

01 VOL.

▶▶ YOUNION MATTERS



**Ralph E. Cole- Business Manager
Laborers' District Council of Ohio**

The title of this newsletter, *YOUNION MATTERS* – holds great significance. This piece is constructed to benefit you, to show that you are indeed a part of something larger. And to show you that without your contribution, commitment, and sacrifice, these great stories would not be possible. Tremendous work is happening within Ohio – take pride knowing that this organization has your back and is working on your behalf on the front lines and behind the scenes.

There are many out there who question the value of Unions. I hope that this is another tool that can be used to show our work in a different light. That is not to say this piece will sugarcoat unpopular topics. If there is a problematic issue looming, we will shoot it to you straight in this communication. Giving you the ammunition you need to be an informed participant. This issue is our initial installment of a series of newsletters that will serve you.

Ohio Laborers and The Ohio Contractors Association Join Together to Support National Recovery Month



**Check presentation at Ronald McDonald House of
Columbus - Largest chapter in the U.S.**

Pictured left to right: RMDH Staff, RMDH Staff, Bethany Billi-Executive Director Ohio LECET, Mark Potnick- Director-Labor Relations/Safety Affairs OCA, RMDH Staff, RMDH Staff

Earlier this year, The Ohio Laborers-Employers Cooperation Education Trust (LECET) and The Ohio Contractors Association (OCA) partnered together to aid a local non-profit, Catalyst Life Services, which supports addiction recovery in central Ohio.

"The great work that Catalysts Life Services does hits very close to home," Bethany Billi – Executive Director of LECET says. "The Laborers' profession is not immune to the impact of drugs and alcohol abuse we're seeing in society." Catalyst was selected due to their specialization in this area. Bethany continues, "It's a fight we take very seriously and are striving to provide solutions so that our members can continue to provide a good quality of life for their families."

"Substance abuse often has a devastating impact on individuals, families, employers, and communities.

Charity Outing Continued...

When people enter a journey of recovery, they often feel stigmatized and alone. We know that people need support and encouragement as they strive to change. Thank you, Ohio LECET for supporting Catalyst Life Services by helping us recognize Recovery Month and celebrate people who are building a new life!" – Elaine Surber, Associate Director of Catalyst Life Services and Director of New Beginnings Alcohol and Drug Treatment Services.

The partnering entities hosted its first annual charity golf scramble at Deer Ridge Golf Club in Bellville, Ohio. In addition to Catalyst Life Services, proceeds from the outing went to Laborers' Care – a fund that helps families of Union Laborers that die on the job. The outing also benefited a third charity, Ronald McDonald House of Central Ohio. With the support of many generous contributors, the inaugural event generated over \$26,000, with all the proceeds going directly to the three charities. Due to the incredible success both LECET and the OCA plan to host another charity golf outing next year, so be on the lookout for more information regarding the outing in early 2020.

Deer Ridge Golf Club, Bellville, Ohio



Ohio LECET Promotes Work Zone Safety During Construction Season to the Public



*Pictured left to right: Kenny Allen- Representative, Local 639, Roger Leasure- Retiree Council President, Local 639
Joe Coleman- Coordinator, Ohio Laborers Apprenticeship, John Hughes-Training Director, Ohio Laborers Training*

National Work Zone Safety Awareness Week (April 8-14), kicked off a season-long campaign of education and awareness led by Ohio LECET and ODOT District offices. The tandem worked together in every corner of the state at county fairs, rest areas, and construction sites – urging the public at large to recognize the importance of work zone safety.

“Our members are working to make roads safer for the millions of people who travel the state of Ohio every day. But who is trying to make the road safer for them while they’re doing that? And our message is, hopefully all of us by moving over. Drive like someone you love works there, because people we love do.” Bethany Billi, Executive Director of LECET, told the public, during the ODOT District 1 press event.

The importance of this message is not just a construction worker issue; it’s a public issue. In 2018, 14 fatalities occurred in work zones in Ohio – 10 being motorists.



Work Zone Safety Continued...

"Just like Ohio's drivers, road construction workers want to make it home safe at the end of each day," said Governor DeWine. "Accidents in construction zones are fully preventable when drivers use caution and slow down; doing so could save a life."

Ohio LECET is now in the early stages of planning 2020's campaign. The group has meetings scheduled with ODOT's main office to increase visibility and attention to distracted driving. These efforts, along with forming coalitions is aimed to create impactful legislation to help curb tragic work zone incidents.

Even with the swell of attention shining on work zone safety, crashes continue to happen at an alarming rate. Just as recently as this summer, two Laborers

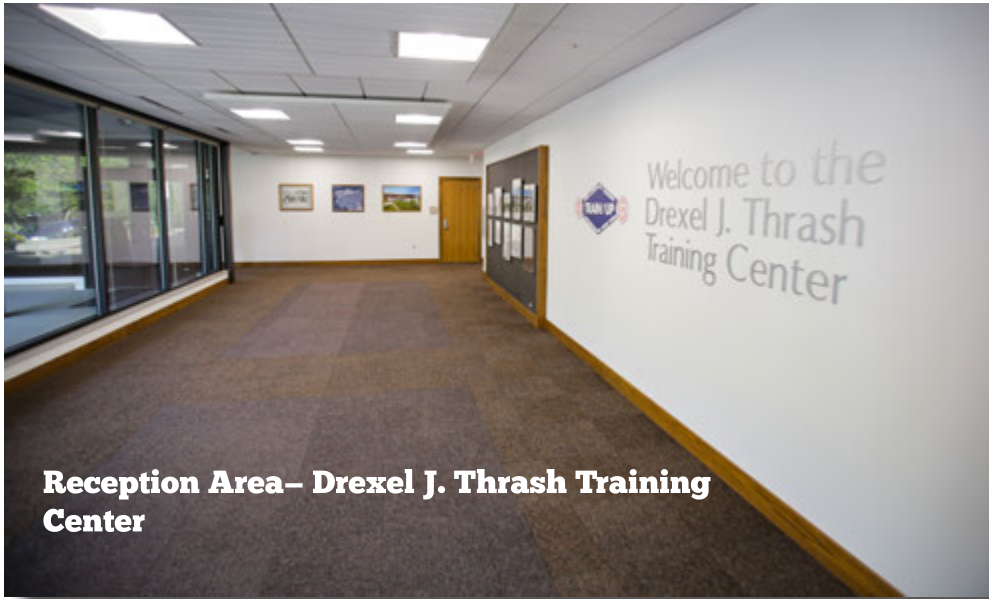
were struck and killed while two others were seriously injured for merely doing their jobs. Help folks like these and motorists return home safely. Take the safe driving pledge at: www.ohiolecet.com/safer-roads. Encourage your loved ones to do the same – and let's end preventable work zone incidents.



Pictured: Bethany Billi- Executive Director, Ohio LECET



4 *Pictured: Linda Grace Cook, wife of fallen member- Steve Cook of Local 134*



Reception Area– Drexel J. Thrash Training Center

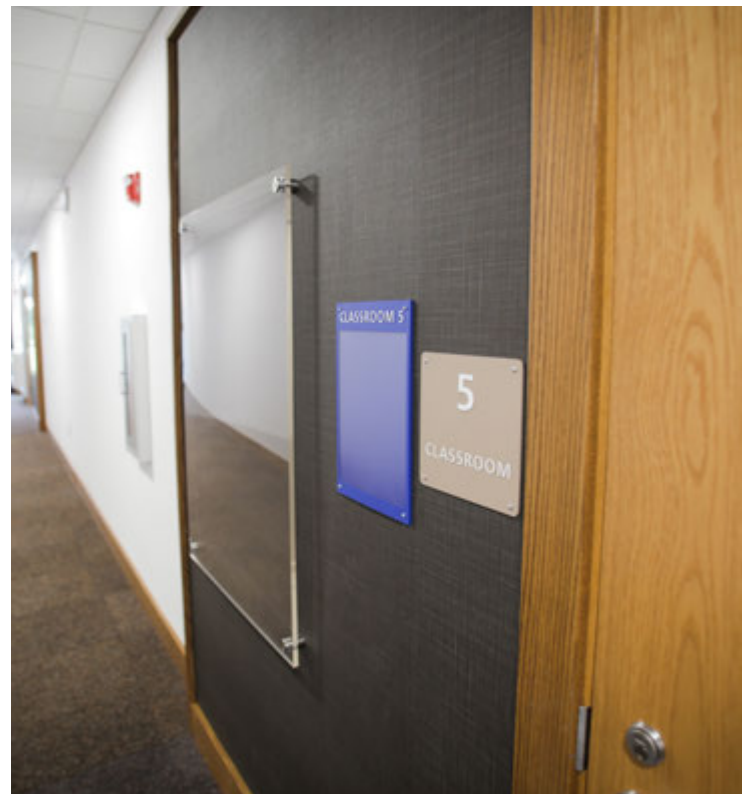
The Drexel J. Thrash Training Center Completes Upgrade

Every offseason provides an opportunity for upgrading. And the best way to do that is to take advantage of the courses given at the Drexel J. Thrash Training Center. This year, the Laborers' Training Center has taken on that challenge themselves – to offer a modern, adaptive training experience.

The first difference, once arriving on the grounds of the Training Center, is undoubtedly the interior appearance of the facility. Upgrades are evident throughout, including in the reception area, where an aerial photo of the grounds is displayed to welcome guests. As well as the cafeteria, staff offices and recreation areas. The classrooms also received a significant overhaul. Now all eight rooms have energy-efficient lights, high-speed Wi-Fi, and new flooring.

"As the facility grows with attendance of our members and with interest from public figures – it's important we put our best foot forward," said Dennis Underwood – Executive Director of the Laborers' Training Center. "We want to leave a positive mark on anyone that walks through the doors of the Drexel J. Thrash Training Center."

The Laborers' curriculum also went through a transformation as well. The facility has unveiled a new course this session, Work Zone Traffic Technician part 1. Leadership feels that the addition of this class gives its members an advantage in successfully completing ODOT's new standards for Work Zone Safety personnel. The new rules now require an ODOT certified work zone employee to be present anytime a work zone is being set up or tore down. ODOT will only grant certifications to persons who take a test at the agency's headquarters.



Training Center Upgrade Continued...

“ODOT’s new requirements forced us to take a hard look at our previous teachings,” John Hughes, Training Director, said. “We believe that our curriculum has been shaped to give our folks the best odds at passing the test and will definitely set us apart.”

The Drexel J. Thrash Training Center first opened its doors in 1968. Since that time, the Training Center has expanded to 119 acres and accommodates 110 members on-site. The Center offers a full training schedule from October through May, with classes offered on an as-needed basis through the summer. Nearly all training of the numerous industries Laborers work in, can be performed indoors during inclement weather. If you are interested in learning more about class availability, please go to www.oltc.org

LIUNA Members Churn Out 88,000 Public Comments in Opposition of IRAPs



This summer, the Department of Labor introduced Industry Recognized Apprenticeship Programs, or IRAPs within the construction industry. This signaled to LIUNA leadership what a dangerous threat IRAPs would mean to the industry and our members. A pressing issue no doubt, set leadership on a path to rely on the real strength of this union, **its members**, to influence the DOL to leave our current structure alone.

Our apprenticeship model is a benefit to employers, workers, and the public, but without careful consideration, IRAPs carry the risk of undercutting existing programs. IRAPs create a system with little-to-no enforcement

and are structured to reduce wages, standards, oversight, and worker protections. Worse, they put high-quality, self-funded joint employer and labor programs like LIUNA’s at a disadvantage as they are forced to compete with subsidized programs that are not required to meet the same high standards.

We called, and you answered by leaving more than 90,000 comments on the DOL website opposing IRAPs. Your support on this public comment sent a powerful message. Unions and the livelihoods of their members are not to be messed with. Our ability to rally gives us a seat at the table and allows our voice to be heard when inevitably another attack is launched. Thank you for your loyalty, passion, and commitment to this great union!

Ohio Laborers, Contractors Represented at Construction Innovation Conference

The 2019 Industrial Grade Innovation (IGI) conference hosted by The Association of Union Constructors (TAUC), held a consistent theme throughout the three-day event - innovation. The Laborers' Union interests were represented as several LIUNA affiliates made the trip to Cincinnati to be a part of the conference. Times are changing, and it's essential to understand where the construction industry is going next.

Automation, Robotics, and Artificial Intelligence were all discussed throughout each presenter's speech and in work sessions. The focus was: how to leverage new advances while recognizing the human component as part of the revolution. Most of the advances were described as being in concert with current workers, not replacing them. Many experts also believe that the most significant value would come in worker safety. Developers contend, that these tools can now help predict or prevent incidents, rather than relying on lagging indicators that simply record an event.



TAUC conference in Cincinnati, Ohio

"We've decided to attend this year to keep our membership and our contractors up to speed with what's coming ahead," said Shella Rupa, Assistant Director of Ohio LECET. "With all the fast-moving parts, it's important we can identify trends to defend our members' livelihoods and safety."

The Industrial Grade Innovation Conference was created by TAUC to bring owners, contractors, and labor together to learn and experience how new and existing technology and innovation can be incorporated on their job sites to make them safer, more efficient, and more productive. The 2020 conference will be held in St. Louis, Missouri, September 9 – 11. There is already a lineup of expert speakers – who will discuss existing and new innovation and technology that has the potential to revolutionize the construction and maintenance industry.





Pictured: Joshua Barr-Apprentice, Local 1216

OHIO LABORERS Apprenticeship



Home-grown Veteran Grateful for Laborers' Union Apprenticeship Program

When Ashland native, Josh Barr, came to the end of his military career as a Marine in 2017 – he was unsure of what the next chapter in his life would entail.

"I wanted to still be a part of something larger, like the strong brother and sisterhood I experienced in the military," Barr said. "After speaking with the Business Manager, Jeff Sellers of Local 1216 in Mansfield, about the Laborers' Union Apprenticeship Program, I knew I found the opportunity I was looking for."

Soon after their conversation, Barr began his apprenticeship working for signatory contractor: Shelly & Sands in Mansfield. The Laborers' Apprenticeship Program allowed him to earn a wage to support his wife and daughter, while equipping him with the training to master his new craft. The investment in training has more than paid off. Since his initial work on utilities, Barr has worked on a variety of local projects ranging from asphalt, to pipeline, and on building projects.

"He's been a welcomed addition to our company," Jason Chrastina, Personnel Supervisor for Shelly & Sands said about Barr. "The military discipline, along with his hands-on training at the Training Center, has made him a rising star, he has a bright future with us."

Barr will wrap up his apprenticeship program requirements in the coming weeks, completing the program in just three years. And by the numbers, that milestone seems to bode well

for the 27-year old. According to the Laborers' Statewide Apprenticeship Office – 95% of graduates are still working in the industry today. Further, many of those graduates have progressed quickly in their careers, holding foreman and supervisor positions.

"Josh has been a model for the laborers' apprenticeship program." Sellers said. "He's one of 14 active apprentices that are currently building and maintaining infrastructure in our five-county service area. This program offers people who are young, career-transitioning, or underemployed a path to the middle-class with health insurance and a dignified retirement. LIUNA apprenticeship programs are the foundation for a successful career in the construction industry."

National Apprenticeship Week wrapped its 5th year of recognition and celebration. Workers who complete apprenticeship programs earn an average of \$300,000 more over their careers when compared to peers who don't. The Ohio Laborers' Apprenticeship Program has graduated 849 individuals statewide. The founding and expansion of this program – serves as a model to help solve the workforce gap many companies in the construction industry face.



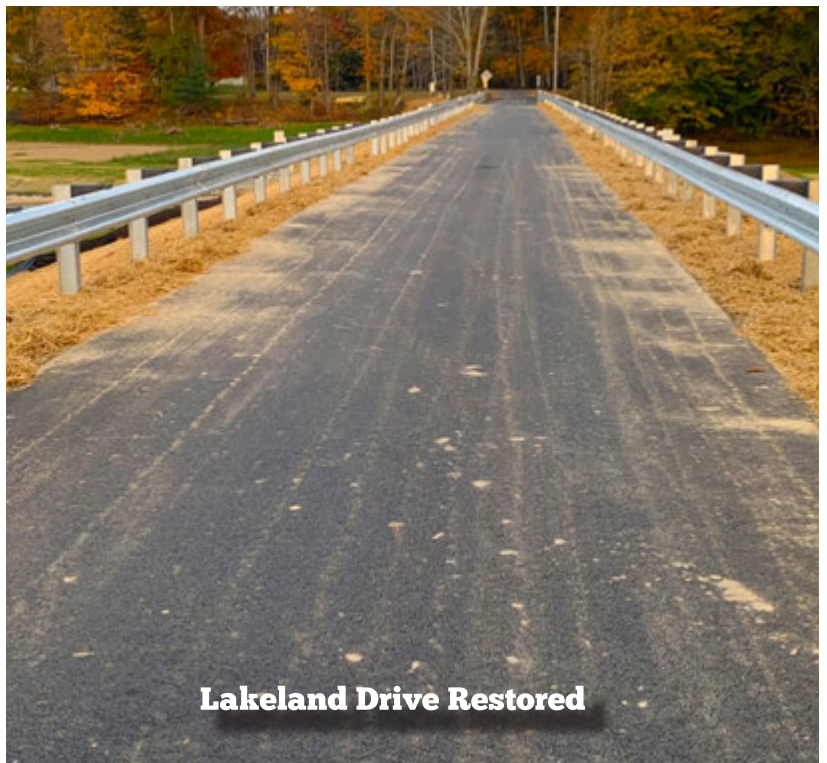
Union and Community Collaboration Restores Normalcy to Kinsman Residents

On-time and under-budget. Those are two outcomes union laborers, and union contractors strive for on every project. For some Kinsman residents, located in Trumbull County – their homes depended on quality, timely construction.

In late July, heavy rains knocked out a portion of Lakeland Drive – which caused flooding to a road and bridge that led to more than 30 homes. Since then, crews from Jet Excavating, including six Laborers have been working seven days a week – plus holidays to rebuild and repair what washed away. Some residents used four-wheelers or golf carts to cut through the woods to get to and from home. Other residents have not been home since the time of the flood on July 20th.

Greg Leonhard, Township Trustee and a resident of Lakeview Drive, recounts seeing crews hard at work daily. “I live nearby, and I have seen them every day,” he said.

Best-case scenarios had the project at a 60-day completion timeline, and when the \$1.8 million project secured its funding on August 26th, the clock started. “We had 60 days and 60 days is not up for a few more days,” said JET Excavating President Todd Phillips. “The weather had a lot to do with this, it helped us out tremendously.”



Lakeland Drive Restored

Collaboration Continued...

It's quite an achievement to see a project completed on time, never mind early. It was a total team effort for the causeway to be accessible again. Sunburst Environmental Services picked up garbage for free and the police department had the crew's back patrolling the area on ATVs. All this factored in restoring access to the Lakelands development on the other side of the dam, allowing residents to get back in their homes and gives emergency vehicles and school buses full access.



Jet Excavating Crew

Policy Power: David-Besse Power Plant

Ohio Laborers stand in solidarity with other union trades to show their support in keeping open an Ottawa County power plant.

The Davis-Besse Nuclear Power Station was scheduled for closure and deactivation in 2020 – which would result in the loss of 4,300 primary and secondary jobs. The plant has been operating since 1978 and is the largest employer in the county, employing about 700- full-time employees.

Lawmakers saw first-hand the support from union trades for a bill that would rescind the plant's closure date of 2020. And this summer, final legislation made its way to the Governor's desk for signature, securing thousands of jobs and revenue into the local economy for the foreseeable future.

Policy Power: Advance Auto Parts

This past September, Ohio Laborers protested outside of Advance Auto Parts (AAP) due to their employees' request to join LIUNA received initial push-back from AAP corporate leaders.

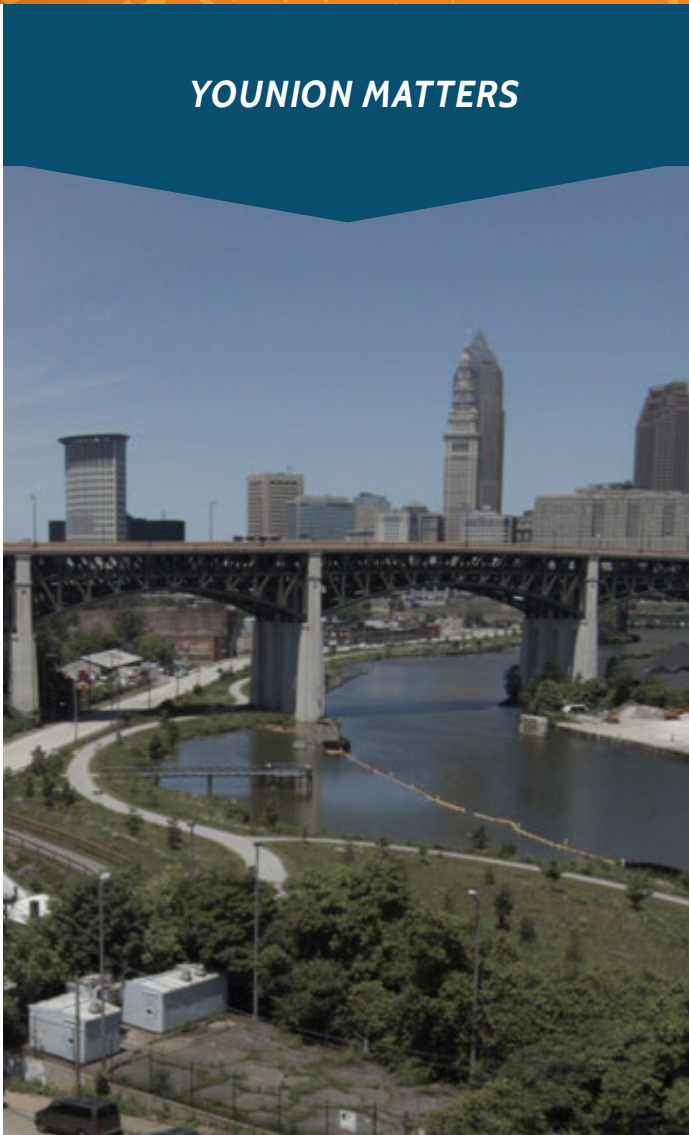


Pictured: Ohio District Council Staff, DEROC Staff, Ohio LECET Staff

This resulted in a new victory for LIUNA. Approximately 500 workers in the AAP warehouse voted overwhelmingly to join our great Union, voting 291 -131 to join LIUNA.

Workers and LIUNA will now work together with AAP to to ratify an agreement that addresses the workers' pay, health insurance, and working conditions.

YOUNION MATTERS



Ohio Laborers Podcast Coming Soon

Another avenue is being developed to help you stay better informed. Teams are working to create a podcast that can be accessible to members as well as the public. A studio has been carved out near District Council, to be ground-zero for interviews and content creation. Progress has been steady in the early going, and the team hopes to have entertaining episodes available in the first part of 2020. You will receive more information in the coming months as to when and where the podcast will be available.

Ohio Laborers' podcast team prepares for recording.



Pictured left to right:

Amy Toy- Insurance Manager, Benefits Office

Shella Rupa- Assistant Director, Ohio LECET

Matt Archer- Administrative Manager ,Benefits Office