MEMBERSHIP ORIENTATION GUIDE

LiUNA!
Feel the Power
PROTECT YOUR NEW WAY OF LIFE

CONNECT WITH YOUR UNION ONLINE
- Get updates from your union
- Follow your union on Facebook

BE SEEN: WEAR LIUNA ORANGE
- We are stronger when we are organized
- Wear a LIUNA shirt, hard hat sticker, or hat

BE HEARD: TALK UP YOUR UNION
- Fight back against misinformation
- Let family and friends know, joining a union means better wages, benefits and a better life
Dear Brother or Sister:

On behalf of your more than 500,000 strong, proud, and united LIUNA brothers and sisters throughout the United States and Canada, it is my pleasure to welcome you to the Laborers’ International Union of North America (LIUNA). You are now a member of a great International Union founded in 1903 by a small group of building laborers and hod carriers who rose up against abuse, exploitation, and discrimination. Today, we are one of the largest and most powerful unions in the Labor Movement. Whether in the workplace, in the community, or in the halls of power, no member of LIUNA ever stands alone. We stand together, half a million strong, to fight for safe, good-paying jobs with family-supporting benefits that enable all of us to build strong, middle-class lives.

The wages and benefits you receive, the rules under which you work, and the procedures that protect you in any workplace dispute are all the result of the hard work of your Local Union leaders, and the sacrifice of those who came before us. They faced struggle and strife to win a fair day’s pay for a fair day’s work, to increase work site safety, and to establish training programs, health care plans, and retirement benefits. Today, your shop steward, Local Union, District Council, Regional Office, and International Union are all committed to protecting you and your rights at work.

This guide to LIUNA’s structure, history, culture, and traditions sets forth what you can and should expect from our union, and what your LIUNA brothers and sisters can and should expect from you. I hope you will read through it, learn more about the organization in which you are now a member, and turn to your shop steward and Local Union leaders with any questions you may have.

Throughout our history, the enemies of working people have tried to weaken us and keep us down by pitting us against one another. From our earliest days, Laborers have refused to be divided; we have always come together to demand, and to win, dignity, justice, and fairness at work. Today, our foes are trying to use razor-sharp cultural and social issues to divide us, but our strength lies in staying focused on the core economic interests we all share as union members. From the workplace to the voting booth, we must base our decisions on which policies, and which elected officials, will do the most to help us, our union, and all working men and women.

The goodness and greatness of this International Union knows no bounds, and the opportunities open to those who choose to be involved in it are vast. The more involved you become in your Local Union, the more powerful we become; and the more powerful we become, the more we are able to do for members like you. That is why I hope you will become a LIUNA activist; that you will attend union meetings and rallies, walk picket lines, volunteer your services, participate in get-out-the-vote efforts, and take part in efforts to pass pro-worker laws and regulations.

Our slogan is “Feel the Power.” Well, my new LIUNA brother or sister, you and your 500,000 LIUNA brothers and sisters are that power. Standing together, shoulder to shoulder, we are a fierce and furious working class army that can make the ground shake and the walls tremble. We are admired by our friends, feared by our foes, and respected by all who know us. We never back up, never back down, never retreat, and never surrender, in the ongoing battle for workers’ rights, civil rights, and human rights.

You are now one of us. Welcome to LIUNA.

TERRY O’SULLIVAN, General President
Dear Brother or Sister:

Welcome to the Laborers’ International Union of North America (LIUNA). As a LIUNA member, you now have access, through your Local Union, to services, programs, and resources that can help you build both a rewarding career, and a good, middle-class life for yourself and your family. Since we were chartered in 1903, LIUNA has been committed to making sure that our members are able to make a good living, earn family-supporting benefits, and return home safe and sound at the end of every shift. Today, an impressive infrastructure exists to help us achieve these goals.

The LIUNA Training and Education Fund (LTEF), and its network of more than 70 affiliated training centers across North America offer training in many different areas of the construction industry, and in the latest construction technology. From our Construction Craft Laborer apprenticeship programs to our journey worker upgrade training classes, all of our courses are available free of charge to members in good standing. The LTEF is committed to ensuring that you and all of your LIUNA brothers and sisters are able to develop and maintain the latest in-demand job skills that will broaden your experience and enhance your employability.

The Laborers’ Health and Safety Fund of North America (LHSFNA) stays at the very forefront of work site safety, developing resources to protect you from both immediate work site hazards, and from long-term health risks. The LHSFNA also works with the LTEF to incorporate safe work practices in all aspects of our training, so that you know how to work safely, and can do your part to keep your coworkers safe.

Even as you work on one construction project, the Laborers-Employers Cooperation and Education Trust (LECET) is hard at work generating new project and job opportunities for LIUNA members and signatory contractors. LECET works at the local, state, provincial, and national level to promote Laborers and their signatory contractors to owners and users of construction services; to stay on top of emerging construction markets; and to track upcoming projects and jobs.

Thanks to our size and power as a trade union, LIUNA health and welfare funds are able to drive hard bargains with insurance companies and health care providers, so that you and your family can get the health care you need, when you need it, without breaking the bank. LIUNA pension plans not only provide retirement security in the future; they help keep you and your LIUNA brothers and sisters working today, by investing in ways that generate good-paying, middle-class construction jobs while providing secure returns.

This guide explains these and other programs and resources in detail; your Local Union leaders can answer any questions you might have about them.

Every LIUNA entity and affiliate is devoted to using our numbers and our power to help you and your half million LIUNA brothers and sisters build better, stronger, more prosperous lives for yourselves and your families.

Those who organized our great International Union in 1903 knew that standing alone, as individuals, they could easily be knocked down; but that standing together, shoulder-to-shoulder, in a union, they could never be defeated. From this point forward, my new LIUNA brother or sister, you will never stand alone again; whenever and wherever you stand for good wages, family-supporting benefits, and safe work sites, your LIUNA brothers and sisters stand by your side.

Welcome to LIUNA.

ARMAND E. SABITONI, General Secretary-Treasurer
As a member of LIUNA, you belong to a strong, aggressive union with a proud history of serving its members. Some of the Union’s historical highlights and accomplishments include:

- On April 13, 1903, 25 delegates from 17 cities representing more than 8,000 Laborers met in Washington, DC to form the International Hod Carriers’ and Building Laborers Union of America. Laborers previously shunned by other craft unions became major players in the trade union movement.

- In the 1920s, through aggressive organizing, affiliations and protecting its jurisdiction, the union’s membership increased to over 100,000, even when faced with strong anti-union tactics of the time.

- The Depression took its toll on the Union’s membership in the 1930s. Hope was in sight with passage of the Davis-Bacon Act prevailing wage law, public works projects of the New Deal, and a national labor law to ensure private sector workers the right to representation.

- In the 1940s, while a strike wave involving 4.6 million workers rolled across the country, Laborers opted to open discussions with employers on cooperating to increase the market share of union contractors.

- In 1955, the International began organizing non-construction workers.

- In 1965, the union changed its name to the Laborers’ International Union of North America, reflecting its expansion beyond the construction industry.

- In 1968, the National Postal Mail Handlers Union joined LIUNA.

- In 1969, LIUNA established the Laborers-Associated General Contractors Education and Training Fund to promote training opportunities.

- In 1972, the Service Contract Act, requiring federal contract workers to be paid prevailing wages in their communities, was amended to recognize union wages as a standard in federal contracts. The Union’s Canadian membership exceeded 50,000.

- In the late 1980s, two additional labor-management funds are founded: the Laborers’ Health and Safety Fund and the Laborers-Employers Cooperation and Education Trust. These funds, which focus on health and safety and job opportunities for contractors, joined the Laborers-AGC Education and Training Fund to form the Tri-Funds.

- In the 1990s LIUNA established an organizing department and launched a member organizing program called VOICE.

- In 2006, LIUNA committed $.25 for each hour worked to Organizing at the 23rd International Convention.

- At the 2011 LIUNA Convention, LIUNA followed up on the historic commitment to organizing by passing resolutions to invest in political and member activism through the LIUNA PAC and resolutions to enhance member communications and engagement.

- At the 2016 LIUNA Convention, LIUNA adopted an optimistic agenda for the future and updated delegates on measures adopted by the union, including the strengthening of the organization’s political action committee which has placed it in the top 10 union PACS in the U.S., and an unprecedented commitment to organizing that now generates over 80 million dollars a year to grow and strengthen the union.
LIUNA MEMBERSHIP OATH

The LIUNA Membership Oath is more than just words—it is a commitment, a sincere promise that members make to their union—and it is taken very seriously. Please read it carefully, understand what it says, and follow through with your commitment to be an active LIUNA member.

"As a member of the Laborers' International Union of North America and of this Local Union, I promise to be active in its affairs, loyal to its cause and purpose, and obedient to my constitutional obligations and responsibilities. I promise to fight for the cause of all working men and women in the United States and Canada. On the Union's behalf, I will regularly attend Union meetings and volunteer my time as an organizer, on picket lines, at rallies, in political activities, and in local charities or community activities. All this I solemnly promise, so help me God.

- The union acts through its membership at regular monthly meetings
- All members have the right of voice and vote at those meetings
- Attendance at membership meetings is one of the commitments members make in accepting membership
LIUNA STRUCTURE

THROUGH THE YEARS, LIUNA HAS GROWN AND PROSPERED, AND IS NOW COMPRISED OF:

- **500,000+** Members
- **330** (APPROX.) Local Unions
- **42** District Councils
- **9** Regional Offices
- **1** Canadian Sub-Regional Office
- **HQ** International Headquarters Washington, DC

**INTERNATIONAL**
General President; General Secretary-Treasurer; General Executive Board

**Regional Organizing Funds**

**9 Regional Offices**
1 Canadian Sub-Regional Office

**Tri-Funds**
LIUNA Training; LECET; LHSFNA

**District Councils**
(42)

**Local Unions**
(approx. 330)

**Training Funds**
Pension Funds
H&W Funds
ABOUT YOUR LOCAL UNION

As a member, you are represented on the job by your Local Union. Your Local Union Business Manager shoulders this responsibility, in many cases with the assistance of one or more field representatives. In addition, your Business Manager may appoint stewards to provide day-to-day representation on the job site. Business Managers are selected by you—the union member—as are the other officers of your Local Union Executive Board.

Your Local Union protects you in many ways, such as:

- Enforces rights under the collective bargaining agreement
- Assists members in finding employment through its referral service or hiring hall
- Provides apprenticeship and training programs, offering members the opportunity to develop and improve skills needed to obtain—and to retain—employment in an ever more complex and demanding working environment
- Enforces legal rights, such as those extended to workers under the National Labor Relations Act
- Promotes jobsite safety as guaranteed under OSHA
- Protects against discrimination in employment by enforcing both contract rights and legal rights such as those found in Title VII of the Civil Rights Act

ABOUT YOUR DISTRICT COUNCIL

Almost every Local Union is affiliated with one of LIUNA’s 42 District Councils, and many are structured on a statewide basis. District Councils are charged with many responsibilities, including:

- Negotiating collective bargaining agreements for affiliate Local Unions. In some cases, the District Council delegates the initial bargaining back to the Local Union, subject to District Council review; the Local Union is always represented on the bargaining committee for work affecting its members
- Fostering harmony and united action between affiliated Local Unions
- Coordinating and supporting the programs of the Local Union
- Promoting unity of action in dealing with employers
- Organizing the unorganized

Each Local Union is entitled to two or more delegates to the District Council, the exact number depending upon the size of the Local Union’s membership. These delegates are elected once every three years, at the same time as the Local Union’s officers. A District Council meets monthly to conduct business and is led by its Business Manager and Executive Board. A District Council may appoint one or more Assistant Business Managers to provide representation in the field. Delegates to the District Council and its full-time officer have a voice and vote at District Council meetings and are eligible to run for District Council office. Elections are held once every four years.
ABOUT YOUR LIUNA REGIONS

There are 9 LIUNA Regions with office and staff, including Regional Managers and International Representatives, that provide assistance to the District Councils and Local Unions within their regions, and represent the International to each. The regional map shows which states and provinces belong to each region.
ABOUT YOUR INTERNATIONAL UNION
A great deal of the work of LIUNA is carried out through the International Union. Some of the International’s responsibilities are:

- Collective bargaining with national contractors both in construction and in other industries
- Representation of all Laborers in the AFL-CIO, North America’s Building Trades Unions and throughout the Labor Movement
- Representation of the membership on Capitol Hill and in Parliament
- Overseeing and supporting organizing programs carried on at both local and regional levels
- Working with our Tri-Funds to see that Laborers receive the best in training, the most vigilant protection of members’ health and safety, and the most aggressive pursuit of additional employment opportunities

ABOUT THE LIUNA CONSTITUTION
Between Conventions, the work of LIUNA is carried out through its General Executive Board, which is comprised of the General President, the General Secretary-Treasurer, and 14 Vice Presidents; including the President of the National Postal Mailhandlers Union.

The Constitution places a significant amount of the International’s day-to-day operating authority within the Office of the General President (GP). The GP has the responsibility of appointing and directing Regional Managers, International Representatives, and staff. The GP can issue variances, tolerances, or exemptions from the Constitution where the GP deems it justified by particular circumstances. The Constitution provides the GP with the authority to investigate the conduct of subordinate bodies. The GP is responsible for the defense of the International Union in litigation and appoints International Representatives and delegates to various bodies. The GP and the General Secretary-Treasurer are jointly empowered to enter into national or area collective bargaining agreements and to charter new affiliates.

All members of the General Executive Board are elected by secret ballot by the delegates chosen by their Local Unions and District Councils to attend the Union’s General Convention that is held once every five years.

This organizational structure and the rights, duties, and obligations of members, officers and affiliates are set forth in the International Union Constitution, the Uniform Local Union Constitution and the Uniform District Council Constitution.
WHAT CAN YOU DO TO HELP?

A strong Local Union has active members who give time and effort for their brothers and sisters. Most important are members who regularly attend Local Union meetings. The strength of many is most effective when there is also participation by many.

Not the Union Activist Type?

Think Again.

Every time you do the best work possible on the job, you’re a union activist representing LIUNA—and with just a bit more effort you can become the most powerful weapon your union has to defend and improve the LIUNA way of life.

You may not see yourself as the picket-line type activist and that’s ok. In today’s world, being a union activist and fighting for your way of life means much more.

Get Email Updates from Your Union

When you joined LIUNA, you should have supplied an e-mail address to get updates from your union. If you did not provide an e-mail address when you joined or haven’t yet heard from your union, go online now and sign up at www.liuna.org. You will receive updates from LIUNA every month about your fellow union brothers and sisters and how you can fight for good jobs.

As a LIUNA member, when you provide your email and phone, you confirm your consent to receive messages from LIUNA and its affiliates, including any auto-dialed call, text message or email, about important matters, including your contract, benefits, union operations, political, and legislative matters. You can opt-out at any time.

As a LIUNA member, your involvement is a key factor in your Union’s strength and success.
YOU’VE HEARD IT—NEGATIVE TALK ABOUT THE UNION. HERE’S YOUR AMMO:

Most of us have heard anti-union talk. The best way to fight back against this misinformation is not to ignore it—it’s to change minds.

TRY THIS:

“With the union, I have **healthcare** and I can take my kids to the doctor.”
“With the union, I have more **money** in my pocket.”
“With the union, I have money set aside for **retirement**.”
“With the union, I am assured of a **safe jobsite**.”
“With the union, I get **free training** that helps me get more work.”
“With the union, I **don’t have to go it alone**.”
“With the union, we’re getting the **things we deserve** for building this country.”

READY FOR THE FRONTLINES?
Check Out the Path to Being a Member Organizer:

As long as contractors can hire millions of non-union workers, all LIUNA members will have to struggle to get ahead. One answer is to reach out to non-union workers and non-union contractors and bring them into LIUNA.

You are the best person to spread the word to non-union workers and help LIUNA grow. Everyday conversations on the job are a start, but there are a number of other opportunities as well.

You can get training to help you understand union power, organizing, and how to engage fellow workers through LIUNA’s VOICE and POWER programs. VOICE and POWER offer a variety of training programs to help us grow.

To find out more, contact your Local Union.

DON’T BE INVISIBLE—WEAR YOUR UNION:

Nothing helps build support more for the union than members and their family and friends who are proud to show their support for LIUNA.

Wear LIUNA on your hardhat, your wrist, your shirt, or your car.

To get hardhat stickers, bumper stickers, t-shirts, wristbands, and other LIUNA items, contact your Local Union.
A UNION IS ABOUT EACH OF US—
AND BIGGER THAN ANY ONE OF US.
Together we are an army that is over a half-million strong and when we’re united, we can make our voices heard from states and provinces to Congress and Parliament. Through one-on-one jobsite and workplace conversations to national opinion polling of members, LIUNA develops legislative and political priorities around what we stand for and what we fight for.

LIUNA fights to reward work with:
- Good jobs and fair pay, including defense of the family supporting Davis-Bacon Act and public infrastructure projects that create good jobs
- Health and safety protections
- The freedom to join together in a union and collective bargaining rights
- Access to health care
- A dignified retirement

PROTECT YOUR WAY OF LIFE
VOTE FOR WORKING CLASS CHAMPIONS.
Corporations and groups that are anti-worker, and don’t want to reward the hard work of LIUNA members, have more money than we do—but if we’re active and united, we can fight back.

You are the strongest force in LIUNA’s fight for the things that matter, such as good jobs, health care, and good pensions.

- Register to vote
- Help register others to vote—talk it up on the job and ask your Local Union about voter registration volunteer efforts
- Sign up at your Local Union to volunteer for political efforts. You can do as much as you have time for, such as distributing flyers, knocking on fellow workers’ doors, or making phone calls
- When an Election Day comes, protect your interests by casting your own vote and then spend a few hours with your Local Union in get-out-the-vote efforts
It’s your union. Get involved!

Aside from improved job prospects and better wages and benefits, belonging to a union provides you with opportunities to get involved in your community and with your fellow brothers and sisters.

LIUNA encourages every member to attend membership meetings, where the business of the Local Union is handled. Being politically involved is vital to the success of your Local Union and the labor movement as a whole. There are many other opportunities for union members to be active in their Local Union as well.

Many Local Unions participate in service projects for their communities. They sponsor food drives, collect toys for kids during Christmas, and clean up public parks and streams. Many put their members’ skills to use by building or renovating houses, porches, wheelchair ramps, and other structures for citizens and worthy charities in their towns and cities.

LIUNA Local Unions also involve their members through sports. See if your Local Union has a softball, soccer, or basketball team for its members. Local Unions also sponsor youth and adult teams in your community that you can come out and support.

The success of the labor movement depends on our ability to work with other groups that have the same goals as we do: justice for working people. Your Local Union may need to reach out to a neighborhood PTA, church, or other civic group for help on projects of mutual interest. LIUNA members who are already active in these organizations can help make these contacts.

Do you have any special talents? Do you or your family members sing or play an instrument? Are you a good cook? Do you write well? Can you design a webpage? How about taking pictures or recording things on video? There are a lot of activities that can put members’ interests and skills to good use. Find out what committees or activities your Local Union already is involved in and suggest others that you and your fellow members would find of interest.

If you get involved, you will find that your Local Union is more than just what happens at work.

FREQUENTLY ASKED QUESTIONS

How can I find out about my pension?
There is not one pension plan for all LIUNA members. To find out about your specific pension, ask your Local Union for the contact name, number, or website for the administrator of the pension plan which applies to you.

How can I get involved in my Local Union?
Start by attending your monthly Local Union meeting.

Can I transfer to a different Local Union?
Contact the Business Manager of your current local for more information on transfer requirements.

Can I get a copy of my contract?
Yes—your Local Union should have or be able to tell you where to find your contract.
DEPARTMENTS

Construction Department

Is responsible for negotiating and administering LIUNA’s National Agreements and protecting and expanding the International’s jurisdiction—the work Laborers do every day. The Department supports Local Unions and District Councils engaged in negotiations and contract enforcement, and assists in establishing, updating and maintaining prevailing wage rates for Federal Construction contracts.

Organizing Department

Expanding our market share and gaining new members makes our bargaining position even stronger. That is what gives us the ability to achieve higher wages and better benefits for all LIUNA members. The Organizing Department provides Local Unions and Regional Organizing Funds with support during campaigns, including materials, research and technical assistance to bring the power of LIUNA membership to workers everywhere. It also develops and coordinates comprehensive organizing campaigns from the ground up.
Legislative and Political Department
Gives Laborers a voice in the national policy decisions that affect their lives. Whether it’s job creation, prevailing wages, safety and health, retirement or any other issue affecting working families, the Legislative and Political Department is engaged on your behalf on Capitol Hill, in Parliament, at the White House, and in federal, provincial and state agencies.

Corporate Affairs Department
Was created to expand LIUNA’s capacity to map, organize, activate, and protect our union’s assets and benefit funds. The Department helps provide resources and training for LIUNA and LIUNA fund staff to enable them to meet their bargaining and fiduciary obligations. Our union recognizes the growing need to provide information regarding the structure, governance, and strategic plans of corporations and industries of particular importance to our members. The Department continues to evolve so that it can better serve the needs of our members and the Locals, District Councils, and Regions.

Strategic Communications Department
Expands LIUNA’s ability to communicate with members and leaders. Strategic Communications helps LIUNA grow by supporting organizing and political efforts and strengthening the union’s voice in government and politics. The department develops communications for members, future members, employers, journalists, and elected officials through printed materials, websites, social media, email, text messaging, and news media outreach.

Education Department
Training for LIUNA Leaders of Locals is administered through LIUNA’s Education Department and is offered to elected officials and those who represent LIUNA’s construction trades Locals and public employee Locals. Courses include the Leadership I, II and III series, Public Employee I and II, Secretary-Treasurer Training, On-Site Organizing, and the Business Managers’ Leadership Academy.

Minority Advancement Department
Builds upon LIUNA’s tradition of inclusion and commitment to diversity in membership participation, elected leadership, and staff and training opportunities. The Department works to increase communication and building alliances around shared goals and values with civil rights, religious, social justice, and political advocacy organizations to assist LIUNA in contributing to the national dialogue to support workers’ rights.
LIUNA's Tri-Funds bring labor and management together to expand market share, win projects and jobs, enhance health and safety, and train for the future.

LIUNA’s Tri-Funds are critical tools in our efforts to expand market share. The LIUNA Training and Education Fund (LIUNA Training), the Laborers-Employers Cooperation and Education Trust (LECET), and the Laborers’ Health and Safety Fund of North America (LHSFNA) develop the training, marketing, and health and safety programs that give us a competitive edge in winning work. LECET works with your Local Union, District Council, and Regional Office to ensure that you have a steady stream of good work opportunities. LIUNA Training provides the training you’ll need to perform that work. The LHSFNA works to keep you safe on the job and to ensure that you have the best health benefits in the industry.

LIUNA Training and Education Fund

Since 1969 LIUNA Training has been a leader in workforce development by offering comprehensive, independent third-party accredited curriculum and instructor training. This variety of quality training and education programs keeps LIUNA Training’s network of over 70 affiliated training funds across the United States and Canada growing stronger every year. LIUNA members, local unions, contractors, and the communities they serve all benefit from this world-class training network.

The foundation is a Department of Labor approved, registered Construction Craft Laborer (CCL) apprenticeship program. The CCL feeds Pre-Apprenticeship, Career and Technical Education, and High Schools all to prepare LIUNA’s future workforce. This base training focuses on worker skills, safety, and productivity, all leading to career opportunities for a diverse LIUNA workforce that can obtain and maintain employment, excellent wages and great benefits. Next is continuing education for LIUNA members who can gain college credit from the CCL apprenticeship program and individual LIUNA Training courses. By combining professional and trade education all LIUNA members have an opportunity to a bright future within the construction and environmental industries.

Each year, approximately 160,000 journey-workers and apprentices are trained in building construction, heavy and highway, pipeline, utilities, environmental remediation, and demolition and restoration. ANSI accredited Instructors ensure quality training through classroom and hands-on simulated instruction. By using the latest practices of adult education LIUNA members become the industry’s best trained and most productive workforce.
The Laborers-Employers Cooperation and Education Trust (LECET)

LECET helps Laborers and signatory contractors win projects and jobs, not only to keep Laborers working, but to increase market share and make Laborers the first choice of contractors and owners. LECET provides many valuable services, tools, and resources that LIUNA Local Unions, District Councils, and Regional Offices can use to increase market share, projects, and job opportunities.

LECET representatives throughout North America work to build relationships with contractors, owners, developers, and users of construction services. They monitor upcoming projects and jobs, highlight the advantage of utilizing LIUNA members, work to ensure fair contracting, promote the use of “best value” contracting, and do whatever is necessary to help Laborers and their employers win work.

LECET works closely with your Local Union and District Council to measure the share of the local construction market they control, and to help them target their efforts to grow that market share. LECET tracks projects and jobs, gathers corporate intelligence, and alerts your Local Union to upcoming construction projects. LECET also works with industry trade groups to support vital market-related legislation.

LECET’s National Office and 38 affiliates deliver these services throughout the United States and Canada, to Laborers and signatory contractors at the national, regional, District Council, and Local Union levels.

Laborers’ Health and Safety Fund of North America (LHSFNA)

Everyone deserves to work in a safe environment. For members of LIUNA, ensuring that you work on safe job sites and that you and your family have the best health care possible have always been key concerns for your Union. Safe and healthy work sites reduce injuries and illnesses and prevent on-the-job fatalities, benefiting both labor and management. Strong health programs help you and your family live better lives. To achieve these goals, LIUNA and its signatory contractors established the LHSFNA in 1988.

The LHSFNA provides assistance to you, your leaders, your employers, and your health and welfare fund. When requested by Local Unions and management, staff members conduct worksite visits to identify hazards, solve specific problems, assist in the establishment of site safety programs and committees, and address OSHA compliance issues. The Fund’s Health Promotion Division identifies and develops prevention strategies for long-term health risks before they become problems for LIUNA members and their families, and works with health and welfare funds to improve health benefits and control health care costs.

The Fund’s staff works on a variety of programs with federal agencies to develop and implement programs to advance the safety and health objectives of LIUNA and its signatory employers. The LHSFNA currently offers over 200 health and safety publications in English and Spanish on issues relevant to Laborers. These resources and others are available through the Fund’s website, www.lhsfna.org.
LABORERS’ CODE OF PERFORMANCE

Members of LIUNA are known for bringing more to the work site than their Union cards. Laborers built our Union by delivering experience in the field, skills for the job, pride in their work, and a strong safety-conscious work ethic. To sustain these qualities in current and future members, and for the benefit of our signatory contractors, LIUNA has adopted a Code of Performance for its members and officers.

The goal of the Code of Performance is to ensure that our members meet the highest standards and exceed the expectations of our contractors. Member responsibilities under the Code include:

- Developing skills through apprenticeship and training programs
- Being ready, willing and able to work on time
- Knowing and following the Local Union’s job referral rules
- Avoiding excessive absenteeism and tardiness
- Following direction from supervisors
- Giving a fair day’s work
- Treating the tools and property of others with respect
- Using established procedure to avoid disputes
- Working safely; using safety equipment and following safe practices

Following these standards will ensure that we can provide a workforce that makes contractors want to be Union and owners want to build Union.

The Code will be implemented through the Local Unions’ hiring hall and referral systems. It includes referral penalties for Laborers who are fired for cause. You should be sure to get a copy explaining the Code in detail from your Local Union.

The goal of the Code of Performance is to ensure that our members meet the highest standards and exceed the expectations of our contractors.
NOTICE TO U.S. EMPLOYEES SUBJECT TO UNION SECURITY CLAUSES IN THE PRIVATE SECTOR

Employees working under a Laborers’ collective bargaining agreement are entitled to hold membership in the Laborers’ International Union of North America. Union members are entitled to nominate and elect Union officers, to attend Union membership meetings, to influence the Union’s political and social programs and policies, and to enjoy many Union-only benefits. The greater the participation of all employees, the stronger the Union; the stronger the Union, the better the wages, benefits, and working conditions the Union is able to secure for you.

As private sector employees working under a Union security or agency fee clause, you are required to pay dues or fees to the Union as a condition of employment. These funds are your fair share of sustaining the Union’s collective bargaining activities and other programs that support you, your fellow Union members, and all working American families. An employee has the legal right to refrain from joining or remaining a member of the Union, provided that he or she makes the uniformly required financial payments. A non-member has the right to (1) object to paying for Union activities not germane to the Union’s duties as bargaining agent and to obtain a reduction in fees for such activities; (2) receive sufficient information to decide whether to object; and (3) be apprised of any internal Union procedures for filing objections. It is not possible to state with great precision what the resulting fees would be, since each Local Union calculates the fee based on its own expenditures, but past calculations have shown the typical fee to be about 90-95% of full dues. Non-members seeking to exercise these rights should contact their collective bargaining representative.

An employee who chooses to give up Union membership forfeits valuable rights. We therefore strongly encourage all to protect the fruits of collective bargaining rights by remaining full Union members and becoming active in their Local and International Union.
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<th><strong>Local Union #</strong></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Address</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Hours</strong></td>
<td>Dispatch</td>
</tr>
<tr>
<td><strong>Phone</strong></td>
<td>Fax</td>
</tr>
<tr>
<td><strong>E-mail</strong></td>
<td>Website</td>
</tr>
<tr>
<td><strong>Business Manager</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Secretary-Treasurer</strong></td>
<td></td>
</tr>
<tr>
<td><strong>President</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Vice President</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Recording Secretary</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Political Captain</strong></td>
<td></td>
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<tr>
<td><strong>Executive Board</strong></td>
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<tr>
<td><strong>Field Reps</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Meeting Date</strong></td>
<td></td>
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</tbody>
</table>

**Training Fund**

| **Address** |  |
| **Phone** | E-mail |
| **Website** |  |
| **Training Director** |  |

**Health Insurance**

| **Address** |  |
| **Phone** | E-mail |
| **Website** |  |

**Pension**

| **Address** |  |
| **Phone** | E-mail |
| **Website** |  |
The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers.

Union Member Rights include the right to nominate candidates, vote in elections, attend membership meetings, participate in the deliberations and voting upon the business of such meetings, and meet and assemble freely with other members, in accordance with and subject to reasonable rules and regulations as established by LIUNA’s constitution and policies. Union members and nonunion employees have the right to receive a copy of their collective bargaining agreements.

Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct. Unions may be placed in trusteeship by a parent body for the reasons specified in the LMRDA. No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Unions file an initial information report and annual financial reports with the Department of Labor and retain the records necessary to verify the reports for at least five years.

Union offices and employees file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions. Local unions hold elections of officers by secret ballot at least every three years; conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year; mail a notice of election to every member at least 15 days prior to the election; comply with a candidate’s request to distribute campaign material; not use union funds or resources to promote any candidate (nor may employer funds or resources be used); permit candidates to have election observers; and allow candidates to inspect the union’s membership list once within 30 days prior to the election.

A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years. A union may not have outstanding loans to any one officer or employee that in total exceed $2,000 at any time. A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.
LABORERS’ INTERNATIONAL UNION OF NORTH AMERICA

Terry O’Sullivan
*General President*

Armand E. Sabitoni
*General Secretary-Treasurer*

**GENERAL EXECUTIVE BOARD**

Terrence M. Healy
Joseph S. Mancinelli
Vincent R. Masino
Robert E. Richardson
John F. Penn
Sergio Rascon
Samuel Staten, Jr.

Raymond M. Pocino
Rocco Davis
Dennis L. Martire
Ralph E. Cole
Oscar De La Torre
Robert F. Abbott
Paul V. Hogrogian

Theodore T. Green
*General Counsel*