27TH CONVENTION 2026

ADOPTED RESOLUTIONS

LiUNA!

Feel the Power

27TH INTERNATIONAL UNION CONVENTION

LAS VEGAS, NEVADA
2026

Resolutions

adopted by the

27th CONVENTION

of the

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

LiUNA!

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GEB RESOLUTIONS

RESOLUTION 1

ACCELERATING RESIDENTIAL CONSTRUCTION THROUGH PARTNERSHIP AND ACTION

WHEREAS residential construction across Canada has slowed due to regulatory delays, permitting bottlenecks, and administrative barriers; and

WHEREAS increasing housing supply is critical to affordability, economic stability, and building stronger communities;

THEREFORE, BE IT RESOLVED that LIUNA will work with all levels of government to cut red tape, streamline approvals, and remove barriers that delay residential construction; and

BE IT RESOLVED that governments must move from process to progress, prioritizing policies that accelerate project timelines and get shovels in the ground; and

BE IT RESOLVED that LIUNA stands ready to deliver with a skilled, unionized workforce to build the homes Canadians need, faster, safer, and at scale.

RESOLUTION 2

ADVANCING CANADA'S ENERGY SOVEREIGNTY WITH UNION LABOUR AND AN ALL-OF-THE-ABOVE ENERGY APPROACH

WHEREAS Canada is endowed with abundant natural resources and has the opportunity to be a global leader in reliable, affordable, and secure energy; and

WHEREAS energy sovereignty is essential to Canada's economic independence, national security, and long-term prosperity; and

WHEREAS building and maintaining critical energy infrastructure, including nuclear, hydroelectric, pipelines, transmission, and emerging clean energy projects, requires a highly skilled and trained workforce; and

WHEREAS LIUNA members are among the most experienced, safety-focused, and productive workers in the country, with a proven track record delivering complex, nation-building energy projects; and

WHEREAS unionized construction ensures the highest standards of safety, quality, training, and accountability, while creating family-sustaining careers and strengthening local communities; and

WHEREAS Canada must accelerate project approvals, reduce delays, and move from discussion to delivery, getting shovels in the ground, cranes in the sky, and workers on site;

THEREFORE, BE IT RESOLVED that LIUNA calls on all levels of government to prioritize Canada's energy sovereignty by advancing critical energy infrastructure projects in a timely and responsible manner; and

BE IT RESOLVED that all publicly supported energy projects must include strong labour provisions that ensure the work is performed by LIUNA Members and unionized, highly trained building trades workers.

RESOLUTION 3

CANADA'S IMMIGRATION POLICY

WHEREAS LIUNA continues to experience shortages in the construction industry; and

WHEREAS the Federal Government of Canada must ensure that immigration should reflect the needs of the construction industry;

THEREFORE, BE IT RESOLVED that the Federal Government of Canada must ensure that an adequate number of immigrants entering Canada should have the credentials or desire to work in the construction industry.

RESOLUTION 4

ENSURING UNIONIZED LABOUR DELIVERS CANADA'S INFRASTRUCTURE INVESTMENTS

WHEREAS governments across Canada are making historic investments in infrastructure critical to economic growth, energy security, housing, and community development; and

WHEREAS the Government of Ontario has committed to more than $210 billion in infrastructure spending over the next 10 years; and

WHEREAS the Government of Canada is advancing significant infrastructure investments, including $51 billion over 10 years through the Build Communities Strong Fund, alongside broader federal infrastructure spending estimated at $159 billion over five years; and

WHEREAS these investments represent a generational opportunity to build the infrastructure that will power Canada's future, from transit and housing to energy, utilities, and public services; and

WHEREAS skilled, unionized construction workers are essential to delivering these projects safely, efficiently, on time, and to the highest standards; and

WHEREAS unionized building trades ensure strong training, apprenticeship pathways, health and safety protections, and family-sustaining wages that strengthen local economies and communities;

THEREFORE, BE IT RESOLVED that LIUNA calls on all levels of government to ensure that public infrastructure investments are tied to strong labour standards, including fair wages, safe working conditions, and access to union representation; and

BE IT RESOLVED that governments prioritize procurement models and project agreements that maximize participation from unionized building trades, including LIUNA members; and

BE IT RESOLVED that these historic investments must translate into real opportunities for skilled workers, with a focus on apprenticeship, workforce development, and inclusive pathways into the trades; and

BE IT RESOLVED that LIUNA will continue to advocate for policies that ensure this work is performed by highly trained, unionized LIUNA and Building Trades workers, because when governments invest in infrastructure, it must deliver not only projects, but good jobs, safer worksites, and stronger communities.

RESOLUTION 5

LIUNA MARCH TO ONE MILLION MEMBERS

The Laborers' International Union of North America (LIUNA) has grown and prospered throughout its history through organizing, solidarity, innovation, and collective action. Every generation of Laborers has accepted the responsibility to build upon the achievements of those who came before and to leave a stronger union for those who follow.

WHEREAS organizing new workers and expanding market share are essential to protecting and creating work opportunities for current and future LIUNA members; and

WHEREAS increasing LIUNA's market share requires the identification and targeting of non-union contractors, expansion into emerging industries and sectors, and the disciplined deployment of organizing resources guided by comprehensive market analysis at the Local Union, District Council, Regional, and International levels; and

WHEREAS through comprehensive organizing campaigns, member-to-member organizing, strategic industry campaigns, affiliations, mergers, and coordinated efforts among LIUNA's nine Regional Organizing Funds, District Councils, Local Unions, and the International Union, LIUNA can continue to grow its strength and reach the goal of one million members; and

WHEREAS effective communications, social media engagement, and member outreach are critical tools for organizing workers, engaging members, and promoting the value of union membership; and

WHEREAS strategic corporate research, shareholder engagement, and other initiatives can identify opportunities to expand LIUNA's market share and strengthen the Union's position in key industries and markets; and

WHEREAS LIUNA's Tri-Funds, including the LIUNA Training and Education Fund, the

Laborers-Employers Cooperation and Education Trust (LECET), and the Laborers' Health and Safety Fund of North America (LHSFNA), play a critical role in expanding market share, securing projects, developing skilled workers, and protecting the health and safety of LIUNA members; and

WHEREAS political action at the federal, state, provincial, and local levels is essential to protecting prevailing wage laws, project labor agreements, responsible contractor policies, infrastructure investment, and other policies that create opportunities for LIUNA members and signatory employers; and

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WHEREAS meaningful community engagement and strong partnerships with community organizations, educational institutions, and allied organizations create new opportunities for organizing and strengthen LIUNA's standing among workers and the public; and

WHEREAS developing the next generation of member leaders, activists, and organizers is essential to sustaining LIUNA's growth and ensuring the long-term strength of the Union;

THEREFORE, BE IT RESOLVED that this Convention adopts the goal of growing LIUNA to one million members; and

BE IT RESOLVED that organizing, market expansion, political action, communications, leadership development, community engagement, and member activism shall be recognized as shared responsibilities across all levels of the Union; and

BE IT RESOLVED that all affiliated Local Unions, District Councils, Regional Organizing Funds, and International Union departments shall incorporate growth, organizing, and market expansion objectives into their strategic planning and activities; and

BE IT RESOLVED that the International Union shall continue to support and coordinate organizing campaigns in traditional and emerging industries, promote affiliations and mergers where appropriate, and assist affiliates in identifying opportunities for growth and market expansion; and

BE IT RESOLVED that LIUNA shall continue investing in member education, leadership development, organizer training, and member engagement programs to build a culture in which all members understand their role in strengthening and growing the Union; and

BE IT RESOLVED that progress toward the goal of one million members shall be reviewed and reported regularly by the General Executive Board to ensure accountability and sustained focus on LIUNA's long-term growth strategy.

RESOLUTION 6

STRENGTHENING LIUNA'S BRAND, VOICE, AND INFLUENCE THROUGH DIGITAL COMMUNICATION AND STRATEGIC STORYTELLING

WHEREAS LIUNA's strength is not only in the work it builds, but how it showcases its impact through effective communication, integral to the mobilization, organization, and power-building efforts of LIUNA; and

WHEREAS the narrative surrounding LIUNA, its members, and its vital work is shaped by communication across all platforms, including jobsites, traditional media, and digital channels; and

WHEREAS for LIUNA to effectively strengthen its reputation, maintain a strong and consistent brand, expand its membership base, and uphold the core values upon which the Union was established, it must proactively control its own narrative; and

WHEREAS robust communication strategies are essential for maintaining an informed membership, fostering community engagement, influencing public policy, and ensuring accountability from decision-makers, thereby advancing the collective goal of reaching one million members and reinforcing LIUNA's leadership across industries; and

WHEREAS the digital landscape has become the primary venue for conveying LIUNA's identity and engaging with current and prospective members, necessitating a commitment from LIUNA communication leadership to prioritize strategic storytelling and compelling visual content at every level of the organization;

THEREFORE, BE IT RESOLVED that LIUNA shall maintain and grow its role as a leader of the labor movement in the digital space through strategic investment in social media, marketing and digital advertising that reflect the professionalism, diversity, and strength of its members across the United States and Canada; and

BE IT RESOLVED that LIUNA will lead with a unified, results-driven message, showcasing that while others talk, LIUNA builds, while ensuring that the LIUNA brand stands as a symbol of excellence, opportunity, and impact; and

BE IT RESOLVED that LIUNA shall continue to leverage communications tools to advance the collective goal of marching to one million members through internal and external organizing; and

BE IT RESOLVED that each District Council shall identify and dedicate at least one staff person to be responsible for communications and outreach initiatives; and

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BE IT RESOLVED that every Local Union shall be required to establish and actively maintain a minimum of one social media platform, so that LIUNA will continue to amplify its voice across platforms, highlighting the work it does, the communities it builds, and the people who make it possible; and

BE IT RESOLVED that each District Council and/or Regional Communications Department shall be responsible for the collection of statistics related to their social media and digital platforms; and

BE IT RESOLVED that each District Council shall commit to supporting and executing a minimum of one storytelling campaign annually. This campaign could be highlighting a member story, creating content for rapid response, or showcasing a project that LIUNA members built.

RESOLUTION 7

TRUSTEE LEADERSHIP TRAINING AND EDUCATION PROGRAM

WHEREAS the retirement crisis facing Americans underscores the critical importance of protecting and strengthening Defined Benefit (DB) plans. Today, nearly half of all workers lack an employer-sponsored pension or 401(k) plan, and only one in five private-sector workers in the United States has a pension. The shift away from DB to Defined Contribution (DC) plans over the last three decades has placed all the investment risk onto individual employees. This transition has left the median amount in Americans' 401(k) accounts at a mere $17,686. Furthermore, a married couple with a modest income and no defined benefit pension faces a 90% chance of outliving their assets. Union-sponsored defined benefit pension plans remain a bulwark against this crisis. Union workers are six times more likely to have a pension than non-union workers, proving that strong, pooled-risk DB plans are vital to securing a dignified retirement. The need for vigilant stewardship of our multi-employer benefit funds has never been greater; and

WHEREAS there are over 100 benefit funds sponsored by LIUNA and affiliated Local Unions and District Councils in the United States and Canada, and collectively, these funds hold nearly $80 billion in assets to provide retirement benefits for hundreds of thousands of LIUNA members and their families. The foremost objective is to ensure that LIUNA benefit funds achieve the greatest rate of return possible while also meeting the need to invest responsibly. Trustees must engage and hold accountable our investment managers, consultants, attorneys, and other service providers as we seek to select the best investment vehicles for our funds. LIUNA benefit funds are long-term investors and trustees must be active owners by closely scrutinizing the practices of the entities in which we invest; and

WHEREAS at the 2006 LIUNA Convention, delegates passed a resolution asking that the International Union establish for the support of LIUNA benefit fund trustees a Capital Stewardship Program, which shall include a "Trustee Leadership Training and Support Program," and develop a collection of materials on "best practices," including the identification of appropriate investment managers who support active ownership principles such as responsible contractor policies and the use of investment programs or funds that promote "double bottom line" or "collateral" benefits such as the creation of Union jobs. Since then, the Department of Corporate Affairs has worked to effectuate this resolution by assisting our trustees, fund staff, and leadership by developing a comprehensive database of all LIUNA funds' assets and service providers, encouraging responsible contractor policies for our real estate and infrastructure holdings, and adopting workforce principles for our investments in the private markets. But LIUNA can and must do more to support the trustees and fund staff of our benefit funds;

THEREFORE, BE IT RESOLVED that the LIUNA Department of Corporate Affairs will develop a comprehensive Trustee Leadership Training and Support Program that will include in-person programing at LIUNA Headquarters in Washington, DC available to all LIUNA trustees and fund staff; and

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BE IT RESOLVED that the Trustee Education Program will include the following topics:

1. Fiduciary Duty and Responsibility, including the legal support needed for service provider election and investment activism.

2. Shareholder participation and proxy voting.

3. Holding your service providers accountable.

4. Economically targeted investing and responsible investment.

5. Investment diversification with a focus on infrastructure, real estate, private equity, and private credit.

6. Responsible Contractor Policies and Responsible Lending Policies.

7. Updates on regulatory and legal issues affecting LIUNA benefit funds.

8. Emerging issues in investment management, such as the use of Artificial Intelligence, DOL-compliant co-investment vehicles, and investing in union-built affordable and workforce housing.

RESOLUTION 8

PROTECTING MEMBER DATA BY STRENGTHENING CYBER SECURITY

WHEREAS in today's environment, LIUNA affiliates, benefit funds, and training centers maintain significant volumes of sensitive member information, including personally identifiable information, employment records, and financial data. This information is entrusted to us by our members. A data breach is not merely a technical inconvenience - it is costly, disruptive, and damaging to member trust; and

WHEREAS we owe it to our members to safeguard their information and to ensure that any tool entrusted with their data meets appropriate security standards; and

WHEREAS the purpose of these standards is to place clear, minimum security obligations on vendors and service providers, and to use our collective strength to hold those vendors accountable; and

WHEREAS acting individually, affiliates have limited leverage over vendors. Acting collectively, we can set expectations and demand compliance; and

WHEREAS improving our security practices is not simply an IT upgrade. It is foundational work necessary for the long-term strength, coordination, and growth of LIUNA;

THEREFORE, BE IT RESOLVED that LIUNA shall establish and periodically update minimum cybersecurity and data protection standards applicable to any system, vendor, or tool that stores, processes, or transmits LIUNA member information; and

BE IT RESOLVED that the International Union shall, in consultation with affiliates, establish and periodically update technical and procedural security recommendations applicable to membership tracking systems, communication platforms, and any other tools that store or process member information; and

BE IT RESOLVED that all affiliates shall ensure that at every opportunity, any vendor or third-party service provider with access to member data contractually agrees to comply with these security standards; and

BE IT RESOLVED that the International Union may conduct or require security assessments of tools used by affiliates to ensure compliance with these standards and ensure that member data is protected.

RESOLUTION 9

ENSURING MEMBERSHIP MANAGEMENT TOOLS MEET LIUNA'S NEEDS

WHEREAS LIUNA has grown into a large and powerful Union, representing hundreds of thousands of working men and women across the United States and Canada. As our Union grows, so too must the systems and tools that support our members and our affiliates who serve them; and

WHEREAS the work of putting members to work, tracking certifications, communicating with members, enforcing agreements, and organizing new workers is complex and demanding. The tools we use should strengthen that work. They should make LIUNA more efficient, more responsive, and more coordinated across affiliates; and

WHEREAS to compete, to organize, and to grow, LIUNA must ensure that the tools it relies on are modern, secure, practical, and capable of meeting the needs of a 21st century union. Our infrastructure should match our ambition; and

WHEREAS this is foundational work. Just as we prepare a job site before sending members to work, we must ensure our technological infrastructure is ready before expecting growth. LIUNA must ensure that the tools all affiliates use serve the needs of our members and strengthen our collective capacity to grow and exercise our power;

THEREFORE, BE IT RESOLVED that LIUNA shall, in collaboration with affiliates, establish core functional requirements for membership management and communication systems used across LIUNA; and

BE IT RESOLVED that these requirements shall define the minimum capabilities necessary for tools that support member management, political action, required reporting, or member communications, as well as coordination across affiliates; and

BE IT RESOLVED that the International Union shall support affiliates in evaluating existing systems against these requirements and in identifying opportunities for modernization or improvement; and

BE IT RESOLVED that affiliates shall make reasonable efforts to utilize tools that meet these established requirements in order to ensure interoperability, efficiency, and alignment across the Union.

RESOLUTION 10

COLLECTIVE DATA SHARING AND DATA-INFORMED DECISION MAKING

WHEREAS for more than a century, LIUNA has grown through discipline, coordination, and collective action. In today's environment, disciplined coordination requires data; and

WHEREAS at present, member data is maintained across multiple affiliates, systems, and vendors that do not consistently communicate with one another. Where information is fractured, we operate in pieces; and

WHEREAS growth does not happen automatically, even in favorable environments. If we intend to expand our market share, strengthen organizing, improve member retention, and increase political strength, we must modernize how we make decisions and how we prioritize our resources; and

WHEREAS collective data is collective power; and

WHEREAS by improving data sharing, LIUNA aims to establish shared practices and shared expectations so that all affiliates can benefit from accurate, timely, and actionable information;

THEREFORE, BE IT RESOLVED that all affiliates shall maximize their participation in the collection and maintenance of accurate and complete data, consistent with applicable law; and

BE IT RESOLVED that LIUNA shall, in collaboration with affiliates, establish and regularly update standardized data definitions, reporting formats and requirements, and data sharing protocols to ensure consistency and usability across LIUNA; and

BE IT RESOLVED that affiliates shall provide data to the International Union in accordance with established formats and timelines, including any additional data elements adopted through the collaborative process, including member information, communications with members, and organizing data; and

BE IT RESOLVED that appropriate data sharing protocols shall also be established between Local Unions, District Councils, benefit funds, training funds, and third party administrators to ensure coordinated service to members; and

BE IT RESOLVED that LIUNA shall support affiliates with reporting, analysis, and tools that return value to affiliates from the shared data.

RESOLUTION 11

STANDARDIZED COLLECTION OF REQUIRED MEMBER INFORMATION

WHEREAS LIUNA's strength depends on our ability to communicate with, represent, mobilize, and serve our members effectively; and

WHEREAS the 2011 LIUNA Convention adopted Resolution 8 stating that "Every member will be required to provide their email address and cell phone number, which affiliates will forward to the International in their monthly per capita reports." The 2016 Constitution reaffirmed this approach, stating "Under the Uniform Local Union Constitution, the Local Union's Secretary-Treasurer is required to collect and provide the 'e-mail addresses' of members who are being initiated or readmitted. This information must be submitted to the International Union and the District Council alongside the members' initiation and readmission fees, full names, physical addresses, dates of birth, and Social Security numbers."; and

WHEREAS communications technology and member engagement practices have continued to evolve since 2011 and 2016, and with the advent of Artificial Intelligence (AI) the pace of change will only accelerate. While we cannot predict exactly how communication will evolve, we can establish practices and processes that allow LIUNA to adapt and remain nimble; and

WHEREAS at present, affiliates collect varying levels of member information, and the information that is collected is not always accurate. This inconsistency limits our ability to learn more about our members, communicate quickly with members, coordinate across affiliates, respond when members are affected by job changes, and demonstrate the full strength of our membership in organizing, legislative, and advocacy efforts; and

WHEREAS to build the disciplined and unified infrastructure necessary for continued growth, LIUNA must establish shared expectations regarding the minimum information collected and maintained for every member;

THEREFORE, BE IT RESOLVED that LIUNA reaffirms the intent of the 2011 Resolution and will establish a standardized list of required member data elements that all affiliates must collect and maintain; and

BE IT RESOLVED that LIUNA, in coordination with affiliates, shall periodically review and update this list as needed to reflect evolving operational needs, technological capabilities, and best practices; and

BE IT RESOLVED that all Local Unions, District Councils, and affiliated entities responsible for member intake or record maintenance shall collect and maintain the required data elements for all new members and shall make reasonable efforts to obtain and update such information for existing members; and

BE IT RESOLVED that all required member information shall be maintained and transmitted in accordance with International Union cybersecurity standards and applicable law.

RESOLUTION 12

STRENGTH THROUGH SOLIDARITY

WHEREAS Local Building Trades Councils and Central Labor Councils serve an important role in the operation and success of the union construction industry as well as the individual member unions such as LIUNA; and

WHEREAS when working effectively by leveraging solidarity and shared values, Local Building Trades Councils and Central Labor Councils foster workforce coordination and jurisdictional protection, act as a conduit to share market intelligence, and help build public credibility and political power; and

WHEREAS history has shown the importance of unified Building Trades Councils and Central Labor Councils and to set standards and develop work opportunities; and

WHEREAS Local Building Trades Councils and Central Labor Councils play a critical role in implementing policy, addressing local concerns, and representing and coordinating the member unions; and

WHEREAS as one of the fourteen national and international unions belonging to the North America's Building Trades Unions (NABTU), LIUNA has a vested interest in the success of Local Building Trades Unions and can both contribute to and benefit from its involvement; and

WHEREAS Central Labor Councils also serve an important purpose in their respective areas and LIUNA can both contribute to and benefit from its involvement; and

WHEREAS LIUNA's Uniform Local Union Constitution, Article II, Section 3 requires Local Unions to affiliate:

> *with appropriate Bodies, such as Building and Construction Trades Councils, Metal Trades Councils, Maritime Trades Councils, State Federations of Labor and Central Bodies;*

THEREFORE, BE IT RESOLVED that all LIUNA Local Unions and District Councils must affiliate and be an active participant with its Local Building Trades Council and Central Labor Council; and

BE IT RESOLVED that each LIUNA Local Union and District Council will appoint delegates for participation to such bodies as provided by the bylaws of the Local Councils; and

BE IT RESOLVED that in the event that a Local Union or District Council covers multiple Building Trades Councils and/or Central Labor Councils, then that Local Union or District Council shall affiliate proportionately in a manner that allows for association in each council; and

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BE IT RESOLVED that as part of the regular business of Local Union and District Council meetings, leadership must provide a report on business conducted at Building Trades Councils and Central Labor Councils; and

BE IT RESOLVED that any LIUNA Local Union or District Council who is not in compliance with this Resolution must receive an annual variance from the International Union.

RESOLUTION 13

EXPANSION OF TRADE TRAINING

WHEREAS the LIUNA Training and Education Fund (LIUNA Training), a leader in workforce development, sets the standard for accredited, high-quality industry curriculum, delivery systems, and instructor training across North America; and

WHEREAS the evolving landscape of the construction industry demands an agile, high-tech, and scalable training delivery model to ensure LIUNA maintains a competitive, world-class workforce pipeline; and

WHEREAS the integration of the LIUNA Training University Suite Learning Management System and advanced instructor teaching tools provides a unique opportunity to customize worker learning while reducing administrative burdens for affiliated training funds; and

WHEREAS strategic expansion into future-focused sectors, leveraging flexible training pathways for veterans, women, youth, and career-changers, is essential to capturing market share and addressing the industry's skilled labor shortage; and

WHEREAS the transition to a blended learning ecosystem, incorporating video, Virtual Reality (VR), Augmented Reality (AR), and simulation, not only enhances safety outcomes and skill retention but significantly enhances outreach, recruitment, and marketing capabilities;

THEREFORE, BE IT RESOLVED that LIUNA Training will work in partnership with affiliates and industry partners to expand its development and delivery of training and certifications within emerging industry sectors, including but not limited to construction robotics and automation, modular and 3D printed construction, sustainable and advanced materials, universal waste management, and small nuclear reactors; and

BE IT RESOLVED that LIUNA Training will prioritize the rollout of immersive, self-paced, and digital-based instructional tools to complement existing hands-on training, serve as prerequisite training modules prior to on-site hands-on instruction, provide refresher training to ensure accessibility for all LIUNA members, and enhance recruitment capacity; and

BE IT RESOLVED that LIUNA Training will ensure that the design of these tools can be used as outreach and recruitment aids for the explicit goal of establishing a sustainable career path and future-ready workforce for LIUNA and the construction industry.

RESOLUTION 14

IMMIGRATION, WORKER RIGHTS, AND UNION GROWTH

WHEREAS LIUNA's commitment to immigrant workers is rooted in the very foundation of our union. Founded more than a century ago by immigrants struggling for citizenship and to improve their lives, LIUNA was built by immigrants seeking dignity, opportunity, and a voice on the job. Today, immigrant workers continue to play a central role in our industries and our union; and

WHEREAS since the 2021 Convention, the landscape surrounding immigration policy has changed dramatically, creating new challenges for working people, our union, and the industries that depend on a stable and skilled workforce. Increased enforcement actions, instability in programs such as Temporary Protected Status (TPS), and shifting federal priorities have created widespread fear and uncertainty for workers and their families. These developments directly affect LIUNA members, contractors, and the Union's ability to organize workers across the construction and related industries we represent; and

WHEREAS LIUNA's industries employ significant numbers of immigrant workers who perform essential work that builds and maintains our nation's roads, bridges, energy systems, schools, and public works. These workers are increasingly subject to racial profiling, workplace targeting, and heightened vulnerability to exploitation due to fear of enforcement. Even workers with legal status, or with family members navigating the immigration system, are experiencing instability that disrupts job sites, families, and local economies. When workers are driven into the shadows, standards are lowered for everyone, creating conditions where wage theft, unsafe working conditions, and misclassification can proliferate; and

WHEREAS policies that disregard due process threaten the constitutional rights of all workers and undermine fundamental labor standards. These actions create an environment where unscrupulous employers may exploit fear and uncertainty to suppress wages, discourage organizing, and erode protections that generations of union members fought to secure; and

WHEREAS LIUNA understands that dividing workers weakens our collective strength. Instead, we must focus on raising standards for all workers, ensuring that every worker performing work within our jurisdictions has the opportunity to benefit from union representation, strong contracts, and safe working conditions; and

WHEREAS LIUNA's growth strategy recognizes that the future strength of the Union depends on organizing the workers who are currently performing the work in our industries. Immigrant workers play a critical role in the present and future of construction, energy, and infrastructure. Ensuring that these workers have access to union representation is essential to maintaining high standards, strengthening market share, and expanding union density across sectors; and

WHEREAS LIUNA's Constitution and longstanding practice affirm that the Union represents all workers and recognizes that solidarity across national origin strengthens the ability of working people to improve their lives and build a stronger union. For example, Article II, Section 1 of our International Constitution states that *"It shall be the object of the International Union: To unite under its banner all persons engaged in work within its jurisdiction as hereinafter defined, for their mutual benefit, aid and protection;"* and

WHEREAS LIUNA's March to a Million growth strategy is a continuation of our legacy of organizing the workers who build our industries today;

THEREFORE, BE IT RESOLVED that LIUNA will continue to build the organizational infrastructure necessary to respond to these evolving challenges. Through Know Your Rights education, rapid response protocols, legal coordination, and partnerships with community organizations and employers, LIUNA is strengthening its capacity to support members and their families when immigration enforcement affects workplaces and communities. Coordination across Regions, District Councils, and Local Unions ensures that best practices are shared and that affiliates are not left to navigate complex challenges alone; and

BE IT RESOLVED that LIUNA recognizes that unity among workers is essential to building power and improving conditions across industries. Immigration is not only a political or policy issue; it is a workplace issue that affects organizing, bargaining, safety, and economic stability. A coordinated approach that integrates organizing strategy, communications, legal support, and leadership development ensures that LIUNA remains prepared to meet the needs of its members while continuing to grow and strengthen the Union; and

BE IT RESOLVED that LIUNA reaffirms its commitment to protecting the dignity of all workers, strengthening solidarity across the workforce, and ensuring that workers have access to the tools and resources necessary to defend their rights. LIUNA will continue to meet members and workers where they are by expanding access to translated materials, multilingual communications, and culturally competent outreach that ensures workers understand their rights, opportunities, and the benefits of union membership, to recognize that effective organizing and representation depend upon reaching workers in the languages they speak and the communities in which they live and work; and

BE IT RESOLVED that LIUNA will continue to fight for comprehensive immigration reform that includes a path to citizenship and strong labor protections to ensure that immigration policy cannot be used to undercut wages or working conditions. LIUNA supports building unity among workers, regardless of background, to strengthen our ability to raise standards, expand opportunity, and secure a strong future for all working families.

RESOLUTION 15

PROTECTING LIUNA'S JURISDICTION

WHEREAS jurisdiction is the fundamental lifeblood of our union, rooted in our original charter with the American Federation of Labor covering demolition and excavation of buildings, digging of trenches, concrete, and tending of other crafts. LIUNA has successfully expanded its jurisdiction beyond its original charter through strategic amalgamations, industry-leading training programs, and contractor support; and

WHEREAS one of the key functions of the LIUNA Construction Department is assisting affiliates with gathering jurisdictional evidence; building cases for arbitration; meeting with other crafts, signatory contractors, owners and developers; and developing strategies to best protect and expand our jurisdiction; and

WHEREAS LIUNA participates in a number of multi-craft agreements at both the Local and International level. Whether it be a National Maintenance Agreement project or a Local Building Trades project labor agreement, these agreements share commonalities, most importantly, pre-jobs and jurisdiction; and

WHEREAS almost every agreement has a requirement that the contractor hold a pre-job conference with the crafts to discuss work rules, scheduling, work assignments, and wages, among other things. The pre-job conference is often where jurisdictional issues first present themselves and are usually subject to a resolution process that can end in arbitration; and

WHEREAS the arbitration process requires crafts to demonstrate, through physical evidence, that they consistently perform a scope of work in an area. These cases are won on documentation, not word of mouth. While an arbitration decision is non-precedent setting and only applies to the project in question; every case we lose is building a case for the other crafts; and

WHEREAS while LIUNA is always looking to expand our jurisdiction as technology evolves, we need to make sure we are also protecting our traditional jurisdiction;

THEREFORE, BE IT RESOLVED that the LIUNA Construction Department will continue to develop strategies to protect and expand our jurisdiction, meet with other crafts over jurisdictional issues, and assist affiliates in evidence gathering and building cases for arbitration; and

BE IT RESOLVED that every LIUNA construction Local Union and District Council shall continue to document the work their members perform, through all viable means of evidence, including pre-job minutes, letters of assignment, dispatch reports, steward reports, and affidavits; and

BE IT RESOLVED that every LIUNA construction Local Union and District Council shall ensure, whenever possible, that we have representation at all pre-job conferences.

RESOLUTION 16

GROWING LIUNA'S MEMBERSHIP AND EXPANDING MARKET SHARE

WHEREAS since the 2021 LIUNA Convention, the programs and services of the Laborers–Employers Cooperation and Education Trust (LECET) have continued to evolve, diversify, and expand in support of LIUNA Regional Offices, District Councils, Local Unions, Regional and Local LECETs, and affiliated organizations. LECET has provided comprehensive resources to monitor construction and industrial projects, identified opportunities in both established and emerging markets, conducted industry research, and developed effective marketing materials. As part of these efforts, the Market Expansion Program (MEP) has been enhanced to include full mobile functionality for LIUNA and signatory contractor representatives operating in the field, thereby improving access to critical project intelligence and business development tools. In addition, MEP has incorporated robust analytics and measurable performance metrics to evaluate outcomes, identify trends, and highlight areas requiring increased focus for continued improvement and further development. LECET has also delivered training through online, on-demand, and in-person formats, reaffirming its commitment to expanding project and employment opportunities for Laborers and their signatory contractors throughout North America; and

WHEREAS during this period, LECET has strategically focused on the early identification and targeting of major construction and industrial projects while strengthening relationships with owners, contractors, and other key decision-makers to enhance competitiveness early in the project development cycle. LECET works collaboratively with project leaders to identify workforce and training needs, advocate for union-friendly procurement policies, and promote union construction. These efforts have been supported through partnerships with 38 affiliated LECET funds and have included national outreach initiatives, such as efforts with LIUNA Racing. These initiatives have served as effective platforms to elevate LIUNA's visibility, promote membership and signatory contractors, engage prospective members, attract new contractors, and educate the public on career opportunities within LIUNA. Through its expanded reach to more than 900 signatory contractors, National LECET continues to ensure that LIUNA affiliates and signatory contractors remain competitive and well positioned for growth in priority and emerging markets; and

WHEREAS LIUNA has set a goal of reaching one million members to strengthen its market share and long-term stability. Achieving this goal relies on strong relationships and engagement with industry stakeholders, the continued partnership of LIUNA signatory contractors, and the support of LECET's programs, services, and stakeholder outreach;

THEREFORE, BE IT RESOLVED that the delegates to this Convention reaffirm LIUNA and LECET's commitment to expanding work opportunities, strengthening contractor partnerships, and growing LIUNA's active membership, ensuring that LIUNA affiliates and signatory contractors remain competitive and positioned for growth; and

GEB Resolutions

BE IT RESOLVED that the LECET Fund scale and standardize the use of market intelligence platforms to provide affiliates and signatory contractors with access to timely, actionable data that supports the identification, location, and pursuit of projects, owners, developers, and contractors across all markets; and

BE IT RESOLVED that the LECET Fund strengthen engagement with signatory contractors through consistent communication and promotion of LECET resources and coordinated outreach to developers, owners, and prospective contractors on emerging technologies, safety advancements, and market trends; and

BE IT RESOLVED that the LECET Fund develop and implement measurable performance metrics and reporting tools to track progress in contractor engagement, market expansion, membership growth, and retention across all affiliates; and

BE IT RESOLVED that the LECET Fund coordinate national and affiliate participation in key industry events and trade associations including, but not limited to, World of Concrete, the National Demolition Association, RE+, and NARUC to promote LIUNA and its signatory contractors as the premier workforce solution; and

BE IT RESOLVED that the LECET Fund in partnership with Regions, District Councils, Local Unions, and Tri-Fund partners, develop and implement strategies focused on both recruitment and retention, including identifying workforce gaps, reducing attrition, and supporting long-term career opportunities for LIUNA members which will contribute to LIUNA's goal of reaching one million members.

RESOLUTION 17

MENTAL HEALTH AND LEAN LIUNA

WHEREAS our construction members throughout North America work in one of the most dangerous occupations. In the last two years on record, almost 2,000 construction workers have died from worksite injuries. During the same time period, over 37,000 have died by suicide or overdose. The construction industry is facing monumental suicide and overdose crises. The numbers make our directive clear: mental health needs to be treated as a core health and safety issue; and

WHEREAS since its inception in 1988, the Laborers' Health & Safety Fund of North America (LHSFNA), together with LIUNA and its signatory contractors, has taken a "whole body" approach to health and safety, most recently with the launch of LEAN (Laborers Escaping Adversity Now) LIUNA; and

WHEREAS LEAN LIUNA is the culmination of the Fund's mental health efforts, incorporating our existing resources into an all-encompassing peer support program designed to help LIUNA members and their families overcome mental health issues, substance use disorders, and other types of adversity; and

WHEREAS a core tenet of our work is to break down the stigma that prevents workers from discussing mental health concerns and seeking help. Peer support is one of the strongest ways we can achieve that goal, with Laborers helping Laborers. LEAN LIUNA will reduce stigma, make members aware of resources, and connect them to the help they need. Whatever challenges members or their families may face, they will know that they are not alone and that their union is there to assist them;

THEREFORE, BE IT RESOLVED that the LHSFNA will assist LIUNA's Regions, District Councils, Local Unions, and other affiliates to integrate updated mental health related topics into jobsite safety through dedicated toolbox talks and safety standdowns, ensuring no member faces adversity alone; and

BE IT RESOLVED that the LHSFNA's LEAN Advisory Committee will encourage and assist each LIUNA Region to establish its own regional LEAN working group to implement LEAN LIUNA in each Region; and

BE IT RESOLVED that the LHSFNA will encourage LIUNA's Health & Welfare Funds to have peer support integrated within existing health and welfare structures across all Regions; and

BE IT RESOLVED that the LHSFNA will encourage each LIUNA Local Union and District Council to dedicate time on their agenda for mental health awareness at monthly union meetings throughout the year; and

BE IT RESOLVED that mental health training, developed by the LHSFNA, will be accessible to all LIUNA Regions and District Councils; and

GEB Resolutions

BE IT RESOLVED that mental health training, developed by the LHSFNA with assistance from the LIUNA Training and Education Fund, will be developed and incorporated into existing apprenticeship curriculum and other training as appropriate.

RESOLUTION 18

ADVANCING WORKPLACE SAFETY AND HEALTH THROUGH ENHANCED FIELD SERVICES AND COMMUNICATIONS

WHEREAS laborers face persistent risks and elevated exposures to many hazards on the job, including vehicle intrusions and equipment-related runovers/backovers, falls, electrocutions and chronic health issues linked to toxic substance exposures. Research shows that implementing robust safety and health programs, including structured worker engagement, regular safety walkthroughs and effective systems to identify and correct hazards, can reduce injury rates by up to 80 percent and increase productivity on nearly 60 percent of projects. By utilizing these proven tools, we can ensure that LIUNA members are protected by world class safety programs; and

WHEREAS identifying and correcting hazards before incidents occur reduces injuries, improves working conditions and minimizes costly disruptions that undermine project stability. Safety performance is also a critical factor for employers in securing work opportunities. Many owners, developers, and general contractors evaluate a potential contractor's recordable injury rates, workers' compensation claims and experience modification rate during the pre-qualification process. Maintaining a strong safety record helps ensure that LIUNA's signatory employers are not placed at a disadvantage due to lagging safety performance. New signatory contractors — often smaller companies who lack full-time safety staff — are especially in need of the Laborers' Health & Safety Fund of North America (LHSFNA) services; and

WHEREAS expanding the use of safety walkthroughs across all of LIUNA's Regions presents a strategic opportunity for LIUNA Regions, District Councils and Local Unions. By doing this, we can proactively safeguard members, strengthen accountability on jobsites and improve the competitiveness of LIUNA's signatory employers;

THEREFORE, BE IT RESOLVED that the LHSFNA will expand its capacity to conduct jobsite safety and health walkthroughs to strengthen protections for LIUNA members and serve signatory contractors; and

BE IT RESOLVED that the LHSFNA and its Tri-Fund Field Coordinators, in coordination with LIUNA Regions, District Councils and Local Unions, will aim to conduct at least 100 jobsite safety and health walkthroughs over the next five years, with efforts distributed as evenly as practicable across LIUNA's nine Regions; and

BE IT RESOLVED that the LHSFNA shall establish a formalized system for the reporting of serious injuries and fatalities among LIUNA members; and

BE IT RESOLVED that the LHSFNA will work to identify safety and health metrics, including leading indicators, which will drive down injuries and fatalities across the Union. These metrics will prioritize tracking the conditions and actions that allow hazards to be corrected, ensuring that data informs action, accountability and leads to continuous improvement; and

GEB Resolutions

BE IT RESOLVED that the LHSFNA will work with LIUNA to establish and maintain regular communication with LIUNA's District Councils, Local Unions and affiliates, and work with these groups to distribute relevant health and safety information to their members and new and existing signatory contractors; and

BE IT RESOLVED that the LHSFNA will work with LIUNA Regions, District Councils, Local Unions and their signatory contractors to identify and spotlight affiliates, programs and members whose efforts exemplify the goal of a safer, healthier workforce; and

BE IT RESOLVED that these actions be taken with the goal of advancing proactive hazard identification, helping to identify emerging hazards, focusing resources where they are needed most across the United States and Canada and fostering safer, healthier jobsites for LIUNA members and signatory employers.

RESOLUTION 19

ESTABLISHING A LABORERS RISING FUND

WHEREAS the Laborers' International Union of North America (LIUNA) draws its strength from the solidarity, mobilization, and collective power of its members across the United States and Canada; and

WHEREAS the introduction of the Laborers Rising initiative has successfully ignited a renewed spirit of grassroots activism, community engagement, and member-to-member connection; and

WHEREAS LIUNA has embarked on an ambitious and necessary "March to a Million" campaign to double our membership, expand our market share, and secure a stronger future for all working families; and

WHEREAS achieving this historic milestone requires an aggressive, sustained, and well-resourced commitment to both external organizing to bring new workers into our ranks, and internal organizing to activate and empower our current Brothers and Sisters; and

WHEREAS organizing campaigns against well-funded corporate opposition demand dedicated, reliable financial resources to deploy organizers, develop advanced digital outreach, and support on-the-ground mobilization efforts; and

WHEREAS LIUNA has repeatedly recognized that organizing is a "[s]olemn obligation borne by the Union to come to the aid of the unorganized, and, equally, is indispensable for the protection of wages, fringe benefits, and working conditions of those already organized"; and

WHEREAS the future prosperity of all LIUNA members, as well as our Local Unions, District Councils, and the International Union, depends on our ability to out-organize, out-work, and out-compete anti-worker forces;

THEREFORE, BE IT RESOLVED that the delegates to this 27th International Convention officially endorse the creation of a dedicated **Laborers Rising Fund** operated by the International Union to serve as a vital, supplementary financial resource specifically dedicated to support the grassroots organizing and mobilization goals of the Laborers Rising program and to enable International Union coordination of strategic organizing and mobilization activities; and

BE IT RESOLVED that to ensure the long-term viability and overwhelming success of this mission, this Convention directs that the Regional Organizing Funds contribute **$0.05 per hour** to the Laborers Rising Fund for each hour worked by members of its Local Unions in construction and for each hour worked by members of its Local Unions in those non-construction sectors whose organizing is supported by the activities of Regional Organizing Funds; and

GEB Resolutions

BE IT RESOLVED that the assets of the Laborers Rising Fund shall be expended pursuant to Article II of the International Union Constitution and be utilized by the International Union to strengthen and grow aggressive external organizing campaigns, strengthen internal union organizing, expand member-to-member mobilization programs, and equip our Union to achieve the goal of one million strong.

RESOLUTION 20

INSTITUTING THE LABORERS RISING COORDINATOR PROGRAM

WHEREAS LIUNA has embarked publicly on an organizing campaign seeking to double the membership of this great union to one million members strong in order to fulfill the mandate laid out in Article II, Section 1(a) of the International Union Constitution ("It shall be the object of the International Union to unite under its banner all persons engaged in work within its jurisdiction as hereinafter defined, for the mutual benefit, aid and protection.); and

WHEREAS research demonstrates that consistently engaged union members are more likely to organize new members, brand their union as a source of pride, and make LIUNA a focal point of their personal lives and communities; and

WHEREAS LIUNA created Laborers Rising (LR) in 2024 as a critical internal organizing initiative to re-engage LIUNA members, building meaningful connections with each other and their local leadership; and

WHEREAS the ultimate strength of Laborers Rising lies in its defined concept of internal organizing and power building, which requires an active and engaged membership to create opportunities for building power, strength, and visibility within the community; and

WHEREAS to amplify, measure, propel, and sustain member engagement through Laborers Rising, it is necessary to adopt a system of accountability and measurement; and

WHEREAS a Laborers Rising Coordinator (LRC) program will create an opportunity for rank and file members or lower-level organizing/business agent staff who are active on job sites or have recent field connections, thereby mitigating potential disconnects between rank and file members and union leadership; and

WHEREAS the fundamental goal of Laborers Rising is reinvigorating trade unionism. This is guided by the principle that a highly engaged membership is essential to restoring our Local Unions to the center of their communities where they are best situated to operate from positions of strength, enriching the lives of our members, their families, and reducing barriers to growth as LIUNA marches to one million members;

THEREFORE, BE IT RESOLVED that the delegates to this 27th International Convention hereby strongly encourage the establishment of a Laborers Rising Coordinator program at every District Council to build capacity for Laborers Rising (and lessen work pressure on Business Managers); and

BE IT RESOLVED that Regional Organizing Committees shall work in conjunction with District Councils to establish this Coordinator program; and

GEB Resolutions

BE IT RESOLVED that the Laborers Rising Coordinator (LRC) may be either reassigned from a current role or hired directly from the field, ensuring close ties with rank and file members and maintaining the cultural acumen necessary to best approach communicating with other members; and

BE IT RESOLVED that the LRC's day-to-day tasks shall be split across communications, organizing, and project management, and shall include, but not be limited to, the following responsibilities:

1. Internal Organizing

- Provide member services by assisting Business Managers (BMs) in ensuring members have what they need to reach local goals for success;
- Call through lists from the District Council and/or Local Unions (including Laborers Rising sign-ups, Laborer to Laborer conversations from Broadstripes, and VOC signups) to have conversations with members. The goal is to recreate a holistic view of these members, including their experience in LIUNA, lives, hopes, dreams, interests, and political views, in order to further engage them in meaningful ways;
- Add to the profiles created during initial Laborer to Laborer conversations to build effective databases for various needs, such as a story bank, focus group, or education opportunities;
- Develop a deep bench of members for mobilization and profiling, including:
    - Appearing in social media or ad campaigns
    - Mobilizing members to show up for LR events, fill out VOCs, and serve as member organizers on the job site
    - Creating rapid response systems for union priority issues
    - Developing members into social media influencers, press representatives, and political activists (e.g., calling elected officials, signing on to letters, canvassing)
    - Involving members in community service, mentorship programs, and IU visits
- Build out visualizations of these databases to better understand membership and track patterns related to retention, political events, or other questions union leadership may have.

2. Project Management

- Help Locals build their LR presence by managing, promoting, and creating events, developing incentives, and ensuring member turnout and enjoyment;
- Track growth and create best practices to share with other coordinators, the Region, and the IU;
- Find meaningful places to engage members, such as working with community partners on mobilization (e.g., labor day events, elections, immigration emergencies, mutual aid);

- Help to plan and coordinate Local Union, District Council, or Regional trainings/educational opportunities like RISE programs or IU LR programs (e.g., power training, labor history, political action, community activism, communications, and internal organizing);
- Work in close coordination across the Union to help build on successes and create actionable strategic plans to address challenges:
    - Assist Local leadership with branding, events, or priority campaigns to elevate LR without creating more work for existing staff
    - Act as an ear to the ground for BMs within their membership and help identify weaknesses
- Assist BMs and other union representatives in organizing lunches, LR events, or job-site profiles during leadership visits by International officers, and help identify members with good stories to share;
- Communicate with Regional and IU staff on progress to bolster accountability and sustain wins.

3. Communications

- Identify and flag good member stories for communications staff across the Union to capture and profile;
- Work with Local Unions to find, follow, and engage with their members on social media to build a more engaged and active social media presence at every level;
- Talk to members to get real feedback on messaging during priority campaigns in order to best focus content and wording;
- Work with Locals to identify and send swag to members who have proven to be engaged on job sites or in local communities;
- Help manage rapid response (e.g., spending time on the job to capture membership sentiment, photos, or videos during a project cancellation like Gateway) and distribute flyers and toolkits;
- Provide communication teams with relevant information to pitch more stories to the press and bolster earned media efforts.

RESOLUTION 21

LIUNA'S LEGISLATIVE, POLICY, AND POLITICAL AGENDA

WHEREAS a core priority of the Laborers' International Union of North America (LIUNA) is improving the lives of our members and their families. We achieve this by exercising our collective power—holding elected officials at every level of government accountable and ensuring that the voices of working people are heard. LIUNA is committed to advancing a pro-worker, pro-union agenda by working with those who stand with us and confronting those who do not; and

WHEREAS the livelihoods of LIUNA members which includes their wages, health care, pensions, training opportunities, and job security, are directly shaped by the decisions made in Washington, DC, in state capitals, and in local communities. We will continue to make clear where LIUNA stands and ensure that policymakers understand the real-world impact of their actions on working families; and

WHEREAS today, we face a more uncertain and challenging political environment. Federal investments that created jobs and strengthened labor standards in recent years are at risk, and attacks on workers' rights, collective bargaining, and job-creating infrastructure projects have intensified under the current administration. These threats make our engagement more critical than ever; and

WHEREAS LIUNA must remain fully engaged politically, legislatively, and in our communities in order to defend the gains we have made and to continue fighting for policies that create good union jobs, strengthen labor standards, and build a strong middle class. Our success depends on the strength of our relationships with elected officials and our ability to mobilize our members and affiliates across North America; and

WHEREAS as we look ahead to upcoming elections in the United States, LIUNA must fight to elect leaders who understand the value of working people and are committed to protecting and expanding opportunities for union Laborers. The stakes are high, as control of Congress and leadership at all levels of government will determine whether we build on progress or allow it to be rolled back; and

WHEREAS now more than ever, unity, engagement, and action are essential. LIUNA will continue to lead in fighting for our members, our industries, and the future of working people across North America;

THEREFORE, BE IT RESOLVED that LIUNA will fight for policies that create family-sustaining union jobs with fair wages, strong benefits, and safe working conditions; and

BE IT RESOLVED that LIUNA will defend and expand federal investments in infrastructure across the United States and Canada, including in transportation, energy, and water systems. At a time when previously approved projects face delays, cancellations, or political interference, LIUNA will work to ensure that critical funding moves

forward and that infrastructure investments continue to support good union jobs. We will support responsible revenue measures and financing mechanisms that strengthen labor standards; and

BE IT RESOLVED that LIUNA will continue to engage in bipartisan advocacy where it advances the interests of our members; and

BE IT RESOLVED that LIUNA will advocate for strong labor standards and defend the integrity of the Davis-Bacon Act across all federally assisted and federally funded projects. We will oppose any efforts—legislative, regulatory, or administrative—to roll back or weaken these standards, including attempts to sidestep them through "innovative financing" or other mechanisms; and

BE IT RESOLVED that LIUNA will support policies in the United States and Canada that advance a diverse mix of energy sources—including traditional, renewable, and emerging technologies—while ensuring that every project creates good union jobs, upholds strong labor standards, and delivers reliable and affordable energy to working families; and

BE IT RESOLVED that LIUNA will support legislation and policies that strengthen workers' ability to organize and bargain collectively, including continued advocacy for comprehensive labor law reform; and

BE IT RESOLVED that LIUNA will continue to support comprehensive immigration reform that includes a path to citizenship, while opposing enforcement-only approaches that undermine worker protections and destabilize industries that rely on skilled labor. We will continue to oppose abusive guest worker programs that allow employers to import vulnerable labor to undercut wages and working conditions, and we will advocate for reforms that prioritize strong labor standards and enforcement; and

BE IT RESOLVED that LIUNA will oppose any efforts to restrict or undermine voting rights and will support policies that ensure all eligible voters can participate fully in our democracy.

RESOLUTION 22

LIUNA'S MATERNITY DISABILITY BENEFIT PLAN

WHEREAS the LIUNA Maternity Disability Benefit Plan was established in January 2025 to help support LIUNA female construction members with the wages lost during time off of work before and after childbirth; and

WHEREAS LIUNA members do not get paid when they do not work. Many female LIUNA members have been choosing to risk their health and the health of their baby by working up to the time when they gave birth; and

WHEREAS women currently make up approximately 10% of the construction workforce in the United States. There has been growth in female participation in the construction industry, but real barriers to the retention of women remain; and

WHEREAS LIUNA developed this benefit as a result of direct feedback from rank and file female members at the LIUNA Women's Caucus meeting at the 2023 Tradeswomen Build Nations Conference; and

WHEREAS the LIUNA General Executive Board understands that LIUNA's female members face different challenges than their Brothers on the construction site and that LIUNA's goal of growing our membership to one million members will not be achieved without significant participation from women; and

WHEREAS the LIUNA Maternity Disability Benefit Plan provides eligible LIUNA members with an $800 per week benefit for up to 6 weeks before birth and 6 or 8 weeks after birth, depending on delivery type;

THEREFORE, BE IT RESOLVED that the General Executive Board should continue to authorize funding for the LIUNA Maternity Disability Benefit Plan, by continuing to provide an $800 per week benefit for up to 14 weeks for eligible LIUNA construction members.

RESOLUTION 23

OUT-OF-JURISDICTION REMITTANCES

WHEREAS there are numerous LIUNA signatory contractors that perform work in jurisdictions throughout the United States; and

WHEREAS these contractors routinely travel with LIUNA members to areas and jurisdictions where they have no collective bargaining agreement; and

WHEREAS too often said contractors remit benefits and dues back to the Local Unions and benefit funds where they have existing collective bargaining agreements; and

WHEREAS Local Unions and benefit funds are often unaware of the location where the work was performed; and

WHEREAS those benefit funds and Local Unions may be barred from receiving benefits and dues in jurisdictions where the Union has no collective bargaining agreement; and

WHEREAS contractors use skilled members to train and develop a non-union workforce in low density jurisdictions; and

WHEREAS the development of a non-union workforce undermines the ability of the Union to organize new contractors and undermines the purposes for which the Union exists;

THEREFORE, BE IT RESOLVED that it is the policy of LIUNA to discourage the remittance of benefit funds and dues to benefit funds and Local Unions that do not have a legitimate collective bargaining agreement covering the work; and LIUNA will develop and implement policies and regulations to identify and eliminate the practices related to such activity.

RESOLUTION 24

PUBLIC EMPLOYEE AND NON-CONSTRUCTION

WHEREAS although chartered in 1903 as a construction union, the Laborers' International Union of North America (LIUNA) quickly realized the importance of representing men and women in public and non-construction work settings. In the 1920s, LIUNA chartered its first public-sector Local Union in Minneapolis, Minnesota followed by federal sector employees in the 1960s. Since that time, LIUNA has continued to expand its membership and reach in the Public Employee and Non-Construction (PENC) sectors, and across every Region there has been an increase in organizing campaigns in a variety of new fields. Our Brothers and Sisters now include Hollywood Production Assistants, Postal Mail Handlers, Health Care Workers, Coffee House Baristas, Indian Health Service Workers, Service Contract Workers and National Guard Members to name a few. For LIUNA to reach its goal of one million members, it will need to organize and grow its existing PENC membership as well as venture even further into new and emerging fields;

THEREFORE, BE IT RESOLVED that the PENC Coordinating Committee, together with LIUNA's Regions, District Councils, Local Unions, and other affiliates will work to increase participation in all PENC activities, including its annual legislative conference and lobby day; and

BE IT RESOLVED that PENC will reinstate the Joe Virgillio Award which will be given annually to a PENC member demonstrating excellence in organizing, representation, and leadership; and

BE IT RESOLVED that a PENC Leadership II course will be developed to further enhance educational opportunities and skillsets of officers, representatives, and stewards; and

BE IT RESOLVED that a version of RISE Training will be developed for the PENC sector to ensure PENC members are part of all community action activities; and

BE IT RESOLVED that the PENC Coordinating Committee will increase its engagement in political and legislative activity at the National, State/Provincial, or Local level that will improve collective bargaining rights, benefits, and other laws that will protect the best interests of members working in PENC sectors.

RESOLUTION 25

RETIREE COUNCILS

WHEREAS by maintaining their LIUNA membership into retirement, retirees, with the exception of LIUNA's construction members, constitute the second largest entity within LIUNA; and

WHEREAS as a continued acknowledgement of the vital importance of its retirees, resolutions pertaining to the establishment of Retiree Councils to provide direct assistance to retired members have been adopted and unanimously approved by delegates at three (3) previous International Union Conventions; and

WHEREAS each of those successive resolutions have strongly urged and encouraged affiliated Local Unions to establish Retiree Councils throughout North America; and

WHEREAS with the subsequent creation by LIUNA of a National Retiree Council to coordinate with respective Regional Offices and District Councils to develop additional activities for the benefit of not only our retirees and their families, but also for their sponsoring Local Unions, as well as civic and volunteer activities within their wider communities; and

WHEREAS to assist in these endeavors and to develop successful Retiree Councils within the United States and Canada, LIUNA has implemented a Retiree Council Handbook as well as a uniform LIUNA Retiree Council Constitution; and

WHEREAS the National Retiree Council will assist in the establishment of Re-Recruitment Committees to reach out to and encourage retired former LIUNA members who are drawing one or more LIUNA pensions to participate in their respective Local Union Retiree Councils; and

WHEREAS LIUNA's National Retiree Council has developed the Joint Laborers for Life Training and Educational Program, which is designed to assist current retirees and members who are preparing to retire to help address and navigate issues including health, financial, social, assisted living, and end of life concerns;

THEREFORE, BE IT RESOLVED that the delegates to the 27th Convention of the Laborers' International Union of North America, in recognition of the vital importance and substantial contributions of Retiree Councils throughout North America, pledge to expand their efforts to establish, support, and maintain Retiree Councils within their respective Regions, and that the International Union and its National Retiree Council will directly assist in coordinating these efforts.

RESOLUTION 26

ANNUAL LABORERS TRADE SKILLS CHALLENGE

WHEREAS the LIUNA Training and Education Fund (LIUNA Training) and its affiliates are committed to promoting the Construction Craft Laborer Trade as the most highly skilled and technically proficient in the construction industry; and

WHEREAS LIUNA Training and the North American affiliated training funds were established in 1969 as Labor-Management partnerships and to position LIUNA as a leader in industry advancement; and

WHEREAS LIUNA Training and the North American network of affiliated training centers and apprenticeship network are responsible for attracting new members and energizing Laborer journeyworkers by recognizing the variety of skills, expansive knowledge and safety focus of the Laborer's trade; and

WHEREAS an annual competitive event will showcase LIUNA members, our Union and our Union contractors, further drawing new workers to LIUNA and demonstrating our Trade's craftsmanship, career opportunities, and validating the value of LIUNA's quality training and apprenticeship programs;

THEREFORE, BE IT RESOLVED that LIUNA Training will partner with its network of affiliated training centers and all LIUNA Regions to establish an Annual Laborers Trade Skills Challenge utilizing the Annual Instructor Conference (AIC), Training Director Meetings, and Annual Apprenticeship Conference (AAC) to develop competition guidelines, determine skill categories, and establish a framework for the event; and

BE IT RESOLVED that LIUNA Training will work in collaboration with LIUNA Headquarters and Regions to define Local Union, District Council, Regional, and union contractor team sponsorships and marketing opportunities.

RESOLUTION 27

UNIFIED APPRENTICESHIP STANDARDS FOR A COMPETITIVE NORTH AMERICAN WORKFORCE

WHEREAS LIUNA, the LIUNA Training and Education Fund (LIUNA Training), and its affiliated training and apprenticeship funds developed LIUNA's and the construction industry's first national Construction Craft Laborer (United States) and Construction Craft Worker (Canada) apprenticeship standards to define our craft's skills and ensure consistent quality across every LIUNA Local Union and District Council; and

WHEREAS LIUNA Training and our North American network of affiliated training centers are united in the desire to provide a competitive advantage by offering reliable and transferable apprenticeship models that workers, contractors, and stakeholders trust and value; and

WHEREAS LIUNA Training and our North American network recognize both the need for standardization to help protect jurisdiction and safeguard against the splintering of our craft, while providing for local, state, and provincial differences or requirements; and

WHEREAS the Construction Craft Worker in Canada already provides a standardized approach to meeting provincial and Red Seal apprenticeship requirements; and

WHEREAS LIUNA Training has successfully launched Apprenticeship Readiness programs to provide a high-quality, defined path for youth and adults entering LIUNA;

THEREFORE, BE IT RESOLVED that LIUNA Training, each training and apprenticeship affiliate, each District Council, and each LIUNA Region will work together to explore standardized courses under the most current Construction Craft Laborer standard in the United States to ensure a unified and sustainable workforce pipeline; and

BE IT RESOLVED that LIUNA Training will provide comprehensive research and support for this effort, including educational sessions and dedicated resources for Apprenticeship Readiness programs to maximize pre-apprenticeship success; and

BE IT RESOLVED that LIUNA Training will support its network affiliates in adapting standards to meet local mandates, including, but not limited to, wage progression scales, On-the-Job Learning (OJL) requirements, Related Training (RT) hours, and federal, state or provincial compliance.

COMMITTEE RESOLUTION

SOLIDARITY WITH GLOBAL TRADE UNIONS AND INTERNATIONAL WORKERS

(from the Committee on Resolutions)

WHEREAS, the LIUNA International Union Constitution affirms the inalienable natural right of all workers to provide for their existence and that of their families, Preamble; requires the Union to "engage in legislative and other activities to promote, protect and advance the physical, economic and social welfare of the workers and all people," Article II, Section 1(k); commits the Union to "promote better understanding and improve the conditions of life of the laboring peoples of all countries," Article II Section 1(p); and obligates officers to swear their support for the steadfast pursuit of "justice, dignity, respect and equality for all working people," Article XXIV, Oath of Office; and

WHEREAS, the Constitution of the International Labour Organization, in its Preamble, affirms that "universal and lasting peace can be established only if it is based upon social justice," a principle this Union has long embraced as central to its mission of international worker solidarity; and

WHEREAS, LIUNA, as a proud affiliate of the AFL-CIO, recognizes the AFL-CIO's resolution adopted at its 30th Constitutional Convention in June 2026, "We Want a Just and Peaceful World," which called for an end to violence and displacement affecting working people and communities across multiple regions of the world; and

WHEREAS, LIUNA, as a proud affiliate of the Canadian Labour Congress, recognizes the record of the Canadian Labour Congress in adopting resolutions of solidarity with working people affected by armed conflict in numerous countries, reflecting a shared understanding among North American trade unionists that the human cost of war falls most heavily on working people everywhere; and

WHEREAS, LIUNA maintains a strong tradition of cross-border solidarity with building trades unions outside of the United States and Canada, including its longstanding trade-union allies in Ireland, Portugal, Italy, and other European countries; and

WHEREAS, it is a time when working people around the globe bear a disproportionate share of the human and economic cost of armed conflict, through the destruction of workplaces, the loss of livelihoods, forced displacement, and, in the most severe cases, the killing, detention, and persecution of workers and trade unionists;

WHEREAS, in the face of such conflict, LIUNA's cross-border solidarity must extend beyond its traditional trade union allies to encompass the needs of working people around the globe, including those laboring in conflict zones and those for which organization through a traditional trade-union structure remains out of reach; and

WHEREAS the continued strength of LIUNA's international solidarity work depends on maintaining and deepening established relationships with historic allies, including the trade union movements of Europe, even as this Union extends solidarity to working people in acute crisis in other regions of the world;

NOW, THEREFORE, BE IT RESOLVED by the delegates assembled at the 27th Convention of the Laborers' International Union of North America, that:

1. GLOBAL SOLIDARITY WITH WORKING PEOPLE: LIUNA extends its solidarity to working people and their trade unions in every region of the world, including in those regions affected by armed conflict and those regions where workers do not yet benefit from representation through formal labor organizations, recognizing them as fellow working people endowed with the same inalienable rights this Union's Constitution affirms for all working peoples: the right to organize, to bargain collectively, to work in safety, and to provide for their families.

2. REAFFIRMATION OF SOLIDARITY WITH ESTABLISHED LABOR ALLIES: LIUNA reaffirms the enduring importance of its relationships with established trade union movements around the world, particularly its historic allies in Europe, and directs the General President to continue with and strengthen LIUNA's outreach to its historic union allies even as it builds new bridges to those parts of the world where working conditions are most dire.

3. CONTINUED ENGAGEMENT THROUGH MULTINATIONAL WORKERS' ORGANIZATIONS: LIUNA commits to continued and active engagement with multinational workers' organizations, including the International Labour Organization and the Building and Wood Workers' International, as vehicles through which this Union will pursue the advancement of workers' rights, safety, and dignity for working people affected by armed conflict and other crises around the world.



LiUNA!

Feel the Power

Laborers' International Union of North America, AFL-CIO

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