

# LABORERS' LOCAL 252

## New Member Information

You have just filled out an application to join Laborers' International Union of North America (LIUNA) Local Union 252, commonly referred to as Laborers' Local 252. The points listed below are for your information and as a member of this local you should take time to follow up on them. By taking a few minutes to become an informed member you will avoid any pit falls and will be able to become an asset to your fellow brothers and sisters, and the Local.

Union meetings are held on the second (2nd) Thursday of each month at the Tacoma union hall. All members are encouraged to attend if possible. From time to time informational meetings are held in the outlying areas. You will receive notice by mail when they are to take place.

Laborers' Local 252 was chartered March 17, 1911 in Tacoma, since that time it has merged other locals and areas of jurisdiction. The first merger occurred in 1968 with Wilkenson Stone Cutter Local, the next amalgamation happened in 1970 by absorbing Centralia, Laborers' Local 948. In 1972 both Port Angeles, Laborers' Local 893 and Bremerton, Local 249 amalgamated with Local 252. Other mergers occurred in 1985 when Olympia, Laborers' Local 486 and in 1986 the Seattle Ship Scalers Local 541 joined Local 252. The amalgamation with the Ship Scalers gave Local 252 jurisdiction in all the shipyards in Puget Sound and surrounding areas with a dispatch hall in Seattle. The most recent merger took place January 1, 1997 with Local 374, Aberdeen joining Local 252. In construction the locals' geographical jurisdiction covers Clallam, Jefferson, Kitsap, Lewis, Mason, Pierce, Thurston, Grays Harbor and Pacific Counties with dispatch halls in Tacoma (main office), Bremerton, Olympia, Port Angeles and Aberdeen.

We are 2,300 members strong with Brothers and Sisters working in construction, hazardous waste remediation, asbestos abatement, shipyards, plants, public works, school districts, public utility districts and offices.

### Initiation and Dues

1. Your initiation and dues must be paid and maintained in a timely manner. Initiation must be paid according to the schedule provided to you when filling out an application or you may be terminated per our labor agreement with the employer. The International Union Constitution states that dues are due on the first (1) day of the month but are payable anytime during the month. If not paid by the first (1) day of the third (3) month you are subject to suspension without notice. If you are suspended you may be terminated by your employer per the labor agreement. When you are suspended you have to pay an additional monthly charge plus dues for the months you were late. The dues go to support the local union, district council, international union and all the organizations that they are affiliated with and the programs that are supported by these organizations. Please put your social security number on all payments sent to the Tacoma office, we do have some members with the same name. All payments should be sent directly to the Tacoma office.

### Medical Plans

2. You will be given a copy of the Laborers' Health and Welfare, and Dental booklets. Please take time to read these so you understand how the insurance program works. Be sure and fill out the enrollment card and mail it in as soon as possible. Before you make an appointment to see a doctor or dentist call the trust office (1-800-826-2102) to confirm you have coverage. Some of the other bargaining units like public employment, plant agreements, etc. have separate plans, so take the time to check into the plan that applies to you. When calling the trust office always jot down the date and name of the person you are dealing with in case other questions arise about a claim, then you can ask for the same person or notify the local about misinformation or problems with that trust fund.

### Pension Plans

3. In order to become vested in the Western Washington Laborers-Employers Pension plan you must have at least six hundred (600) hours during each year to receive a credited year. You must earn five credited years to become vested. This is just a simplification of the plan, only the plan administrator can give official information. If you wish to get a plan booklet please contact the trust office 1-800-826-2102. The above plan applies mostly to construction but all the other bargaining units have a pension plan so take time to investigate what could be available to you at retirement. We may not be able to rely on social security when the time comes.

### Qualstar Credit Union

4. For members working in the construction industry you will have one dollar (\$1.00) deducted from your hourly wage that is sent to the Qualstar Credit Union. Be sure you fill out and mail in the blue enrollment card provided to you. There are many options for you to invest in or you may withdraw the money as soon as it reaches the credit union or monthly dues may also be paid through Qualstar. Also there are many services available through Qualstar; loans, credit cards, checking accounts, IRA's etc. all of which are at better rates than a commercial bank. Please contact them for more information 1-800-848-0018. The Qualstar Credit Union is available to all members and relatives of the Laborers' Union to participate in, whether you're in the construction industry or not.

### Check Stubs

5. It is very important that you save all your check stubs. If for some reason an employer doesn't make health and welfare or pension payments as required, as long as you have your check stubs it is possible to go after those hours that have not been reported. It may also be possible to get coverage even if the hours are not reported. It is also necessary to have check stubs in order for the union to go after wages that are paid incorrectly. You may also receive from the union a monthly minder booklet, use it to keep a daily log of your hours, note start and stop times, type of work, etc. In the front are names, addresses, and phone number of places that will be important, in the

back is an area to keep track of the names, addresses, and phone number of the employers you've worked for. Keeping this log current on a daily bases will create a document that can be used in court if necessary.

### Personal Information Changes

6. If you move or have a change of address please notify first the Local Union, then the trust office, failure to do so may create problems and time delays. Notify the trust immediately if you have any changes in the dependants that are listed on your enrollment card. If your phone number changes notify the local union as soon as possible, especially if you're on the out of work list.

### Dispatch Procedure

7. It is important that you understand the dispatch procedure and how to use it. Take time to read the rules that are posted in each of the hiring halls. When you are out of work you must notify the union hall, the employer does not. You must come in and mark your qualifications on the out of work list, the person taking the call is not allowed to mark qualifications. It is very important that you are well skilled in the areas of work for which you register on the out of work list, as the union and employer rely on your expertise. When calling in to put your name on the out of work list please leave your full name and current phone number.

### Educational Opportunities

8. All members should take advantage of the training that is available to you. The training school in Kingston has many courses that will make you a more valuable employee and make it easier for you to become and stay employed. These courses do not cost you anything and provide free room and board. This benefit is available to all members. Today's Laborer must be highly skilled and productive to be steadily employed in the current job market. In addition to education you must have a solid work ethic. The employer expects you to be on time and at work every day you are scheduled to work and if for some honest reason you can't be there notify them ahead of time or call in first thing in the morning. You should also have a valid drivers license and reliable transportation. The very best employee is useless to the employer if they are not on the job.

### Organizing

9. This local union is always interested in organizing the nonunion. If you have a friend, relative, or acquaintance that maybe currently employed in a non-union setting and would like the security that a union contract brings, have them contact any of our offices. The Laborers are interested in any size groups (1 to 1,000) in any sector of employment ( manufacturing plants, janitorial, supply houses, service industries, construction, etc.). All calls or information will be held in strict confidence.

### Other Benefits

10. There are many other benefits that are available to you through the Laborers' International and the AFL-CIO. Many of which are under the Union Privilege Program, credit card, legal service, travel service, life insurance, health needs, unionRATE savings. If you need information on these programs contact your local office.

In addition to those benefits this Local Union also provides a \$500.00 death benefit for members with a minimum of one-year continuous service just prior to death. There is also life insurance as part of some of the medical plans for members who have active medical coverage at the time of their death.

### Main Office

**Laborers' Local 252**  
**1742 South Market Street**  
**Tacoma, WA. 98402**  
**206-383-1493**

### Branch Offices

Aberdeen  
2727 Simpson Avenue  
Aberdeen, WA. 98520  
360-533-5658

Bremerton  
632- 5th Street  
Bremerton, WA. 98339  
360-377-1313

Seattle - Shipyards  
2800 - 1st Avenue Rm 114  
Seattle, WA. 98121  
206-448-0836

Olympia  
119 1/2 N. Capital Way  
Olympia, WA. 98501  
360-357-6460

Port Angeles  
416 E. 1st Street  
Port Angeles, WA. 98362  
360-457-6929

**Regular union meetings are held on the second Thursday each month in Tacoma.**