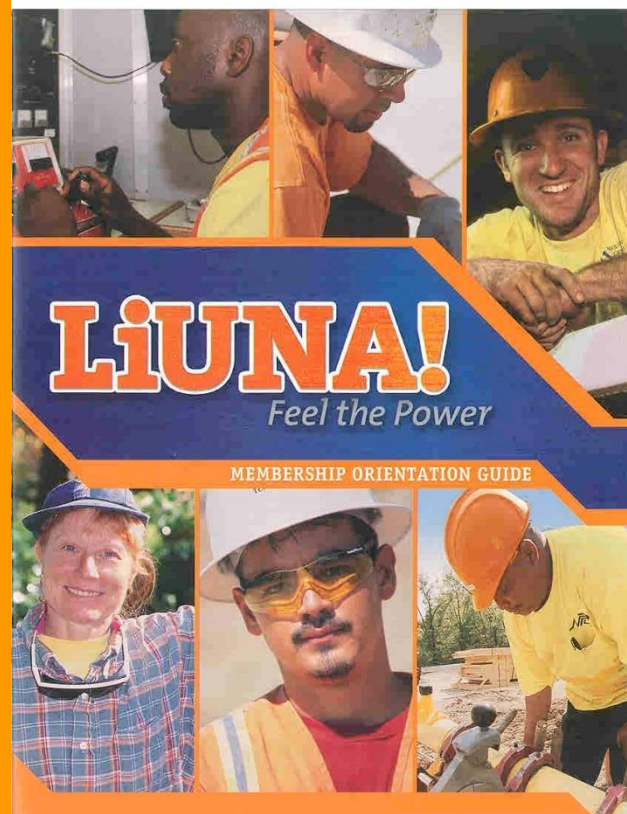


Public Employees Local X



Member Orientation Session

5/06/11

Icebreaker

Who We Are – Why We're Here

- How did you become a union member?*
- What do you think the labor movement is all about?/What do you believe the union can do for you and others?*



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Program Overview

- Labor history
- Laborers history
- Laborers Local X Operations
- Services and benefits
- Member rights and responsibilities

Labor History



1886 - Haymarket Square in Chicago

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What Comes to Mind?

- John D. Rockefeller
- Andrew Carnegie
- J.P. Morgan



HISTORY REPEATS ITSELF. — THE ROBBER BARONS OF THE MIDDLE AGES, AND THE ROBBER BARONS OF TO-DAY.

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Early Issues for Workers & Their Unions

- Hours of work
 - 8 hours/day
- Factory conditions
- Child labor
- Voting rights
- Public Education



Mourners after Triangle Shirtwaist Factory fire

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Consequences of Union Activity

- Fired
- Blackballed
- Run out of town
- Arrested
- Fined
- Killed



Ludlow Massacre Memorial

No permissible labor law until 1935

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Workers Right to Form Unions

National Labor Relations Act 1935***

- Workers have the right to form a union
- Select a representative of their choosing
 - For purposes of bargaining collectively with their employer
 - About their wages, hours and conditions of employment

***** *but employers violate this right routinely with little to no penalties.***

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What are these?

Where did they come from?

Social Security

– retirement and disability income

Medicare and Medicaid

– health insurance for the elderly and poor

Unemployment Insurance

Fair Labor Standards Act

– minimum wage; overtime after 40 hours

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What are these?

Where did they come from?

- ❑ Equal Employment non-discrimination laws
 - Civil Rights Act 1964
- ❑ Workplace safety and health standards (OSHA)
- ❑ Family Medical Leave Act
- ❑ Americans with Disabilities Act

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Unions Today

- ❑ More than 60 national unions
- ❑ More than 14 million union members
- ❑ More than 16 million *represented by* unions
- ❑ *All* working people benefit from a union's presence

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LIUNA History

- ❑ International Hod Carriers and Building Laborers Union: 1903
- ❑ Shunned by other skilled craft unions
- ❑ Unskilled and ethnically diverse



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First Public Sector Local

- ❑ Local Union 363
- ❑ Located in Minneapolis, MN
- ❑ Chartered January 26, 1925
 - City and County Laborers

Local X's Union History

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

LIUNA's Expansion into New Industries

- ❑ Public Sector (1960s)
- ❑ Service Contract Workers (1970s)
- ❑ Health Care (1970s)
- ❑ Environmental (1980s)
- ❑ Green Construction (2000s)

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2009 Membership Breakdown

•Construction

•Public Service

•Mail Handlers

•Industry/Plant

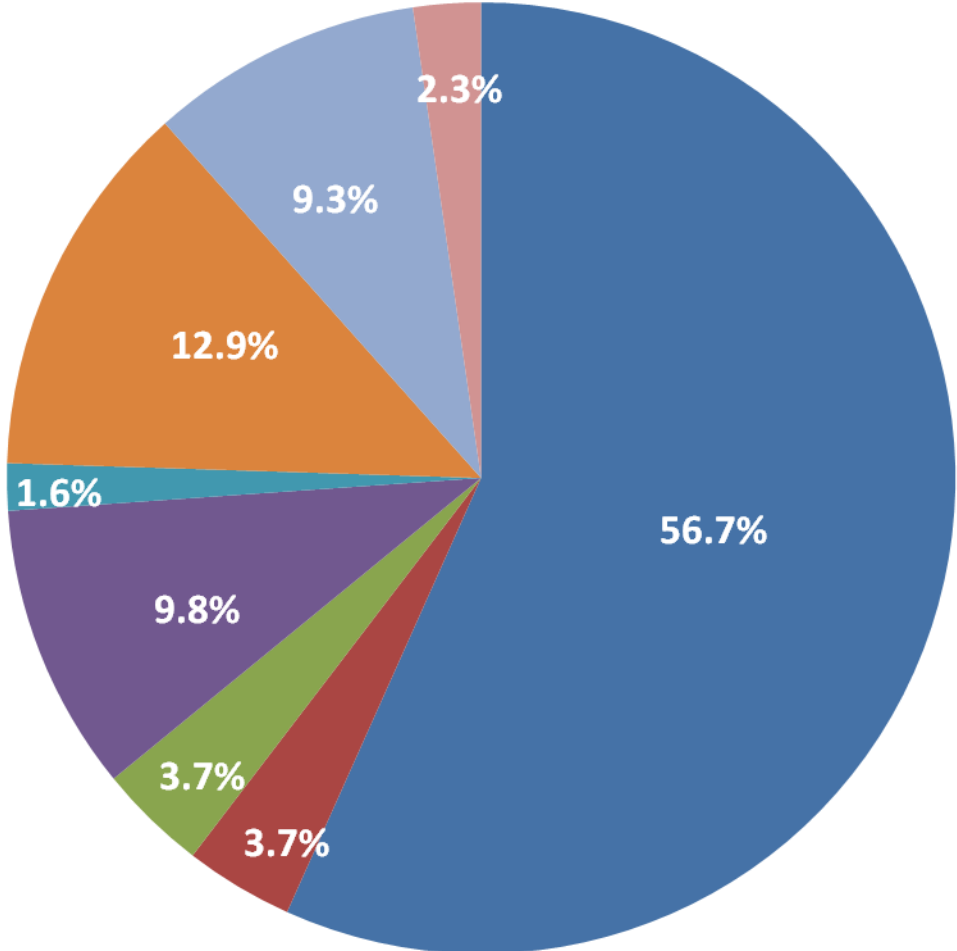
•Service Contracts

•Health Care

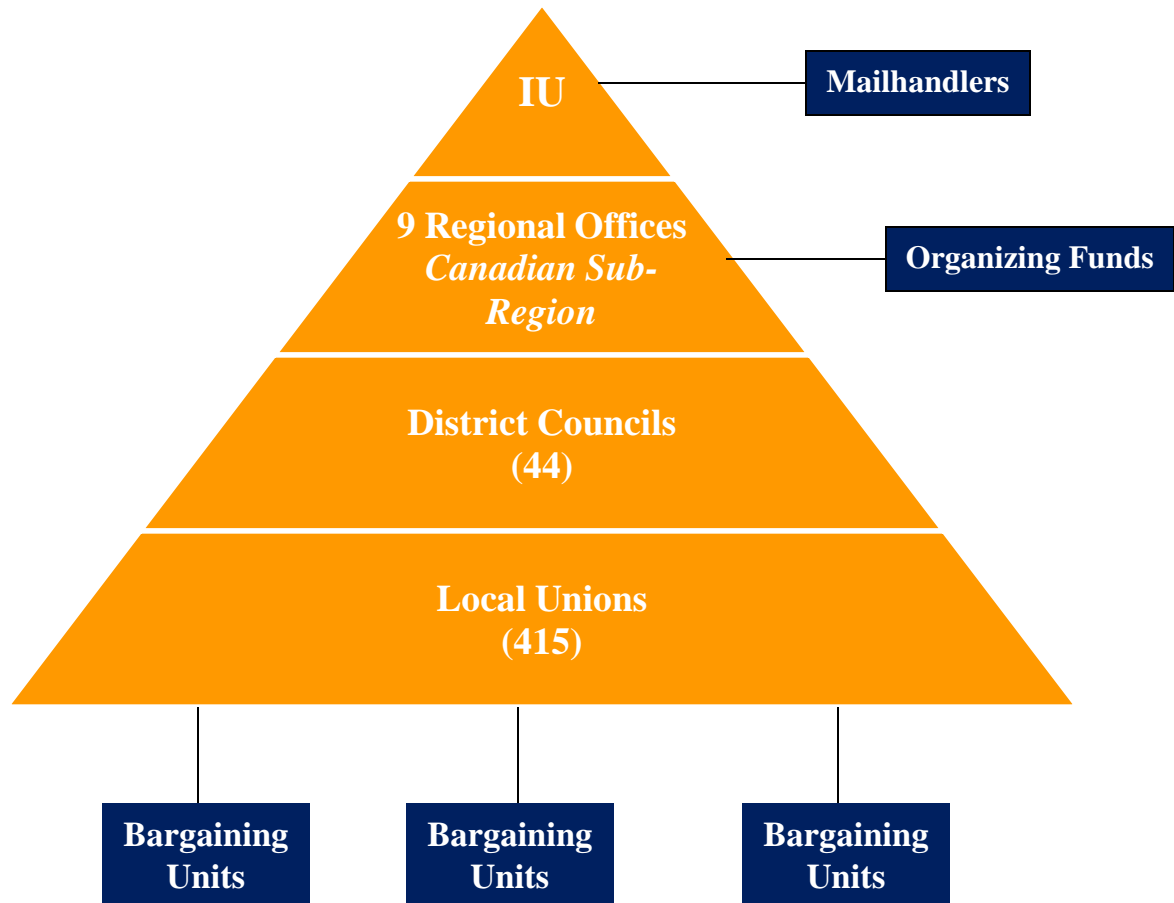
•Other

•Retired

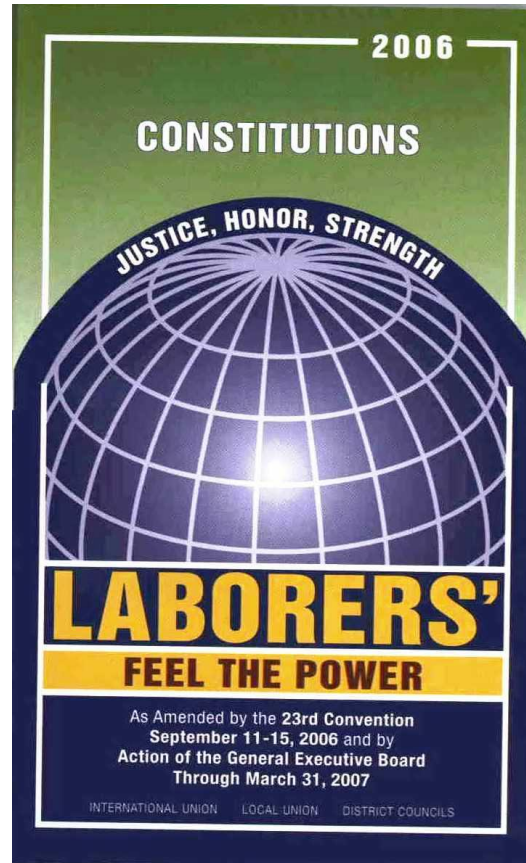
2009 Membership	Percent	Breakdown
Construction	56.7	281,197
Public Service	9.8	48,777
Mail Handlers	9.3	46,041
Industry/Plant	3.7	18,185
Service Contracts	1.6	7,999
Health Care	2.3	11,242
Other	3.7	18,181
Retired	12.9	64,056
Total		495,678



LIUNA's Structure



Local Union Governance and Operations



The Uniform Local Union Constitution is the guiding document for our operations.

Local X Officers

□ Executive Board

- Business Manager
- President
- Vice President
- Secretary-Treasurer
- Recording Secretary
- 2-3 more

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Local X's Representatives

- Field Agents or Representatives
- Organizers
- Stewards
- Auditors *
- Sergeant at Arms *
- Admin staff

*elected by the members

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Monthly Local Union Meetings

Date:

Time:

Expectations:

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

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Local X Operations

Hours of operation:

Office Contacts:

Dues:

Laborers' Local X Services

- ❑ Bargain your wages and benefits
 - Included in your *contract* or *collective bargaining agreement*
- ❑ Other terms and conditions of work
 - Leave, hours of work, uniforms, etc.
 - In your *contract*
- ❑ Represent members whose rights are violated
 - *Grievance procedure* and *arbitration*

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Local Union Dues

☐ Monthly Dues: \$/month

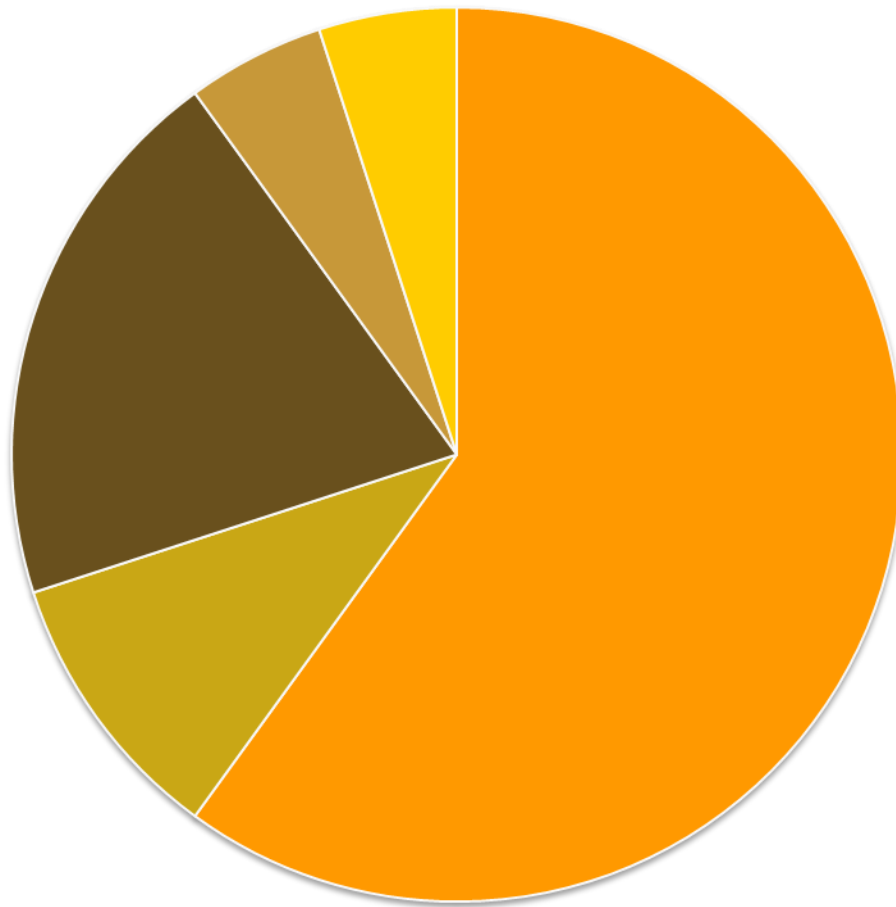
Importance of dues paid on time

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How Your Union Dues Are Spent

(create pie chart or list percentage for your local)



■ Staff/Representation

■ Organizing

■ Administrative Expenses and Supplies

■ Utilities

■ Professional Services

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PED Academy

Level I

Level II

Collective Bargaining

Organizing

Arbitration

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What Else Laborers Local X Does

- ❑ Organizes more workers
 - More members means more power/better protections for you
- ❑ Political action
 - More labor friendly politicians means better laws for you
- ❑ Coalition building/public service
 - Community allies and better communities to live in

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Member Activities

- Walk picket lines
- Attend rallies
- Get out the vote
- Annual picnic
- Holiday party
- Etc.



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Member Rights*

- To participate in union activities
- Freedom of speech
- Set dues; authorize new spending
- To see your collective bargaining agreements
- To see union financial reports
- To elect union officials

* Not complete; see Uniform Local Union Constitution for details

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Member Responsibilities*

☐...To the Union

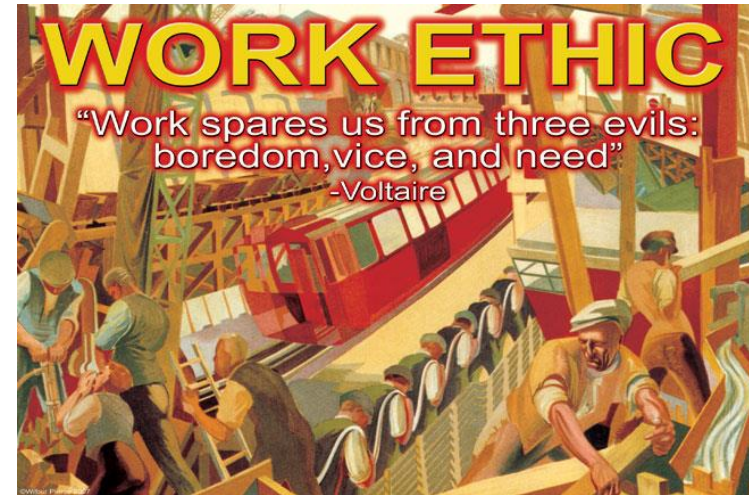
- Attend union meetings
- Attend union functions
- Improve your skills
- Provide constructive feedback
- Maintain a unified front
- Alert union reps of issues
- Help out
- Vote and encourage others to vote

* Not complete; there's lots more to do!!

Member Workplace Responsibilities

All Union Members are judged by the actions of other union members:

- Work performance
- Work ethic
- Fitness in body and mind



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Wrap Up

- List one piece of information about the labor movement, LIUNA, or Local X that you learned in this session
- What part of this session did you find most useful to you as a member of LIUNA Local X?



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