Local X

Member Orientation Session
Icebreaker
Who We Are – Why We’re Here

- How did you become a union member?

- What do you think the labor movement is all about? What do you believe the union can do for you and others?
Program Overview

- Labor history
- Laborers history
- Laborers Local X Operations
- Services and benefits
- Member rights and responsibilities
Labor History

1886 - Haymarket Square in Chicago
What Comes to Mind?

- John D. Rockefeller
- Andrew Carnegie
- J.P. Morgan
Current Challenges

- Koch Brothers
- ALEC
- National RTW/Anti-Union Groups
  - CIR
  - Freedom Foundation
- Regional RTW/Anti-Union Groups
  - Goldwater
Early Issues for Workers & Their Unions

- Hours of work - 8 hours/day
- Factory conditions
- Child labor
- Voting rights
- Public Education

Mourners after Triangle Shirtwaist Factory fire
Consequences of Union Activity

- Fired
- Blackballed
- Run out of town
- Arrested
- Fined
- Killed

No permissible labor law until 1935

Ludlow Massacre Memorial
Workers Right to Form Unions

- **National Labor Relations Act 1935***
  - Workers have the right to form a union
  - Select a representative of their choosing
    - For purposes of bargaining collectively with their employer
    - About their wages, hours and conditions of employment
  - *** but employers violate this right routinely with little to no penalties.
What are these?
Where did they come from?

- Social Security
  - retirement and disability income
- Medicare and Medicaid
  - health insurance for the elderly and poor
- Unemployment Insurance
- Minimum Wage; Overtime after 40 hours
- Equal Employment non-discrimination laws
  - Civil Rights Act 1964
- Workplace safety and health standards (OSHA)
- Family Medical Leave Act
- Americans with Disabilities Act
Unions Today

- More than 56 national unions
- More than 12.5 million union members
- More than 16.2 million represented by unions
- *All* working people benefit from a union’s presence
LIUNA History

- International Hod Carriers and Building Laborers Union: 1903
- Shunned by other skilled craft unions
- Unskilled and ethnically diverse
Local X’s Union History

- Charter date:
- Major events at the time
- Original membership
- Original industry composition
LIUNA’s Expansion into New Industries

- Public Sector (1960s)
- Service Contract Workers (1970s)
- Health Care (1970s)
- Environmental (1980s)
- Green Construction (2000s)
2017 LIUNA Membership Breakdown

- Construction: 57%
- Public Service: 10%
- Mail Handlers: 8%
- Industry/Plant: 4%
- Service Contracts: 2%
- Health Care: 3%
- Other: 3%
- Retired: 15%

Total Membership: Approx. 500,000
LIUNA’s Structure

- IU
  - Mailhandlers
  - Organizing Funds
  - 9 Regional Offices
    - 1 Canadian Sub-Region
  - District Councils (42)
  - Local Unions (339)
    - Bargaining Units
    - Bargaining Units
    - Bargaining Units
The Uniform Local Union Constitution is the guiding document for our operations.
Local X Officers

- Executive Board
  - Business Manager
  - President
  - Vice President
  - Secretary-Treasurer
  - Recording Secretary
  - 2-3 more
Local X’s Representatives

- Field Agents or Representatives
- Organizers
- Stewards
- Auditors *
- Sergeant at Arms *
- Dispatcher
- Admin staff

*elected by the members
Monthly Local Union Meetings

- **Date:**
- **Time:**
- **Expectations:**

Members have the right to “attend and participate in meeting and functions of the Local Union”
Local X Operations

- Hours of operation:
- Hiring hall process:
- Office Contacts:
- Dues:
Laborers’ Local X Services

- Job referral/hiring hall
- Bargain your wages and benefits
  - Included in your contract or collective bargaining agreement
- Other terms and conditions of work
  - Show up pay, tool allowance, water on the job, etc.
  - In your contract or in a pre-job agreement
- Represent members whose rights are violated
  - Grievance procedure and arbitration
Local Union Dues

- Monthly Dues: $/month

- Working Dues: insert formula

Important to be on time.
How Your Union Dues Are Spent
(create pie chart or list percentage for your local)

- Staff/Representation
- Organizing
- Administrative Expenses and Supplies
- Utilities
- Professional Services
Laborers Local X
Member Benefits

- Health Insurance
- Pension
- Training
- Legal Services
Health Plan*

- # Hours of work to qualify for coverage
  - # hours for continuing coverage
- Covers spouses and dependents
- Transportable from job to job
- Negotiated contributions

* General summary description only
Health Plan*

- Summary of coverage
  - Hospitalization
  - Doctors visits
  - Immunizations
  - X-rays and diagnostic tests

Think you don’t need this?
  - Think again!!!

*General summary description only
Pension Plan*

- # Credits for coverage
- Minimum age:
- Vested after # years

Think you don’t need this?
  – Think again!

*General summary description only
Training Benefits

- Location of training center(s)
- Classes offered:
  - Scaffolding
  - Blueprint reading
  - Pipeline
  - OSHA 10
  - Etc.
- No cost to the member

Think you don’t need this? Think again!
What Else Laborers Local X Does

- Organizes more workers
  - More members means more power/better protections for you

- Organizes more employers
  - More union employers means more jobs for you

- Political action
  - More labor friendly politicians means better laws for you

- Coalition building/public service
  - Community allies and better communities to live in
Our Role in the Industry

Laborers and Contractors need each other

- Laborers
- Contractors
- Workers
- Jobs
Jobs/Work Hours
And Your Paycheck

Formula:
Job + Work hours \times Pay rate = Paycheck
Why Would a Contractor Go/Stay Union?

- Access to quality workforce
  - Hiring hall, training center

- Efficient administration of benefits
  - Pooled multi-employer funds

- Ability to meet government standards
  - Unions prevent cutting corners
What Laborers Can Do to Get More Work

- Non-Union Scale $18/hour
- Union Scale $50/hour

Why Should a Contractor Hire You?
How You Influence Government Policy & Control Your Own Job Market

- Government Officials
- Government Regulations
- Construction Jobs $$$$$$
- Union Members
- Elect
- Enact
- Create
- Employ

LiUNA! Feel the Power
Member Activities

- Walk picket lines
- Attend rallies
- Get out the vote
- Annual picnic
- Christmas party
- Etc
Member Rights*

- To participate in union activities
- Freedom of speech
- Set dues; authorize new spending
- To see your collective bargaining agreements
- To see union financial reports
- To elect union officials

* Not complete; see Uniform Local Union Constitution for details
Member Responsibilities*

…To the Union

– Attend union meetings
– Attend union functions
– Improve your skills
– Provide constructive feedback
– Maintain a unified front
– Alert union reps of issues
– Help out
– Vote and encourage others to vote

* Not complete; there’s lots more to do!!
Code of Performance

- Ensures members meet high standards
- Attracts contractors to use LIUNA labor
- Responsibilities to:
  - Maintain skills
  - “8” for “8”
  - Work safely
  - Be on time
  - More …
Member Workplace Responsibilities

All Union Members are judged by the actions of other union members:

- Work performance
- Work ethic
- Fitness in body and mind
Wrap Up

- List one piece of information about the labor movement, LIUNA, or Local X that you learned in this session

- What part of this session did you find most useful to you as a member of LIUNA Local X?