

LOCAL 1001 NEWSLETTER

COUNTY, MUNICIPAL EMPLOYEES', SUPERVISORS AND FOREMEN'S UNION

HOLIDAY 2008 ISSUE

FAILING ECONOMY HITS CHICAGO!

It's no secret that the City of Chicago is facing a huge budget deficit for 2009. Estimates have risen from early July 2008 to over \$469 million. With such a huge hole, the City had to explore every avenue to cut spending and increase revenues. The Local 1001 leadership team accepted the open invitation from the City to actively participate in trying to find solutions, and to minimize the impact it would have on both the citizens of Chicago and the members of organized labor. From the outset the City was proposing the elimination of 3,000 vacancies and 1,050 jobs across the board. That number included 302 layoffs to the members of Local 1001, the bulk of those layoffs coming from the Department of Streets and Sanitation. Our nation's failing economy had finally veered its ugly head from the depths below and was now threatening to change the way of life for every citizen and employee of the City of Chicago.

Hitting The Streets

With the impending number of layoffs it didn't take too much calculating to see that City services were going to suffer greatly. With that in hand, along with a long list of other proposals, ranging from ways to generate new revenue, to the minimization of privatization, the leadership team of Local 1001 began its mission. In the coming weeks the team mailed out over 100 pages of information and possible alternatives to help shrink the budget deficit, to all 50 Aldermen. In turn the team then followed up with personal visits to the Aldermen, to discuss the information and seek their feedback and support. Some of the Aldermen were so impressed that they conducted several follow up meetings, and took a pro-active stance for labor at the Budget Hearings. Local 1001 Business Manager, Lou Phillips, became an instant celebrity because of his vocal stance on the budget deficit. He was almost a daily interview for the newspapers and appeared on all the major television and radio stations, to voice labor's position on the layoffs and budget deficit. He also became a guest speaker at the weekly Aldermanic CFL breakfast meetings, which really sparked the interest of the Aldermen. In conjunction, the Local initiated a public relations campaign to not only promote the laborers but to make the general public aware of what the members of Local 1001 do everyday. The feedback on the promotion was tremendous. Our voice was being heard and the fate of our members was being taken seriously.

City Announces Shutdown

Even while talks had begun between the City and Labor, there seemed to be no immediate solution to the deficit dilemma. The City had asked the Coalition of Labor Unions, which Local 1001 co-chairs, to voluntarily take furlough days. In turn the City would agree to decrease the pending layoffs, but there were no real solid numbers. That did not sit well with many of the other unions who were not going to be as adversely affected as Local 1001. In the end the Coalition could not agree on taking furlough days without some type of guarantee. So, in early November, the City announced that it would shut down for three days around the upcoming holidays. With the shutdown would come some real challenges for the City, one of the major ones being the collection of garbage. Several proposals were tossed around and eventually the City and Local 1001 sat down and structured a plan that would help service the citizens of Chicago as best as possible. This, along with ongoing talks between Local 1001 and the City, had now opened the door to retool the layoff plan and possibly reduce the 302 layoff number that was originally projected.

Time Well Spent

The hours and hours of speaking to the Aldermen and the officials of the Mayor's staff would now begin to reap the fruit of their benefits. Everyone began to notice that Local 1001 had stepped to the forefront with innovative ideas and just a common sense approach to deal with these difficult times. Things such as the dumpster box stickers, that would generate a permanent source of revenue, were being taken seriously. Doors were starting to open that would otherwise be off limits. When the Local 1001 team entered the City Council chambers you could hear the floor chatter that the Laborers' were in the house. Aldermen were starting to seek out and ask our position on certain items in the budget, and even as the budget hearings were being conducted it was not uncommon to see Alderman after Alderman walk over to talk to Business Manager, Lou Phillips, to ask where the Laborers' were at in their quest, and to offer their assistance. (cont. on page 5)

THE OFFICIAL LABORERS' LOCAL 1001 PUBLICATION



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THE OBAMA ROAD TO VICTORY!

Pride of Chicago

Let us first start by congratulating our new President, Barack Obama. Obama is the pride and hope of our great City of Chicago. At a time when our country is experiencing tremendous downfalls, drastic and essential change is much needed. Obama's platform has always been that for the middle class working men and women of America. He has always been an advocate for affordable health care for all Americans. Obama sponsored and voted for the Employee Free Choice Act, and opposes tax breaks for large corporations that export American jobs. Barack Obama is a President that will fight for our union and American jobs. In these hard economic times, Obama will be a leader fighting for struggling families and focus on the needs of the hard working people. He is dedicated to protect and create jobs with the right of employees to have collective bargaining.



Obama understands that union men and women are hard workers. He will be committed to creating job growth and providing protection for our pensions. Barack Obama is the first to be aware and doesn't want any failure of memory how this historical event became. It was made every single day during the campaign. Doors were knocked on, donations were made, members talked to family and friends about why change was believed to be necessary. There is still a lot of work ahead of us. As we are off to a good start, one thing is understood, it came to exist because of your dedicated work. You rose to the challenge and made a difference for a new America. You, the laborers put Barack Obama into the White House, and sent 6 new Senators to Washington to help him change this country. There are many reasons why Obama won the 2008 race to become the 44th President of the United States. Barack Obama knows what it means for a family to worry financially, to work hard simply to make it, and do without essentials. Obama speaks often about what it means for middle class Americans to be at a disadvantage financially and otherwise. Because he understands, Obama refers to middle class fears, including the climbing unemployment rate, the struggling home foreclosures rate, crashing pension plans, millions of Americans without health care insurance, high percentages of public schools failing our children, and the continuing struggle of middle class families to balance work and parenting demands.

LIUNA Commands Change

Thousands of LIUNA members commanded change, demanding that we get our economy to prosperous levels by electing Barack Obama as President of the United States. LIUNA men and women across the country went door to door, made thousands of phone banking calls, spoke to members on jobsites to get out the vote.

President-elect Barack Obama's victory was from the dedicated hard work of working families and thousands of LIUNA members. Members reached out to 110,000 members, helped more than 15,000 members register to vote and enlisted 20,000 volunteers to elect Barack Obama through the Make a Call to Build America phone bank efforts. Members hand delivered a half a million informational flyers to members on jobsites, and persuaded tens of thousands of members to learn more at the union's election website, where many also contributed to the Obama campaign. Laborers raised the visibility of LIUNA and the work that laborers do by promoting a "LIUNA LOOK" of orange seen at many Obama events. "In my nine years as General President, I have never been prouder of our organization", said LIUNA General President Terry O'Sullivan. "We said this was the election of a lifetime, and members and leaders across this country stepped up to the plate and hit the ball out of the park.

Because of the tireless and selfless, day in and day out work of so many LIUNA members and leaders, we built an army that will help change our country. In the Obama White House, there will be an open door for the men and women who build our country. We didn't just help win an election", O'Sullivan said. "This election helped us mobilize the power of our members and that will serve us and our country well as we work with the new Congress and the new Administration to build America so America works again. In addition to member activism, LIUNA reached out to workers with 2 million pieces of informational mail, more than 1 million emails and tens of thousands of text messages, and delivered 2 million robo call messages urging members to get involved and to vote.

New Hope

The dedicated efforts by many struggles of all people are the reason this country is ready for change. A rare leader's vision for change inspired an election not seen before in our time, as Barack Obama brings new hope to America's working men and women. Our increased majority in the U.S. Senate makes this hope more of a reality. Our elected officials are to be held accountable for promises made. One of Obama's first challenges will be to solve our economic crisis. When Barack Obama is sworn in on January 20, 2009, there will be an effort to deliver 1 million signatures in support of the Employee Free Choice Act to the President and New Congress in order to win prompt passage of the Employee Free Choice Act to restore America's middle class. Workers who belong to unions earn 30 percent more than non-union workers and are 59 percent more likely to have employer-provided health coverage and are 4 times more likely to have pensions. And more than half of U.S. workers, nearly 60 million, say they would form a union right now if they could.

IMPORTANT PHONE NUMBERS

Benefits Information Insurance Carriers/ Deferred Compensation

Blue Cross and Blue Shield (PPO and Blue Edge HCA)	1-800-772-6895
Blue Cross and Blue Shield (Claims)	1-312-938-0133
Blue Advantage HMO	1-800-792-8504
Caremark Prescription Drugs	1-866-748-0028
Department of Finance - Benefits Management Office	1-312-747-8660
Dental - BlueCare Dental HMO Plan	1-800-323-7201
Dental - CompBenefits Dental PPO Dental Plan Provider Finder	1-800-837-2341
Encompass (PPO Medical Advisor)	1-800-373-3727
Metropolitan Life (Universal Life Insurance)	1-800-634-5007
Nationwide Retirement Solutions (Deferred Compensation)	1-312-443-1975
Prudential Insurance Company of America	1-800-778-3827
Unicare Performance HMO	1-312-234-8855

City of Chicago - Pension Funds

Laborers and Retirement Board Employee Annuity Benefit Fund 1-312-236-2065

Municipal Employees and Annuity and Benefit Fund of Chicago M.E.A. / B.F.C. 1-312-236-4700

IMPORTANT BENEFITS AND UNION DUES INFORMATION

When you are off of work for any reason it is very important that YOU make sure to make all contributions required to maintain your benefits.

It is also very important that when you return to work that YOU check your pay stubs to makes sure that the proper benefits deductions are being made. You must also remember to notify the benefits office at once of any changes regarding any of your dependents, i.e. birth, marriage, divorce, death, etc.

If you do not take the proper steps, in a timely manner, you can lose your benefits.

There is no automatic union dues deductions taken from any type of disability checks.

When you are not working or working in a job title not represented by this local union, YOU are responsible to pay your monthly union dues directly to the Union office. If you are laid off, you are responsible for payment of your membership portion of your union dues.

Failure to maintain your membership dues will cause you to be suspended from LIUNA and you will incur additional fees upon your return to work.

AT LOCAL 1001 WE'RE GROWING

By JAMES ELLIS - *Delegate to Laborers' District Council*

Thinking back on the last few years of what our local has been through. The hearings five years ago, the removal of our officers with their skills and knowledge and various relationships, the trusteeship and contract negotiations which I was blessed to be a part in which we reached upward mobility for our hand laborers. It was also Local 1001's first election in decades where our current officers were elected. I can remember being in City Hall on the 7th floor and one of the commissioners came up to me and said, "James, we are going to rape your union, and I remember thinking that they had no experience. Like most people, it was thought that the union was just about hearings and being in the field talking to members, which is a small part of what the job entails. It's also about constant communication with the departments where our members work and how they are utilized in each perspective department. It's about investigating if others are doing job functions that pertain to our jurisdiction and if others are doing what possibly corresponds to us, then why? The new officers quickly perceived what needed to be done to take our local in a new direction. Lou Phillips wanted to represent his members to the fullest extent possible, and made a decision to hire Bob Chianelli, despite objections of others, as assistant business manager due to his extreme knowledge of the union, its contract, and experience in negotiations. With Lou Phillip's decision to take our local in a new direction, his team began to form. As he realized that we represent more than laborers he brought Nicole Hayes on board, along with Oscar Hall and Wally Langolf.

Contract Negotiations began and Local 1001 negotiated a 10 year deal with the City of Chicago, which was unheard of, but later would prove to be invaluable. Local 1001 began to assert itself, and things that had been in the contract for years became a reality, such as acting up in a position for the first time, rotation, and transfers that had long been held up began to happen. City Hall noticed and targeted Local 1001 during

recent budget hearings with the bulk of layoffs, which would actually have been 30 percent and others less than 10 percent, if any. Business manager Lou Phillips had called me, as we went over every possible scenario we could imagine, as this was unacceptable. We consulted with a public relations firm, but Lou Phillips decided to do things his way, and wanted to work with people that he could trust, saying that we can do it ourselves. Lou made a decision to hire David Torres to perform marketing research for cost analysis, survey areas of job performance, and to attain statistics that would be utilized for our many proposals to the City of Chicago and the Aldermen.

In the budget hearings, Local 1001 put its foot in the door, Will Irving and Bob Chianelli began to break down each and every budget item that affected our members. Nicole and I set up meetings with aldermen, as Nicole also attained corporate information from many sources. Wally Langolf and Oscar Hall ran day to day operations. Lou Phillips coordinated it all, as he met with aldermen day and night. Our message was simple, we were not going to sit down. We were going to take a stand and fight for our members and their jobs. Our simple message was: We clean your lots, tow your cars, trim your trees, repair your street lights, pick up your garbage, patch your street, fix your potholes, and bait the alleys in your wards. This city would look a lot different without us. We had data, numbers, statistics, surveys, and proposals to back up every word we said. Aldermen and Commissioners were impressed with the implementations and ideas that we were proposing to the City of Chicago. The city had given us for dead, and openly spoke of our demise, as some of our members thought also. But Lou Phillips said, "Not on my watch, I'm going to pound on doors until everyone hears what we have to propose." These thoughts are refreshing to know as we have pension and jurisdictional fights to come, and it's good to know that we have knowledgeable and capable people in place for this fight. I am confident that we'll meet the challenges in this turbulent time of job reduction and ever changing workforce.

KNOW YOUR RIGHTS

YOUR RIGHTS DURING INVESTIGATION

YOU HAVE THE RIGHT TO A UNION REPRESENTATIVE TO BE WITH YOU BEFORE ANSWERING ANY QUESTIONS THAT COULD LEAD TO DISCIPLINE.

***NO MATTER WHO IS ASKING THE QUESTIONS.**

***NO MATTER WHERE YOU ARE BEING QUESTIONED.**

YOUR RIGHT TO A REPRESENTATIVE APPLIES DURING ANY QUESTIONING BY THE INSPECTOR GENERAL.

EVEN IF YOU HAVE BEEN ARRESTED!

NO ONE FROM THE INSPECTOR GENERAL'S OFFICE CAN INTERVIEW YOU IN A POLICE STATION OR CORRECTIONAL FACILITY UNLESS YOU WORK THERE OR UNLESS YOU HAVE BEEN INCARCERATED FOR MORE THAN 72 HOURS.

NEVER ANSWER ANY QUESTIONS OR SIGN ANY STATEMENT UNLESS

YOU HAVE A UNION REPRESENTATIVE WITH YOU.

INSIST UPON YOUR RIGHTS!

IMMEDIATELY CALL THE UNION AT 312-226-1001

Let the Talks Begin

Meetings were now happening with the Local and several of the major operating departments. And although at times talks may have become a little contentious, they were showing to be more and more productive. The Mayor began to notice that the Laborers' had stepped up and were willing to do what they could to help save jobs. After a couple more rounds of talks, and a brisk exchange of ideas to get the numbers down, the Mayor announced that the layoff number had dropped to 929. In the coming days talks continued, sometimes twice or three times per day. Both sides began to establish their unique positions, but now unified in a common goal to minimize the layoff of Local 1001 members.

Initial Proposal Pays Off

At one of the very first meetings with the City's CFO, the Laborers' had suggested the offer of an exit incentive, similar to the one offered to non-union employees in late summer of 2008. Unfortunately the funding had dried up and was not an option, that was until Local 1001 suggested several different ways to possibly get it done. After hours of discussion on the matter, the City agreed to offer a basic incentive to the entire Coalition of Unions. The team at Local 1001 saw this as an idea going in the right direction, and began to lobby for an alternative incentive for the members of Local 1001. With some numbers crunching, by Local 1001 Secretary/Treasurer Will Irving, we were able to work with the City to formulate an incentive that, for the majority of the Local 1001 members leaving, would add an additional \$10,000. The idea behind it was a simple one, the more you offer, the more you get.

Working Together Saves More Jobs

As the days and nights got closer to the 2009 Budget vote, the Local made more and more inroads into saving jobs. Just two days before the vote, the Mayor held a press conference and announced that because of all the hard work the Unions had done, including their historic cooperation and innovative ideas, the layoff number had been lowered once again. The multitude of daily meetings, and long nights that the Local 1001 team had put in brainstorming, had now reduced the layoff number from the original 302 down to 176.

Final Numbers Come In

The reception to the incentive package was overwhelming, at the end of the sign up period there were over 65 applicants. The affect was well above what was originally anticipated, and after everything was said and done the final layoff number was reduced to **115**. Admittedly not every job had been saved, but because of all the hard work that had been done, there would be 187 families having a better than expected holiday season.

These are very difficult times for everyone, but what was done in the last couple of months by the entire Local 1001 team is one for the history books. It has been said in both government and labor circles that they had never seen anything like it, the teams response "You ain't seen nothin' yet!"

November 20, 2008

Laborers Local 1001
323 S. Ashland Avenue
Chicago, IL 60607

Business Manager – Lou Phillips
Assistant Business Manager – Robert Chianelli
Executive Board of Local 1001:

I write this letter to express my appreciation of having the opportunity to have you as the Executive Board of Local 1001. I truly appreciate the sacrifices you have made in helping this local achieve many of its goals. Executive Boards like you are the strength of our unions.

In the last few months you made it possible for this local to carry on the task that it has achieved. You have opened many minds and helped realize that by hard work and determination, one can conquer what they set as their goals.

Your informative and strategic proposals and outstanding determination have gone beyond what was expected of you. Also, your ambition in helping understand the issues added to the knowledge implemented at your local, the city council, city hall, and many aldermanic offices, and to prepare for further challenges.

I can only hope that others take the time to get to know you and learn from your many experiences that may enhance their success. Again, thank you and hopefully you can continue many years so that others can benefit from your support, as you are one of few. May God Bless You and Your Loved Ones.

Brother to Brother/Sisters,
Proud Local 1001 Member

UNION STEWARD TRAINING

*Have you ever wondered what it takes to be a Union Steward?
Interested in learning more about your union and how you can
help your fellow members every day?*

*Want to know how you can get involved and work to support
your local union?*

It's easy and it's only one phone call away!

*Call our office at: 312-226-1001 to sign up for one of our
Union Steward Training Classes.*



OFFICERS AND STAFF



President
OSCAR HALL



Business Manager
LOU PHILLIPS



Secretary Treasurer
WILLIAM IRVING



Recording Secretary
NICOLE HAYES



Vice President
MIKE LOMBARDI



Asst. Business Manager
ROBERT CHIANELLI



Business Agent
WALTER LANGOLF



Marketing-BA/E-Board
DAVID TORRES



Auditor/BA
STEVE MARCUCCI



Executive Board
FRED VALENTINI



Sergeant At Arms
BRIAN DIXON



Auditor
MIKE SENESE



Auditor
SHERMAN WILLIAMS



District Council Delegate
JAMES ELLIS



District Council Delegate
RICH REHDER

