

WELCOME TO LOCAL #405

LiUNA! LOCAL
405

Feel the Power

CONSTRUCTION LABORERS' LOCAL #405

1838 2ND AVE SE

ROCHESTER, MN 55904

(507) 282-2349

Lorne L. Lundeen
Business Manager
Secretary/Treasurer

John Pecinovsky
President



UNION PHONE BOOK



CONSTRUCTION LABORERS LOCAL #405

Phone: 507-282-2349

Fax: 507-282-1386

Lorne's Cell: 507-517-4141

Jim's Cell: 507-910-4822

email: local405@local405mn.com

Website: liunaminnesota.org/local405

LABORERS' TRAINING CENTER

Phone: 651-653-6710

Toll Free: 888-758-6466

Fax: 651-653-9682

email: info@ltcmn.org

Website: www.Ltcmn.org

LABORERS' APPRENTICESHIP OFFICE

Phone: 651-762-8235

Toll Free: 888-758-6466

Fax: 651-762-8237

email: apprenticeinfo@ltcmn.org

Website: www.Ltcmn.org

ZENITH ADMINISTRATORS

Phone: 651-256-1800

Toll Free: 800-814-4240

Fax: 651-256-1901

Website: www.zenith-american.com

Participant Portal: edge.zenith-american.com

JOINING FEES

Initiation Fee: \$500.00
3 months dues \$126.00
Total: \$626.00

BASE DUES

Base dues are \$42.00 PER MONTH. Base dues are not taken out of your payroll check. We do not send out bills for base dues. Base dues are due at the beginning of every month and you can pay as many months in advance as you want. You cannot let your dues get 61 days past due or you will be suspended and will have to pay a penalty to be reinstated without notice. We do send out "Arrears Notices" but don't wait for your notice before paying your dues. If you would like to have your dues automatically deducted from your vacation account you must notify the Local that you wish to do so. Your dues will then be deducted for 6 months or 12 months. We do have a form you need to fill out for that request. This transaction will cost you an additional \$10.00 service fee per transaction. If you do decide to do this you must make certain that you have sufficient funds available in your vacation account.

WORKING DUES

Working dues are \$1.10 per hour for every hour you work. Your employer pays your working dues along with your vacation amount into your vacation fund. If you filled out an Authorization and Assignment Card the \$1.10 per hour will be deducted from your vacation fund once a month and this will be split between the Local and the District Council. The remaining balance, which is your vacation amount, stays in your vacation fund for you. If you are an Apprentice and behind in your training hours, you will be charged double working dues in the amount of \$2.20 per hour. When your training hours are caught up, regular working dues of \$1.10 per hour will be charged the 1st of the month following the month of completion.

YOU CAN EITHER MAIL YOUR BASE DUES IN OR COME INTO THE OFFICE TO PAY. WE ACCEPT CASH, CHECKS, AND MONEY ORDERS. PLEASE DO NOT SENT CASH THROUGH THE MAIL!

APPRENTICESHIP PROGRAM

A **MANDATORY APPRENTICESHIP PROGRAM** was established with the Laborers in May of 1999. Any member coming in after this time is an Apprentice. As an Apprentice you are required to follow through with 288 training hours at the Laborers' Training Center in Lino Lakes. **As part of the 288 training hours, three courses are mandatory: 40 Hour Safety Week, 40 Hour General Construction, and you must attend one 1^{1/2} Hour Orientation for which you will receive credit for four training hours.** The mandatory orientation is held the third Thursday of every month at 6:00 p.m. at the Laborers Training Center at which time you will receive information regarding fringe benefits, training offered, the Apprenticeship Program, and other useful information about your Union. ***Please call the Apprenticeship Office (651-762-8235) to register for Orientation and plan on attending one of these meetings as soon as possible.***

LEVEL OF APPRENTICESHIP	HRS OF WORK	HRS OF TRAINING
Level 1 - 80% of Class 1 Journeyworker Rate	0 - 1500	0 - 100
Level 2 - 87% of Class 1 Journeyworker Rate	1501 - 3000	101 - 200
Level 3 - 95% of Class 1 Journeyworker Rate	3001 - 4000	201 - 288

The Laborers' Training Center is located at: **2350 Main Street**
Lino Lakes, MN 55038

DIRECTIONS

From the South - Take 35E North to County Road 14 (Hugo/Centerville) Exit #123. (Go East) Turn Right at the tip of the ramp and go approximately 1/4 mile. The Training Center is located on the right hand side.

From the North - Take 35E South to County Road 14 (Hugo/Centerville) Exit #123. (Go East) Turn Left at the top of the ramp and go approximately 1/4 mile. The Training Center is located on the right hand side.

*WHEN A CONTRACTOR HIRES YOU AND WANTS TO UPGRADE YOU TO A JOURNEYWORKER STATUS, THEY MUST SEND A LETTER REGARDING YOUR UPGRADE ON THEIR LETTERHEAD AND IT MUST BE SIGNED BY AN OFFICER OF THEIR COMPANY WITHIN 30 DAYS OR THE REQUEST WILL BE DENIED.

A good Union Member is an informed Union Member! Come to your Local Union Meetings!

**UNION MEETINGS ARE HELD
AT CONSTRUCTION
LABORERS' LOCAL #405
THE 2ND TUESDAY OF
EVERY MONTH
AT 5:30 P.M.**

While attending Union Meetings is not mandatory, it is a great way to stay informed of all the current happenings at our Local. It is also a great way to find out about all of the jobs in progress and future jobs that will be coming into our area.

***Apprentices: When you attend Regular Union Meetings you will be credited two (2) training hours per meeting.**

MEDICAL (HEALTH AND WELFARE)

Your coverage for medical insurance is based on your total hours worked. Your employer pays the expense of your medical, which is part of your Union Benefit Package.

You must work 330 hours in three consecutive months to get coverage. Example: If you only work a total of 200 hours in May, June and July, you will not be covered. But if you work 330 hours in June, July, and August they will drop the May hours and use the June, July, and August hours. Your waiting month would be September and you would be covered October 1st.

If you work 430 hours in a three month period the extra 100 hours are banked and roll over into the next quarter. So if you worked 230 hours in a 3 month period, you would still be covered by using your 100 banked hours.

When you are new to the Union and a Contractor you are usually covered for health benefits on the 1st day of the 5th month of employment, if you work the 330 hours required to qualify. You will be sent Medical Cards directly from Zenith. Included in your medical coverage you will also be entitled to dental and vision coverage.

As an insured member you can go to any doctor or dentist you want. You do not need a referral to go to a specialist. Your spouse and children are covered under your plan. There is a deductible of \$300.00 per person per calendar year. There is a maximum out of pocket of \$4,000.00 per person per calendar year for medical and \$1,000.00 per person for specialty medication. There is no family maximum out of pocket.

For more information regarding your Health and Welfare, please contact Zenith Administrators at 800-814-4240.

Open up your Participant Portal to get all of your benefit information online. You can check your insurance coverage, check your insurance claims, check your worker wellness balance, see your vesting and pensions credits, and much more. If you want to get funds from your WWP (worker wellness program) you will need to apply for them online on your participant portal.

Open up your Participant Portal by going to:

- ◆ edge.zenith-american.com
- ◆ click on login
- ◆ click on participant edge
- ◆ click on register
- ◆ fill out all information, set up user name and password
- ◆ you will be prompted to set up two-factor authentication
- ◆ if you have any questions please contact Zenith Administrators at 651-256-1800

Check out the Local's Website
go to liunaminnesota.org/local405 to:

- ◆ download the Local's Newsletter
- ◆ order merchandise from the Local's webstore link
- ◆ get current wage rates
- ◆ download the special vacation request
- ◆ learn more about LiUNA EAP Programs and Mental Health Resources

VACATION REQUESTS

Annual Payout: The calendar year for annual vacation payouts is from June 1st of the year to May 31st of the following year. You are allowed one regular payout per year. You will need to go on your participant portal between October 15th and November 15th to request it. You can have the funds direct deposited or receive a paper check. Annual payouts will be distributed the first week of December. To open your participant portal go to edge.zenith-american.com - click on login - click on participant edge - click on register - fill out all information requested.

Special Payout: Each member is allowed one special payout per year January thru November. You can come into the Office and pick up the form, you can download it from our website ([liunaminnnesota.org/local 405](http://liunaminnnesota.org/local405)) or we can mail it to you. This form must be requested by the member and returned no later than the 20th of the month in order to receive your funds the following month. These funds are distributed on the 5th of the month. You can request to have the funds direct deposited or sent to you by paper check. Keep in mind when you do request a special payout you do not receive any interest on your money and you will be charged \$50.00 by Zenith . This amount is taken off the top of your check.

TRAINING CENTER

The Laborers' Training Center is a great opportunity for members to upgrade their skills. In order to attend the Training Center you must be paid in full and be a member in good standing. There are no out of pocket expenses to attend classes at the Training Center. This is part of your benefit package. If you are interested in attending any classes you need to contact the Training Center at 651-653-6710 or at 888-758-6466. These classes fill up early so make sure and check ahead. We do have class schedules at the Local if you need one.

**IF YOU HAVE ANY PROBLEMS OR QUESTIONS PLEASE CALL THE LOCAL @
507-282-2349 AND WE WILL TRY TO HELP YOU IN ANY WAY WE CAN!**

OUT OF WORK LIST

If you get laid off from your job and you need to get on the out of work list., either stop in or call the Local at 507-282-2349 and get signed up. If you are on unemployment you also need to be on the out of work list! The unemployment office does check our list occasionally. If an employer calls for a member and you are qualified for the job we can send you out. Keep in mind the out of work list changes on the first working day of each quarter. (January, April, July, October) You will need to stop in or call the office during our regular office hours each quarter that you are not working and get on the out of work list. *Note: You must be a member in good standing to be on the out of work list. If you are an Apprentice and are behind in your training hours, you cannot be put on the out of work list until your training hours are caught up. Our regular office hours are as follows:

MONDAY - THURSDAY

6:30 A.M. - 12:00 P.M.

1:00 P.M. - 4:30 P.M.

FRIDAY

6:30 A.M. - 12:30 P.M.

SATURDAY - SUNDAY

CLOSED

ADDRESS AND PHONE NUMBER

Make sure if you move that you give us your new address. Without your correct address we cannot notify you regarding your dues or other events that the Union is holding. Also, please keep your current phone number on file at the Local. If we do not have your correct phone number and you are on the out of work list, we cannot contact you for a job.

SOCIAL SECURITY NUMBER

It is very important that your social security number is correct at both Local 405 and Zenith Administrators. If your SS# is incorrect you will not receive the correct credit for your Health Benefits, Pension, or Death Benefit. You will receive a quarterly report from Zenith on your benefits. When you receive your report make sure everything is correct.

SUSPENSIONS

If you let your base dues lapse more than 60 days, you will be suspended from the Laborers' International Union. In order to get back into the Union you will have to pay a Reinstatement Fee. This amount is the maximum of the following:

- 8% of initiation per month during the period of suspension plus current months dues or
- \$25.00 plus monthly dues while suspended plus current month dues

This amount is mandated by the Laborers' International Union. Membership in good standing is a condition of employment with the Union Contractor!

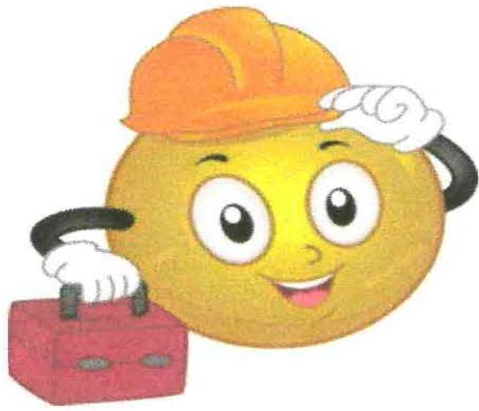
WHEN YOU ARE SUSPENDED

1. You cannot attend classes at the Training Center
2. You cannot attend monthly meetings
3. You cannot vote in any election
4. You cannot attend any Union function
5. If you are suspended and are working for a Union Contractor the Union has the right to take the amount owed out of your Vacation Fund to reinstate you. This will carry an additional charge of \$10.00.
6. When you reinstate you will lose your original entry date and receive a current entry date from the International Union.

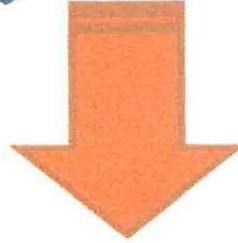
L.I.U.N.A. IS ENFORCING RULES REGARDING SUSPENSIONS!

Article 8, Section 4 of the Uniform Local Union Constitution Shown Below:

THE MONTHLY DUES ARE DUE ON THE FIRST DAY OF THE MONTH AND UNLESS PAID ON OR BEFORE THE LAST DAY OF THE FOLLOWING MONTH, THE MEMBER SHALL BE DEEMED SUSPENDED BY THE INTERNATIONAL UNION WITHOUT NOTICE.



SAVE ME TO
YOUR
FAVORITES!!



**-SCAN ME FOR ALL YOUR
LOCAL 405 INFORMATION -**

**NEWSLETTER, CONTACT INFO,
WEBSITE, BENEFITS, ETC**