

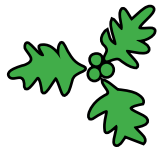
# The Montana Laborer

## *Representing Montana's Finest*

An official publication of Montana Laborers' Local 1686, LIUNA

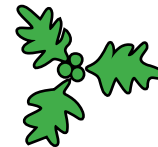


December 2011



## BUSINESS MANAGER'S REPORT

By Kim Rickard



It is hard to think that time has passed so quickly since the last newsletter in September. My article in the last newsletter was a call for action to the membership. A call to become involved within your union, Laborers', Local #1686. I would like to thank all of you that have committed to the call of action since that article. A large number of the membership have recently participated either in person, via emails or telephone calls to make your voice heard on the construction of the TransCanada Keystone XL Pipeline project.

On September 27th in Glendive, Montana the US State Department held a public comment meeting regarding the construction of the pipeline. In addition to the Field Agents, International Reps and myself a record 144 members caravanned, took buses or drove themselves to Glendive, Montana to attend the hearing and made their voices heard, supporting jobs that the project if allowed, will create.



**Kim Rickard**  
Business Manager

A series of public comment meetings were also held in South Dakota, Oklahoma, Nebraska, Texas and Washington D.C., States that the proposed TransCanada pipeline will be routed through, with the line originating from the Tar Sands in Canada. These hearings too included record numbers of Laborers' Activists that attended to make the voices heard of our membership, nationwide, supporting the creation of jobs, jobs, jobs. In the weeks after that the membership were contacted through a robo call, sponsored by LIUNA, that included a recorded message from me encouraging your call to President Obama to send the point to grant the presidential permit to construct the pipeline.

Once again the members of Local #1686 pulled together and made our voices heard. One would think that the same members that participated in the hearing participated in the call to Congress. Think again, sure there was some cross over but not a large amount. Once again our voices are being heard.

In the end the pipeline construction plan is undergoing some rerouting issues through the Ogallala Aquifer in Nebraska and it is likely this will set the construction back to possibly 2013. However, my point is we pulled together in one way or another to take action as a Union in the best interest of one another. Just because the outcome of our activism wasn't as we had hoped for, don't let that allegiance to become an activist in your Union fade with the year ending.

We must remain optimistic in the New Year as a Union and community that 2012 will be a year to reflect on the successes and strengths of our continued activism, but also keep in mind that the successes and strengths of our union are owned by each of us. Once again I thank you for your continued support of Laborers' Local #1686.

**Yours in Solidarity!**

**God bless you and your families.**

**Merry Christmas and Happy New Year!**



**Laborers' Local 1686 Members attend the union rally outside the US State Department's hearing on the TransCanada Keystone XL Pipeline in Glendive, Montana.**



# Season's Greetings



# FIELD REPRESENTATIVE REPORTS

## Butte Area

Brother's & Sister's let me start by saying I hope everybody had a great Thanksgiving filled with family and relaxation. Here at the Laborers corner, we're continuing negotiations, with our signatory contractors. Negotiations have not been easy the last few years, due to the economy, but with the hope of a positive turnout of the 2012 elections, the Democrats will prevail.

Construction work was steady this year and fortunately we still have some projects continuing through the winter. Swank Enterprises is still working in Butte and Dillon, Bentley Construction has two projects MT Tech and Rocker Town Pump. Tobiness Construction has almost completed the town pump on Continental Drive, and the heavy & highway contractors have completed most of their projects for the season.

Let's hope that next year is even better than this year. The monthly informational meetings are still the 2nd Thursday at 7pm at the Butte Union hall and could use the support of the members, we have some real issues that could affect all of us if the 2012 elections are not taken seriously. Please attend the union meetings and ask questions, and learn as much as possible on every issue.

I want to thank all the members that showed up in support of the Keystone XL Pipeline rally in Glendive Mt. Our orange shirts really stood out in the crowd.

In closing, I want to wish all the members and their families a happy and safe holiday season. Call me anytime day or night with any questions or concerns you may have.



**Mick Wonnacott**  
Field Rep

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

## Great Falls Area

Projects this year in the Great Falls area included: The Rainbow Dam Redevelopment Project which started in October 2009 and is scheduled for completion in the spring of 2012. Walsh Pacific is the general contractor on this \$230 Million dollar upgrade to construct; a new powerhouse, install a new turbine and build a concrete canal to carry river water to the penstock then to the new turbine. Our members have poured, placed and finished approx. 50,000 cubic yards of concrete.

Sletten building projects in progress includes: The Ag-land Co-op Facility in Wolf Point, renovation work on the LDS Church in Havre, an animal shelter for the Animal Foundation of Great Falls, interior remodel work on the Missouri River Manor Retirement Home, The Grandview Retirement Home and the Cascade Ridge Apartments.

Sletten bridge projects in the Great Falls area include: The Brockton Big Muddy Bridge and the Hilger Bridge north of Lewistown.

Tamietti Construction performed work on two bridges just east of Havre and one to the west, which are still in progress.

Penhall Construction completed two resurface projects in Great Falls this summer, the Warden Bridge and the Central Ave West Bridge.

The Highwood Generating Station Project, Phase One, was completed in early August and is up and running as of September 1st 2011.

Schellinger Construction completed their highway resurface work in the Craig area between Great Falls and Helena. Schellinger also is in the process of paving the Teton Canyon Road northwest of Choteau.

Falls Construction completed utility work at the Castle Ridge Residential Development on the south side of Great Falls. Falls was also involved in repairing some hot water piping at MAFB.

Ed Boland Construction was able to land some late season horizontal boring work for Burlington Northern at various locations in Montana.

Dick Olson Construction performed some repair work at Ryan Dam and the Great Falls Police Station.

Cooper Masonry completed their work on the new commissary at MAFB, an addition to the Rocky Boy High School, the new jail at Rocky Boy, a new building for Pacific Cataract and an extensive grinding, pointing and grouting project on the historic Ursuline Center in Great Falls will continue into 2012.

Mortenson Construction was awarded the contract to build the Rim Rock Wind Project north of Cut Bank in the Kevin area. We had a pre-job meeting with Mortenson staff along with other union trade representatives involved in this project. Civil work started October 10th 2011, which involves building over forty miles of road and shooting line and grade. The schedule is to start pouring concrete in January 2012 and hopefully complete forty to fifty pads by spring. Rim Rock will have 126 turbines in place when completed in late 2012.

Training class participation is highly encouraged; contractors are requesting specific skills more often, so it becomes even more important for you to acquire the necessary certifications. Please check out the current training schedule.

The Great Falls monthly informational meetings are scheduled for the fourth Wednesday of each month at 7:00p.m.

Merry Christmas and a Happy New Year to all members of Laborers Local 1686.



**Brian Boland**  
Field Rep

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

# FIELD REPRESENTATIVE REPORTS

## Billings Area

Late summer and fall were a very busy season for the Billings area. Cenex refinery had lot of work for the summer and a fall shut down which kept approximately 45 laborers working for about 3 months. Along with WeldTech, we had approximately 16 laborers working for Murphy Constructors, and COP Construction has maintained a crew of about 6 laborers at Cenex since June.

Conoco refinery has been busy prepping for next year's big shut down which allowed for Jacobs Construction to add laborers for a couple of months during the fall. Also Conoco refinery is also trying out a new concept to split the maintenance work (which Jacobs will continue to perform) from capital project work that was awarded to Corval Group. As of now, Corval has 10 laborers.



**Becky Riedl**  
Field Rep

Exxon refinery had a series of small shut downs scheduled for the summer and fall, however, due to the SilverTip oil leak Exxon was low on crude so they decided it was a good time to perform additional maintenance which required a substantial man up. Also due to the oil leak Laney Drilling was hired to drill for the replacement and hired 2 laborers. Laney was also awarded several other drills in Montana that resulted in all lines under rivers being inspected. Currently they are working in Joliet and have 4 laborers on board.

Nor-Pac Sheet Metal was awarded the heating and cooling contract on the new federal courthouse utilizing a few more laborers on the project.

With all this work, along with the usual road, bridge, water/sewer work etc. the Billings area laborers were very busy and the lists were pretty much emptied out.

During the summer all the Field agents, along with Business Manager Kim Rickard spent considerable amount of time lobbying on behalf of the Kearl oil megaloads and the Keystone XL pipeline. In September approximately 150 laborers gathered in Glendive to attend a hearing by the State Department for public comment on whether a Presidential Permit should be awarded for the Keystone XL. It was a fantastic show of solidarity by the laborers filling the auditorium wearing a sea of Laborers orange T-shirts.

A week after the Glendive hearing, Bus. Mgr. Kim Rickard and I were asked to come to Washington DC to testify at the final hearing on the Keystone permit. We flew to DC on Thursday and met at the LIUNA headquarters for planning session. At the completion of the planning it was decided that we would all meet the next morning at 4am so that we could get in line the minute the federal building opened. But at about 10:30 that night we got a call that the protesters were already lining up and we needed to get there too. So Kim and I along with Laura Hughes and 12 other international staff spent the night inside the federal building holding our places in line to ensure that we would get to testify. During the hearing hundreds of laborers, again in a sea of orange Laborers T-shirts, fill the room and surrounded the building. It was an awesome sight to see, and I was very proud to represent the Montana's laborers who need for these jobs.

At the end of another busy year, I would like to send my best wishes to all the members. Have a safe and happy holiday season and I look forward to representing you in all the challenges and prospects for the New Year.

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

## Missoula Area

Hello Sister and Brother Laborers, I would like to start my contribution to this newsletter by wishing all a belated Happy Thanksgiving, A Merry Christmas and A Happy New Year.

The 2011 work season is coming to an end and has seen projects finished on Hwy 93 S for LS Jensen and Schellinger Construction. We have Gordon Construction currently working on the Front Street parking Garage in Missoula as well as FD Thomas keeping a few Laborers busy at Rocky Mountain Lab in Hamilton.

The road and bridge work is finished or nearly finished for our traffic control, road and bridge crews throughout Western Montana. Mountain West Holding will continue to pilot mega loads from Idaho through Montana bound for Canada until the weather absolutely shuts them down.

Anderson Masonry and Highway Technologies are also completing their work in Glacier Park for the year and should be back for another phase next year after the snow melts and weather warms.



**Mick Mulholland**  
Field Rep

In keeping this contribution positive I would like to thank all members who participated in the rally for the XL pipeline in Glendive Montana. It was a great showing for the Laborers who were able to make the trip (quite a long trip for most). However, in the future you may be asked again to help this project come to fruition.

I would like to convey my appreciation, thanks and acknowledge the honor that was bestowed upon me and the rest of the staff, and eboard members on our Local's election this year. We and I will always have the member's interest at heart in everything we do, and to keep our Union solvent and strong for years to come. I also hope we will live up to your expectations in every way.

In closing I would also like to give a personal and Union thanks for those members who helped with the U of M Homecoming parade, Brad Wheeler, Drake Tomell, Tyler Bakken, Brian Bolland, Shaun Spencer, Mike Curran and Keith McIntyre, also Mark Hanson for your volunteer efforts with RAMP of Montana, Roy Sidmore and Charlotte Heath for your efforts with the Flathead CLC and to everyone of our members help and assistance throughout the year is greatly appreciated and will always be so.

There is probably more that could be added to this contribution as it has been a fairly busy year; however I will close now with a hope for all a warm and comfortable winter, with a positive outlook for the work in the coming season.

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



# Bargaining in Current Economy is Tough Sledding

## Membership Activism in Upcoming Political Season Critical to Our Issues

*By Jay Reardon, Field Rep*

I would first like to take this opportunity to wish all of the members and their families a safe and joyous holiday season. It seems that it was just yesterday that we were looking at the beginning of 2011 and now it is nearly gone. Unfortunately the economic woes of our country have had an impact on all of us. Contract negotiations over the past year have been difficult local governments and schools have been impacted by the poor economy which has led to lower revenues and therefore minimal increases in wages and benefits for our members.

I will be scheduling meetings in January and February of 2011 for those units that have collective bargaining agreements expiring in 2012. Please watch for notices for member proposal meetings and be prepared to bring your ideas for contract proposals to the meeting. With the current economic environment, it appears that we will be facing another difficult year for negotiations. In order to insure that we can get the best possible agreements for our members we need your support and impute before we go to the bargaining table.

2012 brings forth another election year and funding for necessary public service, which you as public employees provide, will be the primary focus of many elections. Make sure when candidates come to your door and ask for your support that they commit to insure that the necessary public services that we all rely on are properly funded. Make sure that you also let them know that necessary funding means sufficient revenue to provide for wage and benefit increases for you as public employees, you deserve nothing less for the work that you do!

Once again I appreciate your efforts as public employees; your work is often overlooked and under appreciated. I want to personally convey to you my thanks for the work that you do.

In closing, best wishes for a safe holiday season and a successful 2012.



**Jay Reardon**  
Field Representative

## SPECIAL NOTICE

**Per the LiUNA Constitution Article VIII, monthly dues will increase \$1.00 per month effective January 1, 2012.**

### **Attention Construction Members:**

**Work assessment fees are expected to increase the spring of 2012. In addition, the 200 hour cap will no longer apply and your work assessment will be based on each hour worked. Notifications and procedures of expected work assessment increases will be sent to the membership no later than the 3rd week in January.**

## *In Memory of Deceased Members 2011*

*George Hilling  
Joe Velarde  
Francis Gerrells  
Wayne Falcon*

*Clip and Save*

## UNION MEETING SCHEDULE

### **Executive Board Meeting\* - Helena**

1:00 PM First Sunday of each month

\* Executive Session

### **General Membership Meeting**

3:00 PM First Sunday of each month

Local 1686 Headquarters

3100 Horseshoe Bend Rd., Helena, Montana

## **Area Informational Meetings**

**Missoula** – 2nd Wednesday of each month

**Butte** – 2nd Thursday of each month

**Great Falls** – 4th Wednesday of each month

**Billings** – 4th Thursday of each month

**More Information: (800) 988-1686**

**PLEASE NOTE:** The January 2012 E-Board and General Membership Due to the Holiday weekend the January 1, 2012 Executive Board and General Membership meeting is rescheduled. The meeting will be held on Sunday, January 8, 2012. Executive Board meeting at 1:00 pm and General Membership meeting at 3:00 pm.

# JOHN S. RAMASKO TRAINING CENTER FOR MONTANA, LABORERS AGC APPRENTICESHIP, TRAINING & WORK PREPAREDNESS TRUST OF MONTANA

## January - April 2012 Training Schedule

### **Apprentice Classes 2nd and 3rd year**

March 5th-16th in Helena  
General Membership  
welcome upon availability  
Hoisting and Rigging 3/5-8  
Safety and Health for Supervisors 3/9-12  
Communication for Supervisors 3/13-16

### **Apprentice Classes 1st Year**

March 19th -30th in Helena  
General Membership  
welcome upon availability  
General Construction 3/19-22  
Full CSTOP/OSHA 10 3/23-24  
Process Safety Mgmt. 3/25-26  
Permit Req. Confined Space 3/26  
Firewatch & Resp. Protection 3/27  
Flag 3/28  
First Aid/CPR 3/29  
Scaffold User 3/30

### **Asbestos Abatement Worker 40 Hour**

1/23-26/2012 Helena

### **Asbestos Worker Refresher 8 Hour**

1/7 Billings\* 8-4  
1/12 Missoula 8-4  
1/13 Great Falls 8-4  
1/20 Helena 8-4  
3/3 Billings\* 8-4  
3/12 Missoula 8-4

### **Asbestos Contractor/Supervisor Refresher**

1/20 Billings 8-4

### **Asbestos Contractor/ Supervisor 40 Hour**

1/30-2/3 Billings

### **C STOP Full 8 Hour**

1/10 Butte 8-4  
1/21 Billings 8-4  
2/25 Billings\* 8-4  
3/9 Billings 8-4  
4/14 Billings 8-4

### **CSTOP Refresher 4 Hour**

1/6 Billings 6-10 pm  
1/27 Butte 5:30-9:30pm  
2/1 Billings 6-10pm  
2/2 Billings 6-10pm  
3/2 Billings\* 5:30-9:30pm  
3/9 Billings 6-10pm  
3/12 Missoula 6-10pm  
4/7 Billings\* 8-12pm  
4/25 Great Falls 8am-12pm

### **First Aid/CPR**

1/11 Missoula 8-4  
1/12 Great Falls 8-4  
2/8 Missoula  
2/10 Helena 8-4  
2/25 Billings\* 8-4  
3/29 Helena 8-4  
4/6 Helena 8-4

### **Flagging**

1/27 Butte 8-4  
2/13 Missoula 8-4  
2/15 Great Falls 8-4  
2/17 Helena 8-4  
2/27 Billings\* 8-4  
3/6 Butte 8-4  
3/7 Missoula 8-4  
3/8 Billings 8-4  
3/21 Great Falls 8-4  
3/28 Helena 8-4  
4/2 Helena 12-5  
4/12 Missoula 8-4  
4/13 Billings 8-4  
4/18 Butte 8-4  
4/19 Great Falls 8-4  
4/23 Helena 8-4

### **Hazardous Waste Worker 40 Hour**

Space is limited  
2/7-10 Helena  
2/21-24 Billings\*

### **Hazardous Waste Worker Refresher 8 Hour**

1/6 Billings 8-4  
1/7 Billings\* 8-4  
1/10 Missoula 8-4  
1/11 Butte 8-4  
1/13 Great Falls 8-4  
2/4 Billings 8-4  
3/22 Butte 8-4

### **MSHA Part 46 Refresher 8 hour**

2/28 Billings\* 8-4  
2/29 Great Falls 8-4

### **Pipeline Safety 40 Hour**

4/24-27 Helena

### **Scaffold Builder 40 Hour Helena**

4/10-13

### **TCT Refresher 8 Hour**

3/15 Helena 8-5

### **TCS Refresher 8 Hour**

3/16 Helena 8-5

### **Full TCT**

**-Helena-must attend both days**

\* must meet prerequisites

\*call for paperwork

4/2 12-5pm

4/3 8-5pm

### **Full TCS-**

**Helena-must attend both days**

\* must meet prerequisites

\*call for paperwork

4/4-5 8-5 both days

### **Weatherization Auditor**

\*must meet prerequisites

4/16-19 Helena

Please bring copies of your passport or Drivers license and soc. security card or birth certificate to class with you. It is a requirement of our Energy Grant that we have proof of US citizenship. All classes are subject to location change so please call and sign up for classes and confirm locations **(800) 408-9766 For more information you can also go to the website: [montanalaborerstrusts.org](http://montanalaborerstrusts.org)**

**C-Stop:** Is a safety training seminar that includes the following subjects: Refinery Operations, Industrial Accident Prevention, PPE, LOTO, Hazcom/Hazmat, Confined Space, Emergency Response Procedures, Respiratory Protection, MSDS review, Toxic and Hazardous Substances, Fall Protection, Trenching and Excavation Safety, Mobile Equipment Operations, Cranes and Rigging. Having a C-Stop Certification is a requirement for employment for several contractors and you cannot work for them if you do not have it. Several other contractors strongly encourage employees to have this card.

**TCT (Traffic Control Technician):** Who would benefit from this training? This program is designed for worker having the responsibility to assist in installing and removing traffic control devices, monitoring their performance, and in recognizing deficiencies during the course of the project. The complete traffic control is 12 hours. All courses must be taken to achieve Traffic Control Technician status. In addition participants must document a total of 2000 hours of traffic control experience to achieve Certified Traffic Control Technician Status.

**TCS (Traffic Control Supervisor):** Who would benefit from this training? This program is designed for workers responsible for the supervising of Traffic Control Technicians, Flaggers and workers, as well as others involved in highway work zone projects. This program consists of one course totaling 16 hours of training time, Participants must be able to document a total of 4000 hours of traffic control experience to achieve Certified Traffic Control Supervisor status.

# GOVERNOR'S AWARD FOR EXCELLENCE IN PERFORMANCE

DEPARTMENT OF  
ADMINISTRATION

SEPTEMBER 19TH  
2011



The Department of Administration's team award goes to Grounds Maintenance in the General Service Division. The Team members are: Brian Bourgeois, George Dace, Duane Gregor, Geln Gregor, Arnold Hatling, and Steve Knowles. Last snow season, the General Services Division Grounds Maintenance team worked day and night removing snow from sidewalks and parking lots. They helped ensure the safety of employees, legislators, and the public. This group is also responsible for improvements to irrigation systems in the capital complex. The improvement reduced wasted use by 50%. Finally, the team developed a more efficient system for mowing laws, cutting mowing time by about 40%.

## PROCEDURES FOR OBJECTING TO THE EXPENDITURE OF DUES FOR PURPOSES NOT GERMANE TO THE COLLECTIVE BARGAINING PROCESS

This Notice is for all employees working under a LIUNA Local 1686 Agreement that contains a union security clause. A union security clause requires, as a condition of employment, that an employee pay union membership dues and/or fees.

Section 8(a)(3) of the National Labor Relations Act, 29USC 158 (a)(3), grants employers and unions the right (except in "right-to-work" states) to enter into agreements requiring workers as a condition of employment, to join and maintain their membership in the union.

Over the years, the National Labor Relations Board (NLRB) and the federal courts have limited the enforcement of union security clauses. The U.S. Supreme Court has issued a ruling stating that the only thing that can be enforced under a union security clause, is the payment of the union dues and/or fees germane to the collective bargaining process.

Like most unions, the LIUNA Local 1686 spends a majority of their funds on activities directly related to the representation of its members. These expenditures are considered to be germane to the collective bargaining process and are required to be paid by all individuals working under Laborers agreement containing union security clause language. In addition, LIUNA Local 1686 has budgeted for funds to be spent on other activities such as legislative lobbying. We believe that money spent in these areas, advances Labor's fundamental mission – workers helping workers to better their lives. While these activities help to strengthen our union and create a more favorable setting for workers, they are not considered by the U.S. Supreme Court to be germane to the collective bargaining process.

Individuals employed under a union security agreement who choose not to join the Union or who resign their membership from the Union, lose all of the benefits, rights, and privileges to which they would have been or were entitled to as union members. They lose the right to attend, speak, and vote at union meetings, denying them voice in the policy making of the Union that could directly affect their jobs. These workers lose the right to vote on the acceptance of any agreements negotiated with their employer, losing the right to have a say in their wages, hours, and working conditions. These workers lose the right to vote on whether or not a strike will be called against

their employer. These workers lose the right to vote in the election of union officers who will represent their interests. These workers lose the right to transfer their union card, thus requiring them to possibly pay a new initiation fee, if they go to work for a different employer.

In short, these non-member workers lose important rights, benefits, and privileges. Moreover, it is illegal for an employer to compensate such workers in any way for the loss of these valuable unions rights and benefits. However, the Local Union and its officers will provide such members with the representation required by law.

Individuals working under a union security clause may file an objection with the Union to obtain a reduction in the amount of their dues, representative of the amount spent for purposes not germane to the collective bargaining process. New employees may make an objection and receive the reduction at the time of initiation or at the time the union requests an application for membership.

The percentage of nonchargeable expenses for LIUNA Local 1686 which will be effective for the months of February 2012 through January 2013, is 6.59%. The request for this reduction must be made during the period of January 2012 through February 1, 2012.

In addition to any other avenue of relief available under the law, an objector may challenge LIUNA Local 1686's classification or calculation of expenditures before a neutral arbitrator appointed by the American Arbitration Association pursuant to its Rules for Impartial Determination of Union Fees. Any objection a non-member makes may be coordinated or consolidated with other objections to the District Council and Local's determinations before a single arbitrator.

The Union shall bear the burden of justifying their calculations. If a hearing at which the parties or witnesses may be present is held by the arbitrator, it will be held at a location most convenient to the largest number of involved objectors. The cost of the arbitration proceedings will be paid for by the Union. However, an objector will have to pay his or her own lost time and travel expenses, and the fees, costs, and expenses of any persons they involve in the proceedings.

Once a written objection is received from an individual, the union will adhere to the rules established by the neutral arbitrator, until the arbitrator has issued a decision. Should the decision increase the percentage of non-chargeable expenditures, the appropriate portion of the fees will be refunded.



# Local 1686 Standing Up For Jobs



Kim Rickard, Local 1686 Business Manager (left side holding sign), stands with the first wave of Local 1686 members to arrive at Glendive, MT for the US State Department hearing on the TransCanada Keystone XL Pipeline.

## KEYSTONE XL MEANS JOBS FOR MONTANA LABORERS

### Member Address Update Form

*Help us keep your information current!*

Name \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email address \_\_\_\_\_

*Fill out and mail in to:* **Montana Laborers' Local 1686**  
**P.O. Box 1173**  
**Helena, MT 59601**

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# MONTANA

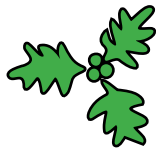


Laborers' Local 1686  
P.O. Box 1173  
Helena, MT 59601

Kim Rickard, Business Manager

Call Us Toll Free: (800) 988-1686

**MontanaLaborers.com**



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*Representing Montana's Finest*

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 **Season's Greetings**   
**From Local 1686 Officers and Staff**

**Executive Board, Officers and Staff**

**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 - Becky Riedl**

**Auditor - Brad Weaver**

**Auditor - Tylene Cato**

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**Sanna Czifro**

**Elaine Bauer and Jamie Laubach**  
(Office Staff)

