

UnitedNews

United we stand. Divided we fall.

WINTER | **2014/2015**



A Message from Your Business Manager, Tim Mackey

Greetings Brothers and Sisters!

It has been another exciting and eventful year for Local 563, highlighted by the merger of Local 132 and Local 563. Please join me in extending a warm welcome to our new brothers and sisters from Local 132.

Under the leadership of LiUNA (Laborers International Union of North America) Vice President and Great Lakes Regional Manager Terry Healy, it was recommended and then approved by General President of LiUNA Terry O'Sullivan to merge Local 132 into Local 563. The two metropolitan locals are now combined into one united and stronger local with over 8,000 members. The merger was effective April 1, 2014.

This was part of a larger initiative to unite our efforts and make us more effective in Minnesota and in the fast-growing labor market in North Dakota. This will focus our expertise and help the Union provide more effective representation for all of its members. As always, we want to keep our Union strong!

The International sent out letters earlier this year

explaining the reasons behind the merger. Looking back on it now, I think it's been a tremendous success, and it positions us for an even brighter future as we continue to work together. Between the merger and natural growth, I'm proud to say Local 563 is the largest local in the Great Lakes Region, and one of the largest LiUNA locals in the country.

This year is shaping up to be one of our better years in a long time, possibly a record-breaker. Work Hours are significantly up over recent years. Our membership is growing. Our Health and Welfare and Pension Funds are in excellent shape. We were able to increase our Dental benefit by \$500 per family per year. In addition, there was no increase in premiums for retiree health coverage for 2015.

We continue to see vast potential in North Dakota. It is a "Right-to-Work" state, which we know means "Right-to-Work-For-Less." So we do have some challenges there. We have over 300 active North Dakota members and we continue to organize and grow. The oil boom has created a tremendous need for skilled construction labor. We have leased a property in North Dakota where

we have started to train skilled construction craft laborers. We believe the organizing opportunities in North Dakota will only increase in the years to come.



I would like to thank the members of Local 563, who during the past election volunteered their time to help elect Labor-friendly candidates. Our members knocked on doors, worked phone banks, and participated in other "get out the vote" initiatives. The orange shirts were a formidable force during this past campaign season.

It's been a big year, full of change and new challenges, and it looks like it's going to end on a strong and positive note. We'll have great momentum going into 2015. As always, it continues to be my honor to serve as the business manager for this great Union. We carry on work that generations of our brothers and sisters fought for. I wish you a happy and safe holiday season with your families.

Evening Classes

EVENING CLASSES ARE BACK AT THE TRAINING CENTER

This should make it more convenient for you to take any classes you need. The training center is located at 2350 Main Street in Lino Lakes. For more information, go to www.Ltcmn.org

EVENING COURSES AT LTC IN 2015

Safety Week	Jan 5–20	Mason Tending	Apr 13–28
Gen Con	Jan 21–Feb 5	Flagging	May 7
Hazwoper Init	Feb 9–24	CPR/1st Aid	May 11–12
Blueprint Rdg	Feb 25–Mar 5	Exc/Confined	May 13–14
Scaffold Erect	Mar 9–24	Hazwoper Rfsh	May 18–19
Highway & Hvy	Mar 25–Apr 9	Asbestos Rfsh	May 20–21
Torch/Demo	Apr 29–May 5		

2 **CHALLENGING UNFAIR
PRE-EMPLOYMENT TESTING**

4 **LABORERS 563
IN NORTH DAKOTA**

7 **RETIREE APPRECIATION
DINNER**

10 **PROJECT UPDATES**

14 **POLITICAL UPDATE**

Challenging Unfair Pre-Employment Testing

LABORERS LOCAL 563 IS CURRENTLY PURSUING A GRIEVANCE AGAINST A CONTRACTOR FOR USING A PHYSICAL MACHINE TEST TO SCREEN MEMBERS THAT WE REFERRED FOR WORK. WE ARE CONCERNED THAT THIS TYPE OF TEST HAS NOTHING TO DO WITH THE ABILITY TO DO THE WORK AND MAY UNFAIRLY EXCLUDE MEMBERS WHO HAVE DISABILITIES OR PAST WORK INJURIES, WOMEN MEMBERS, AND OLDER MEMBERS.

The contractor, Ramsey Excavating Company, adopted the test unilaterally without bargaining with the Union about it. We will continue the legal fight against this type of testing if and when any of our other contractors use it.

The pre-employment test used by Ramsey measures the strength of an isolated muscle group—such as one arm or one leg—at a constant rate of

of all affected members. We have aggressively pursued the grievance and held a two-day arbitration hearing on it in May 2014. We are currently awaiting the Arbitrator's decision, which should be forthcoming.

While arbitrating the grievance, we discovered that several other contractors have unilaterally imposed the same physical machine test. The

charges on behalf of all affected workers regarding the use of the physical machine test. The federal government is currently investigating those class-wide discrimination charges, which have been filed against Ramsey, the testing company (Cost Reduction Technologies, LLC), and the test administrator (Minnesota Occupational Health).

“We will continue the legal fight against this type of testing if any of our other contractors use it”

speed, and within a specific range of motion. The test does not, however, emulate body mechanics, experience-based judgment, or technique used to perform essential job functions. In other words, the test does not measure whether a member has what it takes to perform the practical skills of the job.

As soon as we found out about this test, the Union filed a grievance and unfair labor practice charge with the National Labor Relations Board on behalf

Union immediately filed grievances and unfair labor practice charges against those additional contractors. In response, each of the contractors agreed to stop using the physical machine test and not to use it ever again unless a court rules that the test is not discriminatory. In total, seven contractors have signed such an agreement.

With support from Local 563, one of our members—a woman over the age of 40 who was unfairly denied work—is also pursuing discrimination



The Union will continue to stand strong against the use of the physical machine tests in our bargaining units. If a signatory contractor makes or attempts to make you or someone you know submit to a physical machine test, contact the Union hall immediately at 612-781-6933.

ZENITH AMERICAN SOLUTIONS LABORERS' FRINGE BENEFIT OFFICE

Main Phone: (651) 256-1800
Toll Free: 800-814-4240
Fax: (651) 256-1799
2520 Pilot Knob Road, Suite 325
Mendota Heights, MN 55120

YOUR ANSWER IS JUST A CLICK AWAY...

You can now submit any inquiries you may have regarding your benefits to Zenith online. Go to: www.zenith-american.com, click CONTACT US, type in your question or comment, and click SUBMIT. When making claims for prescriptions, please use the special prescription/vision claim envelopes provided by the benefit office. This will greatly speed up the payment of your prescription claims.

To find a Health Care Provider simply go to www.bluelinktpamn.com.

YOUR *FIRST* AID.

Use the Help You Have

As a participant in the Minnesota Laborers Health and Welfare Fund, you have access to an Employee Assistance Program that is just a phone call or click away. Get help with almost any concerns, including relationship counseling, financial and legal advice, alcohol or drug abuse, child and eldercare, and more.

Reach for the help you have. Your first aid for any problem. For more information, call Sand Creek EAP at 1-888-243-5744 or go to www.sandcreekeap.com



2014–2015 Wage Rates

	Rate	Vac	H&W	Pension	TR/AP	LECET	FCF	Total	CAF
METRO BUILDERS 5/1/14 - \$1.40 increase (\$.90 to Base/\$.25 to H&W/\$.25 to Pens)									
Class 1	\$29.90	\$2.20	\$7.45	\$6.67	\$0.30	\$0.06	\$0.02	\$46.60	0.04
Level 1 (80%)	\$23.92	Same Fringes						\$40.62	0.04
Level 2 (87%)	\$26.01	Same Fringes						\$42.71	0.04
Level 3 (95%)	\$28.41	Same Fringes						\$45.11	0.04
HIGHWAY/HEAVY 5/5/14 - \$1.52 increase (\$1.00 to Base/\$.25 to H&W/\$.25 to Pens/\$.02 to FCF)									
Class 1	\$27.77	\$2.20	\$7.45	\$6.67	\$0.20	\$0.06	\$0.02	\$44.37	
Level 1 (80%)	\$22.22	Same Fringes						\$38.82	
Level 2 (87%)	\$24.16	Same Fringes						\$40.76	
Level 3 (95%)	\$26.38	Same Fringes						\$42.98	
LANDSCAPE 5/1/14 - \$1.52 increase									
Class 1	\$17.40	\$1.40	-	-			\$0.02	\$18.82	
Class 2	\$18.75	\$2.10	\$7.45	\$3.69			\$0.02	\$32.01	
PLASTER TENDER 5/1/14 - \$1.40 increase (\$.90 to Base/\$.25 to H&W/\$.25 to Pens)									
Class 1	\$30.58	\$1.95	\$7.45	\$7.64	\$0.26	\$0.49	\$0.02	\$48.39	
Level 1 (80%)	\$24.46	Same Fringes						\$42.27	
Level 2 (87%)	\$26.60	Same Fringes						\$44.41	
Level 3 (95%)	\$29.05	Same Fringes						\$46.86	
ASBESTOS 1/1/14 - \$0.86 increase (\$.59 to Base/\$.25 to H&W/\$.02 to FCF)									
Class 1	\$28.12	\$2.00	\$7.45	\$5.94	\$0.20	\$0.06	\$0.02	\$43.79	\$0.25
Level 1 (80%)	\$22.50	Same Fringes						\$38.17	\$0.25
Level 2 (87%)	\$24.46	Same Fringes						\$40.13	\$0.25
Level 3 (95%)	\$26.71	Same Fringes						\$42.38	\$0.25
CLEANING 5/1/14 - \$1.05 increase (\$.55 to Base/\$.25 to H&W/\$.25 to Pens)									
	\$20.21	\$1.80	\$7.45	\$3.69	\$0.20	\$0.06	\$0.02	\$33.43	
OUTSTATE BUILDERS - ST. CLOUD 5/1/14 - \$1.30 increase (\$.80 to Base/\$.25 to H&W/\$.25 to Pens)									
Class 1	\$24.90	\$2.20	\$7.45	\$5.92	\$0.20	\$0.06	\$0.02	\$40.75	
Level 1 (80%)	\$19.92	Same Fringes						\$35.77	
Level 2 (87%)	\$21.66	Same Fringes						\$37.51	
Level 3 (95%)	\$23.66	Same Fringes						\$39.51	
OUTSTATE BUILDERS - MANKATO AREA 5/1/14 - \$1.00 increase (\$.53 to Base/\$.25 to H&W/\$.21 to Pens/\$.01 to TR/AP)									
[Local 563 Counties: Blue Earth, McLeod, Nicollet, and Sibley; Local 405 Counties: Le Seuer, Rice, and Waseca]									
Class 1	\$20.97	\$1.80	\$7.45	\$6.10	\$0.21	\$0.06	\$0.02	\$36.61	\$0.02
Level 1 (80%)	\$16.78	Same Fringes						\$32.42	\$0.02
Level 2 (87%)	\$18.24	Same Fringes						\$33.88	\$0.02
Level 3 (95%)	\$19.92	Same Fringes						\$35.56	\$0.02
OUTSTATE BUILDERS - NEW ULM AREA 5/1/14 - \$1.00 increase (\$.53 to Base/\$.25 to H&W/\$.21 to Pens/\$.01 to TR/AP)									
[Counties of Brow, Cottonwood, Jackson, Lac qui Parle, Lincoln, Lyon, Martin, Murray, Nobles, Pipestone, Redwood, Renville, Rock, Watonwan, and Yellow Medicine]									
Class 1	\$17.48	\$1.80	\$7.45	\$4.49	\$0.21	\$0.06	\$0.02	\$31.51	\$0.02
Level 1 (80%)	\$13.98	Same Fringes						\$28.01	\$0.02
Level 2 (87%)	\$15.21	Same Fringes						\$29.24	\$0.02
Level 3 (95%)	\$16.61	Same Fringes						\$30.64	\$0.02
OUTSTATE HIGHWAY/HEAVY - DIST. 3A - ST. CLOUD 5/5/14 - \$1.34 increase (\$.82 to Base/\$.25 to H&W/\$.25 to Pens/\$.02 to FCF)									
Class 1	\$23.16	\$2.20	\$7.45	\$5.90	\$0.20	\$0.06	\$0.02	\$38.99	
Level 1 (80%)	\$18.53	Same Fringes						\$34.36	
Level 2 (87%)	\$20.15	Same Fringes						\$35.98	
Level 3 (95%)	\$22.00	Same Fringes						\$37.83	
OUTSTATE HIGHWAY/HEAVY - DIST 3B - MANKATO 5/5/14 - \$1.36 increase (\$.51 to Base/\$.10 to Vac/\$.25 to H&W/\$.48 to Pens/\$.02 to FCF)									
Class 1	\$24.08	\$1.80	\$7.45	\$6.10	\$0.20	\$0.06	\$0.02	\$39.71	\$0.04
Level 1 (80%)	\$19.26	Same Fringes						\$34.89	\$0.04
Level 2 (87%)	\$20.95	Same Fringes						\$36.58	\$0.04
Level 3 (95%)	\$22.88	Same Fringes						\$38.51	\$0.04
DISTRIBUTION (NATIONAL & INDEPENDENT) ZONE 1 - METRO 6/1/14 - \$1.10 increase (\$.50 to Base/\$.10 to Vac/\$.25 to H&W/\$.25 to Pens)									
	\$21.03	\$2.20	\$7.45	\$5.14	\$0.20	\$0.06		\$36.08	
NATIONAL PIPELINE ZONE 1 6/1/14 - \$1.52 increase (\$1.02 to Base/\$.25 to H&W/\$.25 to Pens)									
[Counties of Anoka, Carlton, Carver, Chisago, Cook, Dakota, Hennepin, Itasca, Lake, Pine, Ramsey, Scott, Sherburne, St. Louis, Washington, and Wright]									
	\$29.87	\$2.20	\$7.45	\$5.98	\$0.20	\$0.10	\$0.06	\$0.05	\$43.71

*Vacation is a deduction from the rate

Laborers 563 in North Dakota

THIS YEAR HAS BEEN A YEAR OF IMAGE BUILDING FOR THE LABORERS 563, THROUGH POLITICAL ACTIVITY, CUSTOMER AND CONTRACTOR RELATIONSHIP BUILDING, AND CHARITABLE COMMUNITY PROJECTS. — Cory Bryson, Business Agent/Office Manager

Work has gone in cycles during 2014 for Laborers 563 members in North Dakota. We had a strong spring with outages, then work during mid-summer slowed down to an unprecedented rate. However, with additional contractors moving into the state—signing with the Laborers—and several of our premier contractors securing new work, this fall has proved to be busier than ever.

Politically, the Laborers have been more involved than in prior years and are standing out above all other building Trades in North Dakota. We are actively engaging members of the North Dakota Public Service Commission, North Dakota Industrial Commission, North Dakota Oil & Gas Division and many members of the North Dakota legislative body.

The Laborers 563 joined the North Dakota Petroleum Council, The Lignite Energy Council, and the Northwestern Landowners Association in 2014 to get our name out with key industry leaders that affect our work and our members. During

the NDPC's annual Williston Basin Petroleum Conference in Bismarck—which was attended by more than 4,500 individuals—we made a big impact with the Laborers Local 563—branded semi-truck and cookout.

Along with political action, we've increased our major customer engagement to help secure future work. Early in the year, stewards, members, and Labor Hall staff actively participated in North Dakota Public Service Commission hearings regarding Enbridge's Sandpiper Pipeline project. Stewards Matt Duncombe and Evan Whiteford, along with several members, made quite a presence at the hearings. In addition, we were a strong presence at community meetings regarding a large-scale oil pipeline proposed by Energy Transfer Partners. A contingent of local and national staff met with Hess Corporation executives to build a more visible relationship because our members do quite a large amount of work in North Dakota for them.

Our members are working on major projects like Sanford Health's massive hospital building in Fargo, the Watford City bypass on Highway 85, a 15-mile pipeline for Enbridge and hydro testing for a Tesoro pipeline.

Our members are also increasing their footprint in the oil patch through working on pipelines, compressor stations and in 2015 will start doing more Roustabout work. Several large pipeline projects in the works should provide thousands of hours of work during the next three to four years.

Lawrence Azure, Steve Cortina and I have criss-crossed the state dozens of times, checking on members, visiting with existing contractors, and signing up new individuals and contractors. We are grateful for the incredible work members have done to provide skilled, quality work, done safely and on time. You are an amazing group of hard workers that we are proud to have on our team.



Welcome Pam Link

LABORERS DISTRICT COUNCIL HIRES GOVERNMENTAL RELATIONS AND NEW BUSINESS DEVELOPMENT DIRECTOR.

Please join us in welcoming Pamela Link as the Governmental Relations and New Business Development Director of the Laborers District Council. She will cover North Dakota and Western Minnesota for the Council. Hired in March, Pam is the former North Dakota Construction Industry Councils

Director. Her role is to track interim legislative hearings and attend association and state division meetings. As we roll into the 2015 legislative session, the Laborers plan to have a consistent attendance, talking to legislators about our work.



WARNING! Notice to Members Working in North Dakota

It has come to our attention that some of our members have been working in North Dakota for contractors that are signatory with us in Minnesota but not in North Dakota. This violates our Local Union Rules adopted by the membership of Construction and General Laborers Local 563. Our Rules prohibit Local 563's members from performing Laborers work for a non-signatory contractor.

Local 563 will file charges against any member

who works in North Dakota for a contractor that is not signatory with the Laborers in North Dakota. A Trial Board will be convened, and if you are found in violation, penalties will be imposed, including monetary fines, suspension, and/or expulsion from the Union.

Members who are working for contractors who are not signatory in North Dakota should also contact the benefit funds office regarding the impact on their health benefits.





Shop at Your Own Risk (Job Action)

Go to shopatyourownrisk.com to find out more about Local 563's efforts to raise awareness of and protest unsafe construction conditions at Ridgedale Shopping Center in Minnetonka. We've documented many safety violations in areas that are accessible to the public. Workers are concerned that children could be seriously injured if contractors do not resolve these problems.



LABORERS UNION • UNION CONTRACTORS

LECET of Minnesota & North Dakota
Minnesota Laborers - Employers Cooperation
and Education Trust
Dwight Engen, Construction Marketing Director
81 E. Little Canada Road
St. Paul, MN 56228

Phone: 651-653-9776
Fax: 651-653-9745
Email: info@mnndlecet.org
Website: www.mnlecet.org

Local 563 Website

We've been working with LiUNA to update the Local 563 website; we anticipate that those efforts will be complete soon. Check local563.org often for news and to see the new site.



Laborers Family FUNraiser Picnic

This year our family picnic to benefit the Ronald McDonald house was held in August. We had 325 participants and we raised \$23,000. Next year's

picnic is planned for August 15, from 11:00 to 2:00 at Wabun Park in Minneapolis. You'll receive more information as the date gets closer.



Minnesota Laborers Health and Welfare Fund

THE HEALTH AND WELFARE FUND IS PERFORMING BETTER THAN PROJECTED AND IS MANAGED BY THE TRUSTEES WITH THE LONG-TERM GOAL OF REMAINING FINANCIALLY HEALTHY FOR THE FUTURE.

The Board of Trustees made the decision to contract with Blue Cross Blue Shield of Minnesota for Preferred Provider Organization (PPO) network services as of July 1, 2014. After a thorough study and evaluation of network services available, it is the Trustees' opinion that Blue Cross offers a more competitive provider reimbursement arrangement than Medica's LaborCare network. With this change the Fund's medical claims are projected to remain flat from 2014 through 2015, with normal increases in medical inflation returning for 2016. With no large increases in claims expected

for 2015, the Trustees approved a smaller than normal increase (\$0.10) in the Health and Welfare Fund active hourly contribution rate.

Other positive notes relating to the Fund:

- The Fund's reserves continue to be strong, with sufficient assets to cover more than two full years of operating expenses.
- The Retiree Health Benefits program is also performing extremely well. Because of strong investment returns, the Plan ended 2013 with sufficient margin to allow the Trustees to keep

retiree premiums for 2015 at the same rates as 2014.

- The Trustees periodically monitor Fund benefits and review benchmarking data to see how the Minnesota Laborers benefits compare to similar funds. With the strong financial performance in 2014, the Trustees were able to approve a \$500 per year increase in the family dental maximum for 2015. This benefit change increases the annual family dental maximum to \$2,750 effective January 1, 2015.

Minnesota Laborers Pension Fund

THE PENSION FUND HAD ANOTHER YEAR OF STRONG STOCK MARKET RETURNS AND INCREASING EMPLOYMENT LEVELS AND THE FUNDED STATUS CONTINUED TO IMPROVE.

The Fund achieved a rate of return of 14.7% for 2013. The Fund has earned double-digit returns in four of the last five years with an average of 12% per year over that five years. Additionally, total contribution hours were 13.3 million in 2013, representing an increase of 12% over 2012.

The Plan's funded percentage stood at 91.8% as of January 1, 2014, up from 89.7% one year earlier. That is, Fund assets covered 91.8% of all benefits earned to date by active participants, retirees, and beneficiaries. Moreover, Segal Consulting, the Fund Actuary, projects that the funded percentage will

grow steadily to 100% over the next 12 years if actual experience matches the actuarial assumptions.

Thus, after suffering devastating asset losses as a result of the 2008 financial markets meltdown, compounded by a severe decline in contribution hours in 2009–2010, the Pension Plan has made significant progress over the last few years. The Trustees will continue to monitor this recovery and manage your Plan in a prudent manner, to ensure sound actuarial funding of the Plan's benefits.

Flu Shot

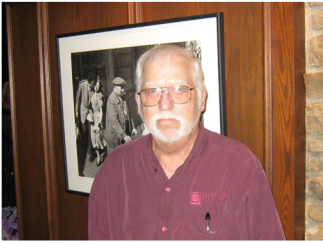
The Local 563 provides flu shots every year for members and their families; this year we had 248 people take advantage of this benefit. Thanks to all who participated. If you missed it, be on the lookout next year.



Retiree Appreciation Dinner

CONGRATULATIONS TO ALL RETIREES

Every year Local 563 recognizes its retirees in a ceremony at Jax Café in Minneapolis. This year we added a special dinner in Bismark for the retirees residing in North Dakota. We had a great crew of newly retired members at both dinners and a good time was had by all.



Duane Anderson



Perry and Marlene Andrews



David Blazevic and Michelle Millis



Jim and Corrine Brady



Todd and Julie Cantin



David and Lashel Cheney



Frank Clark and Kristina Darrington



Ervin Fleischhacker



Brett Grossmann



Dan and Barbara Haugen



Timothy and Debi Heyer



David and Deborah Lanars



Brett and Lisa Lian



Don and Jackie Lovo



Patrick Meuwissen and Lisa Miller



Darrell Nomeland and Karen Artishon



Michael and Kim Norton



Joe and Cindy Panek



Glenn and Matthew Peterick



Charles and Deborah Phillipps



Dave and Jeanette Saunders



Bryan and Cathy Secor



Larry and Jeananne Stoeberl



Richard and Mandy Stanko



Gregory* and Amy Turnock



Ronald and Denise Winter



Allen and Connie Ganje



Carey Ziegler



Robert and Cindy Holzworth



Rodney and Pamela Schmitt



Timothy Kinsella and Arvada Hipsak

** Gregory Turnock has passed away since his retirement; he was a friend and brother. Local 563 extends its sympathies to his family.*

Local Jurisdictions

Office Locations

MINNEAPOLIS

901 14th Avenue NE
Minneapolis, MN 55413
Phone: 612-781-6933
Toll Free: 877-829-6933
Fax: 612-789-6299
Email: laborers@local563.org

MANKATO

1704 N. Riverfront Dr., Suite 2
Mankato, MN 56001
Phone: 507-388-3466

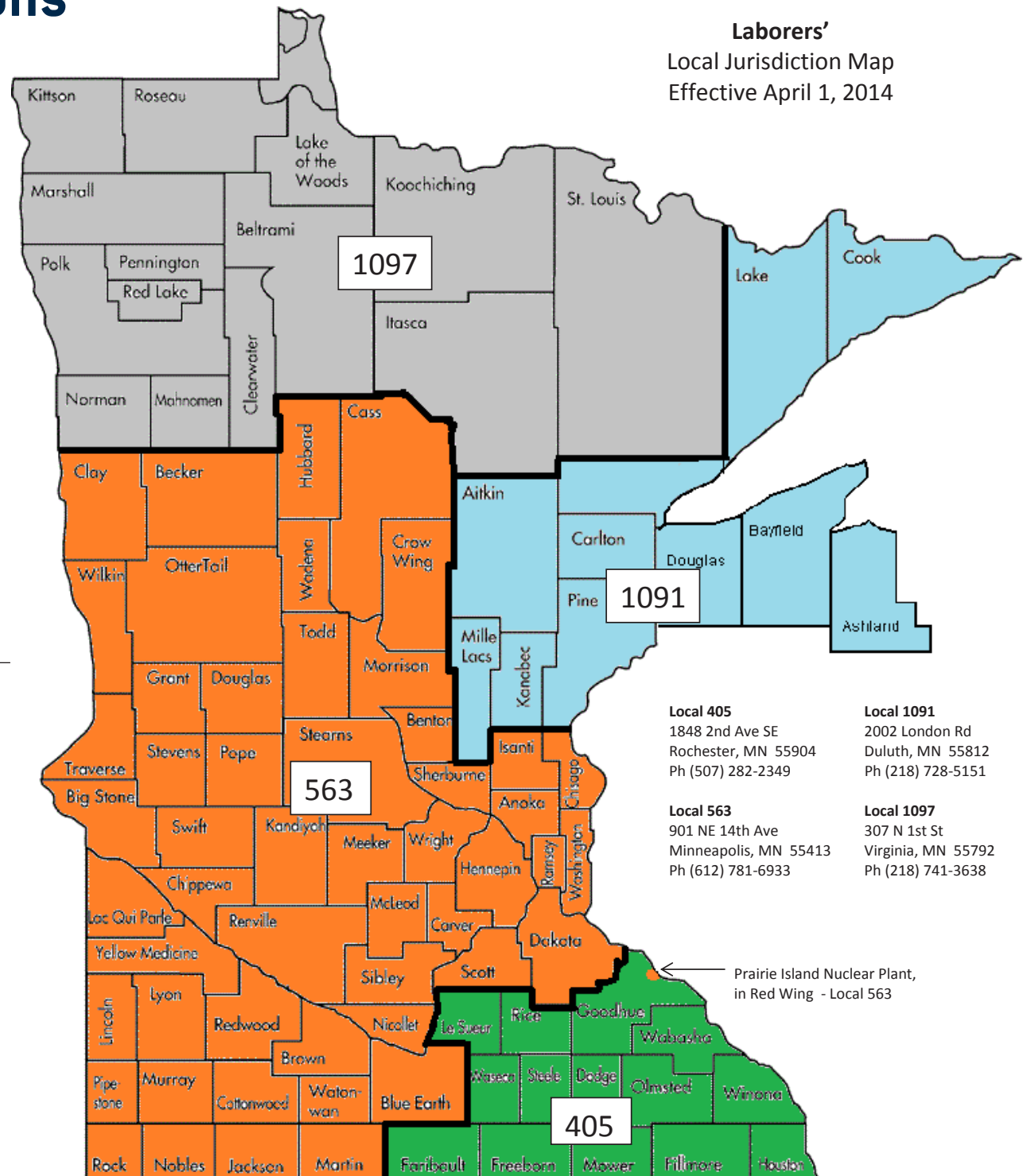
ST. CLOUD

421 Great Oak Drive
Waite Park, MN 56387
Phone: 320-252-4363
Fax: 320-252-3657
Email: local563stc@local563.com

NORTH DAKOTA

1323 East Front Avenue,
Suite 2
Bismarck, ND 58504
Phone: 701-223-5991
Fax: 701-258-7756
Email: lsunionlocal@qwestoffice.net

**LOCAL 563 JURISDICTION
INCLUDES THE ENTIRE
STATE OF NORTH DAKOTA.**



OFFICERS

President
Vice President
Secretary-Treasurer
Business Manager
Recording Sec.
Board Members

Auditors

Sergeant-At-Arms

Mike Connelly
Rob Gullickson
Steve Buck
Tim Mackey
Dan Brady
Tom Pierce
Dean Mills
Mike Johnson
Matt Kling
Seth Taylor
Steve Gruber

BUSINESS AGENTS

METRO AREA
Mitchell Nohrenberg
Mark Borowicz
Mike Bubalo
Ryan Connelly
Joe Fowler
Rick Maurer
Chris Peltier
Joel Smith
Steve Zupon

Job Dispatcher
Northwest Metro
Downtown Mpls
North Metro
Southwest Metro
East Metro
Northeast Metro
Southeast Metro
South Metro

NORTHERN AREA

David Moses
Steve Trepanier
St Cloud
Brainerd

MANKATO AREA

Stacey Karels
Mankato

NORTH DAKOTA AREA

Cory Bryson
Lawrence Azure

DISTRICT COUNCIL DELEGATES

Tim Mackey, Steve Buck, Mitchell Nohrenberg,
Dave Moses, Mike Bubalo, Stacey Karels

Monthly Membership Meetings

All members should attend the monthly meeting in their area. This is a great time to address any questions, voice concerns, and become informed about issues that affect you and your union. Attending the meetings also gives you the opportunity to get to know your elected officers and business agents.

METROPOLITAN AREA

1st Monday of each month at 6:00 p.m.
Minneapolis Union Hall
901 14th Avenue NE, Minneapolis, MN 55413
(612) 781-6933

ST. CLOUD AREA

1st Thursday of each month at 6:00 p.m.
St. Cloud Union Hall
421 Great Oak Drive, Waite Park, MN 56387-25077
(320) 252-4363

BRAINERD AREA

2nd Thursday of April & December
Brainerd VFW, 309 South 6th Street
Check with St. Cloud Office for exact dates and times

NORTH DAKOTA AREA

3rd Monday of each month at 7:00 p.m.
(No meeting in December)
Bismarck Office
1323 E. Front Avenue #2, Bismarck, ND 58504
(701) 223-5991

MANKATO AREA

2nd Thursday of each month at 6:00 p.m.
Mankato Union Hall
1704 North Riverfront Drive, Suite 2 lower level
Mankato, MN 56001
(507) 388-3466

OUT-OF-WORK LIST REGULATIONS

REFERRAL HOURS: 7:00 AM – 10:00 AM

1. **Each member registering for the out-of-work list will be required to fill out a job skills form that will be kept on file in our office.**
2. **This card must be completed before you can have your name placed on the list.**
3. **You must be currently unemployed to be on the list. You will be removed from the list if it is found that you are working.**

The list runs quarterly (Jan-Mar; Apr-Jun; Jul-Sep; Oct-Dec) and is renewed on the first working day of each quarter. If you are on the list and have not been referred to work, you must call our office during the last week of the quarter if you wish to remain on the new list. Members who contact our office after the new list has started will be placed on the bottom of the list, regardless of previous placement.

If you are referred to a job and work for more than 5 days, your name will be removed from the list. If you are sent to work for 5 days or less, you will remain in the same place on the list, however,

this requires that you notify our office immediately upon layoff. If you do not call us when you are laid off you will be removed from the list, as it will be assumed that you worked for more than 5 days.

You will be moved to the bottom of the list if:

- You are referred to work and refuse work 2 consecutive times.
- You are called two times during referral hours and are unavailable.

You will be removed from the list if:

- You become suspended for non-payment of dues. Payments must be current to remain on the list.
- You are called for work and you are already working. The list is for unemployed members only.
- You work more than 5 days.
- An applicant that takes an action such as voluntarily quitting or requesting to be laid off or discharged from a job which he/she

is referred shall be ineligible to register his/her availability for referral for a period of ten days.

- Apprentices behind in training hours are ineligible for the out-of-work list.

There are four lists:

1. **"A" list** All active Journeyman Laborers with more than 4000 hours worked for a signatory contractor.
2. **"B" list** Laborers registered and participating in the Minnesota Laborers' Apprenticeship Program.
3. **"C" list** Members transferred in within the last 6 months; Journeyman Laborers with 1000–3999 hours worked for a signatory contractor.
4. **"D" list** Journeyman Laborers with less than 1000 hours worked for a signatory employer, and individuals who have retired from the Laborers' Union.

UNEMPLOYMENT REMINDER

MINNESOTA LABORERS' VACATION FUND WITHDRAWALS ARE NOT "VACATION PAY"

When applying for unemployment benefits in Minnesota, the application form asks whether an applicant has received "vacation pay." In the past, there has been some confusion by Minnesota Laborers who receive their annual or special payouts from the Minnesota Laborers' Vacation Fund around the same time that they apply for unemployment benefits. When completing the application form, if a Laborer answers "yes," that they have received "vacation pay," their unemployment benefits are delayed or denied.

However, in the recent decision, *Auren v DEED*, A05-606 (March 28, 2006), the Minnesota Court of Appeals determined that a withdrawal from the Minnesota Laborers' Vacation Fund does not affect eligibility for unemployment benefits because:

- Laborers' Vacation Fund withdrawals are made at the request of the member;
- Laborers' Vacation Fund withdrawals are made out of the member's own account;

- Laborers' Vacation Fund withdrawals are wages already earned by the employee and already taxed; and
- Laborers' Vacation Fund withdrawals are made regardless of whether the member is laid off or working.

Therefore, Laborers' Vacation Fund withdrawals do not meet the definition of "vacation pay" under Minnesota law.



PROJECT UPDATES

Because the Vikings Need a Running Game

Among all the downtown Minneapolis projects currently in progress, the new Vikings stadium certainly gets the most play in the media. Every Minnesotan, fans and non-fans alike, are anxious to see the finished product. And with a 3-year start-to-finish deadline, the stadium has Local 563's team running big time—with as many as 200 laborers “on the field” at once.

According to Local 563 Business Agent Mike Bubalo, “The project keeps a lot of our folks plenty busy,

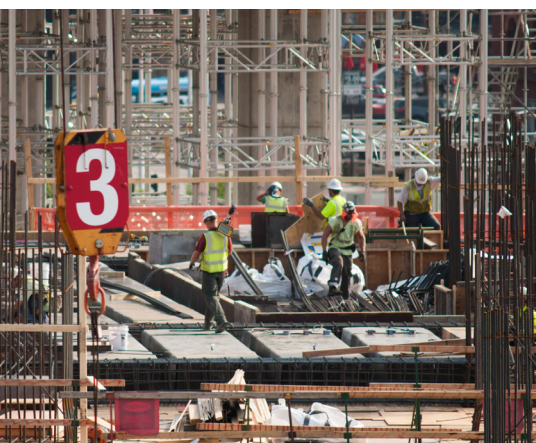
with 4,000,000 total hours estimated for the entire job. Plus the members of Local 563 are proud to be a part of something with so much public interest and community importance.”

Bubalo also appreciates the project's scope in demonstrating our members' ability to tackle unique challenges. “With 165-foot concourse columns and a 3,100-foot floor-to-peak height, this is no ordinary structure. Every step of the way, our Laborers have met the challenges of each difficult

task,” he said. In addition to handling specialized column rigging and wall forms, Local 563 has taken the lead on all aspects of grading, excavation, pumping, flagging, clean-up, and more.

Since construction began on the high-profile Vikings stadium, it has kicked off additional development in the area—which will benefit the members of Local 563 in the future.





The Ins and Outs of the State Capitol

As we transition from phase II to phase III of the State Capitol project, laborers from Local 563 are preserving a piece of history—inside and out. On the exterior, carefully selected Georgia marble maintains the dignity of this national landmark. But that marble makes a stop on its way here. The marble first travels by rail to Canada, where it's carved to specification before journeying south to the capital. Here it's cut and installed in the exterior restoration.

Indoors, renovations continue on schedule for this 4-year, \$136 million project. As you can expect from a 109-year-old building, the restoration is

turning up some interesting artifacts from yesteryear. Those items will be put on display for visitors to see.

Local 563's contributions to the project will be complete in November 2016. Between now and then, laborers will handle a wide array of key functions including demolition, abatement, scaffolding, concrete pouring, mason tending, and site utility work. Famed Minnesota architect Cass Gilbert, who designed the capitol in the early 1900s, would be pleased to know his magnificent building is in such good hands.





PROJECT UPDATES

If You Build It, They Will Come

Remember this scene from the movie Field of Dreams?

“People will come, Ray. The one constant through all the years, Ray, has been baseball. America has rolled by like an army of steamrollers. It has been erased like a blackboard, rebuilt and erased again. But baseball has marked the time... Oh, people will come, Ray. People will most definitely come.”

Those words ring true today as Local 563 teams up on the new Lowertown Ball Park, future home of the Saint Paul Saints. The project will create countless new jobs, attract 400,000 annual visitors to downtown Saint Paul, and spur millions of dollars in economic impact. People will most definitely come.

Construction of the sophisticated ball park began in August 2013, and most of the work will take

place during the coming winter months. In May of next year, the Saints will suit up and take the field in their new ballpark for the first time under the thunderous applause of Minnesota baseball fans. Seven contractors are involved in the \$54 million project, and they rely on union laborers and Local 563 for masonry walls, setting bleachers, utilities, landscaping and most importantly: setting the turf where America’s great game will be played.



Bridging the Gap Between Form and Function

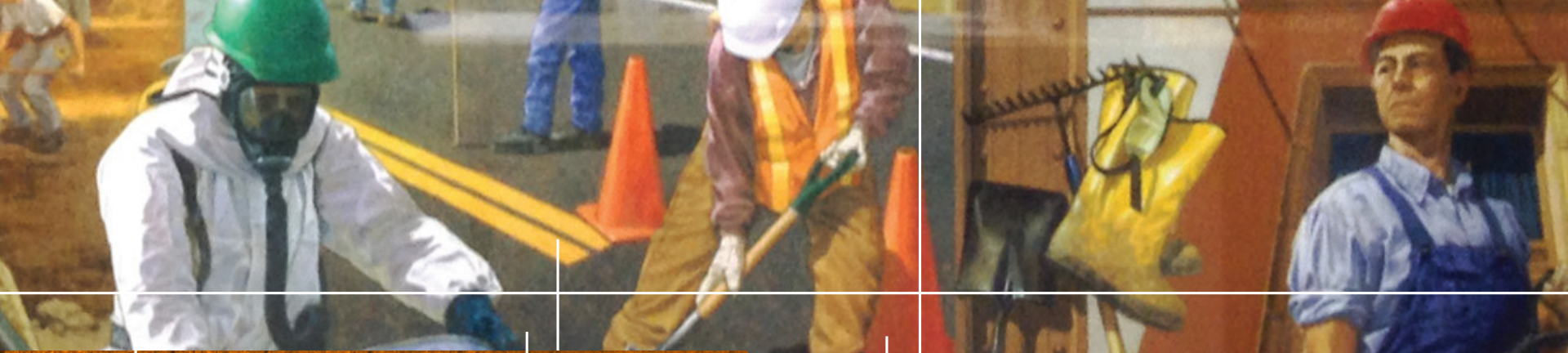
Let’s face it: people take bridges for granted. They drive over without noticing the engineering, expertise, and sweat that goes into building them. When motorists begin using the new Cayuga Bridge and peripheral interchanges in November of 2016, they will experience something different.

They’ll like the improved flow of I-35E/I-94 traffic. Even if they’re not fully aware of it, they’ll value the enhanced safety of the roadways. And if they take a quick moment to look at the structures, they’ll appreciate the aesthetic craftsmanship that laborers will breathe into this project. That’s because when you get right down to it, bridges and ramps are tough, trustworthy works of art—even if drivers don’t always recognize it.

Thousands of Local 563 laborer hours will make the 2-1/2-year and \$113 million Cayuga Bridge project a reality. The extensive sewer and water updates that those strong men and women will perform will go largely unnoticed by drivers. They won’t understand the accelerated bridge construction processes used to minimize disruptions to drivers’ daily routines.

However, when they see the cut-stone textures, intricate rail structures, sound-deadening noise walls, and thoughtful landscaping specified for the project—they will certainly admire the form that follows the function.





“EVERYONE HAS WORKED INCREDIBLY HARD TO KEEP THE PROJECT ON PACE, AND WE HAVE A LOT OF PROGRESS TO REPORT.”



Connecting States and Workers

To say “great job” for all the hard work so far on the St. Croix Crossing Bridge project, Local 563 and LECET recently hosted a cookout at the site. More than 150 construction workers and 50+ laborers stopped by for some great food and good times.

“The BBQ was a great success,” said Chris Peltier. “Everyone has worked incredibly hard to keep the project on pace, and we have a lot of progress to report,” he added.

Among these updates (as of early August 2014), sixteen Minnesota approach piers have been completed, while six remain under steady construction. The river piers are progressing as planned as crews build the first two crossbeams (there will be five in total).

For Local 563, construction of 1,000 pre-cast segments keeps many workers busy at two casting yards—one on site at Highways 36 and 95 and the other at Grey Cloud Island in Cottage Grove, MN. The crews plan on constructing one segment per day at each location.

When completed, the new St. Croix Crossing Bridge will replace the 80-year-old Stillwater Lift Bridge, which will continue its legacy as both a landmark and a river crossing for pedestrians and bicyclists. The project has been in the works for decades and is a joint effort between MNDOT and WISDOT. The bridge received Congressional and Presidential approval in March 2012. Laborers played a critical role in getting the green light for the 3-mile/4-lane extradosed bridge and approach project.



Political Update

Laborers step up once again to support elected leaders who support our industry and our members.

— Todd T. Pufahl, President & Business Manager, Laborers District Council of MN & ND.

As we all know, Laborers are vital to building anything—including safeguards for working Minnesotans. This election cycle, Laborers again played a key role in electing state leaders who protect and support our industry and those who



make their livelihoods building and maintaining our cities' skylines and vital infrastructure.

We also know that in order to get the job done right we show up early and stay as long as it takes. It is tough to make that pour or build that scaffold when half of the crew takes the day off. Well, that's what happened on election day. Fully half of voters took the day off from voting and as a result, not surprisingly, we only got half the job done.

Laborers can be proud that they made a difference in bucking the national trend by electing all of our Laborer-endorsed candidates for statewide office, US Senate, and all of our incumbent Laborer-endorsed congressional seats.

Our belief that Laborers Vote Laborers Win turned out to be the story of the day nationwide.

Unfortunately, too many others did not take heed of our warnings. For every Minnesotan who voted, another stayed home and let others decide for them who would control the vital Minnesota House of Representatives. As a result, many candidates were elected who will likely seek to revisit so-called right-to-work, repeal prevailing and minimum wage gains, roll back local government aid, and make it much harder to pass a robust transportation infrastructure funding package.

If you voted, thank you. If you did not because you think your vote doesn't make a difference, please remember this: Laborer-endorsed candidates

Zach Dorholt and Patti Fritz lost their races by just 69 and 221 votes, respectively. Conversely, three Laborer-endorsed candidates who received a lot of volunteer GOTV help from the Laborers, Yvonne Selcer, Peter Fischer, and Jason Isaacson,



won their races narrowly: by just 56, 246, and 800 votes, respectively. Every vote counts and activism makes a difference!

Laborer Union Leaders put out the call and Laborers stepped up to once again do more than our share to get the job done.

Laborers and other union volunteers collectively knocked on over 181,221 fellow union members' doors, called 127,902 union households, processed over 500,000 pieces of mail, and delivered over 100,000 flyers to union members in their workplaces.

A special thank you to the Local 563 officers, agents, and organizers as well as our 2014 Laborers rank and file and retiree volunteers and release staff for a job well done. We want to thank in particular Jean Baudhuin, Frank Loeffler, Kyle Sobaski, Curtis DeYoung, Kelly O'Neil, Don Melton, Steve Skarman, Eduardo Reyes, Cy Southwell, Mike O'Neil, Laurie Johnson, Rasheda Jenkins, Linda Agnes, and Danielle Loehlein.

We will be putting out the call for help once again as the state 2015 legislative session gets underway. We want to protect prevailing wages and push for more transportation funding. Watch your mail for information on our 2015 Laborers Day on the Hill this March.

IN MEMORY

THE FOLLOWING MEMBERS HAVE RECENTLY PASSED AWAY:

- NORMAN NEWMAN
- ROMANUS KRENZEL
- ANTHONY WILLIAMS
- RICHARD SUPAN
- CLIFFORD JOHNSON
- ERVIN GILL
- ROGER KUSSKE
- TODD VOLLRATH
- LEONARD MEYER
- FRANK PATCHEN
- THOMAS SKLUZACEK
- DENNY WYNN
- G. RICHARD LEAF
- STEVEN BAUTCH
- REINOLD STREICH
- JASON LOVAAS
- WILLIAM WHITE
- GARY MAJERUS
- MARVIN KLEPEL
- GREGORY TURNOCK
- ERNEST MARQUETTE
- ERNEST GILCHRIST

WE EXTEND OUR DEEPEST SYMPATHIES TO THEIR SURVIVING FAMILY AND FRIENDS.

Gold Card

CONGRATULATIONS TO THE FOLLOWING PEOPLE WHO HAVE MAINTAINED GOOD-STANDING MEMBERSHIP IN THE LABORERS' UNION FOR 50 YEARS!

NAME	INITIATION DATE
Dennis Ness	10/11/1963
Harry Fowler, Jr.	11/12/1963
Fred Kober	11/25/1963
Paul Parr	2/6/1964
Clarence Schesso	2/20/1964
Leroy Pilarski	3/19/1964
John Haren	4/9/1964
Eugene Phimister	5/21/1964
James Murtaugh	5/27/1964
Keith Falk	6/19/1964
Richard Haro	6/19/1964
George Schluter	7/10/1964
Thomas Berger	7/24/1964
David G. Larson	7/27/1964
Larry Bender	8/24/1964
James Hazeltine	10/22/1964
Maynard Schwartz	11/5/1964



BTCU Salutes Local 563

This is **Joan Salas**. We met her this summer while shooting our "Salute to Local 563" video at the State Capitol restoration site. She joined the union and BTCU 15 years ago and loves them both. She specifically likes BTCU checking and our mobile app. We hope our great low rates might also tempt her to finance her next vehicle with us.

Laborers

Name: Joan Salas, Local 563

What she likes best about her work: "I've always been an outdoor person and I'm not afraid to work hard. Once I started as a Laborer, I didn't want to stop."

Her favorite assignments: "I like them all. I've done tending at Target Field and Xcel Energy plants. And I'm doing scaffolding here at the Capitol."

Her Financial Institution: BTCU "I like how easy it is to deposit my check with the mobile app. You just take a picture of it and it gets deposited."



Watch our new video "BTCU Salutes Local 563". It's on our website and Facebook page.

GREAT RATES AND EASY FINANCING. ONLY FOR UNION MEMBERS AND THEIR FAMILIES.



Apply online at buildingtradesCU.com or call 763.315.3888

In Maple Grove, Shoreview and our newest location in Bloomington.

*Annual Percentage Rate (APR) is effective 12/1/2014 and subject to change. APR is fixed for the term of the loan. APR shown assumes excellent borrower credit history, car or truck is 2009 or newer and includes BTCU's All-4-One Loan Discount. Your APR may vary based on credit history, vehicle model year, loan term and discounts applied. Loan is subject to credit approval. Loan Payment Example: On a \$25,000 loan financed for 60-months at 2.99% APR, monthly payments would equal \$460.30. Other rates, terms payments and loan amounts are available.



Monthly Dues

The monthly dues rate for 2014 is \$32.00 and must be paid every month in order to remain a member in good standing of the Laborers' Union. If you should fall more than two months behind on your monthly dues your membership will be suspended. If you should become suspended, in order to regain active status with the union you will be required to pay a reinstatement fee. Please be advised that the reinstatement fee is more than your monthly dues; therefore, you will save money by paying your monthly dues on time.

Retiree Dues

At the Executive Board meeting on November 25, 2014, a motion was made to make all retiree dues \$8.00 per month. On Monday, December 1, 2014, the Membership approved that motion.

Effective January 1, 2015, the Retiree monthly dues rate will be \$8.00 per month. If your dues were paid in advance, we have reallocated the dues to reflect the new rate.

YEARLY DUES DISCOUNT

Save money by paying your monthly dues a year in advance. If you pay 11 months at the regular rate (\$32.00/month) you will receive the 12th month for \$1.00 (\$353.00 for 1 year).

DID YOU KNOW?

You can now pay your dues with a credit card. There is a \$1.00 fee for all credit card transactions. We accept VISA, MASTERCARD, and DISCOVER.

In addition to your monthly dues, you owe working dues which are \$0.90 per hour as of January 1, 2013. If you have signed the working dues authorization card, they will be deducted automatically from your vacation fund. If you have not signed this card, you will be billed on a monthly basis. Please note that your working dues authorization does not authorize us to deduct your monthly dues—to do so, a separate authorization will be required. Please do not hesitate to contact

the union office with any questions regarding your monthly or working dues.

!!ATTENTION APPRENTICES!!

As of January 1, 2012, if you are on probation with the Training Center for being delinquent with your training hours, you will now be charged DOUBLE the regular working dues rate for as long as you are delinquent in training.

MOVING NOTICE

IF YOU MOVE, NOTIFY LOCAL 563 OF YOUR ADDRESS CHANGE SO WE CAN KEEP IN TOUCH WITH YOU ABOUT MEMBERSHIP INFORMATION AND BENEFITS! JUST CALL THE MAIN OFFICE AT 612-781-6933.



901 14th Avenue Northeast
Minneapolis, MN 55413

Presorted
Standard Mail
US Postage
PAID
Twin Cities, MN
Permit #8314