

The Montana Laborer

Representing Montana's Finest



An official publication of Montana Laborers' Local 1686, LIUNA

December 2014



BUSINESS MANAGER'S REPORT

By Kim Rickard

It is hard to believe that 2014 is coming to such a quick end and we are anticipating yet another new year beginning all too quickly.

This was an election year for your local union and I would like to thank all of the members for your confidence in having me and the re-elected Executive Board represent you all for another three years. Your Executive Board is as follows: Kim Rickard-Business Manager/Secretary Treasurer, Mickey Mulholland-President, Mick Wonnacott-Vice President, Jay Reardon-Recording Secretary, Brian Boland-Executive Board, Debbie Ball-Giop-Executive Board, David King-Executive Board, Warren Smeltzer-Sgt-at-Arms, Glenn Gregor-Auditor, Tylene Cato-Auditor, Becky Riedl-Auditor. Once again thank you for your vote of confidence. Your Executive Board and I are humbled and honored to continue representing you.



Kim Rickard
Business Manager

There have also some staff changes this past year that I would like to report on. Local #1686 Dispatcher, Elaine Bauer deservingly retired after 22 years of dedicated work for the Laborers Union in Montana. Thank you Elaine for your many years of service to our members, we wish you well in your retirement and hope that you are enjoying your long awaited freedom from the daily work grind. With her retirement the dispatch functions have been moved to the Helena headquarters. I would like take the time to introduce to you and welcome Annette Stockdale to the team. Annette has been a member of #1686 for 5 years and comes to you from the field. Prior to her membership with the Laborers she worked in the construction industry for many years and is well versed on what a Laborers' job can and will entail. Annette continues to meet our members and contractors needs and is working tirelessly for you on a daily basis as has always been our tradition. However, the Billings office does remain staffed with Field Agent, Becky Riedl. As a Field Agent's schedule is hectic with meetings and changes on a daily basis, you may not always find her in the office. Should you need to personally meet with her just give her a call and she will make an appointment with you to meet her at the office.

Butte has a new Field Agent, Tracy Thompson who was welcomed on board on July 7, 2014. Tracy replaces Mick Wonnacott. Tracy has been a member of the Laborers' Union, first joining in 1992 and has extensive experience within the construction sector. Prior to Tracy

being hired by #1686 she worked for Penhall Company for the past several years as a member of Laborers' #1686 on bridge deck projects throughout the northwest region. We are excited to have her as an addition to your representative team. Tracy goes above and beyond in her representational duties for the members of our union.

Mick Wonnacott, prior Field Agent from Butte went to work for the LiUNA Northwest Regional Organizing Coalition (NROC). His official start date was July 15, 2014. As you all know a mandated LiUNA constitutional requirement of \$.25 per hour organizing contribution on behalf of all members has been being contributed to NROC as required. This is how we are able to have an Organizer/Marketing Representative made available to work in conjunction with our Field Staff to assist us in our organizing endeavors. The more contractors that we have the more work opportunities you the members have to be placed with from our hiring hall. In addition, Mick has been through a train the trainer workshop with the International Organizing Department for Volunteer Organizing in Construction Empowerment (VOICE). With the knowledge that Mick has gained and in conjunction with #1686 we have started conducting some training modules for our membership. To date we have educated 27 members of the dangers that "Right to Work" will present to our members if brought forth and adopted in the 2015 Montana Legislative Session. Various other modules of VOICE will be presented to our members throughout the year and I urge you to take advantage of these workshops as your schedule allows. It is very exciting for Montana to finally have our own Organizer/Marketing Representative to assist us in our organizing endeavors. Should you know of a group of workers in the construction or public sector that are in need of union representation do not hesitate to contact myself or any of the field staff with information.

The beginning of the New Year will result in a new web page for Laborers' Local #1686. Our new page will give the members the ability to log into the system and review their dues status, check in on the out-of-work lists and make dues payments at your convenience. There are also various other links important to the Laborers that can be accessed. The web address will remain www.montanalaborers.com. I am hopeful that the new website will be helpful to the membership and should you come up with any ideas that you would like to see on the webpage do not hesitate to contact me.

In closing I would like to wish you and yours a "Merry Christmas and Happy New Year".



Season's Greetings



FIELD REPRESENTATIVE REPORTS

Missoula Area

'Tis time for another newsletter contribution. My contribution will differ from previous contributions. I would like to start by thanking these members, active and non-active retirees and spouses, for their volunteer efforts whether it be helping with the U of M homecoming parade, Get Out the Vote phone banking, door knocking, or the Local's voter registration activities. They are Mike Curran, Mark Hanson, Allen Dauenhauer, Chuck and Rose Fisher, Rebecca Malek, Francie Reardon, Keith McIntyre, Annette Stockdale, Tracy Thompson, THANK YOU!!

Now on to the rest of the article, an abbreviated history of the Laborers AGC pension trust of Montana. Our plan was started in 1965 with the first pension being approved in 1967. It is currently funded at 93% which is not all that bad considering what the stock market went through in 2008. A debt of gratitude is owed to our trustee's management and labor as well as our money managers and consultants. Yes, a bit of good luck also played a part in preventing more substantial losses.

At the end of October 2014 the pension trust pays out over \$793,000 to 1083 retirees or their beneficiaries every single month. The individual amounts of these benefits range from over \$4,000 to under \$20. The number of retirees is gradually increasing over time. We generally rely on our investment returns to keep these benefits coming in.

To Non-Active retirees: I have never understood and it hit me recently how many of our retirees in pay status are receiving pension benefits that have just up and completely forgotten about our Union. The same Union that has assisted in keeping these benefits whole since 1967. The number of non-active retirees is 900 as of the penning of this newsletter. We have made promises to our retirees and beneficiaries that these benefits will keep coming in. In case you did not know as a non-active retiree you can easily become an active retiree by paying a relatively inexpensive \$8 a month with no reinitiating.

One of our Union's goals is to develop some retiree councils across the State of Montana. We are open to your ideas, luncheons, breakfast meetings, etc., whatever the retirees would like to come up with. Our Union thrives on information and the sharing of this information. It could be a job going to bid or newspaper articles talking about upcoming jobs. Your agents attempting to do the work of our Union are always looking for opportunities to increase our market share which in turn keeps our man hours coming in. The increased market share brings more monies into our trust funds to keep them whole and the benefits coming in.

So non-actives, what do you say, can you find a way to get involved in your Union?!

To Active retirees (all 183 of you): Thank you for your continued service to our Union in your retirement. If any of you would be interested in helping out with getting a retiree council started in your area, please make contact with your area agent.

To Active members: Thank you for your hard work you perform in the field on hundreds of projects throughout the State of Montana and elsewhere. You make your Unions elected officials and agents proud. We look forward to working towards finding more signatory contractors that are willing to become signatory to provide more jobs with fair wages, good health and welfare and secure retirement benefits for your futures.

You may only be a twenty or thirty something currently but someday you will be glad to have the retirement benefits when you can no longer perform Union Laborers construction work. Also, your help, volunteerism, or any information you can provide to your agents on upcoming work, where you are working or even rumors you hear in the local watering hole about upcoming work no matter where it is in the State is useful. On that note we do have a full time NROC (Northwest Region Organizing Coalition) organizer working full time in Montana and he sure likes to keep busy chasing leads and talking to potential members or contractors. His name is Mick Wonnacott, help him do his job so we can increase our market share in Montana.

To all Active members, active retirees, and non-active retirees: There is a website you should look into when you get the time, it is solutionsnotbailouts.com and is dealing with multi-employer pension plans and how they can be better protected and run in the future. Check it out and contact your Senator or Congressman letting them know how important these plans are to us and our families.

OK, I have rambled on long enough, thank you for your time and attention to my contribution to this newsletter and best wishes and good health in the coming year.

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



Mick Mulholland
Field Rep

Butte Area

First of all I would like to wish you and your families all a very Joyous Holiday season.

For those of you who don't know me I am the new Field Representative for Local 1686 for the Butte and surrounding areas. I have been a member since 1990, I have worked in all phases of the field, Flagging, Heavy highway projects, Asbestos removal, Pipe laying, Traffic control Supervisor, Building Trades, and Bridge work. I got out for 5 years to work for Smurfit Stone, with The United Steel Workers Local 885. When they closed their doors I came right back to the Laborers and re-initiated. In 2009 I got on with Penhall Company working on bridges, I worked with them for the last six years and now I am here in Butte. I hope to get the chance to get to know you.



Tracy Thompson
Field Rep

Work has come to a slow stop we have a few projects going in the Butte area North Western Energy (Margret Anderson AKA Dick Anderson). The Wastewater improvements at the Sewer Plant project (Swank), Improvements at water treatment plant in Phillipsburg (Sullway).

We will be scheduling meetings February/ March to start our Negotiations with our Signatory contractors that have agreements that expire in 2015. Work this year has been pretty steady for our local. Let's hope 2015 is even better than this year!

I have noticed a lot of new hires on projects that were not signed up with us. This happens sometimes with contractors not following hiring procedures or we simply cannot supply them help or they are in a tight spot and need someone right now. This is my first year at this side of the Local 1686, it is very hard to police all the jobs that are going on, with that in mind I am asking for your help if you are on a job and there is a new person that is not a member. Please let me know or direct him to the Union Hall or Agent in the area. As all of us know there are a lot of good benefits to being a member of Local 1686 and we should spread the wealth and the word!

The monthly informational meeting are held the 2nd Thursday of every month at 7pm at the Carpenters Hall 156 W. Granite Butte Mt. Please come and voice any concerns you might have!

Our training director, Warren Smeltzer and his staff have been working hard on the schedule for 2014/2015. We have a lot of classes coming up for the winter, please take time to look the schedule over. If you would like to take any of these classes call the training center 1-800-408-9766 and get on the schedule.

If you lost your copy it is on their website at Montanalaborerstrusts.org. I also have copies in the Butte office and on the billboard outside the office.

If there is anything I can assist you with please feel free to call me anytime.

I would like to wish you and your families A VERY MERRY CHRISTMAS AND A HAPPY NEW YEAR!!

Tracy Thompson
406-498-2537 (cell phone)
156 West Granite Street, Butte, Montana

FIELD REPRESENTATIVE REPORTS

Billings Area

2014 brought many changes to the Billings office. With the departure of both Elaine and Jamie, the office staff/dispatchers, the office has been rearranged into a classroom for small classes. However, it is still very important that you call the training center to register for class and make sure of the location. Additionally, we now have the room to hold the monthly informational meetings at the hall beginning with January 2015. The meetings are on the 4th Thursday of the month - not the last Thursday. If you need my assistance, please call ahead to make sure I'm in the office. Also, I make every effort to be in the office from 1-5pm on Fridays.



Becky Riedl
Field Rep

I know that many of you join me in a sense of relief that the elections are finally over; however, now is not the time to walk away from the political issues.

Those of us committed to championing the rights of Montana's working families must stay engaged. There is a movement in many states and across the country by corporate interests to end prevailing wages. They want to pay the lowest possible wages no matter what the impact is on the worker and their community. As members of the Laborers union we need to continue to strongly advocate for the protection of prevailing wages on any and all projects involving tax payer dollars. We need to stand united in support of an even playing field for our good union contractors.

I would also like to take this opportunity to discuss an issue that has been of ongoing concern with the contractors - absenteeism. Being at work every day matters. It matters a lot. Absenteeism is a huge problem, especially before and after weekends. Almost 75% of no shows happen on Friday or Monday. When you miss work it affects the entire crew for the entire day. When you miss work it puts the contractor at risk of not being able to man all the work. When you miss work and the crew is short-handed and picking up the slack, it becomes a huge safety factor. When you miss work, and the contractor bids the work on time and material, the contractor loses money. So if this is you, when it comes time for lay-offs, don't be surprised if your name is on the list. If this is you, drag your butt out of bed and go to work - they need you! And if this is not you, don't tolerate it on your crew either.

2014 was difficult year for me with the loss of my mother, a sister-in-law and her husband. I would like to thank all the members for their caring calls and cards; it really meant a lot to me. To end this year on a bright note, I wish you all wonderful holiday season; and Happy New Year that keeps everyone safe and working!

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

Great Falls Area

With the 2014 construction season winding down, I would like to express my appreciation to our members working for JH Kelly at the Calumet Refinery in Great Falls. Project management for JH Kelly stated they were pleased with the quality of our concrete work as well as our progress. Members on this \$275 million dollar refinery expansion project are performing countless other laborers' duties associated with this project. Great job by everyone!

Great Falls area projects included hot water heating line repair work by Falls Construction at MAFB. Our members continue to perform quality work on many of these vital repair projects.

Ed Boland Construction started work on the Sand Coulee water line replacement project. Laborers have been performing excavation, pipe demolition, water main installation, hydrant installation and service line installs.



Brian Boland
Field Rep

Cooper Masonry had a busy year with school project work and a Town Pump remodel, Buffalo Wild Wings in Great Falls and work on the primary intake structure at the GF Wastewater Treatment Plant and numerous projects in Havre.

Dick Olson Construction performed some concrete forming, pouring and finishing on an irrigation canal in the Sun River area. They are also doing concrete work on a fertilizer plant in Fort Benton and custom residential construction in Great Falls.

Sletten Construction building division has a \$17 million project working on the elementary, middle and high school in Glasgow. This project included demolition, remodel and new construction. They also recently started the bridge removal work on the Highwood Creek Bridge.

I would also like to express my sincere appreciation to the members of Laborers Local 1686 who registered and voted for democratic labor endorsed candidates in this midterm election cycle. I would also like to acknowledge members Kevin Fassler and Anthony Ide for their efforts to contact and encourage our unregistered members to be sure to register and vote.

As reported in the media, voter turnout was very low. I cannot express enough just how important it is for you to register and vote for candidates that represent your best interests. They will continue to work hard to protect your wage and hour laws, demand safety in the work place and continue to protect your pensions.

Protect Your Future.....VOTE!

Merry Christmas and Happy New Year to everyone!

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

THE UNION HITCHHIKER

Have you ever driven down the road and run upon a hitchhiker? Most of the time, their thumb is giving a clear message:

"If you furnish the car, the gas, the time and do the driving, I'll ride with you. But if you think I'm going to pitch in for gas, you're out of your mind. By the way, if you have an accident and I'm hurt. I'll sue you for all you got."

We have hitchhikers in our Union too. In one way

or another they're saying: "If you supply the protection of a contract, negotiate that contract, protect me at work, get me fair and decent wages, health benefits, and hours of work, ride. But you're crazy if you think I'm going to get involved and help you make this better place to work. And by the way, if anything happens that irritates me, you'll hear from me".

Think about it - Are you just thumbing a free ride? Or can you do a little more to help us all out?

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 2015 through January 2016, is 6.59%. The request for this reduction must be made during the period of January 2015 through February 1, 2016.

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

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 59624



ORGANIZING REPORT

BY MICK WONNACOTT, NROC ORGANIZER

Brothers and Sister of Laborers Local #1686; I first want to wish all the members and your families a Happy and safe holiday season.

I am sure by now every body knows that I am now an organizer for the Northwest Regional Organizing Coalition. I started with NROC in July, and have been very busy since with lots of travel and various campaigns local #1686 is working on. The experience has been awesome so far, and very challenging.

As I travel the state I notice there are more and more non-union contractors, where as before we never had a shortage of union contractors. With high hopes and your help we should be able to turn the situation around a little bit at a time. One thing I have learned already as an organizer is the need for patience.

I am further learning that not everything happens

overnight, especially the outcome of an organizing campaign. It takes time and manpower. The Laborers across the Northwest Region have been very successful in organizing the non-union, but they have not done it alone. It's been with the help of the locals, but most importantly the members.

The only way we can be successful in organizing is by having well attended organizing meetings and an organizing committee in each area where there is a field office. Laborers Local 1686 and NROC's goal is to have 5 organizing committees in the state of Montana in 2015.

With that being said, I would like to ask each and every member to help me organize the non-union in the state. Montana is a big state, but the Montana Laborers Union is bigger.

Again, I want to wish everyone and their families a very happy holiday season. Looking forward to organizing in Montana.



Mick Wonnacott
NROC Organizer

IN MEMORY

It is only fitting for our local union to honor and show our respect to the following Brothers & Sisters who have passed since our last remembrance notification. Our hearts go out to their families and friends.

WILLIAM VIK
FARRELL RESSLER
DAVID UHLIG
DELORES STRANDBERG
ROGER DUNN
LAWRENCE DORMADY
BONITA JOSTAD
JOSEPH SCIUCHETTI
KENNETH BETTS
MARIANNE MCKAY
JEFREE ROBUCK

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

SPECIAL NOTICE

Due to the end of the Holiday weekend the January 4, 2015 Executive Board and General Membership meeting is rescheduled. The meeting will be held on Sunday, January 11, 2015. Executive Board meeting at 1:00 pm and General Membership meeting at 3:00 pm.

MONTANA



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

Training Schedule January 2015 through June 2015

Please call to verify location and save yourself a place in class at (800) 408-9766

Asbestos Worker Refresher

01/07/15 Billings 8-5pm
01/13/15 Missoula 8-5pm
03/20/15 Billings 8-5pm

Asbestos Contractor/ Supervisor Refresher

01/08/15 Billings 8-5pm
01/14/15 Helena 8-5pm
01/15/15 Missoula 8-5pm

CSTOP Refresher (4 Hours)

02/05/15 Butte 3-7 pm
02/06/15 Helena 12-4 pm
02/10/15 Great Falls 6-10 pm
02/11/15 Missoula 6-10 pm
03/10/15 Billings 6-10pm
04/09/15 Billings 6-10pm
05/06/15 Billings 6-10pm
05/12/15 Missoula 6-10 pm
05/21/15 Great Falls 6-10pm
06/10/15 Billings 6-10pm

Hazardous Waste Worker Refresher

01/09/15 Billings 8-5 pm
01/13/15 Butte 8-5pm
01/14/15 Missoula 8-5pm
02/06/15 Great Falls 8-5pm
04/10/15 Billings 8-5 pm
06/09/15 Great Falls 8-5pm

First Aid/CPR & AED

02/05/15 Butte 8-3pm
02/09/15 Helena 8-4pm
02/10/15 Missoula 8-4pm
02/12/15 Great Falls 8-4pm
02/19/15 Billings 10-5 pm
02/20/15 Helena 8-4pm
03/04/15 Great Falls 8-4pm
03/05/15 Missoula 8-4 pm
03/12/15 Billings 8-4pm
04/09/15 Billings 8-4pm

Flagger Certification

01/16/15 Butte 8-4pm
02/10/15 Great Falls 8-4pm
02/11/15 Missoula 8-4pm
02/12/15 Helena 10-4pm
02/17/15 Billings 10-4pm
02/19/15 Helena 8-4pm
03/02/15 Butte 8-4pm
03/03/15 Missoula 8-4pm
03/04/15 Billings 8-4pm
03/18/15 Great Falls 8-4pm

Flagger Certification (cont.)

04/06/15 Great Falls 8-4pm
04/07/15 Missoula 8-4pm
04/08/15 Billings 8-4pm
04/09/15 Butte 8-4pm
04/10/15 Helena 8-4pm

Forklift

05/12/15 Missoula 8-5pm
05/18/15 Helena 8-5pm
05/19/15 Billings 8-5pm
05/20/15 Butte 8-5pm
05/21/15 Missoula 8-5pm

OSHA 10

(must attend both days)
02/21-22/15 Helena 1-6/7-12:30
05/05-06/15 Great Falls 8-5/8-12
05/28-19/15 Butte 8-5/8-12
06/02-03/15 Billings 8-5/8-12
06/08-09/15 Missoula 8-5/8-12

Refinery Overview

02/18/15 Helena 8-4pm
02/25/15 Missoula 8-4pm
03/11/15 Billings 8-4pm
03/17/15 Great Falls 8-4pm
03/25/15 Butte 8-4pm

Full CSTOP

02/17/15 Helena 8-4pm
02/24/15 Missoula 8-4pm
03/10/15 Billings 8-4pm
03/16/15 Great Falls 8-4pm
03/24/15 Butte 8-4pm

Hoisting and Rigging Refresher

05/06/15 Billings 8-5pm

Full Classes- Helena- (class size limited)

01/19-23/15 Asbestos Contractor Supervisor
01/27-30/15 Asbestos Worker
02/23-16/15 Hazardous Waste Worker*** see note
03/09-12/15 Full TCT and TCS** see note
03/16-19/15 Scaffold Builder (4 10's)
03/23-27/15 General Construction
03/31-4/3/15 Pipelaying (water and sewer)
04/14-17/15 Mason Tending (4 10's)
04/20-24-15 Pipeline Safety
04/27-30/15 General Construction (4 10's)
5/11-15/15 General Construction
06/15-19/15 General Construction
06/22-26/15 Equipment Handler

Public Employees Once Again Under Attack

Members' support and input needed on upcoming contract negotiations

By Jay Reardon, Field Representative

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 2014 and now it is nearly gone.

Unfortunately the recent results of the 2014 elections to the Montana Legislature and the US Congress do not bode well for working families like those that we represent. While those at the top continue to prosper the middle class continues to struggle in meeting the basic needs of a family in today's economy.

We have no one to blame but ourselves for the current political makeup of Congress and the Montana Legislature. Once again the majority of workers failed to vote their pocketbooks and either stayed home on Election Day or voted for candidates that do not represent their economic interests. Until we as workers wake up and start holding elected officials accountable we will continue to fall further behind.

We expect that the incoming Montana Legislature will continue its attacks on Public Employees pensions and continue its efforts to hamstring local governments and school districts abilities to raise the necessary revenues to operate effectively. What that means is we will continue to face difficult nego-

tiations with our public employees because they do not have the resources available to provide adequate increases in wages and benefits for our members.

When the 2015 Montana Legislature convenes in January we will be keeping members informed on legislation that impacts our ability to bargain effectively and will be asking you to contact your legislators regarding important legislation.

Several contracts will be coming open in 2015 and I will be scheduling meetings in January and February and March of 2015 for those units. Please watch for notices for member proposal meetings and be prepared to bring your ideas for contract proposals to the meeting.

Once again I appreciate your efforts as public employees; your work is often overlooked and underappreciated. 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 2015.

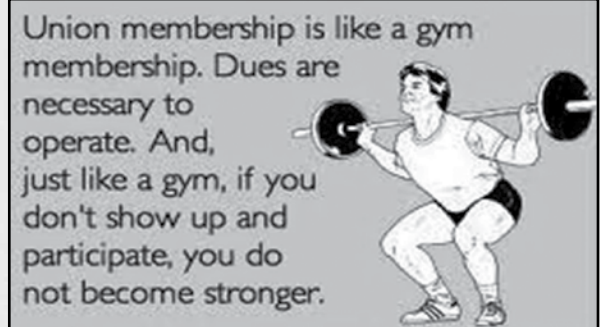


Jay Reardon
Field Representative

Contracts Open in 2015

Bert Mooney Airport - January
Butte Silver Bow PW - January
Butte Silver Bow Service - January
Butte Silver Bow Detention Cooks - March
Cascade CO R&B Craft Council - January
CMH - Open
City of Hamilton - February
Department of Administration Craft Council - April
Fairfield School - January
MDOT Craft Council - April
Montana University System - April
Pro Build - January
Ravalli Co R&B, Dispatch, Deputies - Open
S&N Concrete - January
Sun River School - January

We will be sending contract proposal meeting notices to members in these bargaining units early next year. Please plan on attending these important meetings.



Laborers'
International
Union of
North America

LiUNA!

Feel the Power

MONTANA LABORERS



MONTANA

LABORERS



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

Kim Rickard, Business Manager

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Season's Greetings



From Local 1686 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 - David King

Executive Board - Brian Boland

Sgt-at-Arms - Warren Smeltzer

Auditor - Becky Riedl

Auditor - Glen Gregor

Auditor - Tylene Cato

Sanna Czifro

Annette Stockdale

