



# **SOUTHERN CALIFORNIA LABORERS TRAINING NEWS**

**LIUNA LOCALS: 89, 220, 300, 507, 585, 652, 783, 802 & 1184**

**AUGUST 2006 ISSUE**

**THE LABORERS SCHOOL**  
LABORERS TRAINING & RETRAINING TRUST  
OF SOUTHERN CALIFORNIA



**THE EXPLOITATION  
OF IMMIGRANT  
WORKERS IN THE  
SOUTHERN  
CALIFORNIA  
CONSTRUCTION  
INDUSTRY**

**SUPERVISOR  
TRAINING**

**IMPORTANT  
NOTICE  
APPRENTICESHIP**

**CONTRACTORS  
AWARD  
DINNER**

**MECHANICAL PIPE**

**Mike Quevedo Jr.**  
LABOR CO CHAIRMAN  
General Executive Board VP  
Business Mgr. Dist. Council

**TODAYS CHAMPIONS "WE GET IT"**



## LABORERS TRAINING SCHOOL

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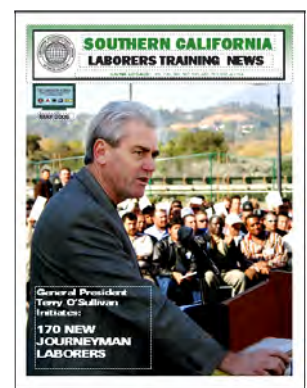
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LABORERS TRAINING NEWS  
INFORMATION DESK  
(626) 610-1700



[www.laborerstrainingschool.com](http://www.laborerstrainingschool.com)

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AVAILABLE INFO ON:

Scheduled Classes  
Course Curriculum  
Quarterly Newsletter  
Boot Camp  
Campus Pictures  
Mobile Training  
Contact Info

(626) 610-1700

USE THE WEB:



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## LABORERS TRAINING NEWS

[Get your copy of the Laborers Train](#)

**TRAINING CALENDARS**

Calendars

[New Site Galleries](#)

[Apprenticeship Wallets](#)

### SOUTHERN CALIFORNIA LABORERS TRAINING, RETRAINING & APPRENTICESHIP

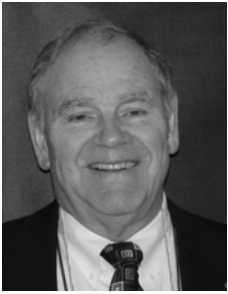


[Boot Camp](#)

[Curriculum](#)

[Brochures](#)

# THE EXPLOITATION OF IMMIGRANT WORKERS IN THE SOUTHERN CALIFORNIA CONSTRUCTION INDUSTRY



## Joe Blodgett Construction Review and Analysis

Laborers Employers Cooperation & Education Trust, Executive Director

An interview with Mike Quevedo Jr. July, 18th 2006



## CONSTRUCTION ZONE

As the debate over immigration rages among members of the Congress and the Bush Administration, Mike Quevedo, Jr., Labor Co Chair, General Executive Board Vice President and District Council Business Manager, discusses this hot topic and its impact on the construction industry in Southern California.

Readily conceding that there are no easy solutions to this issue, Mike focuses on two questions: Are contractors taking unfair advantage of the undocumented workforce in California, and does our state's economy and our signatory contractors suffer from the conduct of these unscrupulous contractors? Although the answers to these questions may be complicated, Mike draws a sharp distinction between the good guys and the bad guys in our industry.

According to Mike, the good guys are our Union contractors signed to Master Labor Agreements negotiated between the Laborers and SCCA, AGC, BIA, ECA and other multi-employer associations. They are contractors who request a dispatch, honor workers' rights, pay collectively bargained wages, health & welfare benefits, pension benefits, and contribute to training and apprenticeship. These contractors comply with the tax laws, ERISA, and federal and state labor laws. Their employees are taxed on every dollar they make; and deductions from their paychecks, not public assistance, pay for their health care and retirement.

Mike sees these contractors the real heroes in this industry, legitimate contractors with rock-solid values, who recognize that the economy of this country that we live in, and the construction industry that we work in, are stimulated by these middle class workers that they employ.

Mike is quick to draw a distinction between our signatory contractors and the unfair contractors in the industry. The unfair, non-signatory contractor often seek to take advantage of an undocumented workforce that is systematically exploited as cheap labor. These unscrupulous contractors include self-absorbed, tax-evading, cash-paying criminals who undermine this state's economy. They pay substandard wages and violate federal and state protections for workers. According to Mike Quevedo, "these unfair contractors undermine every legitimate contractor, while at the same time creating a workforce that is supported by the very people they undermine."

**Unfair contractors are those who:**

Pay cash under the table;

Provide health care benefits only to their family and two or three key workers;

Work on public works projects paid for by the taxpayer and evade paying taxes on their own employees;

Collect monies to transport undocumented workers to jobsites;

Shuttle undocumented workers in the country through out-sourced coyotes;

Avoid paying taxes through various means of fraud;

Neglect to contribute to programs that train workers;

Are omnipresent in the exploitation of workers in the residential and landscape industries, and are making inroads in other markets.

Recognizing that unfair, non-signatory contractors exploit the undocumented workforce, Mike Quevedo addresses the second question: Does our economy suffer from the shady activities of these unscrupulous contractors?

In Mike's view, highly skilled workers with good wages and benefits stimulate our local and state economy through the compounded effect on every hard-earned dollar, as it passes from vendor to vendor, grocery store to hardware store, to the malls and theaters, and so on. The economy also thrives on the daily tax income resulting from good wages and benefits paid by the fair contractors.

The flip side, of course, is the underground economy that hurts all of us: the immigrant workers who are abused by the unscrupulous contractors, the fair employers who pay decent wages and pay employer payroll taxes, and of course the working men and women of our union construction industry who bear a disproportionate share of the tax burden. "Our economy suffers because of the loss of legitimate tax revenue, as well as the added burden on those who play by the rules and must support government programs to assist the exploited workers," says Quevedo.

While we can honestly disagree how immigration issues should be resolved, Mike believes that we can at least agree that they should be resolved based on shared moral principles, smart economics and common sense. Mike Quevedo points out "we know that there is dignity in all work and that all workers should be accorded dignity. We need legislation that protects our workers, whether or not they are documented, because leaving them outside the protection of the law creates an underground economy that hurts all of us. By not protecting undocumented workers from the practices of unfair contractors, we make it harder for our good signatory contractors to compete in the marketplace."

Mike believes that our immigration policy must include a strong and enforceable labor policy that favors good contractors and hard working employees by enforcing the criminal penalties for the practices of unfair employers. Mike also believes that our immigration policy must include a way to bring undocumented workers out of the shadows of our society, while at the same time protecting the security of our great country. The demographics of the Laborers' membership include workers of all races and many nationalities: Anglos, African-Americans, Asians, Mexican and Central Americans and others. If some are not documented, Mike recognizes that this is a problem, but asks us not to confuse these workers with the unfair contractors who exploit them. Immigrant workers are good, hard-working people who only seek to do a fair day's work for a fair day's pay. They are people who want to provide a decent life for their families. "Let's get the facts straight," says Mike Quevedo, "we have a class of hard working immigrant labor that is exploited for the gain of some unscrupulous employers. We should focus on stopping the reprehensible conduct of these employers as we try to develop a fair immigration policy in this Country."



CALIFORNIA LABORERS  
CONSTRUCTION



# SUPERVISOR TRAINING

## TODAYS CHAMPIONS

Our industry needs highly motivated, disciplined, supervisors.  
Is that you?



**Contractors signed to a full master labor agreement with the LABORERS SCDCL may request for Employee / Employer Supervisor Training. Industry veterans should take advantage of training that will help meet goals for the future.**



DEPARTMENT OF LABOR  
APPROVED OSHA 10 & 30 hour courses.

LABORERS Supervisor Training Program			
Introduction to Construction Supervision	<input checked="" type="checkbox"/> 01-12-08	Project Management	<input type="checkbox"/>
Problem Solving	<input type="checkbox"/>	Estimating	<input type="checkbox"/>
Safety and Health	<input checked="" type="checkbox"/> 01-12-08	Sexual Harassment Prevention	<input checked="" type="checkbox"/> 01-12-08
Plan Reading	<input type="checkbox"/>	Communications	<input checked="" type="checkbox"/> 01-12-08
DOL OSHA 30 Hour	<input type="checkbox"/>	DOL OSHA 10 Hour	<input type="checkbox"/>

Refresher dates indicated in blue

Back of Card

# LABORERS

## Supervisor Courses



### Introduction to Supervision

Credit Hours: 32  
Prerequisites: [Foreman](#), [Plan Reading](#)

Competencies:  
This course will identify personnel roles within the chain of command; understand the purpose of contracts, plans and specifications; demonstrate the use and understanding of schedules, bar



### Safety & Health

Credit Hours: 40  
Prerequisites: [Foreman](#), [OSHA 30](#)

Competencies:  
Identify leading cause of death in construction; demonstrate ability to identify at least 80% of the hazards in a given situation; identify the key elements of an effective accident investigation; substance abuse; drug testing procedures; EAP; critical incident stress debriefing.



### Plan Reading

Credit Hours: 40  
Prerequisites: [None](#)

Competencies:  
This course will familiarize the student with the basic skills of reading blueprints. This includes how to find and understand legends, compass, scale ruler and how to locate specific items.



### Problem Solving

Credit Hours: 16  
Prerequisites: [None](#)

Competencies:  
This course will cover effective communication techniques; problem solving, and decision making; effective motivational techniques; conflict management; sexual harassment.



### DOL Approved 30 hr OSHA

Credit Hours: 30  
Prerequisites: [None](#)  
Competencies:  
The OSHA 30 is a DOL certification course, that covers standards that are relevant to the construction industry. The 10 hour course is a recommended field course for Foreman and lead employees. The OSHA 30 is recommended for Superintendents, project managers and loss control officers



### Project Planning & Management

Credit Hours: 32  
Prerequisites: [Foreman](#), [Plan Reading](#), [OSHA 30](#), [Const. Math](#)

Competencies:  
In this course you will learn how to perform a project analysis and a value engineering study; preplanning; safety planning; CPM terminology; network diagrams; start to finish calculations; cost and time management.



### Communication

Credit Hours: 8  
Prerequisites: [None](#)

Competencies:  
Participants will learn how to read material safety data sheets and chemical labels, as well as the OSHA standards that apply.



### Project Estimating

Credit Hours: 40  
Prerequisites: [Foreman](#), [Plan Reading](#), [Construction Math](#)

Competencies:  
Participants will learn how to identify and explain reasons for estimating; types of estimates; elements of the bidding process; bonding; types of insurance; material pricing.

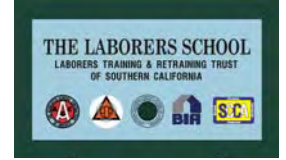


### Sexual Harassment Prevention

Credit Hours: 4 hours  
Prerequisites: [None](#)

Competencies:  
In order to meet Senate Bill 1825 requirements, managers/supervisors must attend a sexual harassment awareness course. Competency include: Recognition of harassment in the workplace, verbal, visual and physical. Addressing key documentation in the employee handbook and related documents, reporting procedures, confrontation resolution and corrective actions

# IMPORTANT NOTICE



## Major Policy Changes regarding Laborers Apprenticeship Program

1. There is a new exit exam for the VOICE class covering the five (5) basic fundamentals of the Laborers Apprenticeship Program.
  1. Communicate with Coordinator often and effectively.
  2. Work Processes are an auditable item and mandatory.
  3. Must be available for work or take a leave of absence.
  4. Be proactive in taking classes.
  5. Sub Committee will terminate apprentices not in compliance.
2. There will be a two warning's and a termination policy taking the place of our demerit policy.
3. All Laborer Sub-Committee Representatives will be advised that under acceptance of the previous minutes the joint committee will examine to see if defined requirements were met by apprentices on probation. All apprentices failing to meet requirements set, will be terminated from the program.

# DEMERIT SYSTEM CHANGES TO CARD SYSTEM



Apprentices failing to turn in work processes, maintain RSI credits, going suspended and related disciplinary action will receive a yellow card and go before the sub-committee. Failure to attend sub-committee will result in a automatic card. After receiving two cards for disciplinary action the next offense will be termination.



The Laborers Apprentice program will be changing from a demerit system to a card system as of August 1st, 2006. On this date all demerits will be taken away. Apprentices not meeting basic standards and requirements will be given a first card warning and sent to sub-committee. From that point on sub-committee will motion, second and approve all future actions.

To continue making Laborer wages you must meet minimum requirements

# MARK YOUR CALENDAR

## Contractors Award Dinner

Nov. 17th, 2006 / 4:30 P.M. / Azusa Campus



**RSVP ASAP**  
626-610-1700



### Most Laborer man hours by :

Concrete  
Asphalt  
Pipe  
Heavy Structural

Grading  
Light Commercial  
Residential  
Landscape.

**Leadership Award for Safety,  
Innovation & Creativity.**

**Best contractor 2006**

**“On Public Works Projects, Californians expect Employees to be part of a State Certified Apprenticeship program with the best training available so the public is not at risk from workers who are not provided Continued Education and Safety Training.”**

## APPRENTICESHIP

**FIRST PERIOD**  
**500 HOUR O.J.T.**  
**36 HOURS R.S.I.**  
**\$12.92**

**SECOND PERIOD**  
**500 HOUR O.J.T.**  
**36 HOURS R.S.I.**  
**\$14.21**

**THIRD PERIOD**  
**500 HOUR O.J.T.**  
**36 HOURS R.S.I.**  
**\$15.50**

**FOURTH PERIOD**  
**500 HOUR O.J.T.**  
**36 HOURS R.S.I.**  
**\$18.09**

**FIFTH PERIOD**  
**500 HOUR O.J.T.**  
**36 HOURS R.S.I.**  
**\$20.67**

**SIXTH PERIOD**  
**500 HOUR O.J.T.**  
**36 HOURS R.S.I.**  
**\$21.96**



**Contractors are in need of Certified and Valued Employees that are:**

**Companies will partner with us in the future simply because we provide the best product in the industry.**

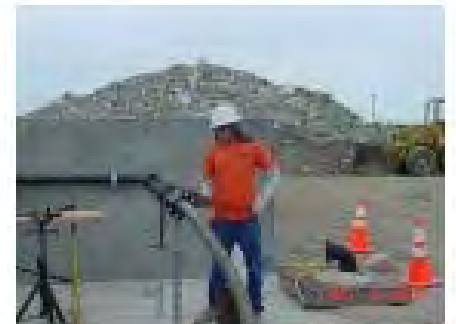
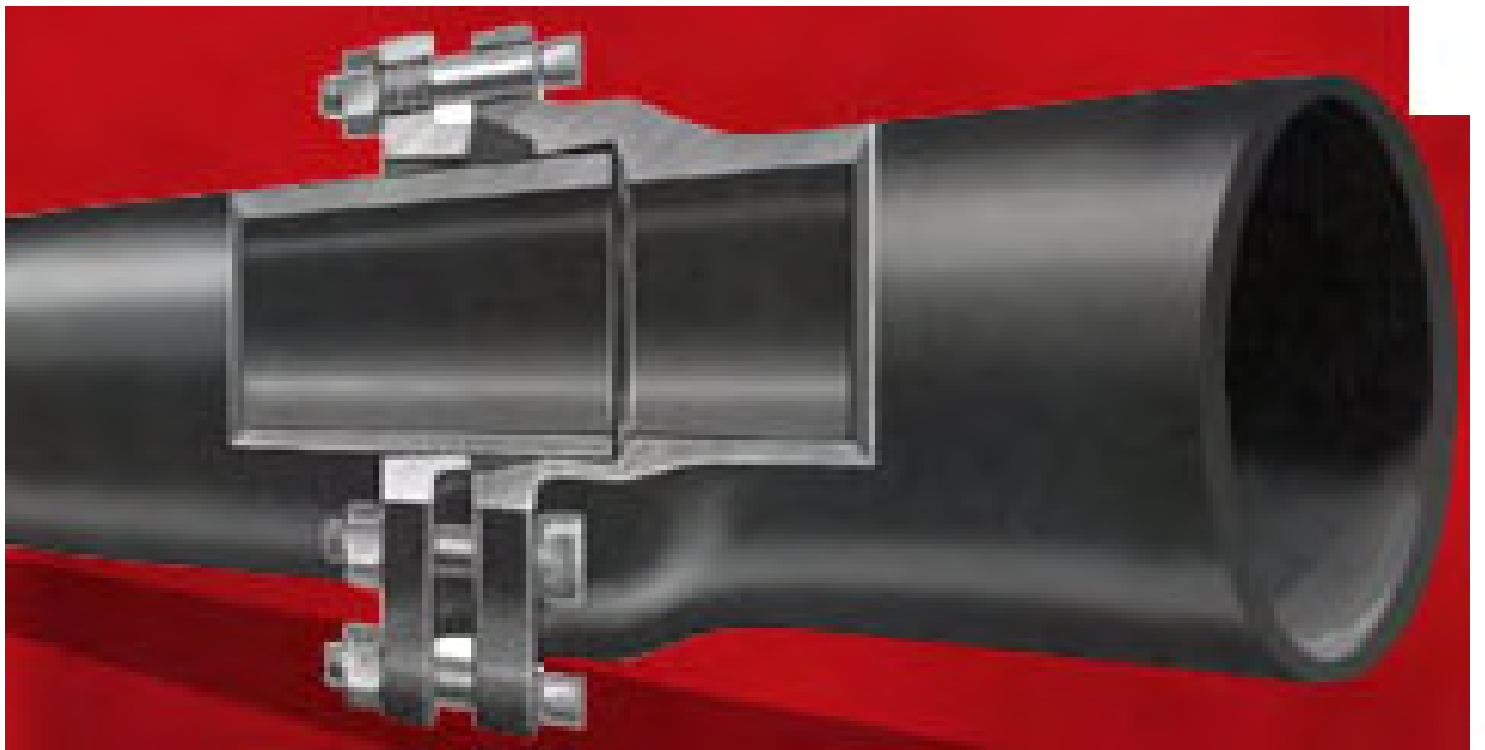
- *On Time*
- *Prepared*
- *Ready to Work*
- *Drug Free*

# Mechanical Pipe

Signatory Contractors signed with the LABORERS demand the best training in the country !

One of the most requested courses from contractors and journeyman has been the mechanical basic course. Contractors and members who are interested in this course offering can request for information regarding course syllabus, competencies and curriculum at 626 / 610 - 1700







## MEET STATE REGS

BLUE DATE REFLECTS EXPIRATION DATE OF CERTIFICATION. RED DATE REFLECTS CERTIFICATION WITH NO EXPIRATION DATE.

JOHN JONES		
<b>CERTIFICATIONS</b>		<b>INDUSTRY</b>
Forklift Safety	01/18/2005	Asphalt R & R
Traffic Control	01/17/2002	Concrete R & R
Scaffold User	01/14/2002	Concrete Cutting
Scaffold Builder	01/13/2002	Landscape
First Aid/CPR	01/16/2003	Pipe Laying
Confined Space		Tilt-Up
Boom Lifts		
<b>ENDORSEMENTS</b>		<b>ENVIRONMENTAL</b>
Class A License	05/15/2002	Asbestos Abatement
Class B License		Hazardous Waste
Skid Steer		Lead Abatement
	Blue Date = Cert Expiration Date	Red Date = Cert Date Not Expires

## BACK OF CARD

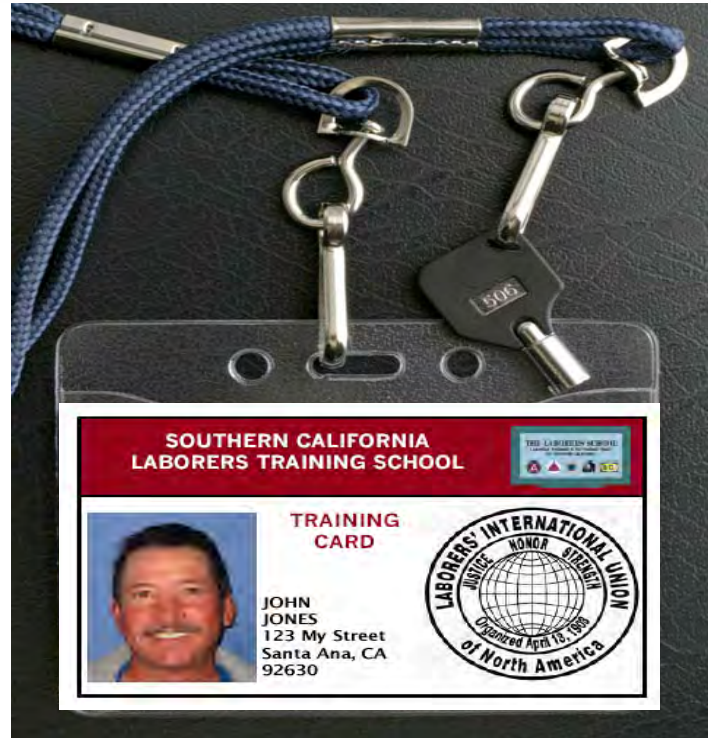
## EQUIPMENT ENDORSMENT COURSES



### Advanced Skid Steer

Credit Hours: **24**  
 Prerequisites: **Basic Course**  
 Competencies:

Loading and unloading onto trailers, attachment identification as well as practical application of attachments is the focus of this course. Other topics covered include hydraulic functions, drilling with auger, breaker, inspection and light maintenance.



### Aerial / Boom Lifts

Credit Hours: **8**  
 Prerequisites: **Forklift Safety**  
 Competencies:

Aerial platforms, boom lifts, and extended reach forklifts are driven and operated during this course. Safety standards are reviewed and hands-on practice is the focus.



### Class A & B License

Credit Hours: **A=120, B=40**  
 Prerequisites: **Contractor Request**  
 Competencies:

The competencies covered in this class are in line with DMV requirements, DOT Physical, DMV walk-around, DMV road test. Other topics include defensive driving, documentation, and plant discipline.

For full Laborers course curricula please see our website at [www.laborerstrainingschool.com](http://www.laborerstrainingschool.com)



# LABORERS APPRENTICESHIP REQUEST TO INDENTURE APPRENTICE FORM

The Laborers JAC, representatives have motioned second and approved language that requires contractors signed to the MLA and utilizing State of California Indentured Apprentices to petition the JAC to indenture a Construction Craft Laborer/Landscape Apprentice. The JAC has taken this action in a effort to protect Signatories Contractors from having apprentices on their payroll who are not indentured by the State of California. There is also an issue of assessing the candidate for Physical Fitness and general health. Your personnel officer, safety manager and loss control officer should find this procedure a necessary step. This process will streamline placement based on a assessment and documentation of hours worked in the industry. Thank you for complying with this uniform administrative procedure in a effort to provide the most productive workforce available.

## CONTRACTOR INFORMATION

Date: \_\_\_\_\_

Name of Company \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Company Representative Requesting Apprentice: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Fax Number: \_\_\_\_\_

Personnel Officer Name: \_\_\_\_\_

Safety Officer Name: \_\_\_\_\_

Job Site Name & Address: \_\_\_\_\_

## CANDIDATE INFORMATION

Name of Candidate \_\_\_\_\_ Social Security # \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Phone Number \_\_\_\_\_ Cell Number \_\_\_\_\_

Years Construction Experience: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Past Employers: \_\_\_\_\_

Previous Training: \_\_\_\_\_

CHECK ONE

CONSTRUCTION CRAFT LABORER APPRENTICE

LANDSCAPE LABORER APPRENTICE

# LABORERS COURSES

## JOURNEYMAN & APPRENTICE COURSES

### Certifications

1. Confined Space Awareness
2. First Aid/CPR
3. Forklift Safety
4. OSHA 10 (12 hour)
5. Scaffold Builder
6. Scaffold User
7. Steward Training
8. Traffic Control/Flagging
9. Welding

### Equipment Endorsement

1. Aerial/Boom Lifts
2. Air Tools
3. ARXX Building Systems
4. Fall Protection
5. Skid Steer Safety
6. Skid Steer Safety II
7. Trench Plates Protection
8. Class A License
9. Class B License



### Industry Courses

1. Asphalt Paving
2. Concrete Construction
3. Landscape
4. Pipe Laying
5. Tilt-Up Construction
6. Air Tools
7. Brick Tending
8. Mechanical Pipe

### Environmental Courses

1. Asbestos Abatement Worker
2. Hazardous Waste Worker
3. Environmental Awareness
4. Lead Abatement Worker

## JOURNEYMAN SUPERVISOR COURSES

Introduction to Construction Supervision  
Safety & Health for Construction Supervisors  
Plan Reading for Construction Supervisors  
Problem Solving for Construction Supervisors  
Project Planning and Management  
Communication for Construction Supervisors  
Foreman Preparedness  
Steward Class

Phone (626) 610-1700 Fax: (626) 633-0204