

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 860 CLEVELAND

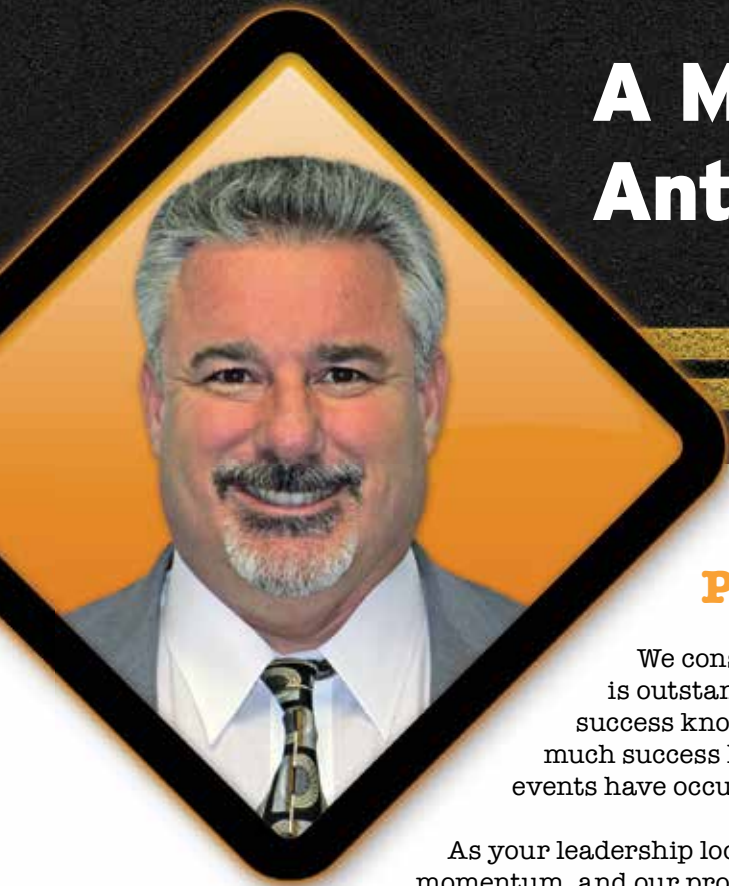
860 Express

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

SUMMER 2019 / VOLUME 15 • ISSUE 2



A Message from Anthony D. Liberatore Jr.



PROSPECTS FOR PROSPERITY

We constantly report on the strength and success of our Local, which is outstanding, but truly it never ceases to amaze me. Our level of success knows no boundaries. As we forge ahead into work season 2019, much success has already taken place at 860. Most recently, a number of events have occurred to insure Local 860 prospects for prosperity.

As your leadership looks forward to a new term serving our membership, the focus, momentum, and our progression shall be seamless. As newly reelected, the members' belief and support in Local 860 and its leadership are the motivation that inspires. So thank you, Sisters and Brothers.

Other great things happening for Local 860 is the new governor addressing the long-overdue infrastructure issues in Ohio. Governor DeWine did not waste time addressing Ohio's Infrastructure. An increased fuel tax has been a long time coming. The legislative effort that went into the fuel tax was swift and effective. The administration didn't drag their feet.

Ohio Laborers, led by District Council Business Manager, Ralph Cole, and the Ohio Laborers' District Council Negotiating Committee has negotiated a new three-year Highway Agreement with a combined \$3.55 increase. The first year increase is \$1.20, and due to the tremendous financial health of our fringe fund, only 20 cents shall be deducted, providing an increase of \$1.00 in your paycheck beginning May 1, 2019.

Our Public Sector wages continue to grow along with our membership. We serve the membership with first-class benefits, training and continued support.

I encourage you to stay in the know with blog posts and the now available Local 860 App. Continue providing the top-notch skills and service to the community that you always have, and your union, Sisters and Brothers, continues to share no equal.

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** War on Workers
Taking the Power Back
- 5** Training
Diversify Your Skillset
- 6** Infrastructure Progress
Ohio Fuel Tax
- 8** Training
Diversify Your Skillset
- 10** Public Sector Updates
- 12** Around Town
- 19** Upcoming Events

ABOUT THE COVER

City Workers paving
a Cleveland Road
July 13, 1936



WAR ON WORKERS TAKING THE POWER BACK

We can call it a change in the wind or maybe it's the outcome of the unity of our unions, but either way, there is a shift. It's a shift to take the power back. After years of threats to our rights and proposed so-called right-to-work legislation, it seems like we now have the louder voice.

Congressional Democrats are planning to introduce legislation that would invalidate all right-to-work laws. This would essentially strip employees in 27 states of the right to decide whether they wish to join or otherwise support a union.

The legislation, called the "Protecting the Right to Organize Act," includes various other changes that would benefit unions. A House Education and Labor Committee source confirmed that Democrats plan to unveil the bill this summer.

As we know, right-to-work laws prohibit union-management contracts that obligate all employees to either join a union

or to pay one a regular fair share fee. The fees cover the costs of the union's collective bargaining on behalf of the workers and are automatically deducted. Unions in right-to-work states typically suffer membership losses and depleted treasuries due to the laws.

The Democrats' proposed legislation would rewrite the National Labor Relations Act to make fair share fees legal in all states. This proposed legislation was announced by committee Chairman Bobby Scott, D-Va., and others on the committee. He said it would be an updated version of a bill last year called the Workers' Freedom to Negotiate Act.

That Act said that: "[t]o prevent free-riders from benefiting from the representation and services unions must render without paying their fair share for those services, this legislation allows employers and unions to enter into a contract that allows unions to collect fair-share fees that cover the costs

of collective bargaining and administering the agreement."

The legislation also increased penalties on businesses for labor rights violations, rolled back existing limits on worker strikes, and made forming unions easier.

"The NLRA has few tools to deter persistent violations – such as firing workers who support forming a union. This has contributed to the erosion of union density, which has decreased from 33.2 percent of the total workforce in 1956 to only 10.5 percent in 2018," said Scott in the dear colleague letter.

The legislation has a long way to go, and will come up against great opposition, especially with a Republican-controlled Senate. However, it is promising and has the support of many Democrats including Bernie Sanders. In the meantime, we don't let our guard down. We continue to stay in the know and follow closely the possible threats to our great union.



NEW WORKSITE TRAFFIC SUPERVISOR (WTS) PRE-QUALIFICATION PROCESS AND REQUIREMENTS AS OF LAST SUMMER

Currently there are approximately 200 Local 860 members that are Traffic Controller Supervisors.

Currently on any ODOT job, traffic control supervisors must have a certification. All certifications that were taken at the union hall or anywhere else will not be good for any job bid after July of 2018. You must take the WTS test at ODOT.

For more information, see "WTS Training and Prequalification Testing FAQs" on the ODOT website for more information.

TRAINING DIVERSIFY YOUR SKILL SET

This past year proved yet another great season of training up for Local 860 members. In the 2018-2019 season we trained 590 union members with 32 classes and 13,528 training hours. That means we're putting out the most highly-skilled laborers into the field.

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.

Keep up-to-date on available classes to take advantage of at www.laborers860.com. In the meantime, make sure that you update your skill sheet at the union hall and make sure your STP is not expired.





Infrastructure Progress

OHIO FUEL TAX

With the change in Ohio's administration, we finally have an opportunity to address the infrastructure problem. We believe in a robust economy, therefore we believe in robust infrastructure spending. Not only is it vital to the US economy as a whole, it is vital to the work of Local 860 and its members.

The new governor specifically said the state has neglected its obligations to transportation infrastructure. He said the state and its cities must fill potholes, bolster bridges, and rebuild roads.

"If you think the roads are bad now—you have not seen anything yet! While the local governments have been suffering for some time with a lack of resources for roads, state roads are just NOW entering the period where the revenues for them drop dramatically," he said.

Ohio has one of the largest and most active transportation systems in the United States, with 262,350 total road lane miles and 44,657 bridges. Ohio is located within one day's drive of 60% of the population of the United States and Canada and ranks near the top of the pack compared with all other states in many other measurements: 2nd

largest inventory of bridges 3rd largest in freight volume 4th largest interstate highway system (based on lane miles) 6th in the country in total Vehicle Miles Traveled, at 118.6 billion miles annually Our state's economy and quality of life are directly tied to the quality of our transportation system.

The high volume of passenger vehicles and commercial freight traffic flowing through the state every day supports businesses, provides jobs and ultimately drives Ohio's economy. But population growth and economic development mean increased demands on our roads and bridges. As traffic congestion worsens each year, more and more roads suffer from potholes and rutted pavement. Congestion costs Ohio motorists an estimated \$4.7 billion each year in lost time and wasted fuel. Many of Ohio's bridges are showing their age with structural deficiencies.

"It is time for us to invest in our children, in our workers, in our roads and bridges, in our infrastructure, and in Lake Erie and in our state parks and other natural wonders," said DeWine. "Simply put—it is time for us to invest in our future!"


Nearly 2,600 Ohio bridges have

been graded as being in "poor condition," the governor noted. DeWine added that each year that the state does not address the degradation of infrastructure is another year of dilapidation and collapse.

"Our total ODOT debt is now almost \$4 billion dollars—an absolute record! This coming year, our debt service at ODOT will be \$390 million dollars—also a historic high! That means that before one single penny can be spent on roads and bridges, drivers must pay \$390 million dollars in debt service for past projects and past commitments," DeWine said.

The Governor's proposed 18-cent gas tax hike was clearly top of mind in his State of the State address. DeWine spoke at length, detailing Ohio's deteriorating road and bridge infrastructure and the lack of funding to address the situation.

"A dollar of gas tax in 2005 now buys only 58 cents of road and bridge repair...Each year the roads and bridges get less and less safe," DeWine said. "Now our credit cards are maxed out. We simply cannot borrow any more, nor should we. Some may think that if we do nothing, status quo, the quality



THIS IS A VERY
GOOD THING FOR
THE STATE OF
OHIO AND FOR
LOCAL 860.

of our roads will somehow remain the same. Let me assure you, that is simply not true. The money the State has borrowed – that same money that has been propping us up – has been spent. And now that it is gone we are heading into a very dangerous point. We are about to see a dramatic reduction of the quality of roads in the state.”

A special advisory committee on Transportation Infrastructure was put together by Gov. Mike DeWine to assess Ohio’s transportation infrastructure needs. They recommended that the state’s General Assembly should increase its tax on gasoline.

This Advisory Committee said, “The only funding mechanism that generated broad consensus was an increase in the motor fuel user tax.”

The committee held two hearings earlier this spring to assess options for plugging a looming \$1 billion budget shortfall for major road projects starting next year and will span the next decade.

The budget gap threatens progress on a number of multi-million-dollar construction projects across the state, as well as some maintenance funding for road and highway upkeep.

Ohio House and Senate Republicans agreed to increase Ohio’s 28-cent gas tax to 38.5 cents. The state’s tax on diesel fuel will increase by 19 cents, to 47 cents a gallon, and is set to take effect July 1.

The legislation is expected to generate about \$865 million more per year for road and bridge projects, fixing Ohio’s deteriorating roads and making the state’s bridges safer. This revenue will be split 55/45 between state and local government. This will be the first increase in Ohio’s fuel taxes since 2005. This is a very good thing for the state of Ohio and for Local 860.

Ohio’s roads, highways, and bridges are vital links for the state’s residents, businesses, and visitors, providing daily access to homes, jobs, shopping, healthcare and social services, natural resources, and recreation. The quality of our roads is directly related to our quality of life and to the economic competitiveness of our state.

A recent study by the American Road & Transportation Builders Association (ARTBA) studied the impact on economic benefits under two scenarios: 1) an Ohio Department of Transportation

(ODOT) capital program at 2014 and 2015 levels of \$2.4 billion, and 2) an ODOT program of \$1.7 billion, a 29% decrease, as anticipated in ODOT’s next biennium budget. The study found the difference in economic activity generated by these two scenarios to be significant. Specifically, the report found that over a 10 year period, should ODOT’s budget decrease, the State of Ohio would forego \$2.4 billion per year in output, tax revenues, earnings and user benefits.

The reduction in funding would deprive jobs to 8,710 Ohioans who would otherwise generate \$417 million per year in earnings. In addition, with the higher investment level, the percent of travel on deficient roadways would decrease from 22.3% of travel to 13.4% after 10 years. At the anticipated lower level of funding, the percent of travel on deficient roadways would increase to 25.4% of all travel.

Investing in Ohio’s transportation future is about ensuring safe, effective, efficient transportation for all Ohioans. It also guarantees jobs, lots and lots of man hours and consistent future work for the skilled members of Local 860.



The final phase of a long-planned infrastructure project designed to spur significant economic benefits on Cleveland's near east side has begun as of this spring. Members of Local 860 have worked on this project since the beginning and take great pride in our accomplishments.

Section 3 of the Opportunity Corridor - a new three-mile-long boulevard that will connect several historic neighborhoods to the regional interstate system - will commence in March and is expected to be open to traffic by the end of 2021.

The most intensive and disruptive work will take place at the western end of the project. Beginning on May 29, crews will close Interstate 490 between E. 55th Street and Interstate 77 for two years in order to complete major excavation, bridge, and utility work. North and south traffic will be maintained along E. 55th during the construction. Detours around this closure and additional

information can be found at the Ohio Department of Transportation's website by clicking here.

When completed in May of 2021, this stretch of I-490 will be lowered nearly 25 feet to pass underneath E. 55th Street while transitioning to the 35-mph boulevard. A short connector roadway will provide full access between E. 55th Street and the Corridor.

In total, Section 3 will construct 1.8 miles of new roadway, four new bridges, two new pedestrian bridges, six signalized intersections, new water mains, new major sanitary and storm sewers, sidewalks and a shared-use path.

When completed, the Opportunity Corridor will serve as a catalyst for job creation and community investment by providing enhanced access to key employment centers and creating the foundation for the redevelopment of several hundred acres of underutilized land.

Public Sector Update

Local 860 doesn't take for granted the value of our stewards and the important role they have in the overall success of our union. We're committed to providing them with the necessary tools they need to continue to service our members. Local 860 Counsel, together with your union representatives, have conducted two steward seminars this year. These seminars were specifically designed to provide professional development and education. This ensures that all Local 860 stewards are up-to-date with the most current laws and regulations, which are important for the protection and preservation of all members.

Behind the scenes, stewards are actively policing your contract, bringing your issues to union representatives, attending meetings with management, posting union news, signing up new members and most importantly, sitting next to you and supporting you in times of need.

Please keep your contact information up to date. Contact Melissa at 216.432.1022 (ext. 100).

CUYAHOGA COUNTY

» **PUBLIC WORKS**

Local 860 investigated claims of hazardous conditions on docks during construction and assisted in getting member temporarily transferred to safer area.

Local 860 filed jurisdictional dispute charges against AFSCME and Cuyahoga County regarding separate overtime list for Weddings and Special Events. As a result, there will only be one overtime list ensuring a fair and equitable distribution of overtime.

Local 860 is monitoring the Harvard Avenue facility to ensure we maintain our work jurisdiction and do not lose jobs. Local 860 has had several meetings with County management to express our concerns.

» **JUVENILE COURT**

Local 860 continues to battle the Court over safety issues. Currently, the Court is attempting to introduce new measures which place our Detention Officers' safety at risk. Local 860 has demanded meetings with new management to express its concerns.

Local 860 was successful in obtaining overtime backpay for a Detention Officer in arbitration for the period he was placed on paid administrative leave. The Court cannot punish bargaining unit employees by stripping them of their livelihood. The Court announced on June 4, 2019 it would be challenging the arbitrator's decision. Local 860 does not anticipate the Court will be successful.

Local 860 was successful in compelling the Court to arbitrate its implementation of new policies. The Court is appealing the lower court's decision.

In the Probation Department, the Court is actively attempting to undermine the Union and transfer bargaining unit work to non-bargaining unit employees. The Union is challenging the Court's transfer of work, and the fact that those positions were designated non-union positions. Three grievances have been filed regarding these issues. Local 860 is prepared to seek injunctive relief with the Court of Common Pleas if the Court forces employees out of the bargaining unit, or lays off employees.

Local 860 is constantly challenging the Court's implementation of new policies without 14 days advance notice to the Union. Challenges to new policies should be filed with the Union immediately with specific reasons for the challenges.

» **FISCAL**

Local 860 is in the process of negotiating its Second Collective Bargaining Agreement. Local 860 has proposed a comprehensive wage proposal which includes general wage increases for all employees (no red-lining), step increases for those who have not reached the top step, additional steps, and equity increases. The County has not yet responded in any comprehensive way. The parties have selected a Fact-Finder if negotiations break down.

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

» **TREASURER**

See Fiscal above. Local 860 continues to conduct meetings with bargaining unit employees and management. Local 860 has filed an ULP charge

against the Employer for unilaterally implementing a vacation black-out period.

» **BOARD OF REVISION**

See Fiscal above. An arbitration hearing was avoided and Local 860 was successful in getting a member's job reinstated along with a higher wage rate.

» **DEPARTMENT OF HEALTH AND HUMAN SERVICES**

Local 860 is challenging the Employer's attempt to change job descriptions without notifying the Union through arbitration.

Local 860 filed an Opt-In Request with the State Employment Relations Board to add three Foster/ Adopt Recruitment Specialists to the bargaining unit. The County initially filed objections to the Petition, but has now withdrawn those objections. Local 860 is working with the County to ensure overtime wages are correctly paid to these employees, even before it is certified as their representative.

HHS and IT have new Human Resource and Labor Relation Specialists in place. Local 860 has been working with the new representatives in an effort to enlighten and educate them on pending issues. We anticipate a positive working relationship going forward.

Local 860 and Management have engaged in and will continue monthly Labor Management Meetings which have proved to reduced grievances .

A training seminar presented by The Federal Mediation & Conciliation Service will be attended by Local 860 representatives and HHS / IT managers in June, in order for both the Union and Management to better manage the workplace atmosphere.

» **CMSD**

The parties are in the process of negotiating a one year extension with the District.

CLEVELAND PUBLIC LIBRARY

Cleveland Public Library

Grievances have been processed with excellent outcome. In addition, shift premium overtime issues have been corrected.

VERMILION

Local 860 has filed a petition to represent building and utility clerks in the City.

» **LYNDHURST**

Local 860 was successful in getting a member a portion of his vacation hours returned, which the City unfairly stripped away from him because he was off work due to an injury.

UNIVERSITY HEIGHTS

Local 860 is currently pursuing three grievances and one ULP charge. The parties conducted an arbitration

hearing over the Employer's unilateral implementation of an eight week vacation blackout period on June 4, 2019 before an arbitrator. Local 860 is also arbitrating a class action grievance regarding the City's use of Noce Enterprises to perform bargaining unit work. This matter has been postponed due to personal reasons of the Arbitrator, but will be rescheduled soon. The parties will select an arbitrator and schedule the hearing for the third grievance in the coming weeks.

» **CLEVELAND HEIGHTS**

Local 860 successfully negotiated a new collective bargaining agreement, which paid higher increases than any other agreement in the City. Local 860 also negotiated substantial improvements in the new agreement, including final and binding arbitration on all matters, improved boot allowance, daily assignment based on seniority language, expansion of sick pay payment upon retirement and a host of other changes. Local 860 and its members filed an FLSA lawsuit on behalf of all bargaining unit employees related to the City's failure to include longevity payments in the calculation of overtime. Local 860 is pursuing two grievances on behalf bargaining unit employees concerning use of subcontractor to cut grass and failure to train. Local 860 selected eight (8) stewards to represent members during the course of the new agreement. After June 8, 2019, it is anticipated that all stewards will have gone through Local 860 Steward Training I.

» **BEACHWOOD**

Local 860 continues to conduct meetings with its members and management on a quarterly basis to discuss pending issues, and avoid grievances, if possible. Local 860 is monitoring the City's use of Municipal Solutions to ensure our members are not adversely affected.

» **MAYFIELD HEIGHTS**

Local 860 continues to conduct meetings with its members and management on a regular basis to discuss pending issues. Representatives of Local 860 look forward to meeting the City's new Service Department Director in the coming weeks.

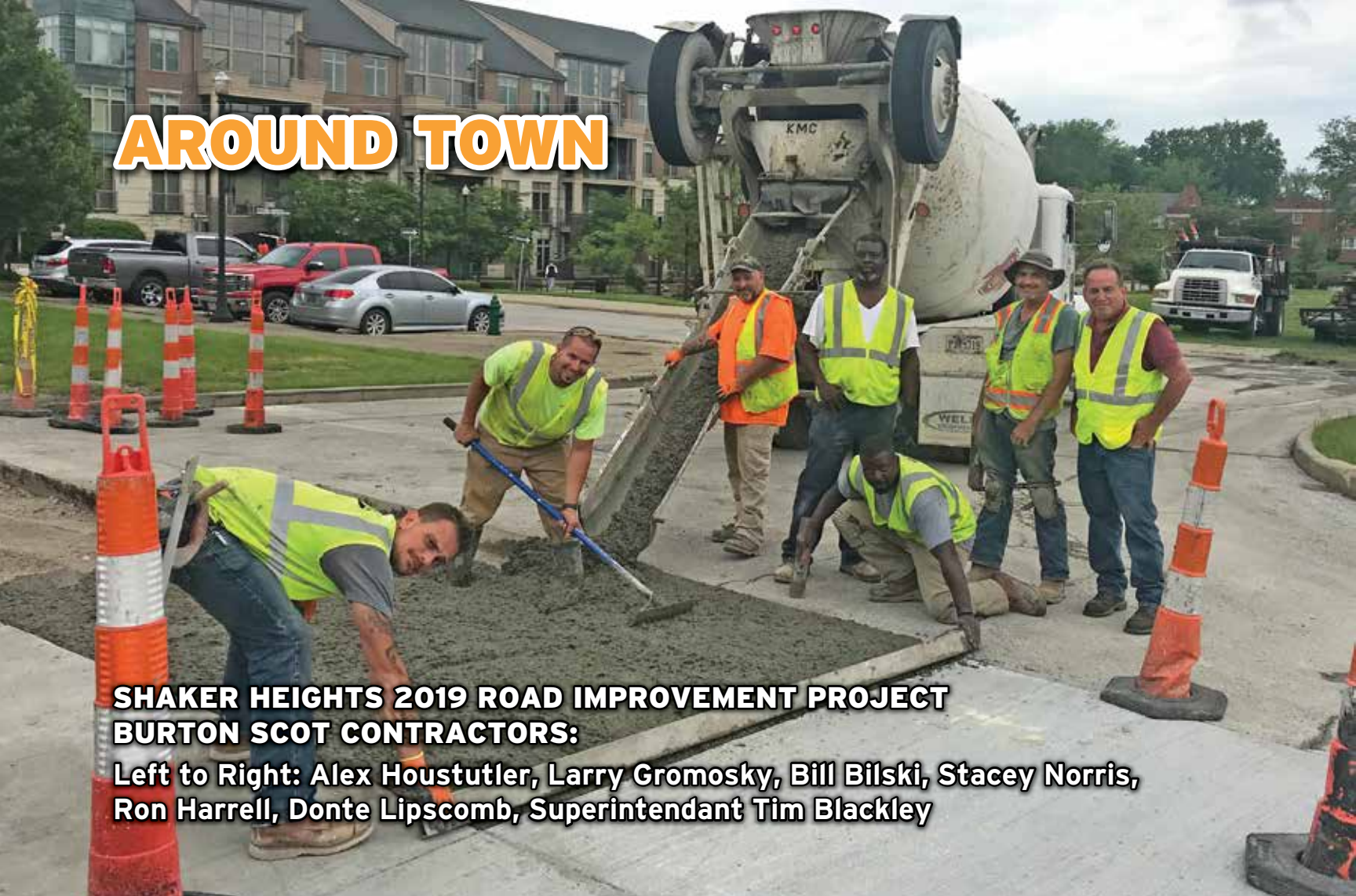
» **HIGHLAND HEIGHTS**

Local 860 is in the process of negotiating a new agreement with the City. Local 860 is prepared to go to fact-finding if an agreement is not reached. Thus far, Local 860 has been successful in negotiating new language regarding early departures during overtime opportunities, fair wage and longevity increases, a freeze on health care costs and the removal of the DOT card as a condition of employment. As a final tentative agreement has not been reached by the parties, these items are subject to change.

» **GENEVA**

The first phase of upgrades to the Wastewater Treatment Plant has begun. The Public Works Department is keeping up with the mowing during the grow season.

AROUND TOWN



SHAKER HEIGHTS 2019 ROAD IMPROVEMENT PROJECT BURTON SCOT CONTRACTORS:

Left to Right: Alex Houstutler, Larry Gromosky, Bill Bilski, Stacey Norris, Ron Harrell, Donte Lipscomb, Superintendent Tim Blackley



DUGWAY STORAGE TUNNEL SALINI IMPREGILO HEALY LANE JV:

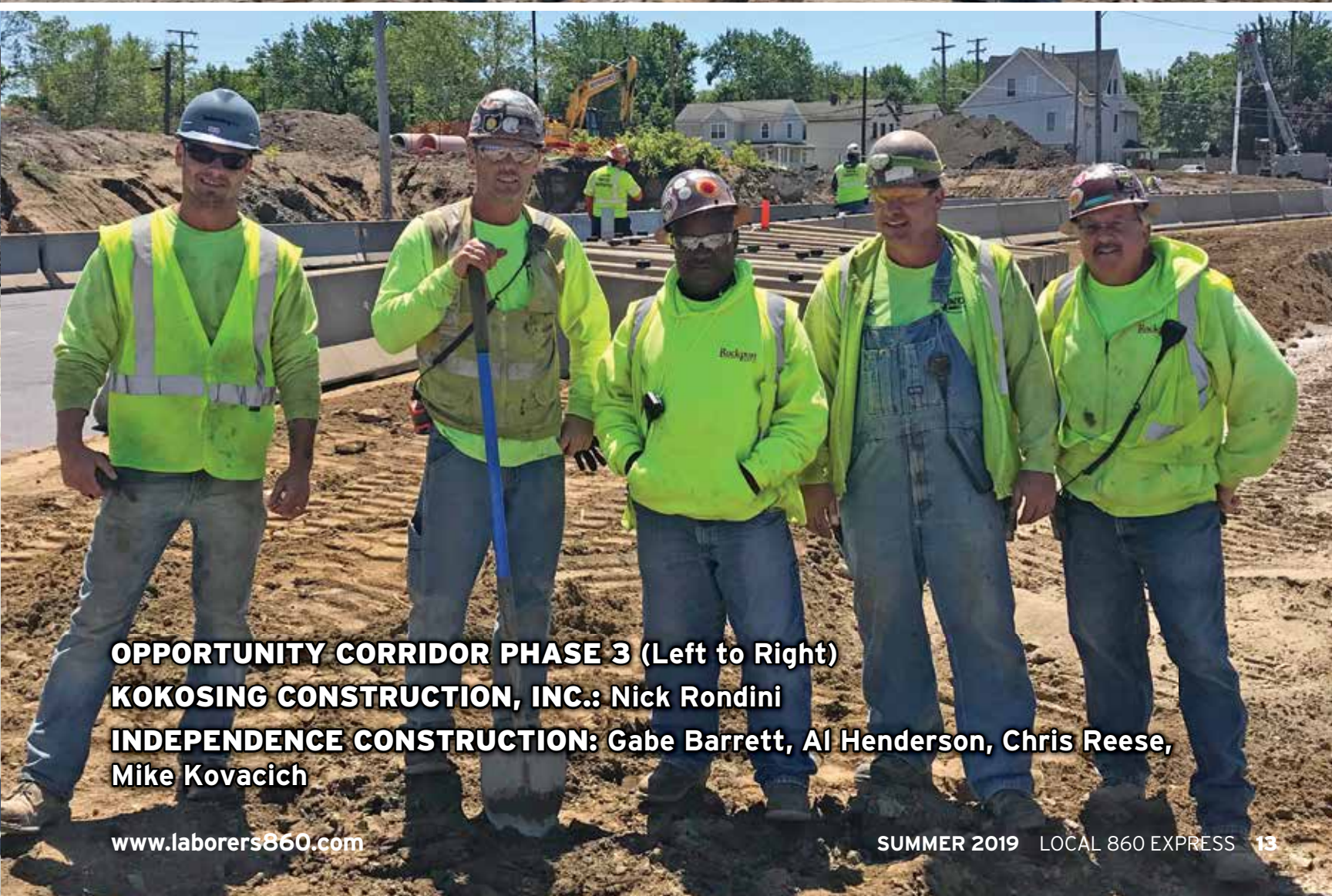
Left to Right: Lou Sicurezza, John Webb, Jimmy Undicelli, Jerry Walker, Tony Colombo

AROUND TOWN



W. 65TH & FULTON RD. RECONSTRUCTION TERRACE CONSTRUCTION CO.:

John Detweiler, Andrew Bowser, Abraham Keim, Samuel Pagel

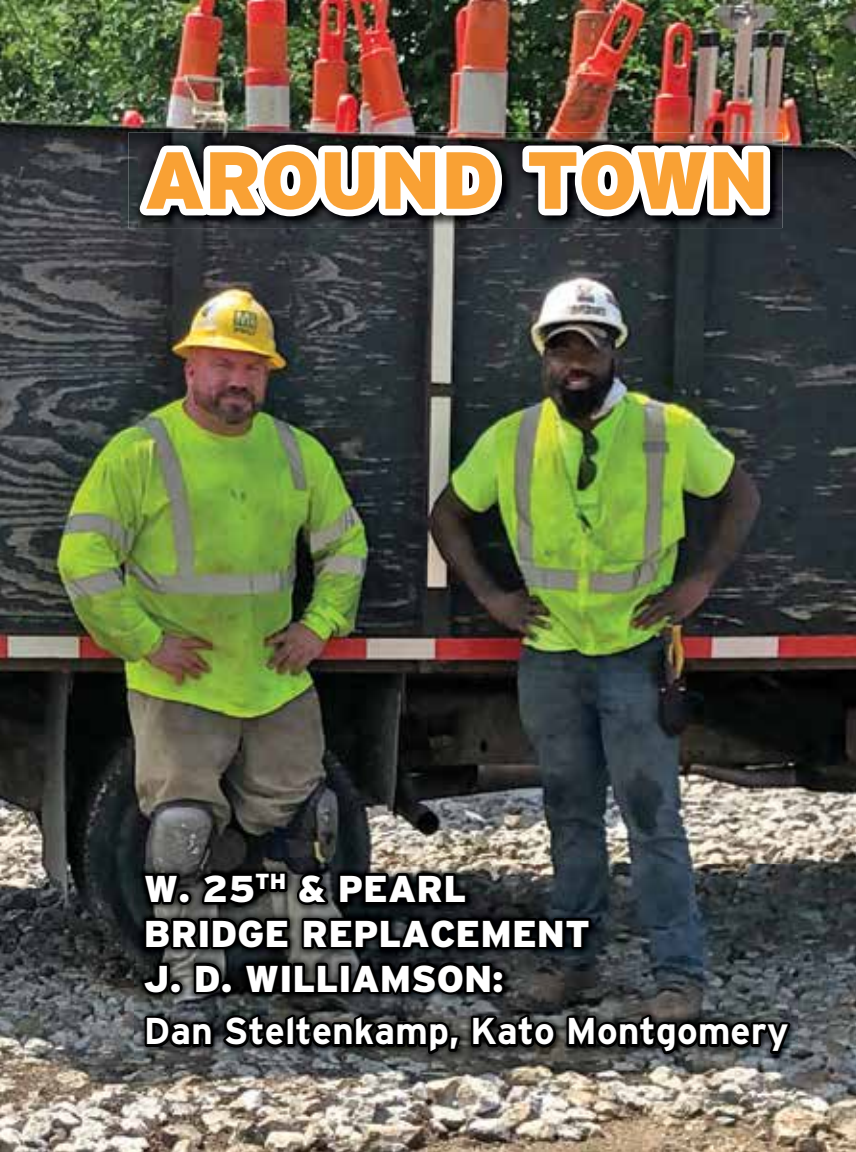


OPPORTUNITY CORRIDOR PHASE 3 (Left to Right)

KOKOSING CONSTRUCTION, INC.: Nick Rondini

**INDEPENDENCE CONSTRUCTION: Gabe Barrett, Al Henderson, Chris Reese,
Mike Kovacich**

AROUND TOWN



**W. 25TH & PEARL
BRIDGE REPLACEMENT
J. D. WILLIAMSON:
Dan Steltenkamp, Kato Montgomery**



**W. 65TH & FULTON RD.
RECONSTRUCTION
TERRACE CONSTRUCTION CO.:
Mike Deighton**



**W. 117TH & LORAIN ROAD RECONSTRUCTION
PERK COMPANY:
Tony Iacovone, James Sainato, Lenny Curreri**

AROUND TOWN



**INTER GENERATIONAL PARK
MAYFIELD VILLAGE
CUNNINGHAM PAVING:
Dann Reeder, Chris Wright**

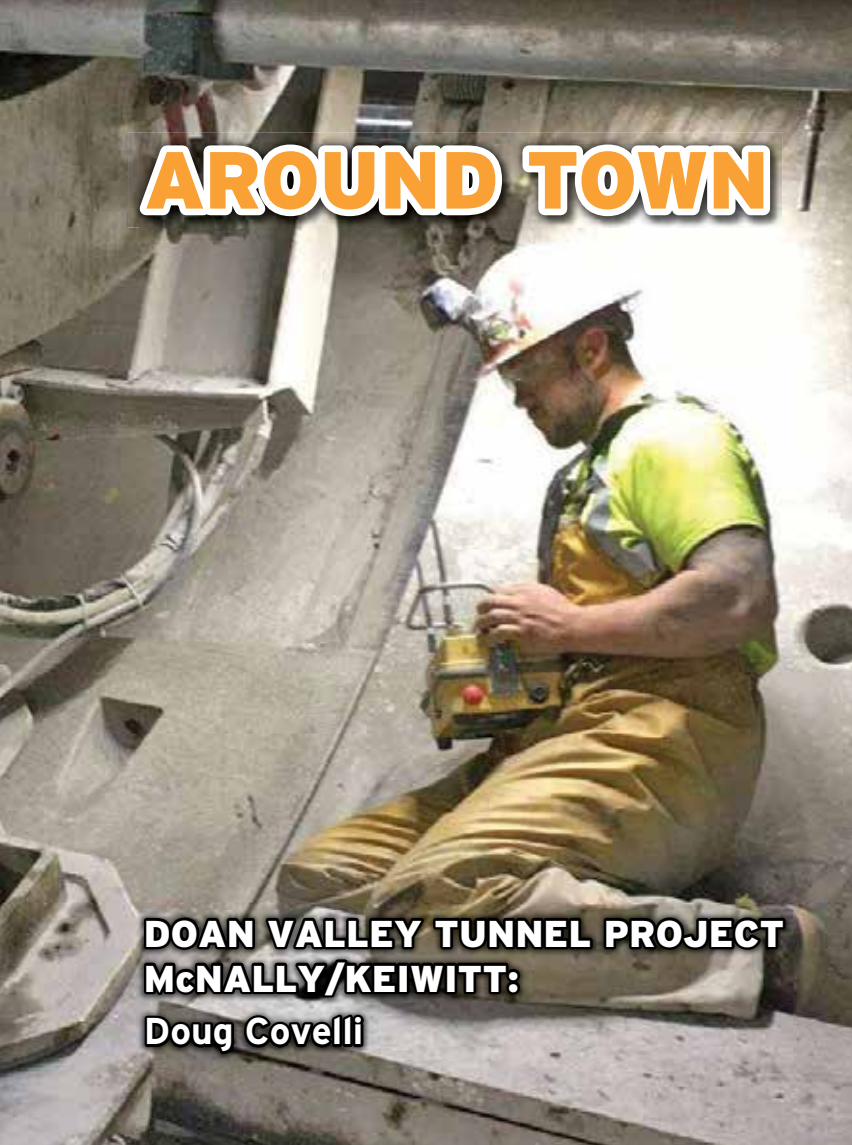


**W. 119TH & LORAIN
SEWER INSTALLMENT/
PARKING LOT
R. J. PLATTEN
CONTRACTING CO.:
Florentino Vasquez,
Jonathan Fagan**

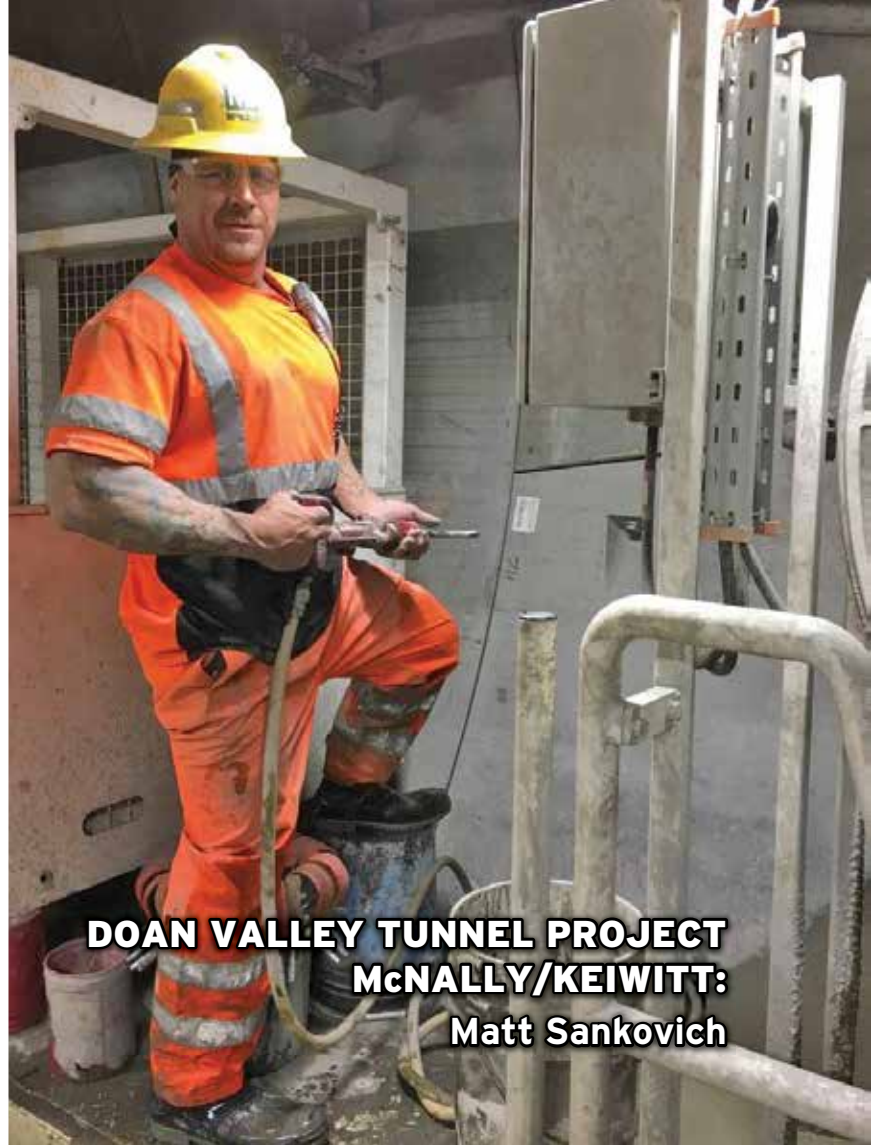


**TOWER CITY DECK REPLACEMENT
GREAT LAKES CONSTRUCTION:
Kevin, Kensick, Seth Pisanelli, Terrance Brown,
Robert Mueller, Bennie Thornton, Sr.**

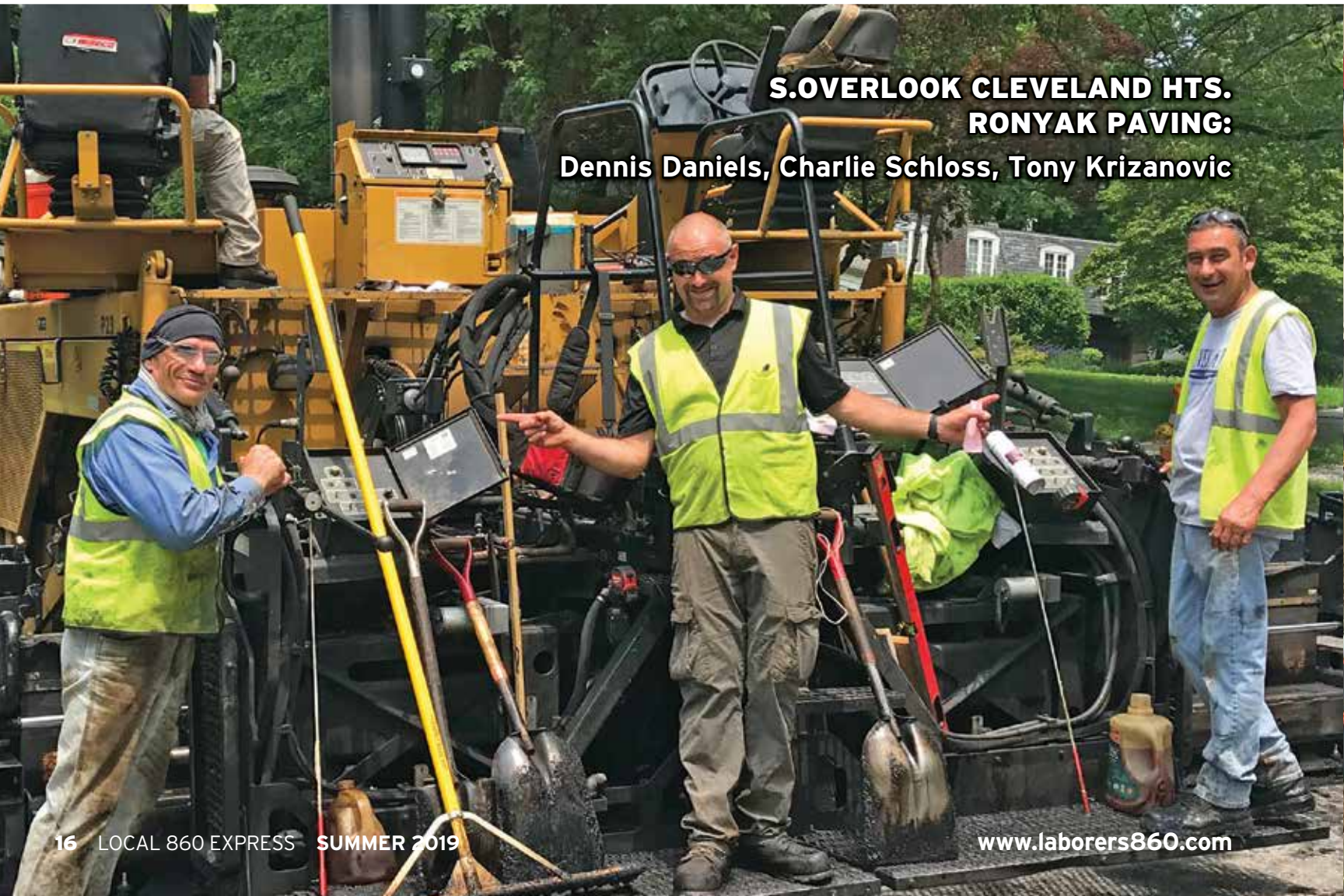
AROUND TOWN



**DOAN VALLEY TUNNEL PROJECT
McNALLY/KEIWITT:
Doug Covelli**



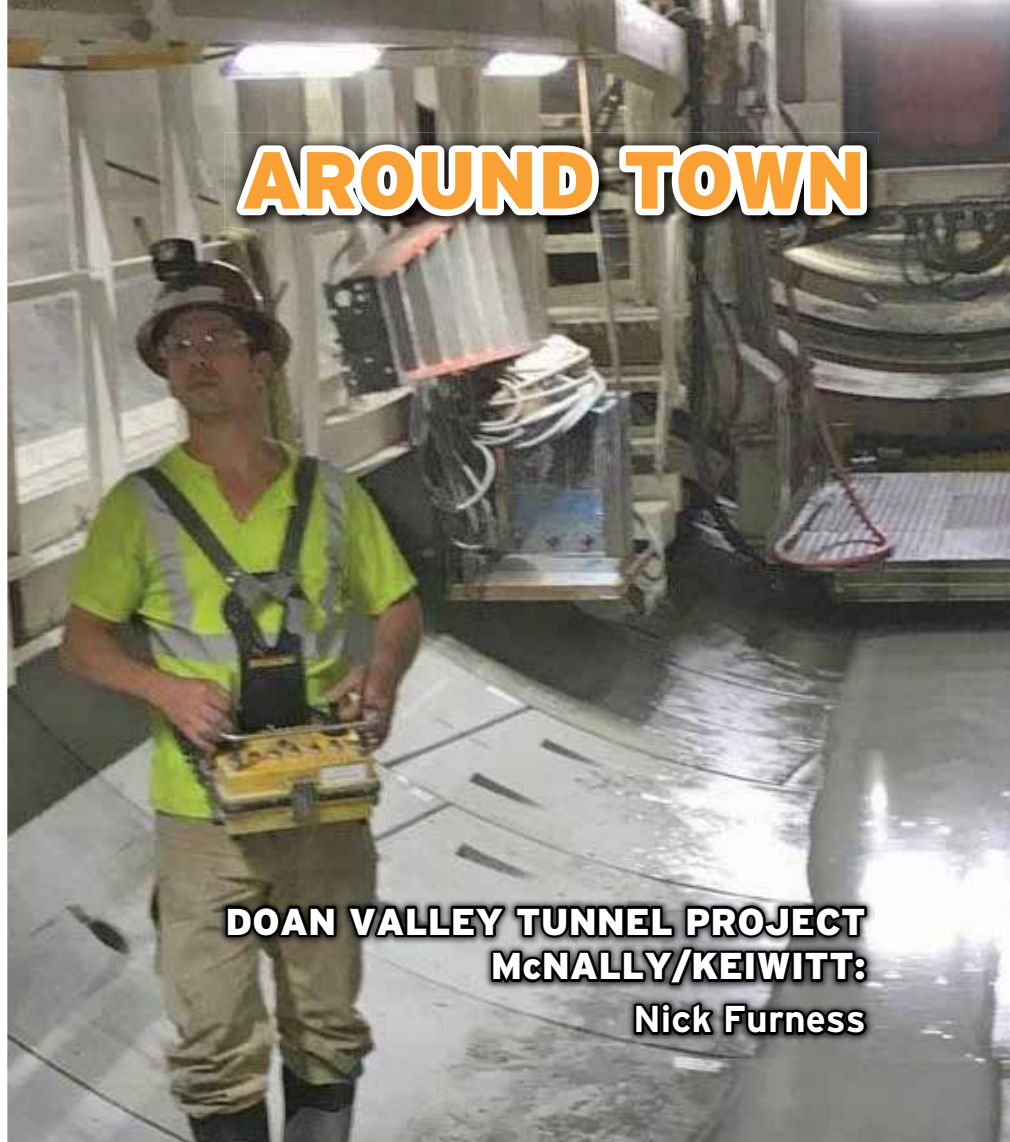
**DOAN VALLEY TUNNEL PROJECT
McNALLY/KEIWITT:
Matt Sankovich**



**S.OVERLOOK CLEVELAND HTS.
RONYAK PAVING:
Dennis Daniels, Charlie Schloss, Tony Krizanovic**



**W. 119TH & LORAIN
SEWER INSTALLMENT/
PARKING LOT
R. J. PLATTEN
CONTRACTING CO.:
Jeremy Thompson**



AROUND TOWN

**DOAN VALLEY TUNNEL PROJECT
McNALLY/KEIWITT:
Nick Furness**



**DUGWAY REGULATOR STRUCTURE
WARD AND BURKE TUNELLING, INC.
Don Dietz, Justin Betteys, Mike Giordano**

AROUND TOWN



**MLK 2 DOAN VALLEY STORAGE TUNNEL
NORTHSTAR CONTRACTING:
Tom Canitia, Joe Arnold, Corbin Schuster**



**OPPORTUNITY CORRIDOR 3
TERRACE CONSTRUCTION:
Roger Cain, Dave Blackmer, Cory Page**



KEEP YOUR UNION DUES UP TO DATE

It is imperative that you keep your monthly union dues up to date to avoid suspension. If you get suspended, a readmission fee must be paid to be reinstated. In other words, it saves you money if you pay your dues on time. To make it even easier:

WE NOW ACCEPT CREDIT CARDS!

UNION MEETINGS

First Thursday of Every Month at 7 p.m.
(No December Meeting)



CHANGE OF ADDRESS & CONTACT INFORMATION

It is extremely important that Local 860 and the Ohio Laborers' Fringe Benefit Program are informed of any changes concerning your address and/or contact information, including email addresses. Please notify Local 860 so we can better communicate with you. In addition, change of address forms and beneficiary forms are available at Local 860 for your convenience.



LOCAL 860 ON-SITE DROP BOX

Located on the east-front corner of the training center.

- Place your payment (check/money order) in an envelope with your 860 card
- Make sure your last name & last four digits of SS# are included
- Payments will be processed the following business day



UPCOMING EVENTS

CLAMBAKE: SEPTEMBER 21
(Purchase tickets from your Business Rep starting in August; no mailing goes out.)

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

KALAHARI: JANUARY 24-26, 2020

Contact Us

LABORERS' LOCAL 860

3334 Prospect Ave.
Cleveland, OH 44115-2616

216.432.1022

www.laborers860.com



Business Manager /
Secretary-Treasurer
Anthony D. Liberatore, Jr.
(ext. 110)



Training & Apprenticeship
Coordinator, Recording
Secretary
John Perri
(ext. 115)



Field Representative
Lenny Rizzo
(ext. 107)



Field Representative
Mallory Jackson
(ext. 105)



Field Representative
Karl Welms
(ext. 106)



Organizer
Joe James
(ext. 118)



Business Representative
Mike Piccirillo
(ext. 117)

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

Warning: Keep out of reach of children and pets. Use in a well-ventilated area. Harmful to aquatic life with long lasting effects. Toxic if inhaled. Toxic if swallowed. Causes severe skin burns and eye damage. Causes serious eye damage. Wear protective gloves. Wear eye and face protection. Avoid breathing vapor. Do not eat, drink, or smoke while using this product.

First Aid:

IF INHALATION: Move person to fresh air. Loosen tight clothing. If person is not breathing, call 911 then give artificial respiration. Seek medical attention immediately.

IF ON SKIN OR HAIR: Remove contaminated clothing. Rinse immediately with water for 15-20 minutes. Get medical attention immediately. Wash contaminated articles before reuse.

IF IN EYES: Hold open eyes rinse slowly and gently for 5 minutes. Remove contacts and continue to rinse for 15 minutes. Get medical attention immediately.

IF INGESTED: Seek medical attention immediately. Do not induce vomiting. Rinse mouth with water. Do not give anything by mouth to an unconscious person.

Store locked up in original container free from incompatible materials. Avoid extreme hot or cold temperatures. This product contains amines.

Disposal: Disposal of this product, solutions and any byproduct should be at all times comply with local state and federal guidelines.

STEP 1 - PREP SURFACE:

The floor must be clean and free from dirt, dust, oil, water, moisture, or any other materials.

1. Put on gloves, dust mask, and protective eyewear.
2. Use 60-80 grit sandpaper and lightly sand the area to scuff-up any loose material on the surface.
3. Thoroughly clean the surface with a pressure washer (preferred) or hose and reclaim any excess water from crevices with a shop vac.
4. Let area dry for at least 72 hours before applying topcoat. After the allotted time, go over the surface with a shop vac again and check for any excess water. If the flooring is not fully dry, your top coat may develop issues.

STEP 2 - MIX EPOXY TOP COAT:

1. Pour entire amount of epoxy part B into epoxy part A. Do not pour epoxy part A into epoxy part B! Do not dilute epoxy!
2. Blend combined epoxy parts at a low speed at approximately 400 RPM using a drill and mixing paddle for 90-120 seconds to ensure even blending.
3. Apply epoxy top coat immediately following mixing. After mixing, you will have approximately 15 minutes to complete your top coat prior to hardening.
 - Do not prepare epoxy top coat ahead of time and store for later, as it will harden prior to use.

STEP 3 - APPLY TOP COAT:

Please note: When applying the topcoat, more is not better! A thin, even coat is the best method of application.

1. Pour top coat into paint tray.
2. Using a paint brush, apply top coat to all edges, wall lines, wrap faces, drains, posts, and/or any other intricate areas that the roller cannot reach.
3. Dip the epoxy paint roller into the top coat and saturate, then roll the epoxy paint roller back and forth against the top area of the paint tray at the shallow end (typically covered with ridges or bumps) to remove any excess topcoat.
4. Lightly roll the saturated paint roller back and forth across the floor making sure to cover the entire area and avoid any buildup or excessive roller marks.
5. If excess top coat is applied, use a new, dry roller to remove the top coat while still wet.
6. Repeat steps 3 through 5 as many times as necessary until the entire floor is lightly coated with an even layer of top coat.

STEP 4 - APPLY NON-SKID TO ALL OUTDOOR AND GARAGE SURFACES:

1. For a non-skid surface, very lightly broadcast sand across the surface of the freshly topcoated stone (like you would toss chicken feed). This should be done every 200 square feet throughout the process. Repeat as necessary.

STEP 5 - LET DRY:

1. Let top coat dry for a minimum of 24 hours or until the top coat is no longer tacky. Turn off sprinkler systems that may affect the application area for 24 hours. Keep vehicles off of freshly topcoated floor for an additional 24 hours.

AT
Please refer to
et prior to opening
product.
will not be
any injury, loss, or
ect is used in any
compliance with
precautions are not

000)358-0583



**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!

