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

- Fair Labor Standards Act
  - minimum wage; overtime after 40 hours
What are these?
Where did they come from?

- 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
First Public Sector Local

- Local Union 363
- Located in Minneapolis, MN
- Chartered January 26, 1925
  - City and County Laborers
Local X’s Union History

- Charter date:
- Major events at the time
- Original membership
- Original 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

<table>
<thead>
<tr>
<th>2017 Membership</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>57</td>
</tr>
<tr>
<td>Public Service</td>
<td>10</td>
</tr>
<tr>
<td>Mail Handlers</td>
<td>8</td>
</tr>
<tr>
<td>Industry/Plant</td>
<td>4</td>
</tr>
<tr>
<td>Service Contracts</td>
<td>2</td>
</tr>
<tr>
<td>Health Care</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
</tr>
<tr>
<td>Retired</td>
<td>15</td>
</tr>
</tbody>
</table>

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

- IU
- 9 Regional Offices
  1 Canadian Sub-Region
- District Councils (42)
- Local Unions (339)
- Bargaining Units
- Bargaining Units
- Bargaining Units
- Mailhandlers
- Organizing Funds
Local Union Governance and Operations

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 *
- Admin staff

*elected by the members
Monthly Local Union Meetings

- **Date:**

- **Time:**

- **Expectations:**

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

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

- Bargain your wages and benefits
  - Included in your *contract* or *collective bargaining agreement*

- Other terms and conditions of work
  - Leave, hours of work, uniforms, etc.
  - In your *contract*

- Represent members whose rights are violated
  - *Grievance procedure* and *arbitration*
Local Union Dues

- Monthly Dues: $/month

Importance of dues paid 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
Public Employee Training

- Level I Training (Communication, Organizing, Representation, Excellence)

- Level II Training (Grievance Handling and Stewards Roles)
What Else Laborers Local X Does

- Organizes more workers
  - More members means more power/better protections 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
Member Activities

- Walk picket lines
- Attend rallies
- Get out the vote
- Annual picnic
- Holiday 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!!
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?