



LiUNA!

Feel the Power

MEMBERSHIP ORIENTATION GUIDE



PROTECT YOUR NEW WAY OF LIFE

Join the LiUNA! Action Network

- Free subscription to e-mail newsletters from your union.
- Easy online tools to fight for jobs.

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.

Find out more on page 10.

LiUNA!

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Dear Fellow Laborer:

It is an immense honor, and a tremendous privilege, to be a member of the Laborers' International Union of North America, the strongest international union in the labor movement today. We are on the forefront of change, and have a progressive agenda to grow and strengthen our union and to better the lives of the men and women who are proud to call themselves Laborers. With your active participation, our Union's future is limitless.

Our union is 500,000 members strong. We are dedicated men and women who work in the construction industry, in hazardous waste removal, in health care, in the public sector, as federal employees, on service contracts, in the postal service, as industrial workers, and many more. We are diverse, we are proud, and we are united by a true spirit of solidarity.

LIUNA continues to evolve as a leader in the labor movement because of the innovative and proactive choices we have made. At the 2006 LIUNA Convention we renewed our commitment to grow and strengthen our union by mandating that \$.25 for each hour worked be dedicated to organizing. That unprecedented commitment will generate over \$100 million per year and will allow us to continue to increase our membership and our market share.

From your Local Union, District Council, and Regional Office to our International Headquarters in Washington, DC, our primary mission is to protect your rights, ensure a decent and fair wage, and help achieve a better quality of life for you and your family. We voice your concerns on issues of importance to Laborers on Capitol Hill in Washington, DC, and lobby on your behalf in every statehouse and Governor's office, and in the Provincial and Federal offices in Canada.

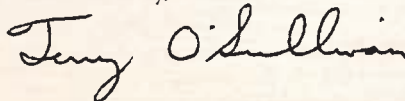
In everything we do, we need you to be involved. There is a tremendous amount of valuable information about our Union in this guide that can help you become a LIUNA activist. Get involved. Attend union meetings. Walk picket lines. Attend rallies. Participate in LIUNA's get-out-the-vote efforts. Volunteer your services. With membership comes responsibility – to yourself and your union brothers and sisters. Your activism is crucial to the future success of our union.

LIUNA needs every member to carry on the legacy of those Laborers who came before us, who fought and struggled and sacrificed to make life better for themselves, their families, and for the Laborers of today.

We owe it to our forefathers and to those who follow in our footsteps to leave this union better than we found it, and I know that with our army of strong, proud and united brothers and sisters of the Laborers' International Union, there is nothing that we can't achieve.

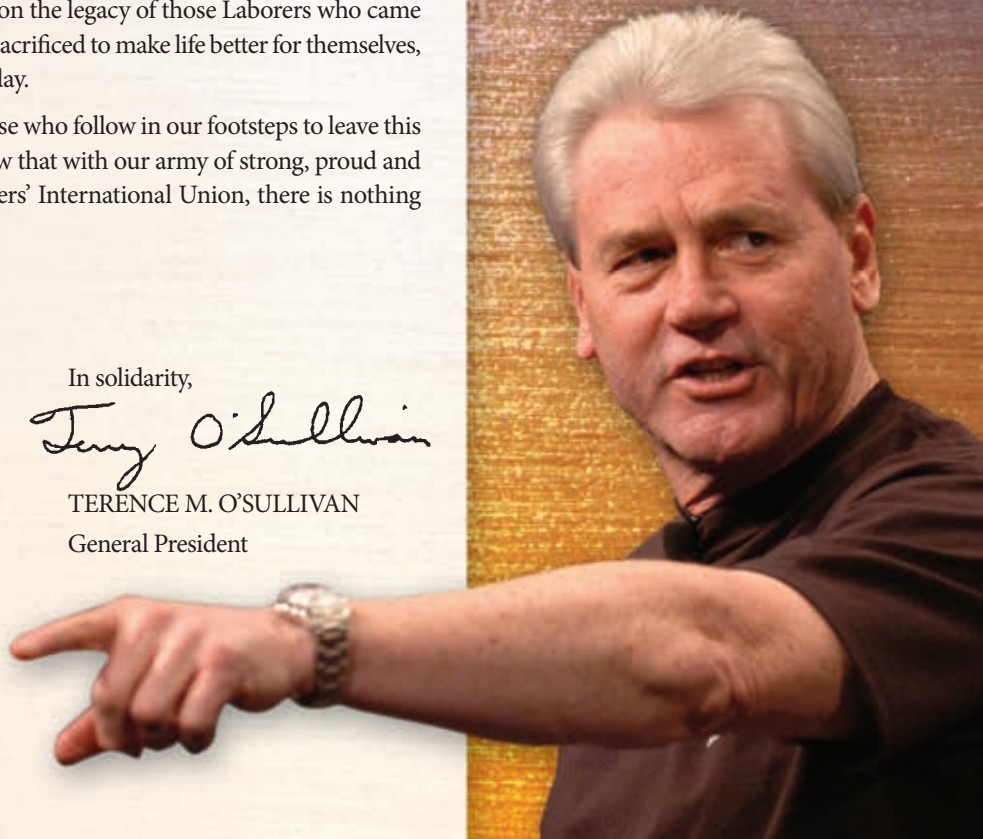
Welcome to LIUNA. Feel the power!

In solidarity,

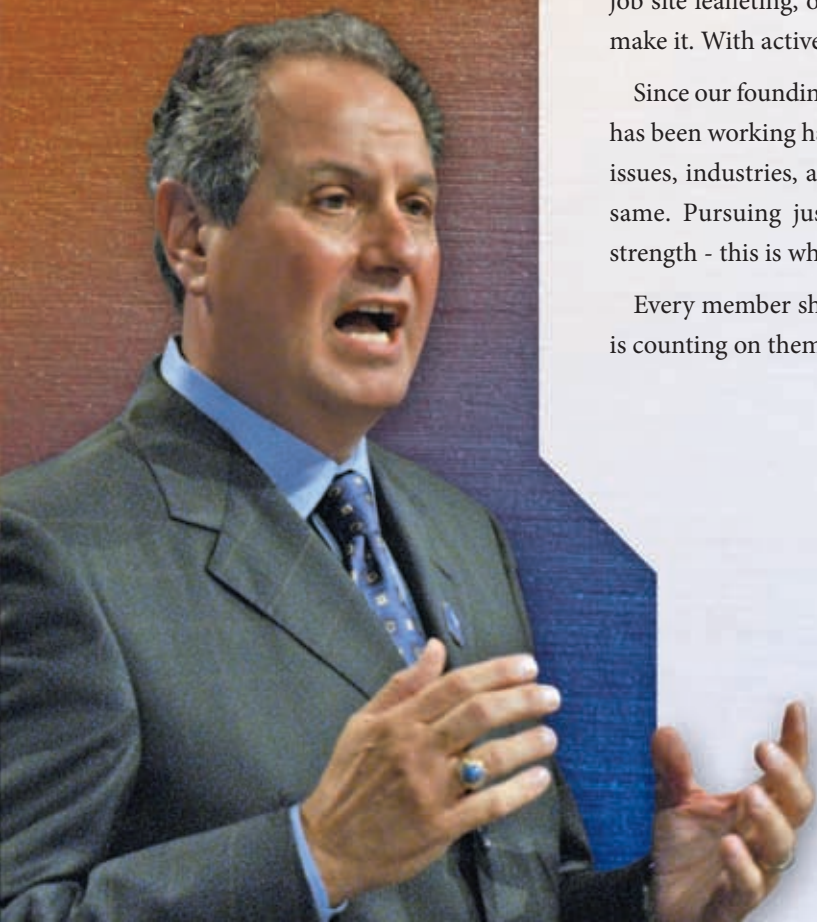


TERENCE M. O'SULLIVAN
General President

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We in LIUNA are proud
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Dear LIUNA Member:

"The achievement of an organization is the result of the combined efforts of each individual."

For organized labor, there have always been challenges - unscrupulous employers, abusive work rules, anti-worker legislation, anti-union politicians, unfair labor practices, and worker discrimination. The list goes on and on.

But the Laborers' International Union of North America has never lost sight of its ultimate goal, its basic reason for existence: to make today better than yesterday, and tomorrow better than today for the men and women we represent.

We in LIUNA are proud to offer Laborers the best programs, services, expertise, and information available, providing you with the tools you need to turn obstacles into opportunities for advancement and progress. One key component of LIUNA's effort is the Tri-Funds. The LIUNA Training and Education Fund trains over 120,000 Laborers yearly. Apprenticeship and training prepares you for a rewarding career. Our training is our advantage. The Laborers-Employers Cooperation and Education Trust helps Laborers and our signatory contractors win projects and jobs, and the Laborers' Health and Safety Fund provides expertise that helps assure a safe and healthy work environment. In addition, we have over \$32 billion in pension funds to ensure our members' retirement security.

Being a Laborer is a two-way street: as a member, you have responsibilities as well as benefits and privileges. In order to grow and prosper, our Union depends on your active participation as a member. Whether it's helping out with job site leafleting, or joining in organizing campaigns, LIUNA is what you make it. With active participation, you can make a difference.

Since our founding more than a century ago, this great International Union has been working hard for the men and women we represent. And while the issues, industries, and technologies may have changed, our values stay the same. Pursuing justice, acting with honor, and standing together with strength - this is what it means to be a Laborer.

Every member should know they can count on LIUNA, and that LIUNA is counting on them to make our Union the best in organized labor.

Fraternally,

ARMAND E. SABITONI

General Secretary-Treasurer

LIUNA HISTORY

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 is 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 rolls 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, is amended to recognize union wages as a standard in federal contracts. The Union's Canadian membership exceeded 50,000.
- In the late 1980's 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 1990's LIUNA established an organizing department, launched a member organizing program: VOICE and established the Public Employee Department to expand its membership among government workers.
- In 2006, LIUNA committed \$.25 for each hour worked to Organizing at the 23rd International Convention.

The union's 500,000 members in more than 415 locals work in a wide variety of fields such as building and heavy & highway and other construction sectors, state, local and federal government service, health care, mail handling, custodial services, shipbuilding, food service, and hazardous waste removal (including asbestos and lead), as well as the union's traditional construction bases.



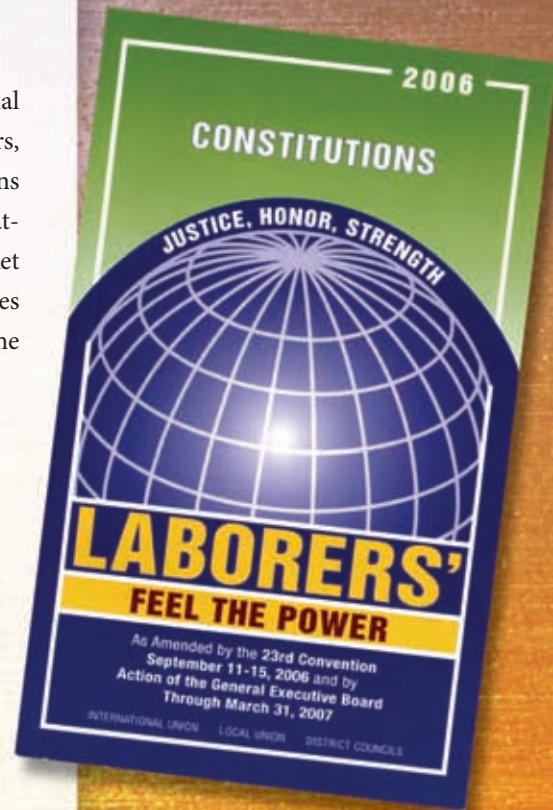
LIUNA MEMBERSHIP OATH

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.

THE LIUNA MEMBERSHIP OATH

I do hereby solemnly pledge that, as a member of the Laborers' International Union of North America and of this Local Union, I will be active in its affairs, loyal to its cause and interests, and obedient to my constitutional obligations and responsibilities. In the fulfillment of this commitment I will regularly attend Union meetings and volunteer my time as a VOICE organizer, on picket lines, in get-out-the-vote efforts and in local charities or community activities on the Union's behalf. I will be true to my responsibilities as a citizen of the United States or Canada. 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:

- Over 500,000 members
- 415 Local Unions
- 44 District Councils
- 9 Regional Offices
- 1 Canadian Sub-Regional Office
- International Headquarters in Washington, DC

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.

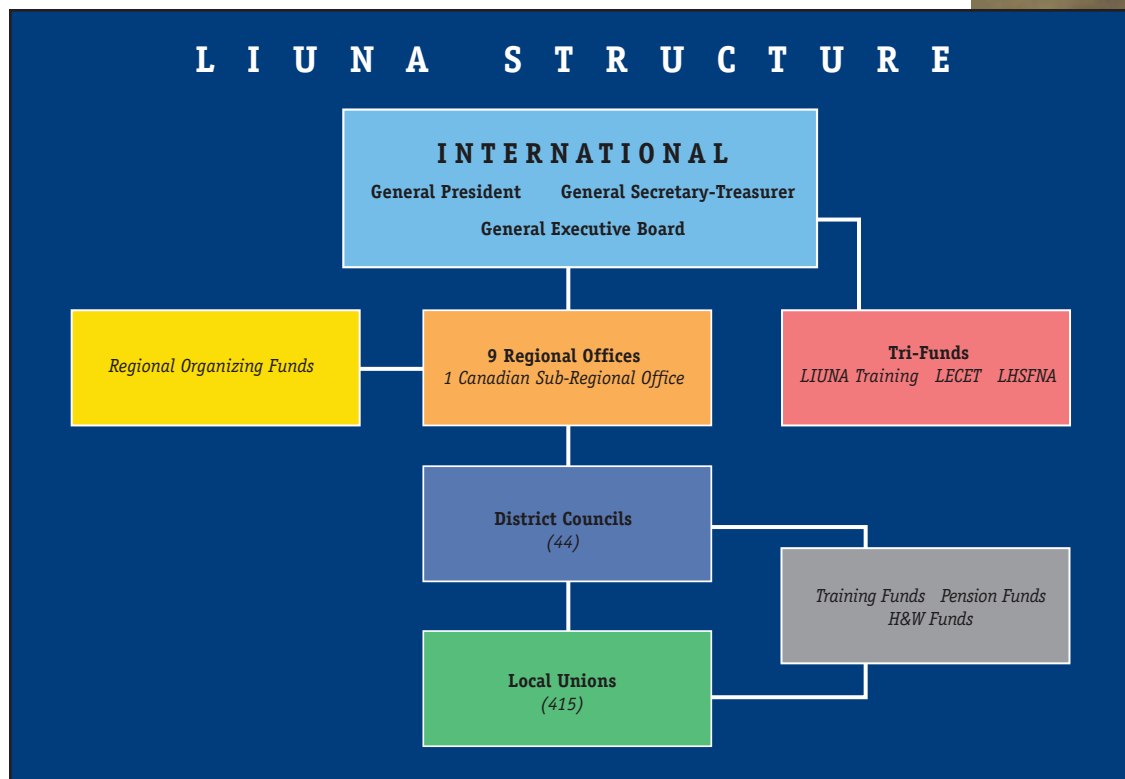


ABOUT YOUR DISTRICT COUNCIL

Almost every Local Union is affiliated with one of LIUNA's 44 District Councils, and many are structured on a statewide basis. District Councils are charged with many responsibilities, including:

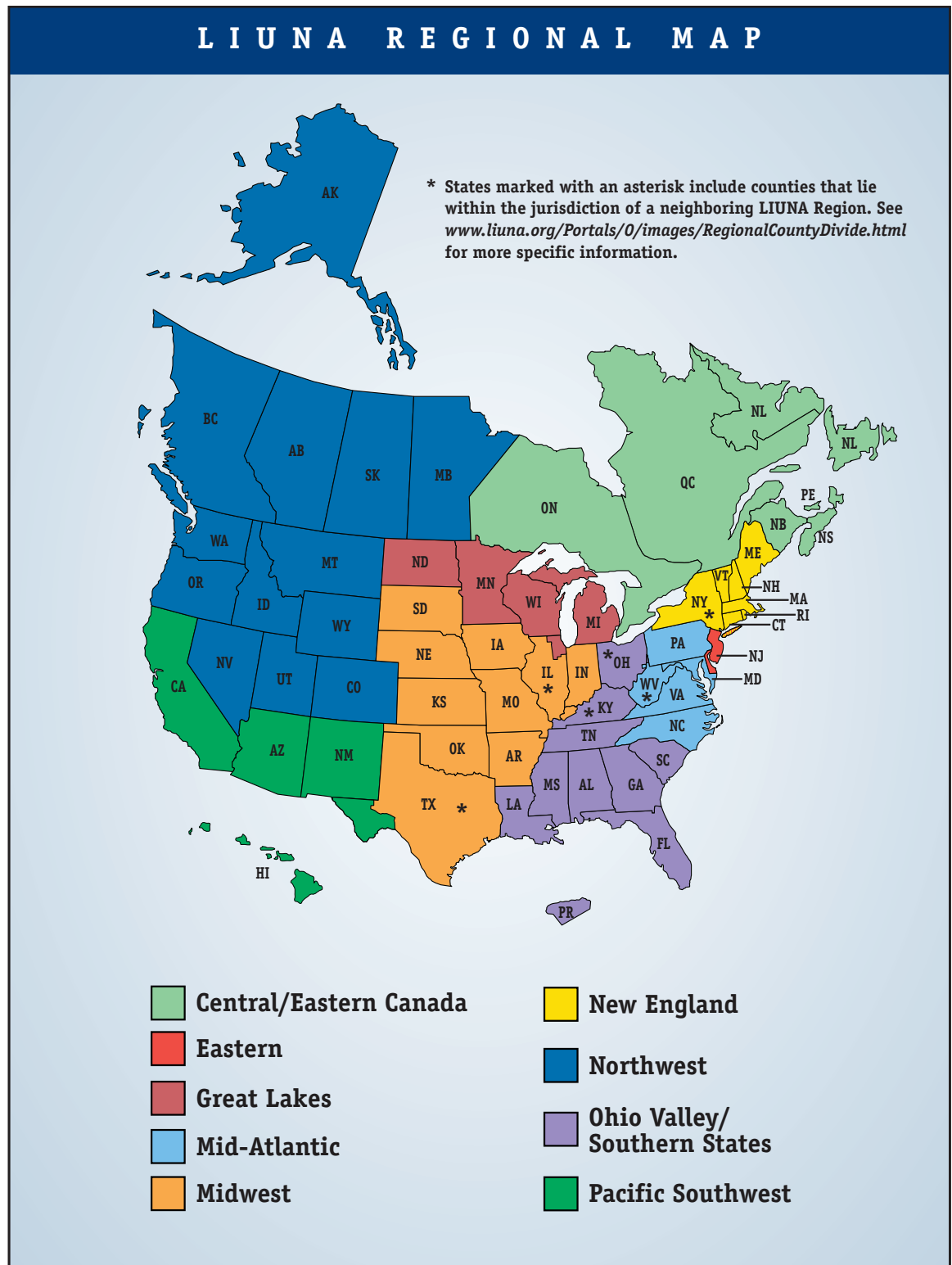
- Negotiating collective bargaining agreements for affiliated Local Unions. In some cases, the District Council delegates the initial bargaining back to the Local Union, subject to District Council review; the Local Union is always represented on the bargaining committee for work affecting its members.
- 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 officers have voice and vote at District Council meetings and are eligible to run for District Council office. Elections are held once every four years.

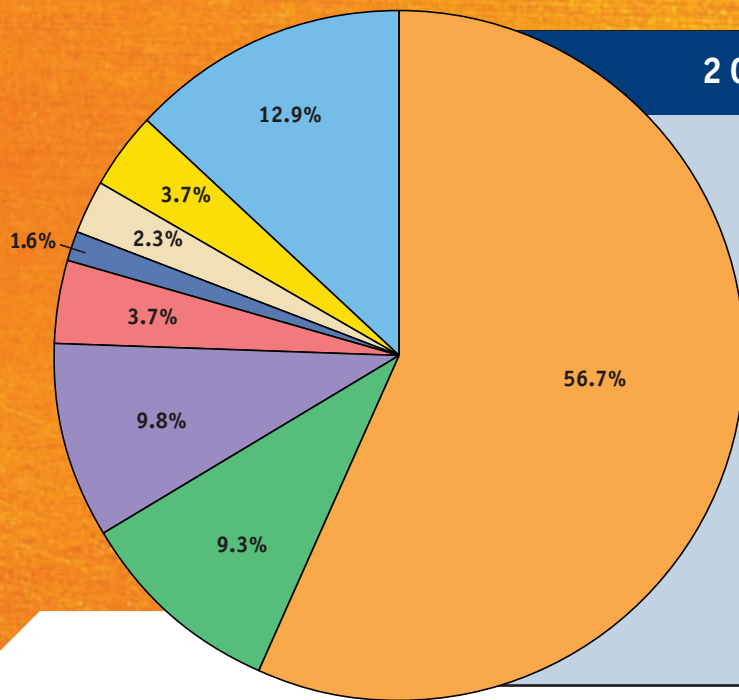


ABOUT YOUR LIUNA REGIONS

There are 9 LIUNA Regions with offices 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.



2009 MEMBERSHIP BREAKDOWN



Construction	Industry/Plant
Retired	Health Care
Public Service	Service Contracts
Other	Mail Handlers

Construction	281,197
Public Service	48,777
Mail Handlers	46,041
Industry/Plant	18,185
Service Contracts	7,999
Health Care	11,242
Other	18,181
Retired	64,056
Total	495,678

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 is conducted by the International Union on behalf of all affiliates.
- Representation of all Laborers in the AFL-CIO, the Building and Construction Trades Department, the Heavy Highway Coalition, 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.

The International Union and all affiliates operate under LIUNA's Constitution, which is subject to amendment by delegates attending the International Union General Convention, held every five years. The Union's programs and agenda are set at the same General Convention through the consideration and adoption of resolutions submitted by Convention delegates and by the General Executive Board.

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.

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.

In the first instance, all members of the General Executive Board are elected by secret ballot by the delegates chosen by their Local Unions to attend the Union's General Convention that is held once every five years. If more than one candidate for an office received at least 10 percent of the relevant delegate vote at the Convention, then a general membership vote shortly after the Convention will be held to determine the winner.

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.



Protect Your New Way of Life

WHAT CAN YOU DO TO HELP?

A strong Local Union has active members, members who give time and effort for their brothers and sisters. Most important, members who regularly attend Local Union meetings. The strength of many is most effective when there is also participation by many. As a LIUNA member, your involvement is a key factor in your Union's strength and success.

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.

Join the LIUNA Action Network and LIUNA Mobile Action:

Through the LIUNA Action Network, each year more than 1 million e-mail messages are sent to rank-and-file members such as yourself

to mobilize and inform in the fight for good jobs and standing up for fellow workers trying to join together in a union.

When you joined LIUNA, you should have supplied an e-mail address – yours or a family member's – which gives you a free subscription to the LIUNA Action Network, including the One Minute Update, as well as opportunities to be heard regarding important issues and LIUNA-only offers. If you did not provide an e-mail address when you joined or haven't yet heard from the LIUNA Action Network, go online now and sign up at www.LiunaActionNetwork.org.

In addition, you can receive short and occasional – but urgent – union updates through text messages on your cell phone. To subscribe, send a text message with the word LIUNA on your cell phone to the number 69866.

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."

It's a fact:

- The average wage for a union-represented construction worker is \$20.60 an hour – more than 50 percent more than the \$13.30 an hour in wages a non-union construction worker gets.
- It can be even better – a typical LIUNA heavy construction or highway worker averages \$25.47 an hour – compared to \$13.72 for a heavy construction or highway worker without a union.
- By joining a union, discrimination is neutralized. For example, Hispanics with a union make 64 percent more than Hispanics without a union. Other minorities make 42 percent more than minorities without a union.

- When it comes to healthcare, union workers have the advantage – 82 percent of union construction workers have health insurance, compared with only 46 percent of non-union construction workers.
- While only 35 percent of non-union construction workers have a pension plan, 77 percent of union construction workers have a pension.
- LIUNA's skills training is among the best in the world – and it's free. With more than 50 courses, this training opens the doors to new job opportunities.

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, wristbands, t-shirts and other LIUNA items, contact your Local Union. If your local doesn't have these items, e-mail communications@liuna.org.

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 better reach out to fellow workers through LIUNA's VOICE program. VOICE offers a variety of trainings – from short programs that will help you be a volunteer organizer to longer training to help you find out if being a full-time union organizer is for you.

To find out about VOICE, 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 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 Internet feedback 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
- Fair international trade

Tired of Working People Getting the Shaft? Help Take Our Country Back.

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 have the people power that prevails.

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. You can find information on voter registration at www.LiunaBuildsAmerica.org or contact your Local Union.
- Help register others to vote – talk it up on the job, and ask your Local Union about voter registration volunteer efforts.
- Let your elected officials hear from you – being active on the LIUNA Action Network is the easiest way to contact your representatives about legislation and issues.
- 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, wheel chair 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.



F R E Q U E N T L Y A S K E D Q U E S T I O N S

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.

LIUNA Headquarters

DEPARTMENTS

WORKING TO SUPPORT THE MEMBERSHIP

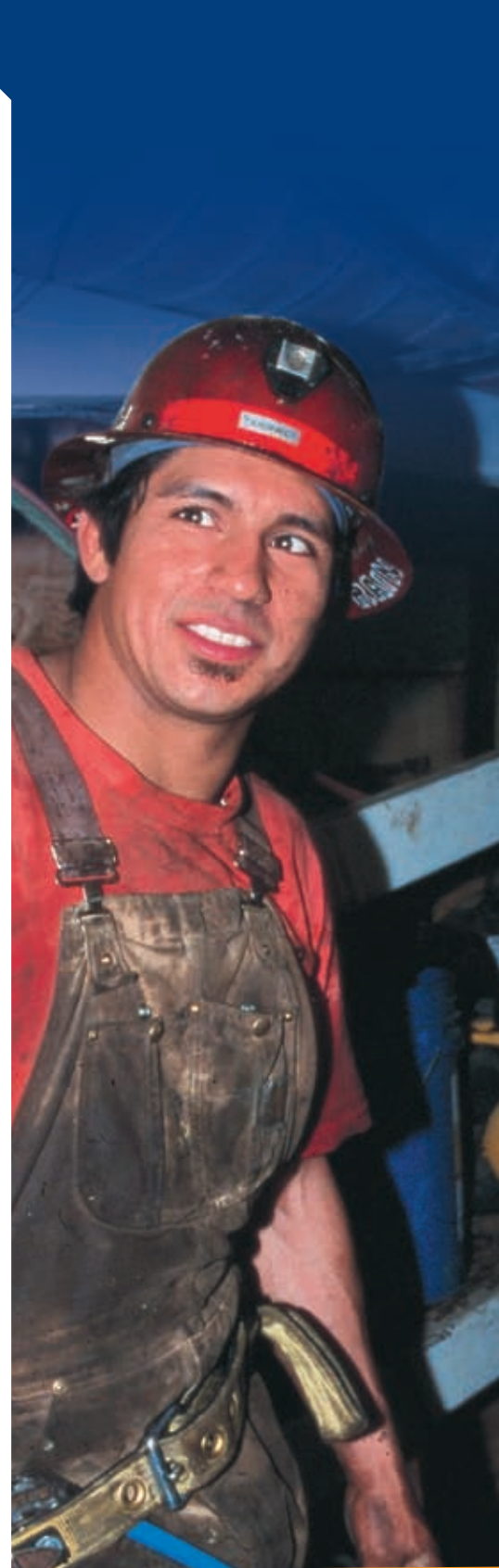
Since its founding, LIUNA has worked to empower its members, raise their standard of living, give them a strong voice in the workplace, and protect their health and safety. That is the mission of a staff of dedicated professionals working for you at your Union's Headquarters in Washington, DC:



- **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, such as the union's residential organizing campaign.
- **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.

LIUNA Headquarters
in Washington DC

- **Corporate Affairs Department** - was created in 2004 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 recognized 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** – was created in 2006 to expand LIUNA's ability to communicate with its membership and its affiliates. Strategic Communications helps LIUNA grow by supporting organizing efforts and strengthening the union's voice in government and politics. The department develops communications with members, future members, employers, journalists and elected officials through printed materials, websites, e-mail, text messaging, robo-calling and news media.
- **Public Employee Department** – was established in 1996 to promote and support the collective interests of public employees throughout North America through organizing, servicing, and education. The Department fosters long term growth of the public sector membership of LIUNA through effective communication, participation and action. The PED has facilitated growth in many ways including its Public Employee Census, which is used to identify public employee units and classifications, and the make-up of their membership in the public sector.
- **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.



OTHER DEPARTMENTS AT HEADQUARTERS:

- Education Department
- Membership Accounting and Information Systems
- Legal Department
- Public Affairs Department

LIUNA DIVISION

- The National Postal Mail Handlers Union

THE TRI-FUNDS

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.

Supported jointly by labor and management, the Tri-Funds are unique to the Laborers, and they benefit Laborers and their families in a number of ways.

LIUNA Training and Education Fund

LIUNA Training provides comprehensive education and training programs and services to LIUNA members, local unions, and construction and environmental remediation contractors, through 70 affiliated training funds located across the United States and Canada.

A key goal of LIUNA Training is to develop and facilitate Construction Craft Laborer (CCL) training that will enhance worker skills, promote workplace safety, offer job and career opportunities for a diverse workforce, and enable Laborers to obtain and maintain employment that provides excellent wages and benefits. The Fund develops professional educational materials (training manuals, audio-visual aids, and presentation materials) that are relevant to experienced and new Laborers. In addition, LIUNA Training has an ongoing professional development program for instructors designed to enhance instructor technical and presentation skills.

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Each year, approximately 120,000 journey workers and apprentices are trained to work in building construction, heavy and highway construction, construction supervision, environmental remediation, demolition, and restoration projects. This training teaches or renews CCL skills and frequently leads to new career paths. The training employs the best practices of adult education and is presented through interactive classroom instruction and exercises, hands-on training, and simulated worksite activities to provide the learner with the best and most productive learning experience possible. Successful completion of many of LIUNA Training programs, offered at local training centers throughout North America, provides LIUNA members with the opportunity to receive college credits and industry certifications.

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 jobs.

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 35 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 illness and prevent accidental deaths, 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 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 with LIUNA Training to develop safety training programs covering a wide range of safety concerns.

The Fund’s Research Division investigates the origins of occupational disease and works with industry partners to develop practical means to eliminate the risks. 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 produces over 100 health and safety publications on issues relative to Laborers. These resources 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 work force 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

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 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. However, 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 main 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.



IMPORTANT CONTACT INFORMATION

Local Union # _____

Address _____

Hours _____ Dispatch _____

Phone _____ Fax _____

E-mail _____ Website _____

Business Manager _____

Secretary-Treasurer _____

President _____

Vice President _____

Recording Secretary _____

Political Captain _____

Executive Board _____

Field Reps _____

Meeting Date _____

Training Fund _____

Address _____

Phone _____ E-mail _____

Website _____

Training Director _____

Health Insurance _____

Address _____

Phone _____ E-mail _____

Website _____

Pension _____

Address _____

Phone _____ E-mail _____

Website _____

[illegible]

**LABORERS' INTERNATIONAL
UNION OF NORTH AMERICA**

Terence M. O'Sullivan
General President

Armand E. Sabitoni
General Secretary-Treasurer

GENERAL EXECUTIVE BOARD

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