

Tri-Fund

DECEMBER 2004



Building
bridges
to a *better*
**CENTRAL
NEW YORK**

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December 2004

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Tri-Fund

This is a quarterly publication of the New York State Laborers'-Employers' Cooperation & Education Trust, the New York State Laborers' Health & Safety Trust Fund and the New York State Laborers' Political Action Committee, 18 Corporate Woods Blvd., Albany, N.Y. 12211.

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MESSAGE FROM

THE LIUNA GENERAL PRESIDENT

Protect our investments by making corporations responsible



Dear Brothers and Sisters:

This past year, we created a new department at LIUNA: the Department of Corporate Affairs. While it may seem obvious that our lives and working conditions are directly affected by how corporations do business, there are many aspects of this work that need greater attention.

Over the years, LIUNA has accumulated billions of dollars of holdings in corporate America, primarily in our benefit funds, which are set up to provide long-term benefits for our members. When funds' assets are invested, we become not only employees of these companies, but also owners. As owners, we must pay close attention to how companies are run and do business. This "capital stewardship" is not a difficult concept for us since we know that stewards oversee and enforce agreements, and our capital is our money and other assets.

How companies are run is broadly called "corporate governance." We learned through the lessons of Enron that corporate governance issues can have a big effect on our investments, our jobs and our communities. For example, it is estimated that the collapse of Enron and WorldCom alone cost worker investments and their retirement funds more than \$35 billion! Yes, a small part of that loss was suffered by some of our own LIUNA pension funds. The collapse was caused, in large part, by conflicts and improper dealings by Enron's board of directors, auditors, investment managers and management. What can take workers a lifetime to save and accumulate can be lost by companies in a very short time. So, the next time you wonder why we should be spending time and effort to affect how corporations are run, think about the billions of dollars and thousands of jobs lost and the overall effect on your benefits during the Enron era.

LIUNA funds have become involved in corporate governance issues in several ways. We file proposals that we believe are common sense and have the support of many investment managers who own shares of most companies. For example, regarding *executive compensation*, we have filed proposals to get a handle on the outrageous CEO salaries and ensure that their salaries are connected to performance. As for *auditor ratification and independence*, we believe company auditors should be independent and should have to stand for approval by the shareholders. Whether or not we win, we need to be there, raising these issues and protecting our interests.

We also are taking the lead on filing proposals that are often discussed in our communities but rarely on Wall Street. These include *job loss and outsourcing evaluations*. We believe companies must report to shareholders the effect of decisions to lay off workers and outsource work. These decisions often are made simply for short-term gain, with little analysis of long-term effects on stakeholders. Finally, we want to force companies to address issues that directly affect our members but are rarely discussed in the boardrooms of America – issues such as good value contracting and worker fairness.

What are the next steps for engaging in this fight? We must properly "map" our assets. We can't have an effect if we don't pool our power. We must raise the level of activity of our assets and funds. This means we will need to upgrade the skills of our trustees and fund leadership on how this works and what we must do to protect LIUNA members' assets. Finally, we must stand ever vigilant to ensure that the assets used to provide your health care and retirement benefits are safely invested and that the companies we invest in address our corporate governance issues.

Sincerely and Fraternaly,

A handwritten signature in black ink that reads "Terence M. O'Sullivan". The signature is written in a cursive, slightly slanted style.

Terence M. O'Sullivan
General President
Laborers' International Union of North America

'What can take workers a lifetime to save and accumulate can be lost by companies in a very short time.'

MESSAGE FROM

THE IUNA GENERAL SECRETARY-TREASURER

Let us resolve to keep labor issues active



Dear Brothers and Sisters:

With the 2004 election in the record books, I feel that it is time to reflect on what we in the Laborers' Union have accomplished both in New York state and on a national level, as well.

Although the Kerry-Edwards ticket was unsuccessful in its run for the White House, it was not because of a lack of effort by members of our Union, statewide or nationally, or by the whole of organized labor. In New York, our district councils, local unions and you, our members, did a yeoman's job. The New York State PAC phone banked members, sent more than 40,000 general mailings and

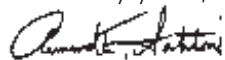
6,000 direct mailings supporting individual candidates in respective areas. These efforts which were also put forth on a national basis, proved beneficial; one in four voters throughout the United States nearly 27 million people - was from a union household. Union members supported the working family ticket of Kerry-Edwards by a 65 to 33 percent margin, and in battleground states, by 68 to 31 percent.

In New York, I am proud to say, we were victorious in the majority of our endorsed candidates' races, electing and re-electing those supportive of our issues on both a state and national level. For example, we were successful with Sen. Chuck Schumer, who was re-elected to another term with more than 70 percent of the vote, a record for a New York state Senate race. Some other examples of hard-fought victories for our endorsed candidates include the winning candidates for both open seats as Democrat Brain Higgins won a close race in the Buffalo area, and Republican John Randy Kuhl was elected in the Southern Tier region.

With the defeat of the Kerry-Edwards ticket, the Bush administration is more determined than ever to weaken the labor movement, as we must work harder than ever to preserve and to work with Congress and lawmakers on behalf of our members and their families. The Bush administration is likely to continue to loosen labor rules and regulations in its second term, and there will continue to be friction with organized labor. But let that not deter us from fighting for what is good and right.

I want to offer my sincere thanks to all those who worked tirelessly during this past election and who participated in this great effort. From those bitter winter days in Iowa last January, to the last minute phone calls on election night, you have been the foot soldiers on the battlefield. It is because of your dedication and devotion to this Union that we are regarded as the most progressive and respected labor union in the entire labor movement. Looking ahead to 2005, I want to wish you and your families much health and happiness in the New Year as we continue to work together in the true spirit of Laborers' solidarity and strength.

Fraternally yours,



Armand E. Sabitoni

General Secretary-Treasurer

Laborers' International Union of North America

'The Bush administration is likely to continue to loosen labor regulations in its second term, and there will continue to be friction with organized labor...let that not deter us from fighting for what is good and right.'

ONONDAGA LAKE CLEANUP NEARS COMPLETION

The cleanup of Onondaga Lake is a comprehensive project designed to stop sewage from overflowing into the lake's natural tributaries and into the lake itself.

Onondaga Lake covers 4.6 square miles along the northern end of Syracuse. The Pike Co. of Rochester, the general contractor, launched the project at the Hiawatha Sewage Treatment Plant with the intention of taking mercury and phosphorous, two major contaminants, out of the lake.

The cleanup is a collaboration among many participants, including sub-contractors C.O. Falter Construction Corporation and Maxim Construction. At the peak of the project, 35 members from Local 633 were on site. The local has been involved for more than three years.

During the first phase, members were required to participate in hazardous waste training because of the contaminated working conditions at the antiquated Hiawatha plant. The NYS Laborers' OSHA-approved training programs and skilled workforce were a major plus for the contractors, who agree that the 80-hour courses guarantee them



Laborers in Central New York have been using their skills to restore the health of Onondaga Lake. The lake's history of domestic and industrial pollution has seriously degraded its water quality and affected usage over the years.

a professional, skilled and safety-conscious workforce available to complete projects in a timely manner.

The next piece of the cleanup targets the plant at Midland Avenue, future home of the Midland Regional Treatment Facility, a \$68 million sewage collector designed to keep millions of gallons of raw sewage from flowing into Onondaga Creek and Onondaga Lake.

Local 633 currently has a steward on the job, and the project is expected to go into full blast in the spring of 2005 with more than 100 Laborers on site. The job is slated to take three-and-a-half years under a partnership between

Murnane Building Contractors, Inc. and M.A. Bongiovanni Contractors, both of Syracuse. After the start of the project, the workforce is expected to average between 60 and 70 Laborers.

An additional \$465 million project phase at the Armory Square treatment plant is set to start next spring. It will employ 50-80 Laborers on a continuous basis.

The work on these projects includes concrete, pipe work, open trench, shoring, mason tending and cleanup.

Local politicians, labor officials, business leaders and residents are confident that the improved lake water quality will help spur future economic growth in the Central New York region.

"This project came at just the right time. In a tough economy, it is just the shot in the arm we needed," said Gabe Rosetti, Local 633 business manager. "Together with the county executive and IUOE Local 545 Business Manager Bernie DeJoseph, we worked hard to put this labor agreement together. It has been very fruitful for the county overall and an example of the cost-effectiveness of the organized labor process." 🍷

'This project came at just the right time. In a tough economy, it is just the shot in the arm we needed.'



BUILDING BRIDGES FOR THE FUTURE IN CENTRAL NEW YORK

COVER STORY

Labor-management cooperation paves the way for a smooth project

How to keep roadwork – and motorists – moving when doing extensive bridge repairs by day?

That's the challenge facing members of Local 633 and contractor Crane-Hogan Structural Systems, Inc. as they continue work on three lane miles on the busy I-81/690 interchange in Syracuse.

The project, begun over the summer, is one of 22 New York State Interstate highway bridges being restored and repaired in Onondaga County as part of a \$20 million DOT contract. The job employs approximately 50 Laborers from Local 633, but the crew is expected to double in the spring. The target completion date is December 2005.

"This project is important not only because of the loyal relationship we've had with Crane-Hogan for several years, but also because of the visibility it offers with the city," said Local 633 Business Manager Gabe Rosetti.

He noted that a major portion of the rehabilitation work involves concrete repair, including jacking, removal and replacement of deteriorating parts of the existing bridge. The job also includes replacing control joints and bearings.

As with any roadwork project, half the battle is the constant traffic control.

The I-81/690 work goes right through the center of the city, affecting thousands of commuters each day. The work is completed during the day and the bridge shut down



Local 633 members and their affiliated contractors kept motorists on the move while working on major bridge repairs. As expected, the project is right on schedule.

"We purposely bid and complete projects in the Syracuse area because of the workforce available to us from Local 633."

at night, making the traffic flow even more important to the average motorist.

Announcements of the frequently changing traffic patterns are updated regularly on local news and radio stations, and the plan to work closely with the city has helped alleviate a lot of the usual headaches associated with such a job.

Labor-management cooperation also goes a long way toward making things work as efficiently and productively as possible.

"We purposely bid and complete projects in the Syracuse area because of the workforce available to us from Local 633," said Daniel C. Hogan, president of Crane-Hogan, which is based in Spencerport.

"Working with Gabe has made for a good relationship," he added. "The union has been as cooperative as possible, producing a quality workforce and an overall attitude of 'big picture' thinking. They make it a point to not be concerned only with the task at hand, but more importantly, the end product and the relationship for future work. We are charting additional work in Syracuse and go to the table again and again with the confidence that we

have the workforce to execute."

Gabe agrees. "We will continue to work hand-in-hand with Crane-Hogan to complete the project in a timely manner," he said.

With the project progressing on schedule, Crane-Hogan plans to bid on the \$25-30 million second phase of the job in January. That contract is expected to be awarded in February or March. ■

NYC AFFORDABLE HOUSING A SUCCESS STORY

During the past year, Manhattan's growing market of affordable housing projects has become a key organizing target for the Concrete Workers District Council (CWDC).

This lucrative construction market traditionally has been completed by non-union labor with a technique that uses block walls and pre-cast planks, effectively squeezing skilled union cement and concrete workers out of the running for jobs.



Laborers are successfully targeting the growing affordable housing market in New York City.

By employing a two-pronged approach, however, CWDC organizers have been able to successfully go after this work and increase market share. "The first objective was to have the work go union, and the second was to get the developers to switch current 'block and plank' practices to a more efficient method of using reinforced concrete, which is our specialty," said Concrete Workers Organizing Director Kieran O Sullivan. Along with Eddie McWilliams, his counterpart from the Carpenters, and Bob Ledwith, business manager of the Lathers Local 46, Kieran met with the owners of Artimus Construction Corp., a firm with nearly 17 years of experience in developing affordable housing units in Harlem, Washington Heights, Hamilton Heights, the Lower East Side and Manhattan Valley. Artimus' portfolio includes low- and moderate-income projects as well as luxury condominium developments.

110th Street project a model of "creative determination"

Artimus is the developer for the affordable housing project at 110th Street and Manhattan Avenue. The three union organizers persuaded Artimus to use union labor to complete their job. The owners were receptive to the idea, having recently been impressed by productive union labor they glimpsed firsthand on a high-rise building across the street from their offices.

"They saw with their own eyes a floor of the building being completed every two days by our members. It was better than any example or presentation we could have given them," Kieran noted.

Representatives of District Council Locals 6A, 18A and 20 are pleased by the recent turn of events and remain optimistic that such success is a sign of bigger projects to come.

"It's true that concrete union workers need only a chance to show their work ethic, productivity and skills," said Laborers Local 6A Business Manager Frank Agnello. "With that they can beat the best non-union workforce every time."

"The organizers did a fantastic job of opening the door to this market for our members," noted Local 18A Business Manager Maurice Foley.

"Hopefully, this is the first of many opportunities the Concrete Workers will get from the developers of affordable housing," said Local 20 Business Manager Alex Castaldi.

Carlton Concrete won the bid for 110th Street, but the project that was ahead of schedule abruptly came to a halt once work reached, eerily enough, the 13th floor. The firm, which had run into financial difficulties unrelated to this project, was forced out of business.

With convincing, Artimus Construction agreed to let another union company finish the job. Despite a shutdown for two weeks, the project came in three weeks ahead of schedule. It was completed on Oct. 10, with Artimus hosting a topping-out celebration to thank all involved for their hard work and efforts.

"The speed and skill of concrete union workers have sold us on the abilities and value of a union workforce," said Eytan Benyamin, a partner with Artimus. "Their work has left a lasting impression that will be in the back of the minds of many as we move forward with our business. We'll continue to keep the union in mind as various projects come up."

"Artimus Construction had the loyalty to stick with union labor after a bump in the road that could have easily led them in another direction," said Kieran. "They have two similar projects beginning this year, and indications are that because of the success this time around, these will also be built union."

"With training and organizing working hand in hand, it will help our union get stronger and stronger," said Concrete Workers Training Director Carmine Datello.

Continued on page 8



The 100th Street project is a prime example of how union labor represents quality workmanship and professional expertise.



A SITE FOR LABORERS' EYES: UPDATING THE WEB FOR MEMBERS ACROSS THE STATE

The NYS Laborers Web site – www.nysliuna.org -- has been redesigned as part of a new strategy aimed at making the Web site more useful to the audiences it serves.



“Since an organization’s Web site is often the first point-of-contact for members and others, it is important that the information be as current and useful as possible,” said NYS

Laborers’ Tri-Funds Administrator Dr. Jim Melius. “With our redesigned site, we intend to build awareness of the Tri-Funds and expand awareness of union labor for members, contractors and owners. We also will reinforce the many successes of union labor.”

The NYS Laborers’ Web site was launched in 1997 and redesigned in 2001. But with technological advances growing at an ever-faster pace and the Internet evolving continually, the need to keep up remains constant.

A key communications tool for members, contractors and potential members, www.nysliuna.org presents the latest information as

soon as it becomes available, with frequent updates and new items added regularly. Visitors to the site will notice a new look and a revised navigation scheme. New features include:

Keyword search engine: A form field where visitors can type in a variation of words to find the exact page or information they are looking for. This feature will help users find relative information within the site associated with any keyword. Additionally, NYS Laborers can track what keywords are being searched and which pages are being accessed.

Mass email program: Allows the union to mail newsletters, press releases or general news to recipients in the mailing database.

What’s new: A tag that lets visitors know this is the latest information available. Users also will be allowed to view archives to read historical information.

Spanish translation: As part of a goal to reach as many members as possible in a format they can understand, the entire site will be translated into Spanish.

Content management: Allows NYS Laborers to maintain and update site content internally. This feature offers complete control over content and pictures on the site, enabling the union’s Webmasters to keep the site fresh and interesting, with relevant, timely information. 📌

NOTE: As you check out the Laborers’ new site, please feel free to fax, email or call our office with changes:

Kim Devine
kdevine@nysliuna.org
518-449-1715 (phone)
518-449-1621 (fax)

NYC affordable housing a success story

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Cement and concrete workers provide case study for the benefits of union labor

According to CWDC President Barry Kaplan, the 110th Street project is an excellent case study in how working with union labor pays off. With hard work, determination and a product that speaks for itself, the unions also proved that the non-union sector could be convinced to try other options.

As a defining project for unions building reinforced superstructures in New York, the take-away from 110th Street is that a willingness to try

new and innovative ideas will ultimately help Laborers grow and recapture market share.

“Every member knows that unions are under constant threat as big business seeks to undermine the strides that have been made for working men and women,” Barry said. “The threat from non-union companies is obvious, but projects like this speak for themselves and should serve as an example of what can be done with creative determination.

“The old adage, ‘you get what you pay for,’ has never been more relevant.” 📌

AN ACT OF GENEROSITY: WISHES COME TRUE FOR TEEN WITH MOVIE DREAMS, THANKS TO LABORERS' GOLF TOURNAMENT

The NYS Laborers' 3rd Annual Golf Classic to benefit the Make-a-Wish Foundation of Northeast New York raised \$25,000 this year – topping last year's donation of more than \$20,000 – and helped jumpstart the dreams of a teenage girl who has been diagnosed with leukemia.



For the third straight year, Laborers and friends teed off for Make-a-Wish, raising thousands to benefit the organization's work with children who are facing life-threatening illnesses.

The Make-a-Wish Foundation, which makes dreams come true for children with life-threatening illnesses, has been the focus of the Laborers' philanthropic efforts since 2002. Participants in this year's event included Make-a-Wish beneficiaries, LIUNA officials and members, Congressman John Sweeney (R-Clifton Park) and numerous enthusiastic golfers.

Sixteen-year-old Bethany, of Eagle Bridge in Upstate New York, has dreamt of becoming an actress since second grade and said that being in a movie is the one true thing she has always wanted. As a result of

Laborers' efforts, Make-a-Wish sent Bethany to Los Angeles to appear in the new Paramount Pictures movie, "Lemony Snicker's A Series of Unfortunate Events." She also is being considered for her own show on Nickelodeon.

The golf tournament to benefit children like Bethany is an important event for Laborers because it not only helps young people with a variety of serious illnesses realize their dreams, it also gives the union a chance to strengthen its ties with the community and give something back to the communities in which members live and work.

"We are excited to be involved with such a great organization for our third year," said NYS LECET Executive Director Frank Marchese. "These children need our help. To know that the money we raise from the generosity of members across the state goes to such an excellent cause helps everyone see the day as more than a golf tournament."

"We take great pride in getting truly involved in our community by helping these children and their families," said LIUNA General Secretary-Treasurer and New England Regional Manager Armand E. Sabitoni. "It is rewarding to see our members embrace the efforts of the Make-a-Wish Foundation and show their support."

Congressman Sweeney said it was a pleasure for him to be involved because "the pride of the union members shines through this whole event." Community involvement, he noted, "is such an integral part of the union's philosophy, and this is just one more example of how they are taking time to reach out, raise awareness and benefit our local children." 🌄

MAKING HISTORY

100TH ANNIVERSARY JOURNAL TAKES HOME TWO COMMUNICATIONS AWARDS



The International Labor Communications Association (ILCA) has honored the NYS Laborers' 100th anniversary journal, *NYS Laborers: 1903-2003, A Century of Justice, Honor and Strength*, in its 2004 Media Competition. The journal received a First Award for Editorial Excellence and a Second Award for Best Use of Graphics in the ILCA category honoring Non-Periodical, Special Publications.

A year ago, when the NYS LECET staff set out to produce the commemorative journal to coincide with the 100th anniversary of LIUNA, they made history themselves – producing the NYS Laborers' biggest, most ambitious publication in record time.

From concept to reality, creating the history journal presented some interesting challenges. And without the help of locals across the state, digging in to get involved, the journal would not have been possible.

Each local stepped up to the plate by locating, coordinating and sifting through mountains of historical records and photos. In addition to these images, each local offered its memories of former and current union leaders that told the story of individuals, locals and district councils – all of which shaped the final product.

The journal rolled off the presses one day before LIUNA members from across the country gathered in Las Vegas for the LIUNA 100th Anniversary Celebration.

"It is always satisfying to be recognized for our communications efforts," said NYS Tri-Funds Administrator Dr. Jim Melius. "The internal work that went toward producing a keepsake will exist as a part of our ongoing history. Having an outside party judge the publication among others in the industry and acknowledge the monumental task is extremely gratifying."

The NYS Laborers' publication was singled out from a field of more than 1,000 entries by hundreds of ILCA members throughout the United States and Canada. 🌄



CLICK AND YOU MAY BE COMPENSATED



CFC FURTHERS PREVAILING WAGE ENFORCEMENT VIA THE INTERNET

The NYS Laborers have developed a separate Web site for the Center for Fair Contracting (CFC) initiative – www.getbackpay.com. With a very different look and feel than the Laborers’ main site, it will still be accessible from that site.

Established by NYS LECET, the CFC helps ensure that the New York State Department of Labor (DOL) and other state and city agencies properly enforce prevailing wage and other labor laws. The CFC serves as a watchdog for proper compliance and enforcement, which benefits both workers and their employers. It levels the playing field by making sure that everyone has a fair opportunity to bid on all public works jobs.

The new www.getbackpay.com will provide critical information about NYS laws covering fair contracting issues. It will serve as a vital tool for contractors, Laborers, business owners and anyone else involved in the construction industry.

“As part of our efforts to reach workers in the field, we are putting the information that matters to them most online,” said

Frank Marchese Sr., executive director of NYS LECET. “This information is now available at their convenience, and as always, site inquiries are confidential, with no charge for investigation on a worker’s behalf.

“[Getbackpay.com](http://www.getbackpay.com) will also show contractors that we’re on top of things across the state and that we’re helping workers with the steps they need to take to ensure they are getting paid properly.”

Site features include:

- **Who we are:** An explanation of the Center for Fair Contracting
- **Success stories:** Profiles of contractors who have had to give back pay to workers because of the CFC’s aggressive efforts
- **Contractors cited for wage violation:** List of contractors, number of open cases and current DOL action
- **Current laws:** CFC contact information, an explanation of the prevailing wage law, commonly asked questions and answers and a listing of federal laws

The benefits of CFC:

- **provides** a watchful eye on contractors to protect hard working people and help ensure they are paid the wages to which they are entitled
- **helps ensure** that the New York State Department of Labor (DOL) and other state and city agencies properly enforce prevailing wage and other labor laws
- **serves** as a watchdog for proper compliance and enforcement, which benefits both union and non-union workers and their employers.
- **identifies** upcoming public works projects; all contractors bidding on those projects receive letters reminding them of their obligations to pay prevailing wages and to follow other labor laws
- **targets** certain projects for continued scrutiny. It obtains copies of certified payrolls from those jobs to make sure that proper wages and benefits are being paid. CFC staff monitor the job site to detect and document hours worked and job assignments. Possible violators are reported to DOL or the New York City comptroller’s office for enforcement actions. 🌄





GRASSROOTS UNION EFFORTS GET OUT THE VOTE

This year's presidential election was one of the most important that Laborers and America's working families have experienced in their lifetime.

While the Presidential candidate that was most supportive of the needs and rights of workers did not win, there is still reason to be proud of the involvement of so many Laborers across the state.

As John Kerry said in a speech in May 2004, "We are stronger when we work together," and Laborers did just that. On the local level, the union backed candidates that would work to further members' goals, and many of those races yielded favorable results.

The NYS Laborers' Political Action Committee (PAC) was created in 1987 to give the Laborers' union a voice in the political affairs of the state and country. The Laborers' PAC has grown to become one of the most powerful union political action committees in New York state.

This year, the PAC encouraged members and their families to make their voices heard through voter registration drives, phone banks, get-out-the-vote initiatives and letter-writing campaigns. The message that went

out to all members was clear: "Our only hope to advance our cause is by voting for those officials who back our agenda."

Using voluntary contributions from members, the PAC helps support political candidates from both parties who champion legislative issues that assist Laborers and affiliated contractors. These include statewide elected officials, state legislators and county and town officials.

The main issues that affect Laborers every day are the economy, jobs and health care.

"We should be proud of the voting records of our members," said Armand E. Sabitoni, General Secretary-Treasurer and New England Regional Manager. "We are always backing those candidates who support us – giving a voice to those who give us a voice in government. While the results of



LIUNA members in New York City were among those who came out in force to make workers' voices heard in the first presidential election of the century.

the presidential race were not what we would have hoped, we must remain strong and together work to help our issues in government reach the right people. Politicians realize the power of union backing, and we should recognize that influence and understand what it is worth."

This year, the NYS Laborers' PAC published two issues of the Labor Alert, a flier featuring time-sensitive news about the elections. The first alert supported Kerry and his pro-labor platform, and the second supported key candidates in Western New York.

In addition, seven personal letters backing various candidates went out from PAC Chairman George S. Truicko. An estimated 3,500 members were reached using this method alone. These efforts do not include the many rallies held across the state attended by union members wearing T-shirts emblazoned with "Laborers for Kerry 2004."

The battle continues as Laborers and their allies continue to look ahead and map out plans for union members and other working family activists to continue the fight, even under tough conditions. The large, strong and growing movement for change will not be silenced as long as Laborers and the voices of working families are heard. ▀



Laborers in Fishkill came out to support Sen. John Kerry.

LOCAL 322 50TH ANNIVERSARY - A CAUSE FOR CELEBRATION

Local 322 celebrated its 50th anniversary at the Edgewood Resort in Alexandria Bay on Aug. 20, with Business Manager Richard Daddario as host to more than 200 members and guests. LIUNA General Secretary-Treasurer Armand E. Sabitoni served as keynote speaker for the event, with LIUNA Vice President and New England Assistant Regional Manager Vincent R. Masino and Laborers from several other New York locals in attendance.

Local 322 began when former Business Manager Sam Agati, then-business manager for Local 333 in Syracuse, was asked by the International to go to Northern New York to prepare for the start of the federally funded St. Lawrence Seaway Project – making Local 322 the only local in New York State Laborer history founded for a particular project.

With Sam and his brother, John Agati, organizing more than 6,500 members, the local also became the second largest Laborer local in the state at that time.

The St. Lawrence Seaway opened in April 1959, the sole waterway between the Great Lakes and the Atlantic Ocean. Today the seaway generates more than \$2 billion annually



General Secretary-Treasurer and New England Regional Manager Armand E. Sabitoni gives the keynote address.

and provides some 40,000 jobs in the United States and Canada.

Throughout the local's 50 years, it was a significant part of the growth in Northern New York, as the following highlights show:

1960s – ALCOA expansion, several missile site developments and the building of Reynolds Aluminum and General Motors plants.

1970s – Continuing road and infrastructure work in all counties, Ft. Drum expanded base operations and the ALCOA and General Motors plants continued to grow.

1980s – Economic recession produced a difficult period, but once the economy rebounded, the local became busy with several major prison projects and the \$1 billion expansion of Ft. Drum.

1990s – Began with project agreements to build co-generation plants in various parts of the area and a 10-year ALCOA remediation

project. New York state recognized construction as an apprentice trade and the Laborers' apprenticeship program was created.

At the beginning of 2000, Local 322 created its first organizing position to meet the challenges ahead and respond to the International's directive to increase organizing activities



Members of Local 322 for 35 years or more are pictured with LIUNA leaders. Seated, from left, are member Roger Dodds, New England Regional Organizing Fund Director Nicholas Manocchio, New England Region Special International Rep Dan Bianco, General Secretary-Treasurer and New England Regional Manager Armand E. Sabitoni, Local 322 Business Manager Rich Daddario, and LIUNA Vice President and Assistant New England Regional Manager Vincent R. Masino.

to improve market share. The future of Local 322 promises to be both exciting and fulfilling for members and the community they serve, local officials note.

"Celebrating this anniversary was our way of showing our local's appreciation for the hard work and sacrifice made by our union brothers and sisters who created the local and developed the benefit structure we enjoy today," said Richard. "I am extremely proud to be a part of this heritage and to work with our membership to build upon the dreams and aspirations of Sam and John Agati, as we meet future challenges. We will continue to be one of the cornerstones for organized labor in Northern New York."

"The 50th anniversary is an extraordinary milestone for Local 322," said General Secretary-Treasurer Sabitoni. "It is a true testament to how the leadership and the members have been able to work together to build and run a successful organization." 🌄



Union officials, from left, are Local 322 Business Manager Rich Daddario, LIUNA Vice President and Assistant New England Regional Manager Vincent R. Masino, former 322 President and Assistant Business Manager John Agati (whose name appears on the local's original charter), General Secretary-Treasurer and New England Regional Manager Armand E. Sabitoni, Former 322 Secretary-Treasurer and Field Rep Warren Gorrow, New England Regional Organizing Fund Director Nicholas Manocchio and New England Region International Rep Dan Bianco.

LOCAL HISTORY REMEMBERED



Time Capsule

Since the birth of Local 235, “Strength in numbers” is more than just a saying. The local is a product of the consolidation of 10 local unions in Westchester and Putnam counties, and it has effectively cornered the market on every large-scale building project in the region. Pictured here are Local 235 minutes books in Italian and a scene from the local’s 1939 picnic. 🍌



CLARIFICATION: A WORD ON WENZEL CONTRACTORS

The September 2004 issue of the *Tri-Fund* magazine article, “Village of Horseheads Bypasses Congestion with Roadwork” (page 5), featured a Local 1358 project in Chemung County. The article neglected to mention Daniel and David Squires, owners of John F. & John P. Wenzel Contractors, Inc. in Elmira Heights.

This subcontractor is an integral part of the Interstate 86/Route 17 bypass job and will be completing the pipe work, blacktop and landscaping. Wenzel, a significant local contractor, is a Local 1358 partner with numerous jobs that employ Laborers and operators in the Elmira area. *Tri-Fund* regrets the omission. 🍌

BEN CICCONE DIES



Ben Ciccone, chairman of the Construction Industry Council, died in October 2004 following a two-month illness. Ben served as chairman of the CIC for more than 10 years and was integral in the efforts to improve New York state’s heavy, highway construction and building industries.

For nearly 75 years Ben Ciccone, Inc. employed LIUNA members, and had a strong affiliation with Local #1000. Ciccone and the Laborers had a mutual respect for each other and for the hard work and dedication of working men and women.

Our condolences go out to the Ciccone family. 🍌



Safety procedures at Xerox building project worth duplicating

Members of Local 435 have been working on a façade project for the Xerox corporate headquarters in downtown Rochester since spring 2001, sounding out the building, replacing concrete and forming the structures.

As many as 26 Laborers from Local 435 have applied their skills to the job at various times over the past three years, and while their hard work and expertise haven't gone unnoticed, all would agree that the highlight of the project is the overriding emphasis on safety.

Structural Preservation Systems, Inc. (SPS), the nation's largest specialty firm focusing on structural repair, maintenance, protection,



Able to lift up to 4,000 pounds, this climber was the machine of choice for the Xerox façade project.

waterproofing and strengthening, is overseeing the job. The company has a policy of continuous employee training – every day – to ensure that safe work practices are in place and specific safety requirements are strictly met.

SPS's award-winning corporate safety program also recognizes that safety is paramount to increasing the productivity of employees and work teams.

Replacing and strengthening the façade of the 32-story Xerox building has been a non-stop project requiring triple shifts to make sure it is completed, without delay or cost overruns, by fall 2005.

This ambitious undertaking also presents many risks. To minimize those risks, Local 435 Laborers attended a three-day training course at SPS headquarters in Baltimore, Md. The course featured both classroom and hands-on building techniques specifically geared toward safe usage of the climbing platforms used on the Xerox building.

Manufactured by Safi of Italy, the top-of-the-line climber is considered the machine of choice because of its strength. With an ability to lift up to 4,000 pounds, it significantly surpasses the capabilities of the standard climber typically used on a façade project.

"The safety program that Structural puts in place each day is a tremendous asset to our members on the job," said Local 435 Business Manager Robert Brown. "Laborers who are working many floors above ground know first hand how important the safety of

their surroundings is. For them, the safety net provided by machines or training is priceless."

"We use above-normal protocol for safety," said SPS Project Foreman Scott Rice. "This job started with window washer-type system, but when we found a better and safer system, we decided to employ it, regardless of the cost."

Every detail is preplanned and updated, if needed, he said, "and we are not afraid to shut down the job if safety is at all compromised."

SPS's commitment to safety is worthy of modeling by others in the industry, noted NYS Laborers Health & Safety Trust Fund Executive Director Mickey Kelly.

"I was impressed with the procedures that Structural put in place for each individual worker," he said. "There is truth to the statement that their objectives are not just 'all talk.' They have the program in place and a set of checks and balances that other jobs around the state should use as an example." 🌄



Laborers are working triple shifts on the building's façade in order to complete the project by fall 2005.



Laborers know first hand the value of Structural Preservation System's corporate safety program.

MESSAGE FROM

A LIUNA VICE-PRESIDENT

From the old to the new: Laborers navigate new paths



Dear Brothers and Sisters:

This issue of the NYS Laborers' Tri-Fund magazine highlights how the rapid changes that are taking place in our country present a host of challenges for our union.

On the one hand, we celebrate the 50th anniversary of one of our local unions, Local 322, which came into being with the building of the St. Lawrence Seaway in 1954, a monumental, history-making project. On the other, we note the launch of a Web site designed to provide up-to-date information to our members and others interested in construction and labor activities in this high-speed, computer-driven age.

When the extensive navigation system that is the Lawrence Seaway was under construction a half century ago, no one in our union was thinking about another kind of navigation, namely, the need for a Web site to lead us to the information superhighway.

At that time, we were busy building many mega projects, including the New York State Thruway and the bridges and tunnels linking New York City to surrounding areas. As we struggled to supply experienced Laborers to man those projects, a new union local was started to serve the contractors building the Seaway. Although that local is not as large as it was at the peak of construction, it is still actively supplying skilled Laborers for many jobs in the far northern areas of the state. Through able leadership, the local adapted to the changes.

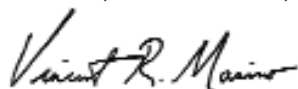
We should be proud of the ability of our union to adapt to change. We see that ability in other projects, including the efforts of the Concrete Workers District Council organizers to work with other building trades unions to organize affordable housing projects in New York City. This smart, aggressive approach to organizing is needed more than ever during these challenging construction times.

Another example of that adaptability is the Xerox façade project in Rochester, where Local 435 and its contractor have implemented a strong safety program. Large industrial owners such as Xerox are demanding better safety on the job, and our union and our contractors must be able to meet that demand.

The most far-reaching change for our union may be the Internet, which is transforming the way that we conduct our business and communicate with our members. We know that many of our members don't have the time or interest to spend much of their time on the Internet. However, the many members who have grown up using computers appreciate and want the convenience of finding out about our Tri-Funds and union from the Web. An Internet presence also allows us to get the word out about the many accomplishments of our union and to help recruit new members. I urge you to take a look at the new Laborers' Web site, www.nysliuna.org, and to learn about the many activities of our Tri-Funds in this way.

'We should be proud of the ability of our union to adapt to change. This smart, aggressive approach to organizing is needed more than ever during these challenging construction times.'

Sincerely and Fraternaly,



Vincent R. Masino
Vice President
Laborers' International Union of North America

*The leaders and staff of the NYS Laborers
wish you
and your family
happiness and
good health
this holiday season
and in the new year*



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