

VOLUME 1, 2025

LOCAL

110

*The future of
recruitment
is here.*

How VR is changing the game.

**MKLDC
President,
Patrick Pryor,
retires.**



**Don't miss our
upcoming member
events.**

Scan to learn more.

LIUNA!

MISSOURI AND KANSAS LABORERS DISTRICT COUNCIL

Feel the Power

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Union Meeting Dates

2nd Wednesday of every month at 6:30pm in the union hall *unless otherwise noted (*)*.

March 12

April 16*

May 14

June 4*

July 9

August 13

Interested in volunteering?

The VOC Meets on Union Meeting Nights at 5:30pm

Open to Veterans of Local 110

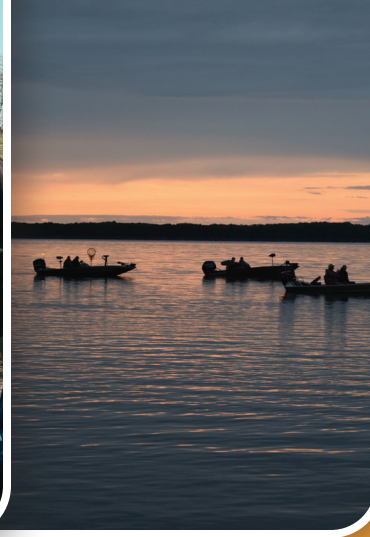
The Veteran Committee Meets on Union Meeting Nights at 5:30pm

Veteran Council



Keeping Our Veterans Warm

The second annual Veteran Council coat drive was a success! The Veteran Council was able to drop off two truckloads of hats, coats, gloves and scarves as well as two brand new bicycles and 20 pairs of shoes. The donation was made just before the first big cold snap in December. We are grateful to all who donated.



2025 MKLDC Member Events

Our member events are a great opportunity to spend quality time with your union brothers and sisters. Every year we strive to bring our members closer together with memorable experiences that allow you to decompress and enjoy the outdoors.

- 4.12 SPORTING CLAY SHOOT
- 5.10 CRAPPIE TOURNAMENT
- 6.07 MEMBERS GOLF TOURNAMENT
- 8.16 ARCHERY SHOOT
- 8.24 LABOR DAY EVENT

Friends and family welcome. Check website before events for pre-registration.



I-70 Expansion Roars through Columbia; Rocheport Bridge opens.

Laborers' Local 955 is proud to contribute to the I-70 expansion project, including the new Highway 63 interchange and the Rocheport Bridge. This vital infrastructure upgrade will improve traffic flow and safety for thousands of daily commuters. Our dedicated members are working tirelessly to ensure this project is completed on schedule and meets the highest standards of quality and safety.

This project goes beyond roadway expansion—it's about reinforcing the foundation of Missouri's transportation network. Local 955 members have played a vital role, handling everything from excavation and concrete work to traffic control and structural enhancements.

Funded by the previous administration's infrastructure bill, this \$400 million project will require significant man-hours over three and half years from our skilled workforce. It stands as yet another example of why our union actively engages in the political process, ensuring investments that create jobs and strengthen our communities.

Our union and District Council played a crucial role in securing funding for this project by backing pro-labor politicians and advocating for the passage of the Infrastructure Investment and Jobs Act. As we continue to champion future legislation, it's essential for our members to stay engaged both on and off the job site. Their hard work not only drives economic growth but also strengthens our communities. We extend our gratitude to all our members on-site for their dedication and look forward to the successful completion of this phase of the I-70 expansion.



Aerial photo of the newly reopened Rocheport bridge on I-70.

A large photograph of Patrick Pryor, a man with a grey beard and balding head, wearing a grey jacket over a blue shirt. He is sitting at a desk in an office, with shelves of papers and a computer monitor visible in the background. The text 'PATRICK PRYOR, MKLDC PRESIDENT AND LIFELONG LABORER, RETIRES.' is overlaid in large, bold, orange letters.

PATRICK PRYOR, MKLDC PRESIDENT AND LIFELONG LABORER, RETIRES.

Pryor's retirement signals the end of another chapter in his family's historic contribution to the Laborer's Union.



Patrick Pryor has been working in construction since he was twelve years old and comes from an extensive lineage of union Laborers. It is with deep gratitude that we congratulate him on his retirement. Pryor's last day as the President of the *Missouri-Kansas Laborers District Council (MKLDC)* was January 31st. He is succeeded by Nate Rose, Business Manager of Local 660. At his final District Council meeting on January 24th, Pryor gave his last address to the delegates, reiterating his confidence in the current leadership and his gratitude for all that the union has done to support him throughout his career.

Pryor was born into a family of Laborers. His grandfather, Earl Pryor, was the very first Business Manager of Local 660 upon its founding in 1937. His father, Rodger Pryor, later succeeded Earl as the Business Manager. Both of Pryor's siblings, Phil and Perri, also went on to assume the role. Patrick Pryor has spent over thirty years working across the organization from serving on the boards of the welfare, pension, and training funds to serving on local 660's executive board. After the Eastern-Missouri Laborers District Council merged into the MKLDC, Pryor was appointed as its first President in 2018.

Some of Pryor's biggest achievements were made in his role as the first director of the *Missouri Laborers-Employers Cooperation and Education Trust (LECET)*, a role he assumed upon its founding in 1993. In a new video interview, which will be available in full on the Missouri LECET's YouTube channel, Pryor shared the important advances that have been made in the Labor-Management relationship since LECET's founding.

While historically unions and employers have often been at odds, recent efforts to foster collaboration between the parties have changed the construction industry for the better. The mission of the LECET program is to help signatory contractors win projects that will, in turn, put our membership to work. Pryor was heavily involved with fair contracting, recruitment, and promotional strategies that the program still utilizes today in its effort to continue strengthening the Labor-management relationship and to grow our market share.

Pryor says that his decision to retire was not easy. After giving so much of his life to this organization and being so intimately involved with its inner workings, he was adamant on sticking around to see a few more things come to fruition. But now that Pryor's final objectives have largely been achieved, he's finally decided to hang up the hat.

At a retirement party thrown for him at the District Council in Wentzville, Pryor offered a few words reminiscing on his service. In the company of friends, family, and lifelong co-workers, Patrick Pryor remarked on how the Laborers Union had made his life possible. "I've never had any other kind of healthcare in my life," he stated. This union has supported Patrick Pryor's family for generations and will continue to do so for his children and grandchildren. Perhaps Pryor's service and commitment to the organization, and its reciprocal contribution to him and his family is a testament to the power LiUNA carries with it into the next chapter of its fight. While Pryor may not be present for it, his legacy will surely resonate through all the work that lies ahead.

THE FUTURE OF TRAINING, A BREAKTHROUGH IN RECRUITMENT

THE LABORERS UNVEIL A NEW VIRTUAL REALITY TOOL THAT PROMISES TO CHANGE THE FUTURE OF THE TRADE BY EXPANDING THE POSSIBILITIES OF RECRUITMENT AND TRAINING.

The Missouri Laborers-Contractors Training Center and LECET are excited to announce a new innovative tool for the next generation of training and recruitment. Our union has been developing a new platform that will allow for immersive, hands-on experiences through virtual reality headsets. Both the training center and LECET will be investing in new headsets for recruitment purposes and begin to explore its use for training.

Starting this year, LECET plans to leverage the technology to more adequately engage students and prospective future Laborers with dynamic demos that provide a tangible introduction to what our trade does in their communities.

Missouri LECET's Outreach and Recruitment specialist, Mike Howard, is eager to deploy the new technology at career fairs and school visits. "The thing we've always struggled with is presenting all the tasks that Laborers do out in the field to students," he says. Most of the work Laborers do involves getting our hands dirty, and it's a real challenge to illustrate that without a good, physical demonstration. And Laborers do such a wide range of jobs, it can be hard to find a demo that is truly comprehensive. It's not possible to bring students into the field, but with these new VR headsets, Howard believes we can now easily bring the field into a classroom setting. He adds, now we "can use a burning bar virtually instead of freaking out a teacher, exposing students to unnecessary risk, or creating a big mess with materials."

Training Center Executive Director, Josh Wright, was instrumental in the creation of this new VR project and has worked closely with Transfr, the developer, for the past year ensuring its accuracy and quality. Wright was introduced to the technology at a training director meetup event and shortly after connecting with Transfr became what they call a "subject matter" expert. Wright says that he would have "two to three meetings per week" at the height of development sharing his experience and knowledge as a Laborer to make the virtual experience as accurate as possible.

Wright says that the opportunity was a "complete eye opener for what's possible" with the new technology. He is particularly excited about the doors it will open with recruitment. For years, Laborers have been behind the eight ball in reaching the next generation of potential Laborers. Josh Wright says that this new technology that we've developed will put Laborers "right at the forefront" in recruitment. We need to be able to communicate with younger people in the context that they are familiar with. Technology has fundamentally changed the way we navigate the world, and for those raised in the last twenty years, the digital world is what they were raised in and are most familiar with.

For now, the new VR workforce development tool will be prioritized for recruitment. But in the future, Wright thinks it will also make its way to the training center. He adds, "We're never going to replace hands-on [training]... But you can simulate things you can't create in real life" with the power of the new technology. Experiences that are too dangerous to create in a real-life, hands-on setting can now be simulated digitally, creating entirely new possibilities for training curriculum.

The next step for our training center will be getting the buy-in from the national LiUNA Training and Education organization. For this new frontier to truly succeed, it needs their buy in. Starting this year, however, the training center and LECET will collaborate to deploy the headsets for recruitment, and once students get their hands on it, there won't be any going back.



Gabe Sheets, of Missouri LECET, tries transfr VR.



Screenshot taken of the transfr VR simulation.



Capitol Beat: The 2025 Legislative Blueprint

The latest on the current session in the Missouri state legislature and how recently submitted bills could impact Labor.

The 2025 Missouri legislative session has convened, and workers face renewed attacks on their rights, livelihoods, and ability to organize. The session kicked off January 8th, with Governor Mike Kehoe's inauguration on January 13th. Here's what you need to know about some of the key issues and how they impact us and our families.

Cutting the Safety Net: SB 8 and Unemployment Benefits

Unemployment insurance is a critical lifeline for workers, especially in industries like construction that face seasonal work stoppages. Yet, Senator Mike Bernskoetter (Republican-Cole County) has filed SB 8, which ties the duration of unemployment benefits to the state's unemployment rate. Under this proposal, benefits could drop from 20 weeks to as little as 8 weeks.

For construction workers, this bill is devastating, as it jeopardizes their ability to pay bills and support their families during the winter months. SB 8 is a direct assault on the dignity and security of working people.

Right to Work Resurfaces: SB 121

In 2018, Missouri voters overwhelmingly defeated right-to-work legislation with 67% of the vote. Despite this clear mandate, Senator Jason Bean (Republican-Southeast Missouri) has filed SB 121, which would allow counties to enact their own right-to-work laws

This divisive proposal seeks to weaken unions, reduce wages, and strip workers of their collective power. Right-to-work laws don't create jobs or improve economies; they weaken workers' ability to bargain for fair wages and safe conditions. Our collective voice defeated this attack once, and we're ready to do it again.

Attacking the People's Voice: SJR 47, HJR 11, and the Constitutional Amendment Process

Missourians have used the constitutional amendment process to enact policies like raising the minimum wage and expanding Medicaid. Now, anti-labor legislators are targeting this democratic tool with measures like SJR 47 (Senator Jill Carter-Republican-Southwest Missouri) and HJR 11 (Rep. Ed Lewis-Republican-Moberly), which would raise the threshold for passing amendments and effectively end majority rule.

This attack silences working families and consolidates power among those who often disregard the will of voters. Protecting the amendment process is crucial to preserving democracy and ensuring the voices of everyday Missourians are heard.

SB 4, SB 5 and SB 6 sponsored by Sen. Mike Cierpiot (Republican-Jackson County) creates the option for the Public Service Commission to utilize Future Test Year when setting new utility rates. Allows for future capital construction projects to be calculated into their request to secure funds for new projects and increase job security by ensuring more projects are shovel ready.

Potential Negative Impact to Laborers' Health and Welfare Funds: SB 45

SB 45 introduced by Sen. Travis Fitzwater (Republican-Central Missouri), creates regulations on pharmaceutical benefit managers that would increase costs for the Laborers Health and Welfare Fund. This legislation could negatively impact our member health insurance.

As the 2025 legislative session progresses, the challenges ahead are daunting, but our union has faced adversity before and emerged stronger. Together, we can protect the safety nets that sustain our families, defend the rights we've fought to secure, and preserve the democratic processes that give power to the people. The fight is far from over, but united, we are unstoppable.



LOCAL MATTERS



Retirees in Action

Local 110 Retirees delivered canned goods and a check for \$3,000 to Sister Christine's Food Pantry in Imperial and to Faith Community Church's food pantry in House Springs. Canned goods and cash were collected at the Retiree Luncheons from April–December. A team of retiree volunteers came up to sort/organize the canned goods and assist with the delivery. Local 110 is proud of our retirees that continue to remain active in the community!



5th Annual Cops & Bobbers Fishing Tournament

We raised over \$50,000 for the St. Louis County Police Welfare Association and were able to donate \$5,000 to Jade's Helpful Heart Foundation. Jade's mission is to ease the financial and emotional burden of families with medically complex children by offering assistance for the transition home from the hospital; helping with medical costs; allocating adaptive equipment; and providing a safe space to connect with those who understand and live your reality.



Registration for the 2025 tournament opens on March 1st.
Visit www.lu110.com/cops-bobbers



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THE ULTIMATE SAFETY CHECKLIST FOR CONSTRUCTION WORKERS IN COLD CONDITIONS

Some days, Mother Nature does her damndest to keep you inside, but you know the job still has to get done. When you work construction in the cold, you need the right knowledge and the right gear to keep yourself safe and working hard—so let's talk about some safety practices for extreme cold conditions.



Know Your Enemy



The cold has many weapons in its arsenal, the biggest being frostbite, frostnip, trench foot and hypothermia. It's important to have response procedures ready to roll if there's a cold-related health emergency.

Some conditions, like frostbite, usually need medical attention from a professional. Others, like frostnip, can probably be treated on-site if you have a warm place to go. So read up on first aid for cold-related injuries, stock first aid and winter survival kits in all of your company vehicles and have an in-depth plan for how to transport an injured person to the nearest doctor or hospital.

Prepping the Job Site



A construction site should have special preparations in cold weather. Before work starts, use rock salt or de-icer to melt ice on walkways and clear snow from the ground and rooftops. Make sure there are walkable paths, laying some gravel down if you need to.

Any cold-weather job site needs a designated place where workers can easily get warm. Whether you're applying first aid or just taking a coffee break, it's important that nobody has to be out in the cold unless

they're working. Every employee on the job site should be taking frequent breaks to warm up—some experts even recommend breaks as often as every 20 to 30 minutes if it's really cold.

Tents and trailers are popular forms of pop-up shelters for warmth. Even vehicles can do the trick in a pinch, though you don't want to rely on them too much. A big part of staying warm is staying dry, so make sure your chosen shelter seals out rain and snow.

Layered Cold-Weather Clothing

Most construction projects start with laying a foundation and building up from there. That's how your cold-weather gear should work, too.



Build your armor against the cold by putting on multiple layers of protection, including a moisture-wicking base layer, and insulated mid-layer such as a hoodie and a weatherproof outer layer such as a jacket or coveralls.

Footwear that Kicks Serious Ice



From frostbite to trench foot, it's clear that the cold is dangerous to a worker's feet. You need boots with key features to make sure you get the right pair for a cold job.

Waterproofing



Water inside your boots can lead to trench foot and it can wreck your body's internal temperatures.

Performance Socks



Even the best boots can't reach their potential if they don't have performance socks working with them, so remember to pick up a pair of moisture-wicking, comfort-soft work socks.

Take Precautions to Outwork Mother Nature



Mother Nature will try to take you down. If you're gonna outwork her, make sure your jobsite is fully prepared. Follow our tips to work safely in cold weather, like drinking plenty of water to avoid dehydration, packing an extra change of base layer clothes in case you get wet and, since the cold puts stress on your immune system, sanitizing hands often to avoid getting sick.

No matter what the thermometer says, the job's still gotta get done. If you follow these steps and equip yourself with the right gear, nothing will slow you down. Now get out there and show the cold who's boss.

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