

The Montana Laborer

Representing Montana's Finest



An official publication of Montana Laborers' Local 1686, LIUNA

August 2012

BUSINESS MANAGER'S SPECIAL REPORT

By Kim Rickard

Why did my working dues increase?

The article below is a follow up on the postcard notice sent to the membership regarding the dues increase.

When I first was elected to office in 2008, I had two thoughts about a dues increase for Local 1686; I was against it because the members couldn't afford it and; it isn't a matter of if, but when. The working dues structure of Laborers' Local #1686 has been \$.30 per hour, capped at 200 hours since 2001. During this time numerous conversations have been held regarding the working dues structure within the former Executive Boards and your current Executive Board. We held back and did a lot to stop the inevitable, but the time has come. At the May, 9th 2012 Rocky Mountain District Council of Laborers, quarterly Executive Board and Regular meeting a dues convention was held that resulted in a \$.50 per hour dues increase for Laborers' Local #1686, #1271, #578 and #720. Each local had the ability to implement the dues based on their individual directions. (meaning that some locals had already been making their required contributions and need monies allocated to different requirements)



Kim Rickard
Business Manager

Many circumstances surround the dues increase of which I will explain in depth. The first and main reason is a LiUNA constitutional requirement that was first voted on at the 2006 Constitutional Convention. This event takes place every five years and is where the General Executive Board is elected and changes are made to the LiUNA constitution and voted on by delegates that represent each laborers local union from the United States and Canada. These delegates are elected by the membership of their union to represent their local at the convention. At the 2006 convention one of the many resolutions that were passed was that each LIUNA affiliate will contribute \$.25 per hour per member to a regional organizing coalition within five years. This contribution will be used to increase the market share within the Laborers' with organizing efforts and having more signatory employers for the membership to be employed, to grow our union. Local #1686 currently makes a \$1350 per month contribution to the Northwest Regional Organizing Coalition (NROC), a far cry from the required \$.25 per hour.

Over the years the Executive Board has been engaged in discussions at most monthly executive board and membership meetings regarding the dues increase. A subcommittee was formed to study variations of our working dues structure and constitutional financial obligations to the International Union and Regional Organizing Coalitions, in addition to the normal costs associated with operating Laborers' Local #1686. I also had many discussions regarding our LiUNA constitutional obligations and dues structure over the years with our

Regional Manager Vice President Mano Frey prior to his retirement. It even went as far as the Rocky Mountain District Council of Laborers having a dues convention in January of 2010 requiring a dues increase for Local #1686. Obviously that requirement was not previously implemented.

In September 2011 at the 35th LiUNA Constitutional Convention the prior resolution for organizing was reaffirmed and voted on by the delegates to the convention, with a implementation date of no later than 2014. Many local unions, like your own, had not met this constitutional requirement, in the same token many other locals had. In addition to this resolution, another resolution will be requiring another \$.05 per hour to be contributed to the LiUNA Educational fund by 2014. This will be a total contribution of \$.30 per hour to meet our constitutional financial obligations, the current hourly working dues structure of Local #1686. As you can see, the local union would have no money to operate to provide services to the members or meet our LiUNA constitutional requirements.

These contributions will not just be monies contributed with no return. In order for NROC to provide organizing services to the local unions, resources are needed to do so. Organizing campaigns are carefully planned, detail oriented projects that must generate a product beneficial to the membership, that is, the final outcome more employers for the membership to work for. The educational resolution is also a benefit for your union in the avenue of various educational components, with either in person assistance or materials supplied to the union. These will be reflective of community coalition projects, grass roots organizations and political affiliations that support and respect the issues important to working families, members of LiUNA. Both of these financial obligations will result in increased services from NROC and the LiUNA Educational fund for Local #1686. Below you will find the breakout of the dues increase and how it will be contributed per the requirements;

Effective July 1, 2012 working dues increase \$.25 per hour

- **Effective September 1, 2012, #1686 will remit to NROC \$.15 per hour, per member, per the LiUNA constitution**
- **Effective July 1, 2013 working dues increase \$.25 per hour**
- **Effective September 1, 2013, #1686 will remit to NROC \$.10 per hour, per member, per the LiUNA Constitution**
- **Effective September 1, 2103, #1686 will remit to the LiUNA Educational Fund \$.05 per hour, per member per the LiUNA Constitution**

As you can see the \$.50 per hour dues increase that will be fully implemented within the next two years will allow us to meet our obligations and have an additional \$.20 per hour be added to the local general fund to help with the ever increasing costs of operation.

I appreciate the conversations that I have had with the members that have called recently regarding the dues increase. Thank you all for taking the time to read the postcard and to ask questions. With that said, you are encouraged to attend your monthly area informational meeting or the monthly general membership meeting in Helena. By doing so you will be more informed regarding your local unions requirements to LiUNA.

FIELD REPRESENTATIVE REPORTS

Butte Area

So far it has been a fair construction season in the Butte area. It has been a tough few years, but I am confident the economy will bounce back, and the Laborers will be out in front leading the way as we always have. Here at the office, we are still negotiating contracts, securing safe working conditions, and representing the members on a day to day basis.

Apollo Construction is building a water treatment plant in Bozeman. Generally water treatment plants fall under heavy prevailed rates, however there is a section of the law that requires that if more than 50% of the plant is enclosed within a building the work on the building portion of the project can be paid at building prevailed rates. Members working on this project will receive a variation of wages depending on what portion of the project and what classification they are working in. It has been very difficult to man the job due to the low building prevailed rates in the Bozeman area. Leprowse Construction is doing the sidewalks at the Emma park project and Highway Tech finished on Harrison Ave.

Gilman Construction has been awarded a significant amount of Highway projects all over Montana that started last spring. Pilchuck Construction is doing some pipeline work in the Manhattan area for Phillips 66 and Appalachian Pipeline is putting in gas lines for Northwestern Energy in the Belgrade area.

Butte Silver Bow work has various water, sewer and paving projects.

We usually give full reports at the general membership meeting in Helena the first Sunday of every month. The local information meeting is held the second Thursday of every month at the Butte Union hall, and both meetings can always use the support of the membership. If you have questions or concerns feel free to call me anytime day or night. I wish everybody a very safe construction season.



Mick Wonnacott
Field Rep

Mick Wonnacott
406-498-2537 (cell phone)
156 West Granite Street, Butte, Montana

Great Falls Area

The Rainbow Dam Redevelopment Project is progressing quickly with completion in sight. This \$230 Million dollar upgrade started in October 2009 to build a new powerhouse, install one new turbine and construct a canal to carry river water to the penstock then to the new turbine. Walsh Pacific is the general contractor for this labor intensive project. Our members were responsible for performing the most important aspect of this project; concrete pouring, raking, vibrating and finishing. I would like to express my greatest appreciation to all the laborers involved in this historic and truly challenging project.

Tamietti Construction is constructing three new bridges in Checkerboard, starting this spring, along with resurface work on bridges in Windham, Moccasin, Glacier, Philipsburg, Cushman, Butte and Three Forks.

Sletten Construction bridge projects include; a new bridge in Belt which was started in 2011, the Brockton Big Muddy Bridge, Three Forks Bridge rehab, the Mildred Bridge and the Interstate Bridge Rehab Projects at 34 locations in Montana.

Sletten Building Projects include; a new office building for engineering firm Thomas, Dean & Hoskins on River Drive in Great Falls, the Animal Foundation of Great Falls, Cascade Ridge Apartments, The Grandview Retirement Complex, Missouri River Manor remodel, a maintenance project at Pasta Montana, renovation work on the LDS Church in Havre and the Ag Land Co-op facility in Wolf Point.

Sletten Industrial Projects include; The Hebgen Dam intake, Pryor Creek siphon project and Ryan Dam Phase II constructed a new stairway attached to the dam and provided rock fall protection.

Mortenson Construction worked through the winter on the Rim Rock Wind Project near Kevin. Civil work started in October 2011 with road building progressing to excavation then forming and pouring concrete pads for the 126 turbines to be constructed by October 2012.

Falls Construction is working on hot water heating line repairs at MAFB.

Ed Boland Construction is performing horizontal boring operations in Broadview.

Cooper Masonry is working on the following project: addition to the Choteau High School and Rocky Boy High School, masonry repair involving re-pointing at Ursuline Academy, Rocky Boy Medical Clinic, Kobe Steak House and the Animal Foundation Facility.

Garco Construction is working on The Replace Housing Phase 7G at MAFB in Great Falls.

Dick Olson Constructors is working on a large addition to the Montana Veteran Memorial.

The Training Center offers year around classes in a wide variety of classifications. The certifications you achieve will greatly increase your opportunities for employment.



Brian Boland
Field Rep

Brian Boland
406-788-1107 (cell phone)
1112 7th Street South, Great Falls, Montana

FIELD REPRESENTATIVE REPORTS

Billings Area

Spring brought a whirlwind of activity to the Billings area

The Colstrip Unit 1 shutdown started mid march and continued thru mid May. They ran two shifts with approximately 20 laborers on each shift.

At Conoco refinery Jacobs called out an additional 50 laborers to perform hole/fire watch for all contractors on sight and Construction Turnaround Services (CTS) called out 38 laborers for the outage of the crude unit. At Exxon, LG was very busy with the shut down of the crude unit.

WeldTech maintained a fairly sizeable crew all winter and into this spring. It looks like there will be a lot of work at Cenex through the summer and into this fall. However the fall shutdown has been pushed back until Spring of 2013.

In January, Precision Highway Contractors signed a 2 year agreement. So far this year PHC has been awarded 3 projects within 40 miles of each other in the Harlowtown area. These are large projects will go until the snow flies this fall.

Contract negotiations with COP Construction were completed in April with an .85 cent increase. Ten cents went to cover the health insurance increase and .75 went on the check. This increase will be implemented at Conoco, Exxon, and Colstrip on May 1st.

Kim Rickard and I have spent a lot of time working with Greg Davis, LIUNA Construction Dept., to figure out a better way to set rates for the GPPMA contractors, but we have no resolution yet.

This spring also brought a very intense and busy training schedule. I always look forward to coming to the classes to visit with members and I am very happy to see so many of our members utilizing the training centers classes.

I am hoping that you are all having a busy summer work season. Remember work wise and SAFETY, SAFETY, SAFETY all the way.



Becky Riedl
Field Rep

Becky Riedl

406-697-0309 (cell phone)
1111 Main Street #9, Billings, Montana

LIUNA NORTHWEST REGION

Laborers' Local #1686 wishes Northwest Regional Manager and Vice President Mano Frey the best in his well deserved retirement. We extend our welcome to Terry Healy the new Northwest Regional Manager and Vice President.

Missoula Area

I would like to explain to you how the MLMA (Montana Labor Management Alliance) works. Most signatory contractors remit on the members behalf to this organization with the amount varying between 5 and 7 cents per hour. The MLMA has two investigators that work throughout the State of Montana, Jim Rickard (406) 490-7679 who covers the eastern side of the state and Kevin Vaughn (406) 560-5203 who covers the western side. I would like to give an example of a recent MLMA success.

A member calls a field rep and questions the zone pay that is being paid on a particular highway project. After contacting the Dept of Labor and the prime contractor of said project with some questions, the answers to the questions did nothing to solve the question of underpayment.

At this point there is snow on the ground and made it difficult to discern where the project in question actually started and finished. Again, with Teresa's help the representative gets the landmarks on which to gauge the mileage.

A drive is taken from the closest county court house with a witness and the mileage recorded. Sure enough, the project lies over 60 miles from court house which officially makes it a Zone 3 job not a Zone 2 job at which the project rate was being paid at.

The next step the representative takes is to contact MLMA investigator Kevin Vaughn for advice on how to proceed. From there, Mr. Vaughn takes over and files a formal complaint with the Department of Transportation. After the DOT's internal investigation, it is revealed that indeed the wrong Zone pay was in the bid documents, which means the workers on the project were underpaid on Zone pay.

This situation has recently been resolved with workers(members) receiving monies owed them from the contractors they worked for who were reimbursed by the State of Montana for their mistake.

I hope this is helpful to the membership on how the MLMA works and shows what a valuable asset they are to our members as well as all workers working prevailed projects.

Normally MLMA investigators are out talking with workers on as many prevailed jobs as they can, trying to determine if workers are being properly classified and being compensated appropriately.

Thank you MLMA investigators and members who keep this valuable fair contracting organization going.

In closing a Thank You to Mike Curran for stepping up and running the Missoula informational meeting when I am unable to do so. It is very much appreciated. I hope that you are all having a good work season.



Mick Mulholland
Field Rep

Mick Mulholland

406-396-4435 (cell phone)
208 East Main Street, Missoula, Montana

ANNUAL MEMBERSHIP APPRECIATION PICNIC



Renee DeMontigny Receives Her 20 Year Pin



Don Magnus a 53 Year Member



Deb Ball-Giop Receives Her 40 year pin



Enjoying the Day

MONTANA



John S. Ramasko Training Center for Montana, Laborers AGC Apprenticeship, Training & Work Preparedness Trust of Montana

2012 August - October Training Schedule

Asbestos Worker Refresher 8 Hour
9/8/12 Billings 8-4pm

CSTOP Refresher 4 Hour
10/9/12 Billings 6-10pm

Forklift 8 Hour
8/11/12 Great Falls 8-5pm
8/31/12 Helena 8-5pm
9/11/12 Missoula 8-5pm
9/14/12 Billings 8-5pm

Hazardous Waste Worker Refresher 8 Hour
9/7/12 Billings 8-4pm

MSHA Part 46 New Miner 16 hours
9/4-5/12 Helena
8-5 both days-must attend both days

Scaffold User 8 Hour
8/20/12 Great Falls
8/22/12 Helena

Asphalt 40 hour (5 Days)
10/15-19 Helena

General Construction 40 Hour
4 Days- 10 Hour days
8/7-10 Helena
10/23-26 Helena

Hoisting & Rigging 40 Hour
4 Days- 10 Hour days
9/24-27 Helena
10/8-11 Great Falls

Scaffold Builder 40 Hour-Helena
4 Days- 10 Hour days
9/25-28 Helena

Masonry 40 Hour
4 Days- 10 Hour days
8/27-30 Helena

Pipelaying -Water and Sewer 40 Hour
4 Days- 10 Hour days
10/1-4 Helena

Pipeline Safety 40 Hour
4 Days- 10 Hour days
9/17-20 Helena

All classes are subject to location change so please call and sign up for classes and confirm locations

Call for locations because we have added new locations for some classes

Class size is limited so you must call to sign up to attend class

For More Information Call: (800) 408-9766

On July 15 we closed out our Department of Labor Grant. The grant had helped pay for many of the classes we put on for the last two years. It also allowed the Training Center to upgrade some of the equipment we use during hands on training. There were ninety-nine classes put on with grant funding and four hundred eleven individuals participated. Almost four hundred of you increased your employability by completing multiple classes. Thank You for making this grant so successful.

To offset the loss of this funding, some of the initial and refresher classes may not be offered as frequently as we have done the last two years. This will mean that members will need to pay particular attention to the training schedule and make arrangements to keep their cards current. We will attempt to contact you prior to the class to remind you of upcoming classes. Please help us in this endeavor by keeping your phone numbers current with this office. If you have an email address and would like to be contacted by email please email us at trainingcenter@montanalaborers.com. As we move forward we will continue to seek out additional funding sources that will

allow us to expand the training opportunities for the membership.

FLAGGING: At a meeting of the Work Zone Safety Committee July 19, 2012 several issues were brought forth that affect our flaggers. Montana DOT noted they have noticed an increased usage of Flags to control traffic which is not in conformity with the Manual of Uniform Traffic Control Devices. Remember Flags were to be used in emergency situations only and then only until a paddle was available. Apparently some crews are using Flags instead of Paddles as the primary method of controlling traffic. Because of this the DOT has said the use of Flags will not be permitted even for walk back flaggers. Once again Flags can only be used in Highly Hazardous (extremely high winds) and Emergency situations and then only with permission of the engineer on site.

It was also noted that Flaggers need to be more attentive. For the most part you do excellent work and the record speaks to that. But, there have been instances of flaggers with headphones on while at their station, flaggers talking on cell phones or setting in their cars. Remember, keep your cars at least 30 feet off the road.

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Laborers' Local 1686
P.O. Box 1173
Helena, MT 59601

Executive Board & Officers

Kim Rickard
Business Manager/Sec. Treasurer
President- Mickey Mulholland
Vice-president - Mick Wonnacott
Recording Secretary - Jay Reardon
Executive Board - Debbie Ball-Giop
Executive Board - Kelly Johnson
Executive Board - Brian Boland
Sgt-at-Arms - Warren Smeltzer
Auditor - Glenn Gregor
Auditor - Becky Riedl
Auditor - Tylene Cato

MontanaLaborers.com

MONTANA LABORERS ENDORSE BULLOCK FOR GOVERNOR

Released May 7, 2012

HELENA, MT - Kim Rickard Business Manager/Secretary Treasurer of Laborers Local 1686 announced today that the Laborers Union has proudly endorsed Steve Bullock democratic candidate for Governor in the 2012 election.

Business Manager Rickard said that Bullock was a clearly the best choice for the members of the Laborers Union to insure that workers will continue to maintain their rights to collective bargaining in Montana. Steve has a proven record of representing workers prior to his election as Attorney General in 2008. As Attorney General he has worked tirelessly to insure that the rights of Montana's citizens are protected.

When it comes to workers rights and citizens rights we know that Steve will stand with us and we intend to insure that our members are made aware that Steve is the right choice for the next Montana Governor.

Laborers Local 1686 is a statewide local union representing over 1700 members in both the construction industry and public employment.

For additional information Contact Kim Rickard Business Manager Secretary Treasurer Laborers Local 1686.

