall. The Grape Jamboree, Geneva's largest event of the summer, was cancelled due to COVID.

» **HIGHLAND HEIGHTS**

A busy couple of months coming up in the City of Highland Heights. First, the collective bargaining agreement negotiations will commence this fall. Then the labor-management committee meeting is scheduled for September. In the meantime, crews continue summer maintenance and are preparing for winter.

» **LYNDHURST**

Local 860 negotiated, ratified, and executed collective bargaining agreements for the service, building, and finance bargaining units. Home Days returned in 2021 after being cancelled in 2020 due to COVID.

» **MAYFIELD HEIGHTS**

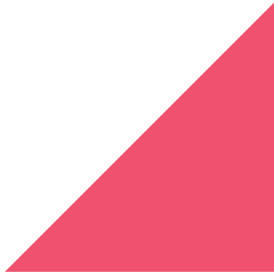
A successful collective bargaining agreement was ratified by members in June. A Memorandum of Understanding regarding city participation for educational opportunity was executed in August. Crews continue summer tasks and are gearing up for winter.

» **MENTOR**

After several months of negotiations, the parties reached a successor agreement, with many positive and significant changes. The City of Mentor purchased a line-stripping truck to stripe the streets with service department employees. After some training on the truck and practice, Mentor streets are brighter and safer.

» **OLMSTED TOWNSHIP**

Local 860 recently ratified a new contract with the village and has continued to service our membership.





» **PARMA
(SUPERVISORS)**

Members in City of Parma continue to make sure all the day-to-day tasks are carried out safely and effectively for the residents and visitors of Parma. Contract negotiations will begin in the near future.

» **PARMA HEIGHTS**

Local 860 and the City of Parma Heights are resuming contract negotiations after months of sitting idle due to COVID and other variables. Members continue to do their seasonal summer tasks from asphalt and concrete to tree trimming and removals.

» **RICHMOND HEIGHTS**

Members in the City of Richmond Heights continue to carry out their day-to-day tasks throughout the City. Local 860 and the city will be sitting down soon to negotiate a successor agreement.

» **UNIVERSITY HEIGHTS**

Local 860 is still in the midst of negotiating a new contract with the City of University Heights. With safety forces having completed their contracts, Local 860 anticipates moving this contract to completion. The city has indicated its intention to expand the membership with new hires. Local 860 is also monitoring the mayoral race in November.

» **VERMILION**

Everything is going well in the City of Vermilion. A mayoral election is on the ballot for November.

» **WESTLAKE**

The City of Westlake unilaterally installed GPS monitoring systems in vehicles, and Local 860 demanded they deactivate them until a meeting was held between the two parties. The city complied and the parties reached an understanding of the permissible purpose and use of the GPS units. Labor-management meetings held to discuss ongoing issues, as well as issues that might arise in the near future, were very effective. Local 860, with the help of their dedicated stewards, were able to achieve a favorable outcome in a grievance.

» **WICKLIFFE**

Members in the City of Wickliffe continue to provide exemplary service to its residents. Leaf season is approaching fast and members are prepping vehicles and machine for leaf pickups. Negotiations will start this fall.

» **CLEVELAND PUBLIC LIBRARY**

Local 860 has continued to represent and support its members and stewards in their daily functions, including successfully defending its members from unwarranted disciplines. Members continue to keep the library branches safe for patrons throughout this pandemic.

» **CMSD**

Members labored to have the district's schools ready for the new school year. Local 860 is currently in the midst of negotiating their new collective bargaining agreements with the district.

» **LAKEVIEW CEMETERY**

Local 860 is preparing for upcoming negotiations as our contract is set to expire. The cemetery is looking to expand its workforce with full-time and part-time positions.

» **CUYAHOGA COUNTY PUBLIC WORKS
MAINTENANCE/CUSTODIAL**

After a very lengthy negotiation, Local 860 had arrived at a tentative agreement that was ratified unanimously by the body of the membership. The union has continued to hold labor-management conferences with management and

continued to represent members by processing grievances, as well as addressing any other member concerns.

» CUYAHOGA COUNTY SANITATION ENGINEERS

Local 860 is currently in negotiations attempting to secure their first contract as Local 860. The parties have reached a number of tentative agreements, but several issues remain outstanding for the membership to vote on. Local 860 has continued representing its membership in pre-disciplinary hearings and grievance meetings.

» CUYAHOGA COUNTY FISCAL

Members' diversity and talents have enabled the ever growing fiscal tasks to be accomplished. Additional Local 860 members are anticipated as fiscal needs arise. Special congratulations to our Dog License team who collectively surpassed expectations in servicing the public. Auto title members continue to successfully service the public during the challenges of the pandemic. Contract negotiations are scheduled to begin soon for a new collective bargaining agreement.

» CUYAHOGA COUNTY TREASURERS

Local 860 members' hard work and diligence helped to complete a successful tax collection season.



Diversity and skills of members allowed for coverage in various fiscal/treasurers related units. Treasurers' stewards attended the Federal Mediation Conciliatory Services training session this summer. Contract negotiations are scheduled to begin in soon for a new collective bargaining agreement.

» CUYAHOGA COUNTY BOARD OF REVISIONS

The 860 staff successfully met new mandated completion dates during a very busy season. Contract negotiations are scheduled to begin soon for a new collective bargaining agreement.

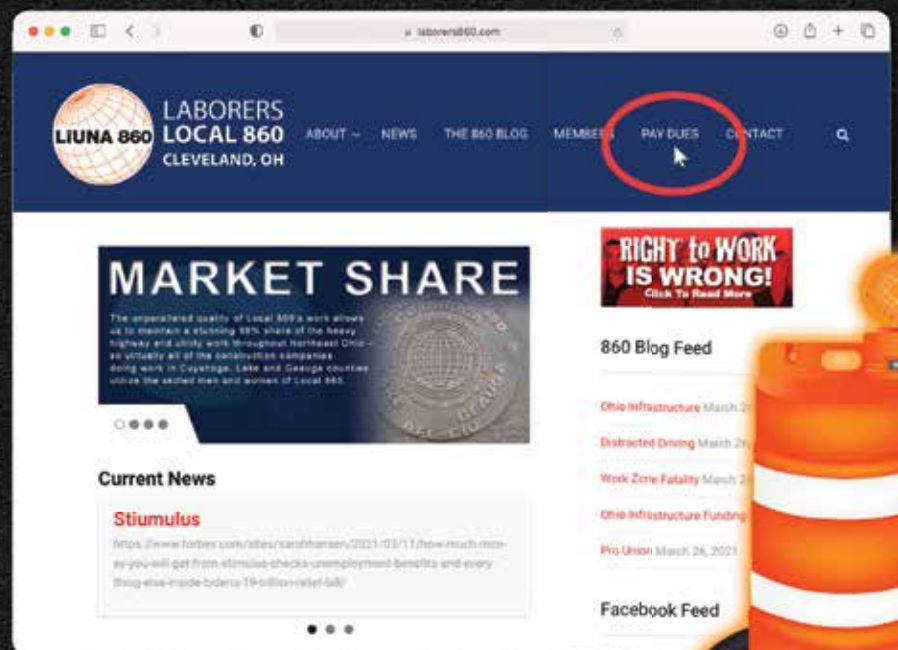
» CUYAHOGA COUNTY HHS/IT

Local 860 has continued contract negotiations. Scheduling for HHS manager training with the Federal Mediation Conciliatory Services is in process. Monthly union/management safety conference calls and labor-management committee meetings have continued.

START PAYING YOUR DUES ONLINE!

Construction members and retirees can now pay dues online, as well as submit address changes, and check the date your dues are paid through. Set up automatic monthly payments, and you'll never have to remember to pay your dues again!

Go to www.laborers860.com, and click the Pay Dues tab at the top to access this feature.



TRAINING & SAFETY

TRAINING

The 2021-2022 training season will be on par with the usual successful training that Local 860 offers year-after-year. As we keep growing, we keep training up. That means that Local 860 members are some of the highest-skilled laborers in the field. As a member of Local 860, you have more opportunities available because of your diversified skill set. It equals success, which equals safety.

Filling out a skill sheet and keeping it updated with the office makes you a more employable member. Skill sheets are available at www.laborers860.com under the About section.

Beginning this fall, we will offer a full schedule of available classes for members to take advantage of again:

- A-1 Measurements and Leveling Instruments
- A-2 Introduction To Transits
- Craft Orientation (Apprentices Only)
- Hazardous Waste Worker Renewal
- STP Safety Training Passport
- Traffic Supervisor
- Plastic Pipe Fusion
- Confined Space
- ATSSA flagging
- Process Pipe
- Field Rigging
- First Aid/CPR
- OSHA 30



According to the National Highway Traffic Safety Administration (NHTSA), in 2019 distracted driving crashes killed 3,142 people in the United States.

There were more than 91,000 distracted driving crashes throughout the state of Ohio from 2013 - 2019, according to the Ohio State Highway Patrol. This resulted in more than 47,000 injuries and 305 deaths. Numbers are likely much higher than this, as distracted driving is vastly underreported.

While this new legislation is great news for Local 860 members who are out there working to maintain roadways, infrastructure and communities, we still need to be aware. Safety is a two-way street, and we can't ever let our guard down.

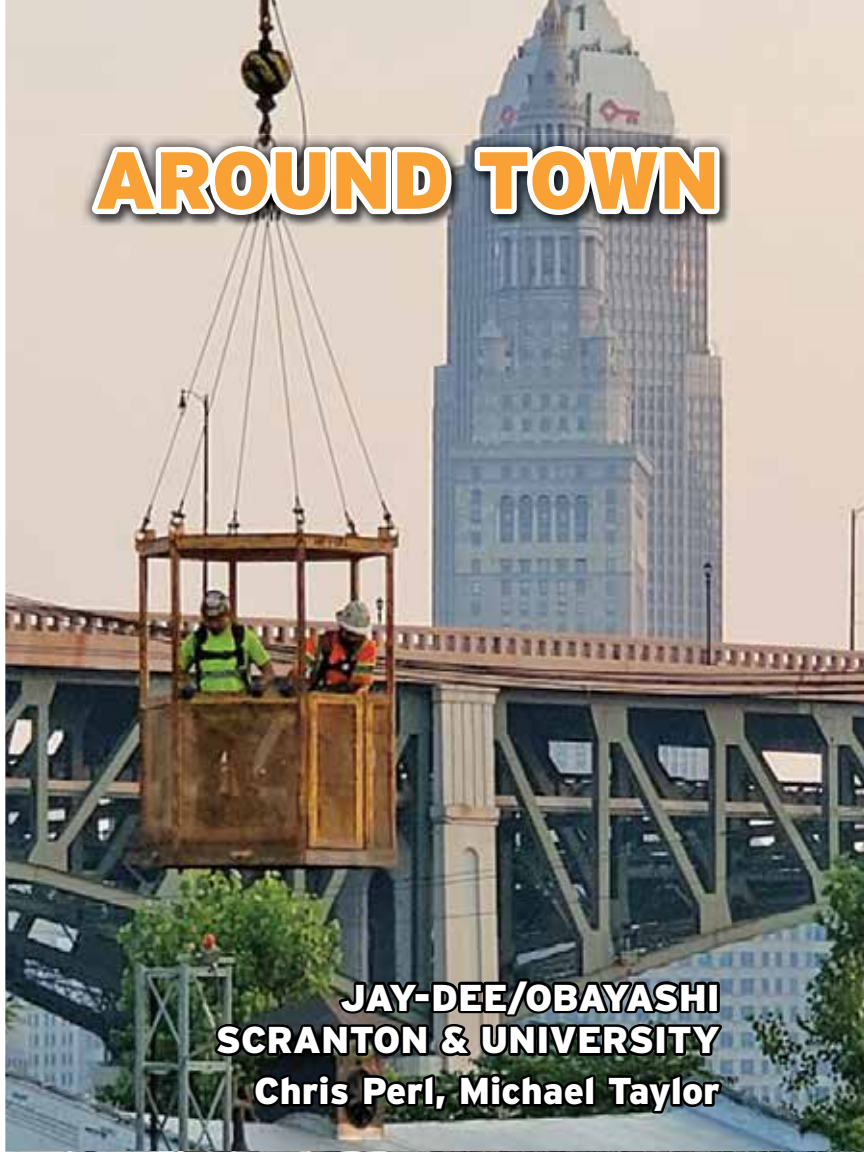
Ohio legislature set out to curb Ohioans distracted driving by introducing a proposal to make the dangerous driving behavior a primary offense.

House Bill 283, introduced by Representatives Cindy Abrams and Brian Lampton, would make driving while handling any electronic wireless device a primary offense for adult drivers and increase fines for drivers who habitually use devices while driving. In cases where a driver using a device causes serious injury or death, the penalties will mirror those of drunken driving.

SAFETY



**GREAT LAKES CONSTRUCTION
W44TH BRIDGE DECK
REPLACEMENT (OVER I-90)
Roger McDowell, Troy Washburn**



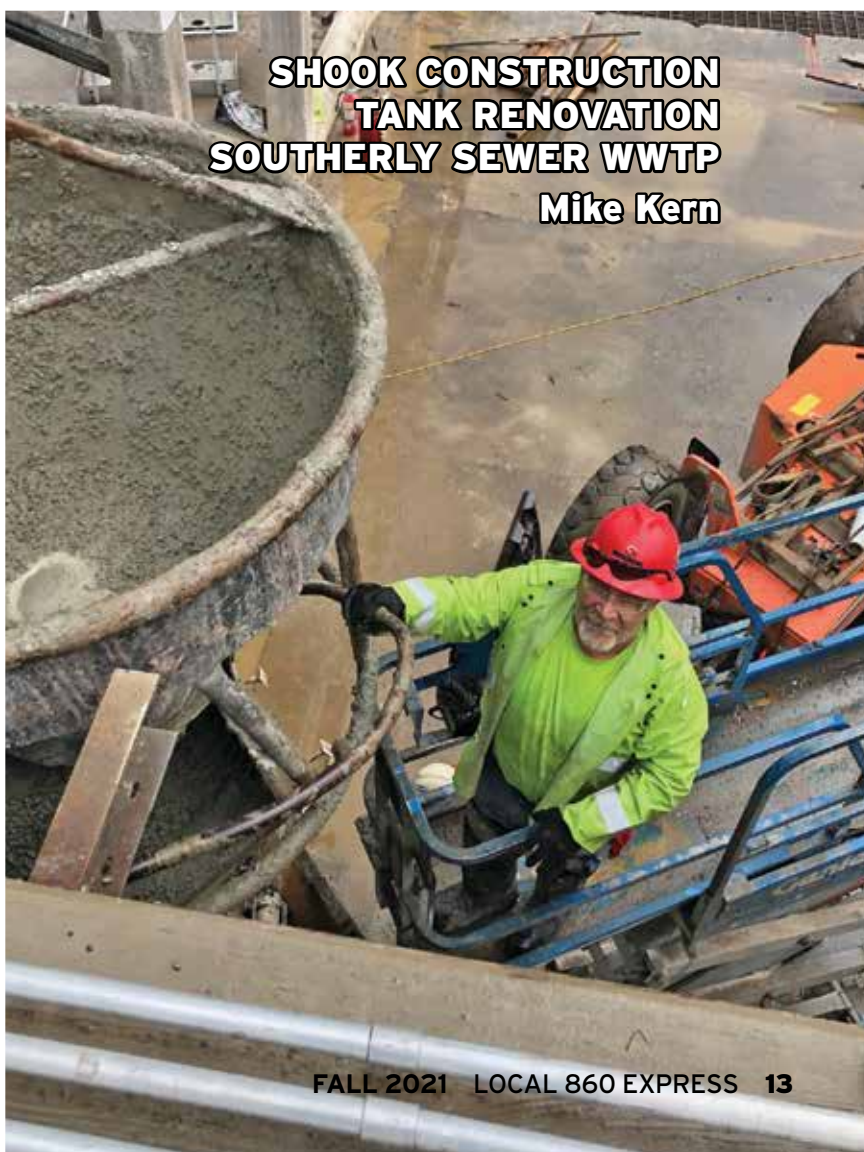
AROUND TOWN

**JAY-DEE/OBAYASHI
SCRANTON & UNIVERSITY
Chris Perl, Michael Taylor**



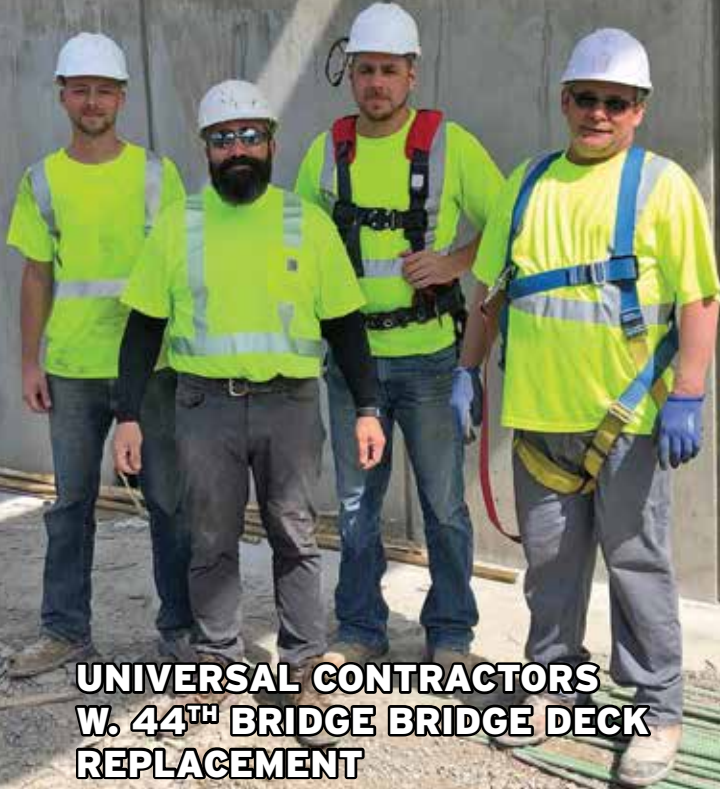
**DRS ENTERPRISES
BRAD ST. LANDING PIER
RENNOVATIONS, ROCKY RIVER
Dale Stefanini, Colin Keim,
Anthony Carlisle, James Nolan,
Jeffrey Campbell, Timothy Clark**

www.laborers860.com



**SHOOK CONSTRUCTION
TANK RENOVATION
SOUTHERLY SEWER WWTP
Mike Kern**

AROUND TOWN

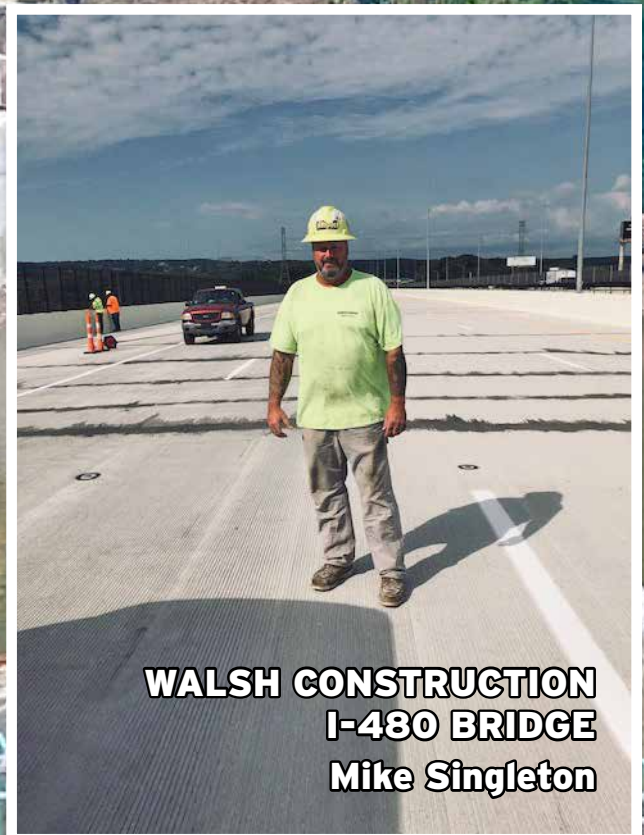
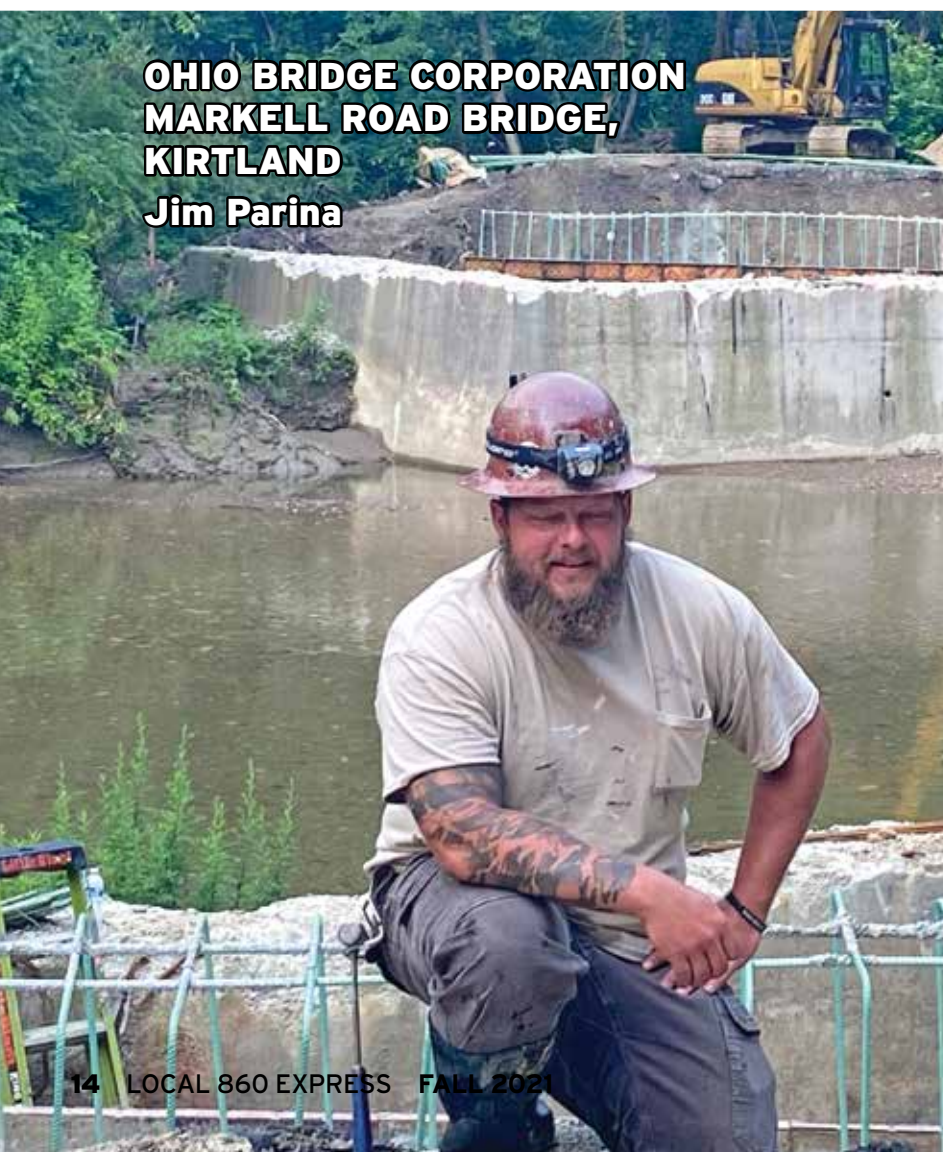


**UNIVERSAL CONTRACTORS
W. 44TH BRIDGE BRIDGE DECK
REPLACEMENT
Eric Hensley, Steve Scordos,
Phillip Lefler, John Dudek**



**COOK PAVING & CONSTRUCTION
W. 65TH ST. ROAD REHAB
Benjamin Williams, Sr.**

**OHIO BRIDGE CORPORATION
MARKELL ROAD BRIDGE,
KIRTLAND
Jim Parina**



**WALSH CONSTRUCTION
I-480 BRIDGE
Mike Singleton**

AROUND TOWN

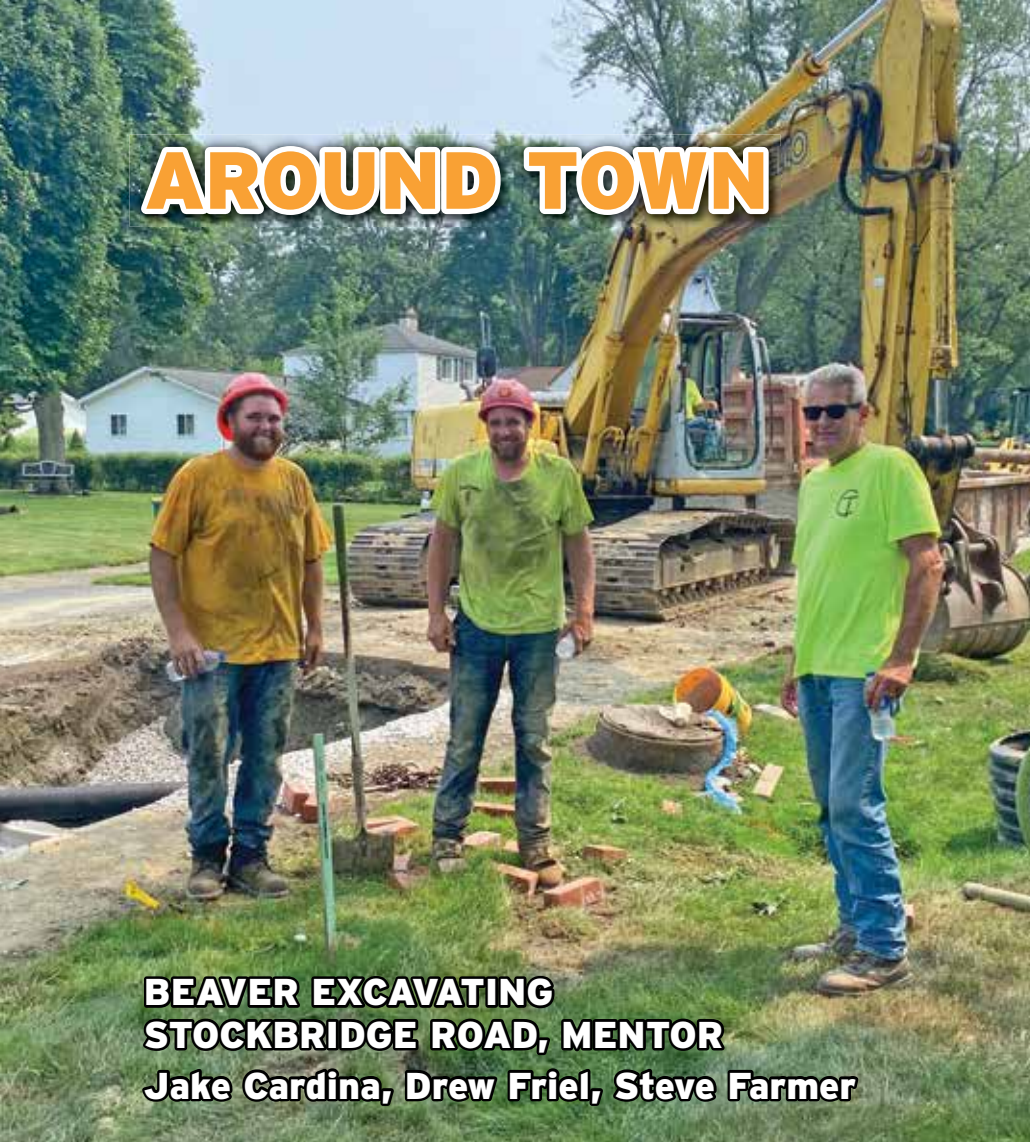


**CUNNINGHAM PAVING
TRI-C EAST
Tom Bielek, Sam Wolanin**



**A&J CEMENT
CHASE DRIVE, MENTOR
Salvador Hernandez, Genaro Hernandez, David Juhasz,
Evaristo Rodriguez, Joaquin Radilla**

AROUND TOWN



**BEAVER EXCAVATING
STOCKBRIDGE ROAD, MENTOR**
Jake Cardina, Drew Friel, Steve Farmer

EMPIRE PAVING SERVICES MALTZ PERFORMING ARTS CENTER

Josh Jarvis, Mike Shearer,
Jesus Hernandez,
James Bradbury,
Tony Sharratta



KOKOSING INDUSTRIAL EUCLID TREATMENT PLANT

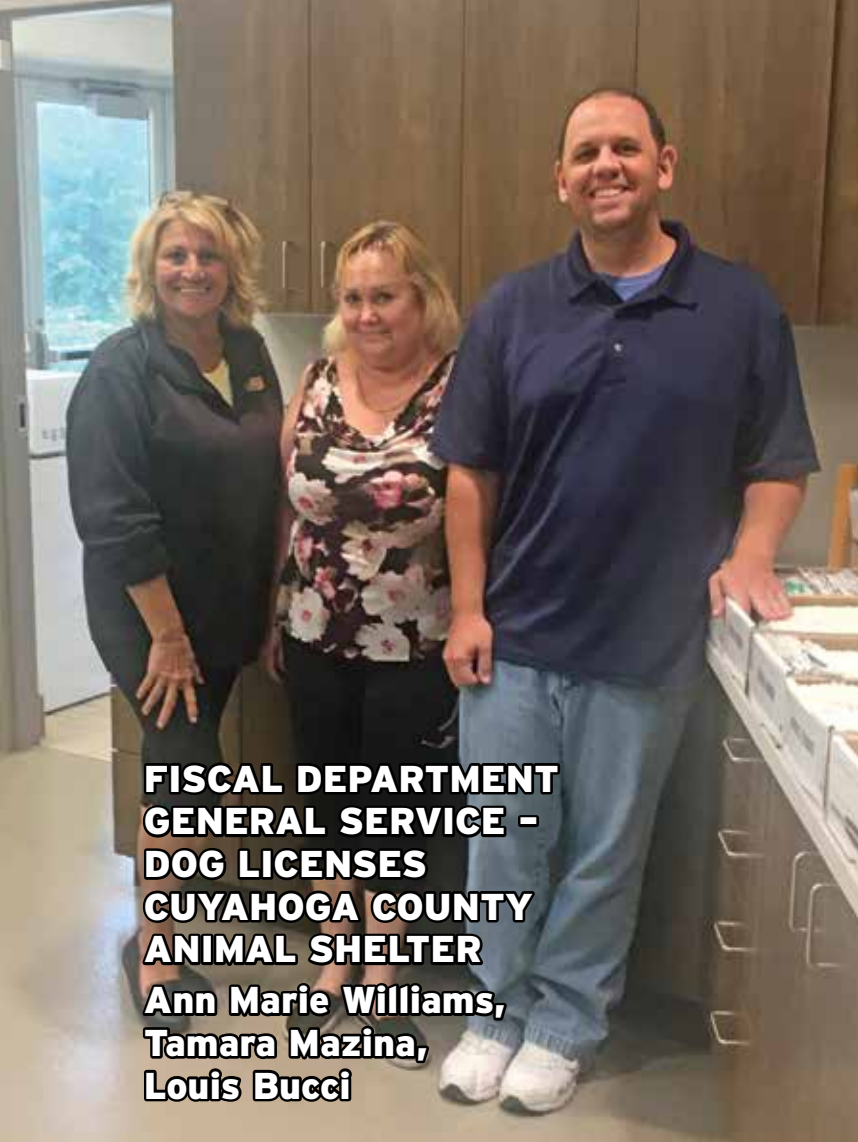
Phil Lapish, Dane Wolf,
Woody Sorrentino,
Blaise Cummins



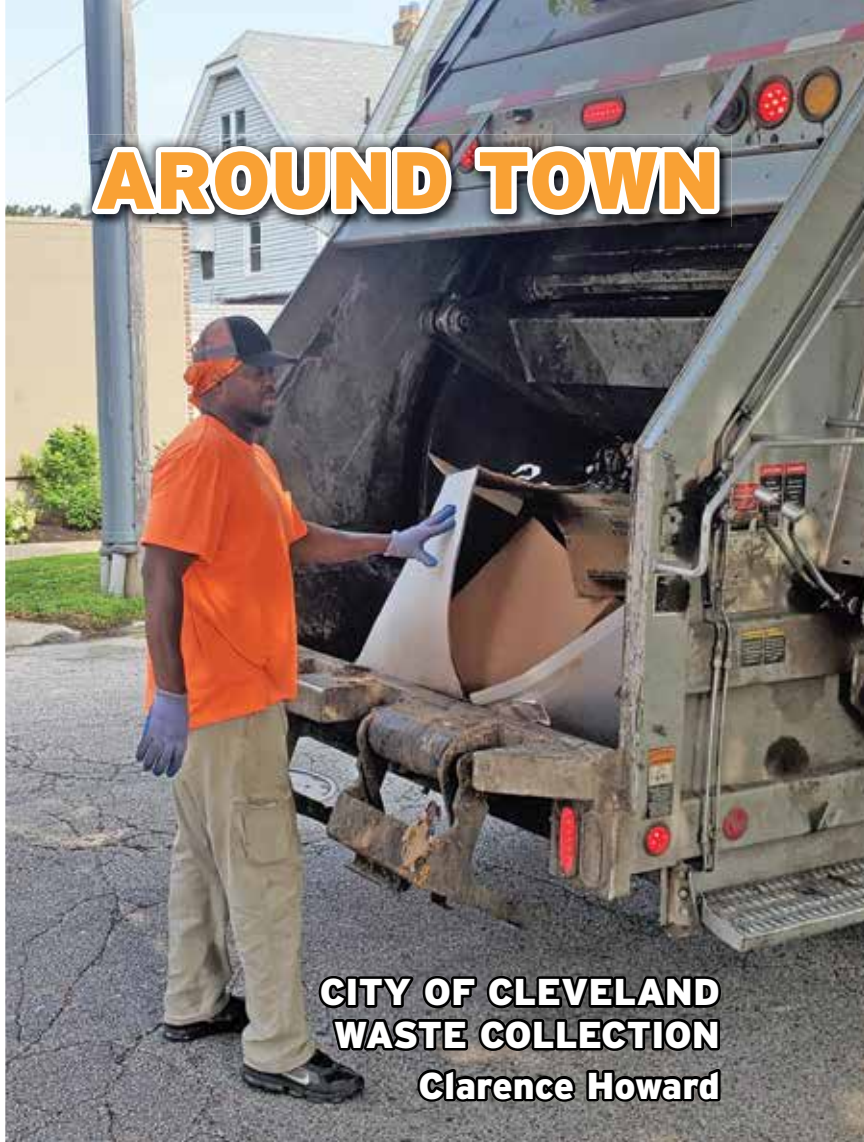
TRI MOR CORPORATION CUYAHOGA COUNTY AIRPORT

Daniel Hernandez, Jamie Brindley,
Thomas Gigante, Joel Jarvis,
Brad Davis, Jesus Montes



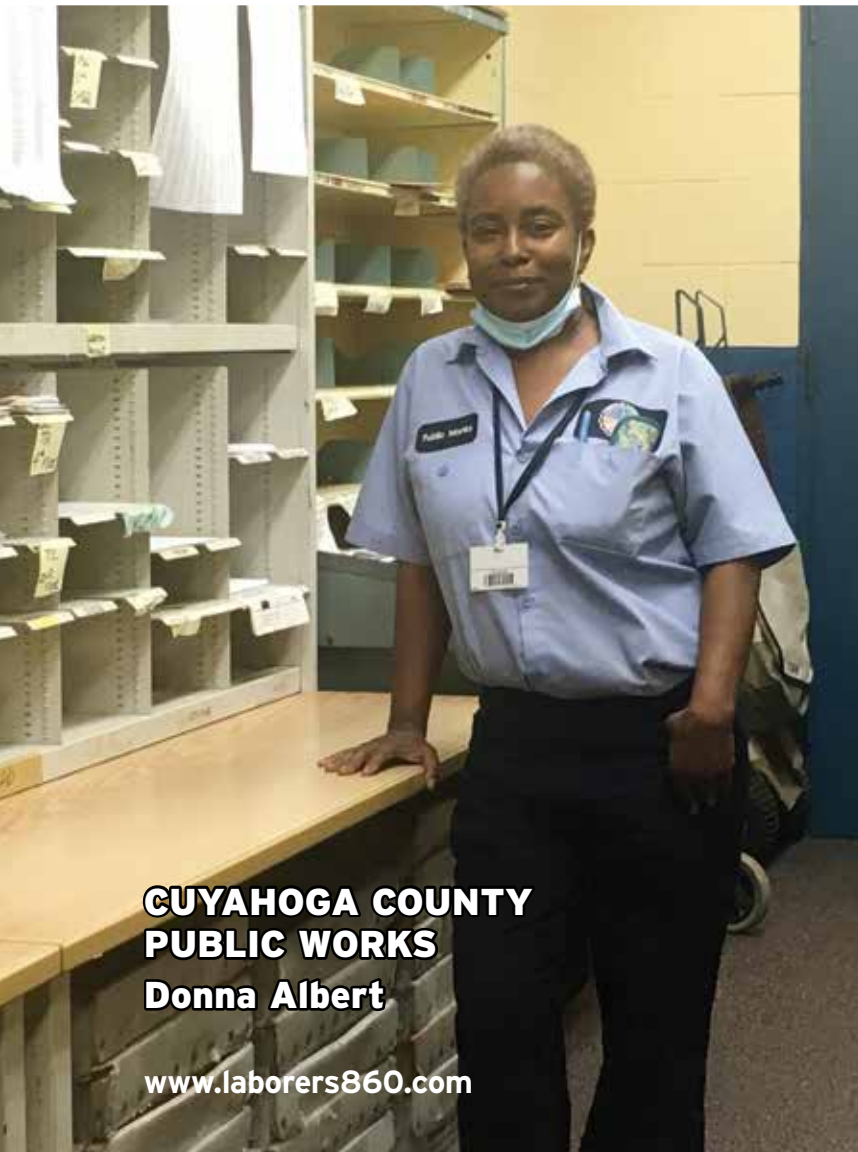


**FISCAL DEPARTMENT
GENERAL SERVICE -
DOG LICENSES
CUYAHOGA COUNTY
ANIMAL SHELTER**
Ann Marie Williams,
Tamara Mazina,
Louis Bucci



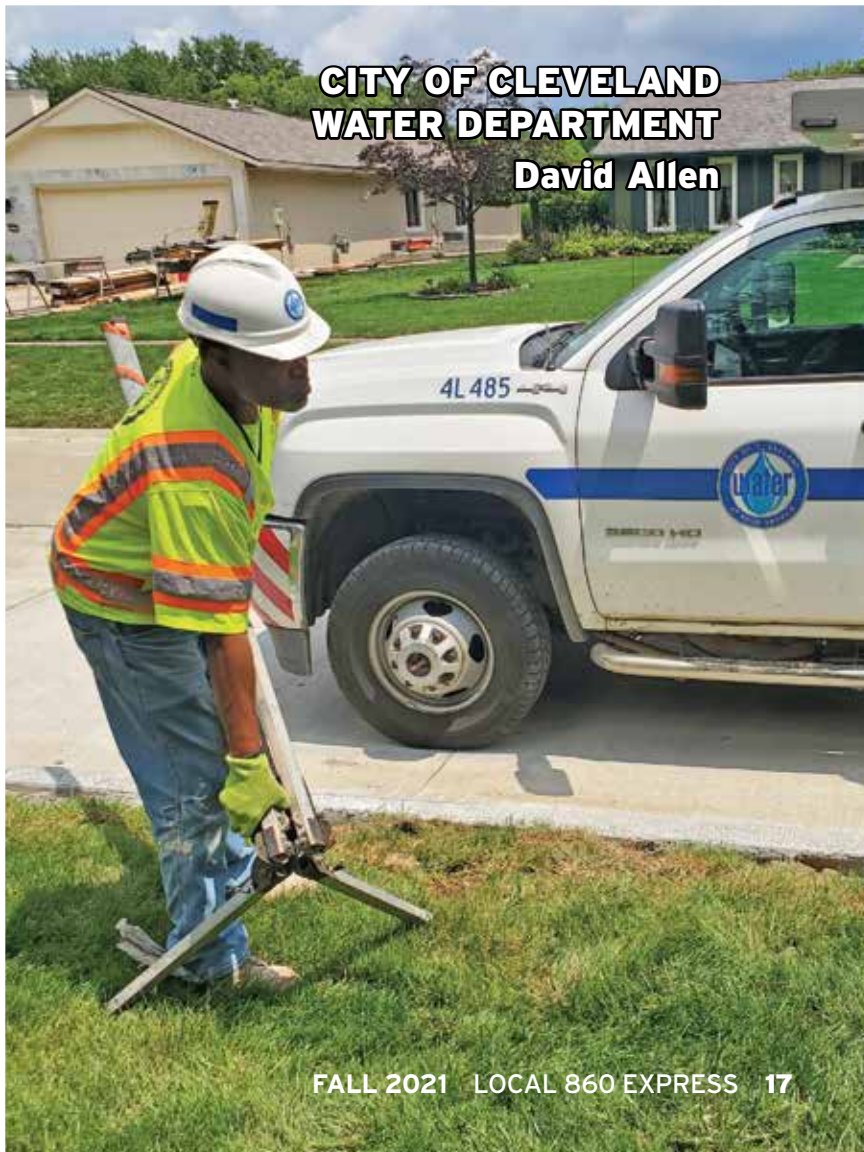
AROUND TOWN

**CITY OF CLEVELAND
WASTE COLLECTION**
Clarence Howard



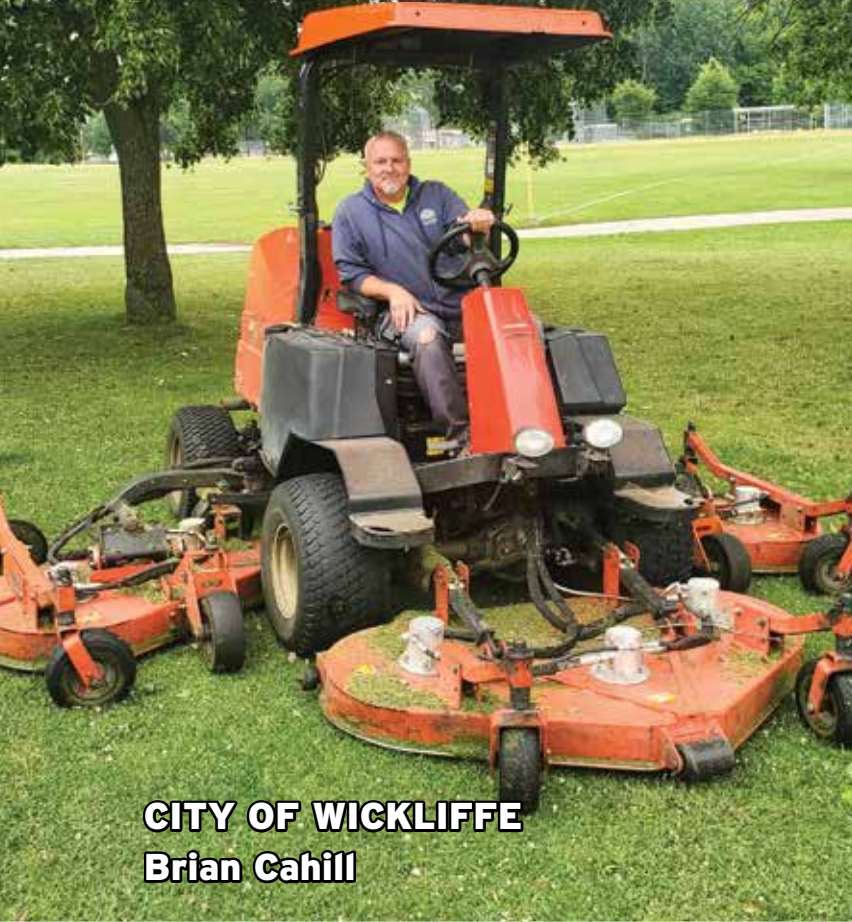
**CUYAHOGA COUNTY
PUBLIC WORKS**
Donna Albert

www.laborers860.com



**CITY OF CLEVELAND
WATER DEPARTMENT**
David Allen

AROUND TOWN



CITY OF WICKLIFFE
Brian Cahill



CITY OF BEREA
Jesse Eschuk, Adam Odon



CITY OF MENTOR
Kris Kalcher, Dave Hamilton



CITY OF CLEVELAND
Scott Higgins speaking at ODOT
Driver Awareness Press Conference.
Brother Higgins was injured by a
distracted driver in December.



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 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 7PM
(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 Social Security number are included
- Payments will be processed the following business day



UPCOMING EVENTS

HOLIDAY GIVEAWAY: Nov. 20-21 (9AM - 3PM)
KALAHARI: Jan. 28-30

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 Representative
Mike Piccirillo
(ext. 117)



Business Representative
Brian Beyer
216.431.2707



Organizer
Colin Sikon
(ext. 118)

Secretaries (ext. 0)



NONPROFIT ORG
US POSTAGE PAID
CLEVELAND OH
PERMIT NO. 3481



LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 860

3334 PROSPECT AVENUE
CLEVELAND, OH 44115-2616



RETURN SERVICE
REQUESTED

