

THE HARD HAT

Construction Laborers' Local 405

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Website: www.liunaminnesota.org/local405

Union Meeting 2nd Tuesday of each month @ 5:30 p.m.



LiUNA!

**MAY 2025
NEWSLETTER**

50 YEAR MEMBER

WE WOULD LIKE TO CONGRATULATE MEMBER MARLIN HICKS ON BECOMING A 50 YEAR MEMBER! WE SEND TO YOU OUR WARMEST WISHES FOR A CONTINUED HAPPY, HEALTHY, AND FULFILLING RETIREMENT!!!!

HIGHWAY HEAVY AGREEMENT

Effective May 1, 2025 - Increase \$3.25 per hour inc. + \$0.45 to MN Worker Wellness Program = **\$3.70 Total Increase** per hour allocated as follows: \$2.37 to Rate, \$0.10 to Vacation, \$0.45 to WWP, \$0.25 to H&W, \$0.50 to Pension, \$0.03 to TR/APP

COMMERCIAL CLEANING AGREEMENT

Effective May 1, 2025 - \$2.00 per hour increase + \$0.37 to MN Worker Wellness Program = **\$2.37 Total Increase** allocated as follows: \$1.12 to Rate, \$0.10 to Vac, \$0.37 to WWP, \$0.25 to H&W, \$0.50 to Pens, \$0.03 to TR/AP

Effective May 1, 2026 - Total Increase \$2.25 allocations TBD

Effective May 1, 2027 - Total Increase \$2.50, allocations TBD

***Foreman/Leadperson** shall receive \$2.50 per hour over Commercial Cleaner rate.

Effective May 1, 2026 increase to \$2.75.

Effective May 1, 2027 increase to \$3.00.

SE MN BUILDING AGREEMENT

Effective May 1, 2025 - \$3.00 per hour increase + \$0.41 to MN Worker Wellness Program = **\$3.41 Total Increase** allocated as follows: \$2.00 to Rate, \$0.21 to Vac, \$0.41 to WWP, \$0.25 to H&W, \$0.50 to Pens, \$0.03 to TR/AP, \$0.01 to BSC.

Effective May 1, 2026 - Total Increase \$4.25, allocations TBD

Effective May 1, 2027 - Total Increase \$4.00. allocations TBD

ENVIRONMENTAL AGREEMENT

Effective May 1, 2025 - MN Worker Wellness Program Increase of \$0.50.

WELLS CONCRETE PLANT

Effective May 1, 2025 - Total increase \$2.50 per hour allocated as follows: \$2.25 to Rate, \$0.25 to H&W

RED WING AREA NORTH OF COUNTY 9 (METRO)

Effective May 1, 2025 - \$2.50 per hour increase + \$0.50 to MN Worker Wellness Program = **\$3.00 Total Increase** allocated as follows: \$1.61 to Rate, \$0.10 to Vac, \$0.50 to WWP, \$0.25 to H&W, \$0.50 to Pens, \$0.03 to TR/APP, \$0.01 to BSC

Effective May 1, 2026 - Total Increase \$3.00, allocations TBD

Effective May 1, 2027 - Total Increase \$2.45, allocations TBD

NATIONAL PIPELINE AGREEMENT

Effective May 1, 2025 - \$3.15 per hour increase + \$0.44 to MN Worker Wellness Program = **\$3.59 Total Increase** allocated as follows: \$2.27 to Rate, \$0.10 to Vac, \$0.25 to H&W, \$0.44 to WWP, \$0.50 to Pens, \$0.03 to TR/APP

LEVEL 2 APPRENTICE

We would like to Congratulate Member Eastan Brown, Bruce Erath, Kashimana Iyorbo, Bryce Stephens, and Paul Ulrich on their successful completion of the Level 1 Construction Craft Laborers' Apprenticeship Program. Eastan, Bruce, Kashimana, Bryce, and Paul are now Level 2 Apprentices!!

MONTHLY DRAWING

Members names drawn at the Regular Meeting May 2025 for \$200.00 were Ron Gibson and Jason McCoy. Neither were present to win. The drawing for June 2025 will be for \$225.00. The winners of the \$30.00 Gift Cards were Members Justin Finn, Bryan McLaughlin, Bryce Stephens, and Derek Sperry.

OUT OF WORK LIST CHANGED APRIL 1ST!

If you are out of work and 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. **THE LIST HAS CHANGED FOR THE 2ND QUARTER ON APRIL 1, 2025!** You need to either stop in or call the office during our regular office hours Monday thru Thursday 6:30 a.m.- 4:30 p.m. and Friday 6:30 a.m.- 12:30 p.m. to get signed up! Remember to designate which zone or zones you want to be included in.

**THE OUT OF WORK LIST CHANGES ON THE FIRST
WORKING DAY OF EACH QUARTER
AS FOLLOWS FOR 2025:**

- JANUARY 6, 2025
- APRIL 1, 2025
- JULY 1, 2025
- OCTOBER 1, 2025



ZONE 1	ZONE 2	ZONE 3	ZONE 4
DODGE	FILLMORE	LE SUEUR	FARIBAULT
GOODHUE	HOUSTON	RICE	FREEBORN
OLMSTED	WINONA	STEELE	MOWER
WABASHA		WASECA	

NEW PICK 3 GET 1 BEGAN APRIL 1, 2025

Active and Retired Members complete three of the following tasks between 4/01/2025 and 03/31/2026 to receive your choice of a \$150.00 voucher good toward a pair of Red Wing Boots or a DeWalt Combo Kit.

- ◆ Preventive Physical
- ◆ Preventive Dental Visit (Required)
- ◆ MN Laborers Clinic Visit In-person or Virtual
- ◆ Flu Shot
- ◆ Attend Benefits Day
- ◆ Vision Exam

Note: Only health services rendered from 4/01/2025 through 3/31/2026 are eligible. Explanation of Benefits (EOB) required and provided by service provider or health plan. Go to laborersfunds.org/pick-3-get-1 for more info.

LOCAL 405 APPAREL WEBSTORE

Go to: www.liunaminnnesota.org/local405 and click on shop LiUNA 405 gear. Short Sleeve Tees, Long Sleeve Tees, Crew Neck Sweatshirts, and Hoody Sweatshirts with various designs and colors are available for you to purchase. The Webstore closes for a few days when processing and shipping out orders. It will reopen when processing is complete.

OFFICE HOURS

Just a reminder - Cindy is in the office Monday thru Thursday 7:00 a.m. to 5:00 p.m. Lorne and Jim are in the office on Fridays unless they have a District Council Meeting. If you are stopping at the hall on Fridays you might want to call ahead to make sure Lorne and Jim are in.

LABORERS HEALTH & WELLNESS CLINICS

The Laborers Clinics are a lot like your regular clinics, but with one important advantage: For all services delivered within the Laborers Clinic there is no cost to you. Medications that are provided as part of an in-clinic visit are supplied at no cost. Vaccinations done at the clinics are available at no cost. It's a fully-staffed medical clinic that is provided to you and your dependents 18 months and older at absolutely no cost to you. Call 952-687-8100 for virtual consultations or in person appointments.

CLINIC LOCATIONS:

Eagan, MN - 1519 Central Parkway - Eagan, MN 55121
Hugo, MN - 14665 Mercantile Drive N - Hugo, MN 55038
Rogers, MN - 13785 Rogers Dr - Rogers, MN 55374

CLINIC HOURS:

Monday, Wednesday, Friday - 8:30 am to 5:00 pm
Tuesday, Thursday - 9:30 am to 6:00 pm
Saturday - 8:00 am to 11:30 pm
Closed Sunday

-2025 CLASSES BEING HELD IN ROCHESTER-

Classes will be held at our New Hall - 1838 2nd Ave SE
 (Call the Training Center 1-651-653-6710 to register)

ASB SUP REF WI/MN	SEP 26	FRI
ASB SUP REF WI/MN	OCT 17	FRI

-2026 (Tentative) CLASSES BEING HELD IN ROCHESTER-

All Classes will be held at our New Hall - 1838 2nd Ave SE
 (Call the Training Center 1-651-653-6710 to register)

ICRA	JAN 19 - 20	MON - TUE
EXC. SAFETY/CONF. SPACE	JAN 21	WED
CPR/FIRST AID	JAN 22	THU
SAFETY WEEK	FEB 16 - 20	MON - FRI
ORIENTATION	FEB 19	THU - 5:00 PM
LINE & GRADE 1	MAR 30 - APR 3	MON - FRI
ASB SUP REF WI/MN	SEP 25	FRI
ASB SUP REF WI/MN	OCT 16	FRI

LYRA IS YOUR EMPLOYEE ASSISTANCE PROGRAM

YOU MATTER & YOUR'RE COVERED - As an eligible Participant in the MN Laborers Health Fund, there are mental health resources available to you and your eligible family members. You don't have to face your troubles alone, no matter how big or small they may be. Help is readily available to support you through any challenges you may be facing.

How we think, feel, and act affects our everyday mood, physical health, work, and personal life. That's why, as part of your benefits package with the Minnesota Laborers Health and Welfare fund, you get access to Lyra, the first place to turn for better mental health.

With on-demand access to self-care resources, up to 8 no-cost coaching or therapy sessions - for you and eligible family members - and 24/7 support, we're always here for you. We can even prescribe or help you manage mental health medications, if needed.

Your Minnesota Laborers Health and Welfare-sponsored Lyra benefit (including 8 no-cost sessions) is available to: all active members, retirees, and their dependent household members-such as spouses/partners, children, and teens.

24/7 care, anywhere, Get fast in-person or virtual care, High-quality care, Diverse providers, 100% confidential

Want to learn more? Go to laborersfunds.lyrahealth.org, email care@lyrahealth.com, or call 1-833-597-2306 at any time 24/7

FREQUENTLY ASKED QUESTIONS

♦ How do I apply for my wage replacement payment from my Worker Wellness Program Account ?

To submit an application for a wage replacement payment from your Worker Wellness Program ("WWP") Account you will need to register on Zenith's Participant Portal. Go to edge.zenith-american.com - click on login - click on participant edge - click on register and fill out all applicable information. Once you are registered and logged in you can select Worker Wellness Program under the menu to see the dollar amount you have available. Click on the application button and fill out the application to request your payment. The payment will be direct deposited into your bank account.

♦ Is it a requirement to be on the Out of Work List when I get laid off?

The State of Minnesota requires all Union Members to be on the Union's Out of Work List when they are laid off. This is a requirement in order to get paid unemployment. The Unemployment Office does audit our Out of Work List. If a Union Member who is collecting unemployment benefits is not on there, future benefits could be denied and past benefits might need to be paid back. The Out of Work list changes the 1st working day of every quarter. Your name does not automatically get carried over to the new list - you need to call in each quarter!

♦ Why am I getting charged a copay on my prescriptions?

There is a \$200 Calendar Year Deductible Per Participant for medical expenses, which includes prescriptions. Once this deductible has been met, Generic Drugs are covered at 100% (up to a 90-day supply at one time), Brand Drugs are covered at 80% (up to a 90-day supply at one time), and Specialty Drugs are covered at 80% (up to a 30-day supply at one time). The Calendar Year Major Medical Out-of-Pocket Maximum, which includes regular prescriptions, is \$4,000 Per Participant. The Calendar Year Specialty Prescription Out-of-Pocket Maximum is \$1,000 Per Participant.

A GOOD UNION MEMBER IS AN INFORMED UNION MEMBER!
NEXT UNION MEETING IS JUNE 10TH - 5:30 PM - FOOD IS PROVIDED
(REMINDER TO APPRENTICES: WHEN YOU ATTEND REGULAR UNION MEETINGS,
YOU WILL BE CREDITED TWO (2) TRAINING HOURS PER MEETING)