



LiUNA!

LOCAL 773

MEMBERSHIP HANDBOOK

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA





Welcome

"I know that with our army of strong, proud and united brothers and sisters of the Laborers' International Union, there is nothing that we can't achieve.

Welcome to LIUNA, Feel the Power!"

Terence M. O'Sullivan
General President



IN THE PURSUIT OF JUSTICE, HONOR AND STRENGTH...WE PROUDLY WELCOME YOU TO THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA.

Congratulations on taking the first steps toward a better future. When we work together as a Union, we build power to better help us negotiate higher wages, benefits, and improved working conditions in the workplace. Local 773 proudly boasts that we are 4,000 members strong and we are unique as we are the only Local Union in the Laborers' International Union of North America to represent working people across the entire Continental US. Our mission is to protect our rights that ensure decent and fair wages, and help achieve a better quality of life for our families. We make our voices heard not only in the workplace but anywhere decisions impacting our working lives are made whether at the Federal, State or local level.

LiUNA 773
Feel the Power

OUR STORY

Laborers' Local 773 is as diverse as the working men and women who come to embody its most cherished principles of strength, pride and justice. Local 773 was born during a time of conflicts and restraints of the American worker as industries flourished, union members struggled against unsafe working conditions and unfair wages. But in spite of the hardships, Laborers' Local 773 would rise from its most humble beginnings to one of the largest, most diverse and influential Locals in the International.



On March 11th, 1940, Connell F. Smith was given the charter for Laborers' Local 773 in Cairo, Illinois. And by the 1970's and early 1980's Local 773 extended our representation to workers of public and private industries including employees of government and municipal work, healthcare, railroad maintenance, bus drivers, food service, universities, printers, industrial employees, administrative, and school employees.



Connell F. Smith served as Business Manager and Secretary Treasurer of Laborers' Local 773 from 1940 to 1976. It was his vision that guides Local 773 to this day in organizing, political action and service to the membership. He provided a strong foundation for one of the most respected Local Unions in the entire International Union. His philosophy of "Who can I help today" guided him as the longest serving business manager in Local 773 history. Mr. Smith is best remembered for the deep; abiding respect he had, not only for the hard working union members he represented, but for all working people.

As the turn of the century dawned, the need for more uniform cooperation between the local unions emerged. Local 1274 in Springfield, Illinois merged with Local 773 making it the only Local union in LIUNA to represent members of the railroad construction maintenance. Local 1274 also brought several public employee units including members in Columbia and Kirksville, Missouri as well as members in Northern and Central Illinois. By 2003, eight more LIUNA Locals across Southern Illinois joined Local 773 making it one of the most diverse, extensive and powerful Locals in the International and creating new opportunities for its members. Laborers' Local 773 is now the 12th largest Local Union in the International providing service to our members for over 75 years.





LIUNAI



I'M PROUD TO SERVE BECAUSE...

Public Universities
Help Build a Stronger
Middle Class

#PSRW

LOCALTB

WHO WE ARE



For over 75 years, Local 773 has worked hard for working men and women. Local 773 includes over 4,000 members who work for public or private employers in Illinois and Missouri, in the railroad maintenance industry across the nation, and as construction craft laborers in Illinois' southernmost 13 counties. Every member soon learns the value of working together for the shared goals of providing and protecting our rights at work. Our members work in construction, government, manufacturing, education, healthcare, law enforcement and many other types of work. We are diverse and proud of our shared abilities. To match the skills and diversity of our membership, Local 773 provides the best trained, highest skilled, hardest working staff of any local union. Our mission is to improve the lives of our members through improved wages, job security, healthcare, retirement benefits and an overall better quality of life for all members and our families.



THE UNION IS ABOUT EACH OF US - AND BIGGER THAN ANY OF US.

As a union member, you are the most powerful weapon to improving your way of life. Together we are an army that is a half-million strong at the International level and when we are united, we can make our voices heard from municipal and state governments to Washington D.C. Laborers Local 773 has even developed our own in-house Action Committee to represent who we stand for and what we fight for.

**LIUNA MEMBERS FIGHT FOR:
GOOD JOBS AND FAIR PAY
HEALTH AND SAFETY PROTECTION
ACCESS TO HEALTH CARE
A DIGNIFIED RETIREMENT
FREEDOM TO JOIN A UNION**

You are the best person to grow your union. You are the improvers, activist, campaigners, reformers and crusaders joining together for working class families. Protect your wages and benefits by supporting elected officials that support you. The Laborers and allied coalitions work hard to secure candidates that support the labor movement. As a LIUNA member, your involvement is a key factor in your Union's strength and success. Stand with us and get involved.

This is... **YOUR UNION**



YOUR PAY



YOUR HEALTHCARE



YOUR RIGHTS

WHAT DOES YOUR LOCAL UNION DO? TOGETHER...

- WE FIGHT** for the salaries and benefits we need to support our families.
- WE PROTECT** members when you need it most so we have the peace of mind to do our jobs.
- WE SPEAK** out on workplace issues we care about.



500,000
LIUNA MEMBERS
Strength in Numbers



100% dedicated
to improving our contracts, benefits
and job security



LIUNA members raise their voices by the thousands to push lawmakers to protect
workplace rights

WE'RE PROTECTED

- A collective bargaining agreement negotiated by our union.

WE HAVE PEACE OF MIND

- Union representation for unlawful termination, discipline and other workplace issues.

WE HAVE A VOICE

- A voice at work.
- Union benefits only available to members.



**A UNION CONTRACT
ENSURES THAT THE
LAWS ARE ENFORCED
AND YOU ARE TREATED
FAIRLY AND EQUALLY**

KNOW YOUR RIGHTS



Laborers are protected by a Collective Bargaining Agreement, which is an agreement between your employer and our union on behalf of the members of Laborers' International. This agreement sets forth the terms and conditions of employment and contains provisions in regards to rate of pay, hours of work and other working conditions which have been negotiated between union representatives and its negotiating team.

As a Union member you have:

The right to representation and negotiations between the Union and your employer with regards to working conditions, healthcare, pension, wages, and other benefits available to members who belong to Laborers' Local 773.

The right to join a union and petition others to join a union

The right to a grievance process when there is a violation of the contract, fair treatment or violation of the law

The right to have job security and representation during a disciplinary act

The right to safe, healthy and fair working conditions

WHO HAVE WE HELPED TODAY



The members of Laborers' Local 773 are dedicated to hard working people coming together to improve the community and lives of others. That's why we are proud to be one of the top fundraising organizations in the nation.

Throughout our membership, we have devoted our causes to helping those less fortunate and assisting our members and families with building better lives. We are proud to support organizations such as The Therapy Center of Southern Illinois, The Special Olympics, and The Poshard Foundation for Abused & Neglected Children.

BUILDING BETTER LIVES

It's a call to action that drives us to help others. We are the Laborers, and together we provide support for those who need us



EVENTS & ORGANIZATIONS

- Edward M. Smith Charitable Golf Tournament -June
- Roadblocks for The Therapy Center-May
- Trivia Night for the Therapy Center-June
- Bocce Ball Tournament for The Therapy Center -Oct
- Laborers' Disaster Relief Committee



BENEFITS: THE LABORERS' LOCAL 773 ADVANTAGE



FREE LIFE INSURANCE



ACCESS TO HEALTHCARE & PRESCRIPTION DRUG DISCOUNTS



FAMILY PARTIES AND EVENTS

SCHOLARSHIPS FOR MEMBERS AND FAMILY MEMBERS




LEGAL DEFENSE FUND



DIGNIFIED RETIREMENT





**The Connell F. Smith
Homer Brown
Scholarship**



The Connell F. Smith-Homer Brown Scholarship is awarded to college students whose parents, grandparents, spouse, or who themselves are a member in good standing with Laborers' Local 773. Applicants must enroll as a full-time student for two consecutive semesters at an approved university, college, or vocational school and must maintain at least a 2.6 cumulative GPA during the year to be considered for the award.

From your pay, education, and healthcare to retirement,
LIUNA members live better.

Free Life Insurance -Laborers Local 773 carries a \$4,000 accidental death benefit from American Income Life Insurance. This benefit is being provided at no cost to the members.

Legal Defense Fund – This program is available to and designed specifically to cover the law enforcement officers by paying legal defense costs on behalf of participating members.

Family Events- members and their families enjoy members' only events throughout the year.

Local 773 host several events such as our Annual Local 773 Christmas Party, Easter Egg Hunt in the spring and Trunk or Treat in the fall. We also host picnics for Union members at various locations throughout the year.

Retirement- Local 773 retirees are eligible to a reduction of monthly dues at \$9 per month and are entitled to all of the above benefits for Union members. In addition, retirees are invited quarterly to enjoy a free breakfast/dinner at the quarterly retiree picnics and parties.

BUILD AMERICA
SO
AMERICA WORKS™

LIUNA!



www.LiunaBuildsAmerica.org



DIRECTORY

Southern Illinois Laborers' Health and Welfare Fund

5100 Ed Smith Way
Marion, Illinois 62959
618.998.1300

Laborers' National Industrial Pension Fund

Washington DC
800.544.7422

Central Laborers' Pension Fund

Jacksonville, IL
217.243.8521



LIUNA STRUCTURE

Over 500,000 members strong
400 Local Unions representing members of all lines of work
44 District Councils providing assistance and resources to Local Unions
9 Regional Offices representing the International through various programs and
International Headquarters in Washington DC.



Terry O'Sullivan
LIUNA General
President



Armand Sabitoni
LIUNA General
Secretary Treasurer



John Penn
LIUNA Vice President &
Midwest Regional
Manager



Clint Taylor
SCILDC Business
Manager



Jerry Womick
LIUNA Local 773
Business Manager

In 2001, delegates elected Terry O'Sullivan, General President and Armand Sabitoni General Secretary Treasurer to serve LIUNA. The International Union and all affiliates operate under the LIUNA Constitution. A great deal of work is carried out through the International Union including representation of the membership at Capitol Hill and overseeing and supporting programs on both regional and local levels.

The LIUNA Midwest Region is located in Springfield, Illinois and is the center for

resources and assistance to 7 District Councils throughout the Midwest while representing more than 55,000 members across 10 states.

The Southern and Central Illinois Laborers' District Council (SCILDC) is responsible for providing support and oversight of provisions for 5 affiliated Locals. The LIUNA members of Local 773 are represented on the job by the Local Union Business Manager with the assistance of field representatives and staff. Business Managers of the Local Unions are elected by you, the Union Member-as are the officers of your Local Union Executive Board.

LOCATION



MARION, IL HEADQUARTERS

5102 Ed Smith Way
Marion, Illinois 62959
618.993.5773
fx 618.998.1773
laborer@local773.com

COLUMBIA, MO LOCATION

409 Vandiver
Building 5 Suite 105
Columbia, Missouri 65203
573.449.5723

ST LOUIS, MO LOCATION

301 South Ewing Ave
St Louis, Missouri 63156
314.531.4469