

Unity News

Laborers' Local 332 Philadelphia and Vicinity

Laborers' International Union of North America

Affiliated with AFL-CIO

Vol. 2 No. 1



Winter 2012

Sam Staten, Jr. Creates Special Business Manager's Award



Sam Staten, Jr., Business Manager

Addressing the membership at the October, 2011, meeting Business Manager Sam Staten, Jr. announced that he will create a special award to be presented to members of Local 332 who contribute their time and energy in extraordinary

ways to make Local 332 stand out as a leader and to help so many people in need.

"Local 332 is seen as a "great" organization because of these members. Most of them do not get any special recognition and they don't seek any recognition, but they are in large part why Local 332 receives so much recognition and praise. They are the wings beneath our wings; they make us soar", said Staten.

Staten spoke about the brothers and sisters who are consistently there. They serve on our committees, they work on Election Days, they give "A Day of Service" for Dr. Kings Birthday, they volunteer outside the organization, working for charitable organizations, they march on picket lines and they do so much more.

"When we need volunteers, they are always there. When things need to be done, you just know that you will see them. Sometimes they initiate the activity, like the coat drive. I want them to know that I appreciate them and the members appreciate them and the good work that they do."

The award, which Staten says will be called "The Winds Beneath Our Wings Award" will be presented each year to a group of selected members who have demonstrated a strong commitment to Local 332. Staten projects that he will announce the 2012 winners early next year, with the recipients to be honored at an event shortly after the announcement.

"In our true fashion of service, the Friends of Labor Committee has for the last 26 years recognized outstanding Labor and Community leaders for their outstanding work and it has raised over a million dollars for charity. This award will add to our legacy of recognition by highlighting the work of 332 members. And hopefully, it will inspire still others to join these outstanding contributors". , said Staten.

"It will be a difficult decision to pick the first group, because we have a lot of these dedicated members", Staten said. "But eventually, we will recognize them all; it's important that we recognize them all."

Mayor Michael Nutter Signs Historic Agreement with Labor



Mayor Michael Nutter

In an historic agreement, Philadelphia Mayor Michael Nutter accompanied by Laborers Ryan Boyer, Sam Staten, Jr., and Walter Higgins along with other Construction Union leaders, have agreed to work together to use union labor on city-funded construction projects.

The recently signed Project Labor Agreement will work to put more city

residents and minorities on job sites. The deal commits the city to using union labor on city-funded projects costing at least \$5 million while diversifying local workers on local jobs

Fifty percent of the hours for those jobs must be set aside for Philadelphia residents," Nutter said at the news conference. "And at least 32 percent of those are for minority males and 7 percent for women."

Nutter said the deal also gives the city and its contractors predictability at the job site.

"The city will know that there will be no strikes, no slowdowns, no stoppages, that our work will be done on budget, on time by some of the most skilled trades people in the United States of America, right here in Philadelphia," Nutter said.

Major Construction Jobs Coming in Philadelphia

As we all know the construction industry has been the hardest hit throughout the United States. The past eight years have seen a steady decline in the number of projects started and the available jobs for construction workers. However if the projects now on the drawing board for Philadelphia and projected to begin next year actually materialize, 2012 could be the "come back" year.

Reports have been circulating for months that the economy was beginning to show a turn around, thanks in part to

the Obama administration's stimulus dollars finally reaching the area. Of course, when the construction industry does well, literally hundreds of other industries and suppliers fare well.

"We are all very happy to see these reports. While we have been able to keep a lot of members working, this has been a real tough time for many of our members. I think we can see some "light at the end of the tunnel" and that a good thing for us all, said Sam Staten, Jr.

JOB	LOCATION	COST
Tiva	Red Lion Road	\$325 Million
CHOP		\$330 Million
Smith Kline	Navy Yard	\$88 Million
Franklin Institute		\$45 Million
Dillworth Plaza		\$50 Million
Marriott New Hotel	Navy Yard	\$35 Million
Baker Square		\$42 Million
Turner	4201 Market St.	\$40 Million
Hunter Roberts	Drexel Dorms	\$120 Million
Nano Tech	Univ. Penn	\$60 Million
Wistar Project	Univ. Penn	\$50 Million
New 4 Story Office Bldg.	Navy Yard	\$28 Million
Temple Dorms	Broad & Oxford	\$180 Million
Lebow Bldg.	Drexel Univ.	\$90 Million
Family Court	15 th & Arch	\$140 Million
33 Story Condo	21 st & Chestnut	\$90 Million
Spectrum Health	52 nd & Haverford	\$15 Million
US Airways	Airport	\$60 Million
Grannary	19 th & Hamilton	\$60 Million
Chestnut Hill Hospital		\$40 Million
Hotel	12 th & Arch	\$30 Million
TN Ward Parking Lot	13 th & Arch	\$12 Million
Mormon Church	17 th & Vine	\$170 Million
Terminal G	Airport	\$110 Million
AP - Runway	Airport	\$33 Million
Urban Outfitters Bldg 14	Navy Yard	\$9 Million
Urban Outfitters Bldg 3	Navy Yard	\$13 Million
Penn State — Renovation	Navy Yard	\$15 Million
Penn State — New Project	Navy Yard	\$30 Million

The Local 332's Emergency Relief Committee

provides funds to members who face tragic events such as fire, foreclosure, eviction, funerals etc; helping to keep the family intact.

Message From the Business Manager



Sam Staten, Jr., Business Manager

Brothers and Sisters,

Local 332 is the source of so much pride for me. I am proud to be a Laborer. I'm proud to be the Business Manager of one of the most important organizations in this city. I am proud of the members of this organization, past and present. I am proud of the quality of the work we do. I'm proud of our history. I'm proud of our continued commitment to our mission to provide decent paying

jobs, with top class benefits, safety and job protection for our members. I am proud of our continued support of community efforts to improve the lives of people.

With all of this pride in our past and in our present, over the past few months much of my thoughts and attention has been on the future. What I have learned over the years is that what we do today, will determine our future. That was the point argued by my father Sam Staten, Sr. and the late James Harper in their struggle to build our school in Exton. They knew that laborers could not plan to just dig trenches, haul supplies and equipment or operate the limited machinery forever. We had to move into new areas and we had to be "skilled" laborers. This is why I push so hard constantly for our members to go to Exton and to get certified in as many areas as possible. We must be prepared.

Once unions operated simply as "hiring halls", but the challenges of a changing world forced us to become and operate as businesses. The world is still changing, but today it is changing even faster, in large part because of technology. We too must move with that changing world and make sure that we are making decisions that will assure that our members are ready and that this organization will be here for future generations.

Recently I brought together a group of fathers and sons, who are members of Local 332 to discuss the future of our organization and increasing the involvement of our younger members. I know that our continued success as a leader and a union depends on our ability to bring these young minds on board ... and get them involved. I was impressed by the discussion and reports coming out of that meeting. Contrary to what many believe, our young people made it clear

that they support their union and are interested in our future. A number of recommendations came from the fathers and the sons (and one daughter) who attended. I have committed to make some of these recommendations happen. (You can read about that gathering is another article in this issue.)

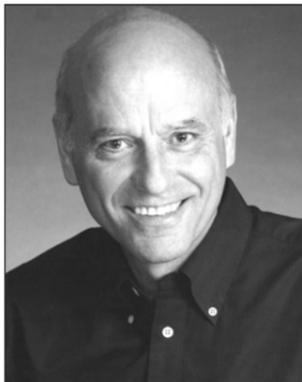
I want to take this opportunity to assure you that our Local is strong. We continue to look for new job opportunities and we continue with aggressive organizing. Our agents and organizers are consistently aware of the role we must play to meet the needs of our members, even in these tough economic times.

Fraternally,

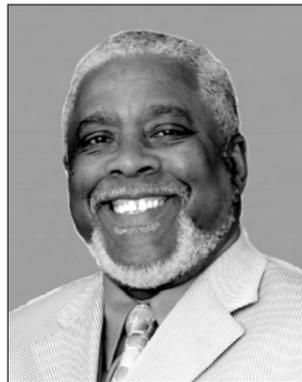
Sam Staten, Jr.

Business Manager

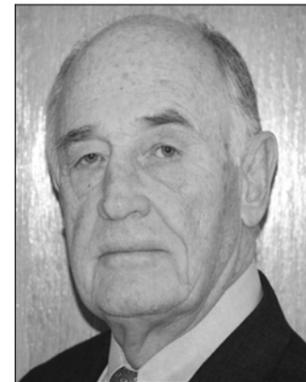
Friends of Labor Committee Salute Three Outstanding Citizens \$48,000 donated to Charitable Non-profit Organizations



Patrick Byrne



Kofi Asante



Walter Palmer, Jr.

The Friends of Labor Committee held its 26th Annual Charity Dinner, October 1, 2011 at the Sheraton Philadelphia Downtown Hotel. Over 700 people from all avenues, including labor, business, government, community and religious organizations came out to support the cause and to help salute three outstanding citizens. The Sheraton Philadelphia Downtown Hotel Grand Ballroom was the setting for this elegant event.

Patrick Byrne, Assistant Regional Manager of the Eastern Region of Laborers' International Union of North America was the 2011 Labor Man of the Year. Kofi Asante, of the National Comprehensive Center for Fathers received the Outstanding Community Leader Award, and Walter Palmer, former President of the General Building Contractors Association (GBCA) received the first Friends of Labor Award.

Sam Staten, Sr., Retired Business Manager of Local 332, who created this charitable event presided over the awards ceremonies. Staten said of Byrne, "It is without a question, that he has made a difference in our organization and in the lives of ordinary people. We recognize Pat tonight for his commitment and contributions to our organization, his contribution to the broader labor movement and for work that he does to help provide guidance and services to young people. He is a gentleman, humanitarian, a brother, and a friend".

"Kofi Asante is truly a remarkable person, who has succeeded against the odds and made a difference in the lives of so many. His programs of mentoring, job training, building self esteem and job placement has helped and change the lives of thousands of young men and has reached far beyond that to affect the lives of tens of thousands of children, wives and mothers. Tonight we salute him for the outstanding work that he does.", said Sam Staten, Sr.

Staten, said of Walter Palmer, "As the head of the GBCA he was always firm but fair. He represented contractors, but he understood the workers. His approach was always seeking the "win-win" solution when negotiating. He was an outstanding supporter of

training initiatives and promoting careers in construction. His strategy of "reaching out" and maintaining communications promoted economic growth for the City of Philadelphia and job creation for many families.

Each of the honorees received Laborers' Local 332's highest award, the coveted and prestigious "Sammy", plus citations from Philadelphia Mayor Michael Nutter, Pennsylvania Governor Tom Corbett, Congressman Robert Brady, the City Council of Philadelphia and the Pennsylvania House of Representatives and Senate.

Forty-eight thousand dollars (\$48,000.00) was awarded to non-profit charitable agencies that night. That contribution brings the total contributions of the Friends of Labor to \$1,198,400.

Friends of Labor Committee

James Bashir, *Chairman*
Joseph Roland, *Treasurer*
Anthony Lewis, *Strategist*

Darren Carr, *Vice-Chairman*
Cheryl Lee, *Coordinator*
Andrew Robinson, *Staff Advisor*

Members

Naim Artis
Shakri Beyah
Raymond P. Brown
Rafiq Cannon
Carrol Gordaon
George Harris

Henry Hurtt
George Kirby (Saleem)
Hassan Morris
Joseph Moses
Hank Owens
Ali Wright

Come Celebrate this Valentine's Day and send a child to college!

Local 332 Sergeant of Arms—Annual Scholarship Cabaret

Saturday, February 11, 2012

Temptations Banquet Ballroom

220 W. Cheltenham Avenue

Philadelphia, PA

(Just below Wayne and Cheltenham Avenues)

See Sergeant of Arms Committee members for tickets.

Support the Cause!!

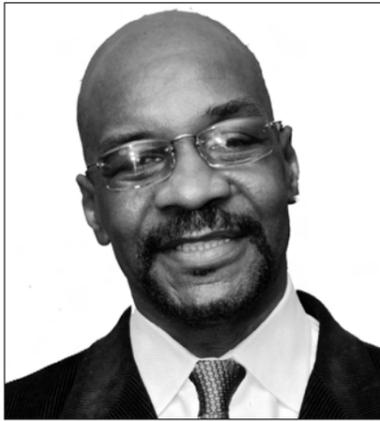


TO YOUR HEALTH

Coffee

The journal Molecular Nutrition and Food Research published a study in 2009 in which researchers evaluated the impact of coffee and tea on prostate health. Investigators concluded that while coffee had no apparent relationship with prostate cancer, evidence from animal and in vitro studies suggests that tea, and especially green tea, is a healthier choice than coffee for prostate health.

From the Secretary-Treasurer's Office



Andrew Robinson

As laborers and Local 332 members we pride ourselves in being prepared to do whatever job is placed before us. We train not just for today but for the future. That is why our Business Manager, Sam Staten, Jr. has consistently encouraged our members to go to our Laborers' Training School to gain all the skills necessary to make you and our union a needed entity.

Non-union contractors have no problem finding "unskilled" laborers who they pay minimum wages and no benefits. As we go through this tough period of our nations economy, anti-union forces will continue to suggest that cutting our hard fought for wages and benefits is a way to improve the economy. Our best defense is having workers who are prepared to do the best job.

Nearly everything that affects our daily lives is, in one way or another, connected to politics. Whether it's our children's education, the roads we drive on, the taxes we pay, or our job security, it is all impacted by decisions that are made, or not made, by politicians.

In today's political climate, it is more important than ever to be politically aware and active. We must get involved to ensure that the candidates who will preserve the rights of working families are elected. That is why Local 332 has consistently worked aggressively to have relationships with those elected officials who will protect working families.

A register voter's voice is always louder to an elected official than that of a non-voter. So, it is vital that all members of Local 332 register to vote. This also gives our Business Manager greater power whenever he speaks with lawmakers at any level about the concerns of our membership. **You can make a difference. Register and VOTE**

Again as we enter the New Year, tax season will soon be upon us. I want to remind you again about the Earned Income Tax Credit (EITC). According to the IRS, one out of every four filers eligible EITC fail to claim it although it could mean thousands of dollars in refunds. Each year billions of EITC dollars go unclaimed. **You and your family could be eligible for up to \$10,000.**

Fraternally,
Andrew Robinson
Secretary-Treasurer

Orientation Classes Held for New Members

Eighty (80) new members participated in this year's orientation classes. Sixty-five (65) completed both sessions and received Certificates of Completions. Participants leaned about the LIUNA structure, Local 332 history and the duties and responsibilities of the officers, the Executive Board, agents and stewards.

Business Manager Sam Staten, Jr. talk about the "pride" Local 332 members have in our Local and in the work we do. He also emphasized the importance of giving "a decent days work for a decent days pay". "In the end, this entire Local will be judged by the work that each one you do. If you show up and do a good job, contractors will feel good about us and they will want to hire us. If you miss work, show up late, mess around and half do your job, they won't feel good about us and they won't want to hire us. You make it hard for every one."

Pre-paid Legal attorneys and other benefit funds representatives such as the Health and Welfare, Pension, LECET and the Education and Training Funds made presentations and answered questions.

Representatives of the Friends of Labor, Emergency Relief, Sergeant of Arms, and Political Action Committees spoke about the purpose of their committees and encouraged the new members to get involved.

The two sessions classes were held on November 9 and 10 and repeated on November 16 and 17, 2011 at the Local 332 Hall.



MEMBERS WHO RECEIVED CERTIFICATES FOR ORIENTATION — 11/28/2011



- | | | | | |
|-----------------------|-----------------------|--------------------|--------------------|--------------------|
| Amid Abney | Joseph Cann, Jr. | Kevin Hartman | Stephen McCoy | Berth Reynolds |
| Lance Alley | Danell Caraballo | Matthew Henderson | Joe McGuigan | Radames Rivera |
| Joshua Appling | Christian Carchidi | Earl Howard, Jr. | Lazette McCrae | Jermaine Robinson |
| Wilson Aguilar | John Carvalho | Brian Johnson | Michael McDevitt | Chanthavone Sanith |
| Ronald Augustin | Robert P. Curran, Jr. | Francis Kelly, Jr. | Archie McLean, Jr. | Poulay Sayngam |
| Paul Azzinaro | Abdul Barri Delgado | James T. Knapp | Michael McLean | Sengtavanh Saysana |
| Audren Bedford | Nicholas Drum | Morris Lane | Jeff McNeill | Barri Shurelds |
| Michael Bellocchio | Juan Espada | Ralph Lee | Mark Nanashee | Qwamaine Speakes |
| Kevin Benales | Patrick Faulkner | Saul U. Lira | Rickey M. Paige | Delton Snipes |
| Herbert L. Boger, Jr. | Thomas Fox | Justin MacDonald | Shameen Parker | E. Mack Thomas |
| Ryan Brady | Nick Galante | Freddie Marmolejos | Leroy Phillips | Malik Thompson |
| Claude Brown, Jr. | Galloway Green | Steven Maxwell | Joshua Quinn | Stephen Varallo |
| Ed Callahan | Virgilio Hamilton | James McCanning | Gabriel Ramos | Edward Williams |



Over 50 children visited Local 332 for the Annual "Toys for Tots" Party and Magic Show. Above Business Manager Sam Staten, Jr. welcomes the children and assists Santa in distributing the toys. The "Toys for Tots" project is sponsored by LECET.

IMPORTANT *** URGENT READING ***** IMPORTANT**
LIUNA Issues CODE OF PERFORMANCE *

The Labor International Union of North America has issued a Code of Performance that affects all LIUNA members, LIUNA Local Unions, District Councils and Employers agreeing to sign the Code.

THE GOAL:

The goal of the Code of Performance is to ensure that our membership meets the highest standards in our industry. The aim is to deliver craftsmanship that exceeds the expectations of our contractors and their customers. We need to provide and maintain a work force that makes contractors want to be Union and owners want to build Union.

THE CODE:

Should any Laborer referred for employment be terminated from that job for one of the following reasons (causes):

- Excessive Absenteeism
- Excessive Tardiness (lateness)
- Lack of Required Skills (Cannot be used for apprentices)
- Insubordination
- Theft

his or her referral privileges shall be suspended automatically for one month. Should the same individual be terminated for cause for a second time within a twenty-four (24) month period, his or her hiring hall privileges shall be suspended automatically for six (6) months.

Should the same individual be terminated for cause a third time within a twenty-four month period, his or her referral privileges shall automatically be suspended indefinitely.

If the person referred for employment files a written grievance challenging the termination, the suspension of hiring hall privileges will not take effect unless and until the grievance is resolved and the termination for cause is found to be true.

Grievances will first be referred to a three (3) member Review Committee appointed by the Business Manager of the Laborers' District Council. If the member is dissatisfied with the decision of the Review Committee, that member may appeal the Committee's decision to an Independent Review Officer.

Appeals to the Independent Review Officer must be filed in writing within five (5) calendar days of the time that he/she was notified by the Review Committee. **The decision of the Independent Review Officer shall be final and binding.**

An appeal to the Independent Review Officer does not affect the beginning or continuation of the suspension from referral unless and until the Independent Review Officer decides otherwise

Local Union Responsibilities

- Understand and adopt the Code of Performance as a part of the Local Unions Hiring Hall Rules.
- Educate members about the Code of Performance, its goals and standards
- Provide guidance to members in their skill assessment
- Provide training opportunities for members to upgrade their skills
- Enforce the Code of Performance by suspending the members' referral rights as appropriate.
- Ensure fair opportunity for members to contest any suspension of referral privileges.
- Provide an opportunity to counsel members whose referral rights have been suspended about how to prevent further problems.
- Promptly notify members who are discharged "for cause" and provide the contact information to the District Council.

District Council Responsibilities

- Assist Local unions in effectuating the Code in accordance with Article II of the Unified District Council Constitution and where the hiring hall rules are included in a collective bargaining agreement, in negotiations with contractors, to adopt the this Clause.

Member Responsibilities

- Acquire the necessary skills through apprenticeship and/or training programs
- Report promptly upon referral to a job and show up to work on time, ready, willing and able to work.
- Beware of and follow the Local Union's job referral rules.
- Avoid excessive absenteeism and excessive tardiness
- Follow directions from supervisors
- Do not be insubordinate
- Give a "fair" day's work
- Treat the Employer's and the customer's tools and property and those of fellow workers with respect
- Avoid disruptions on the job by using the established procedures to resolve disputes.
- Understand and use safe practices and safety equipment.

Acknowledgement Form:

All Local will be required to have all members sign an Acknowledgement Form at the time of registering or re-registering for work referrals.

Frequently Asked Questions and Answers:

1. Q. Why have a Code of Performance?

A. The Code of Performance is intended to encourage more cooperation among our signatory contractors, affiliates and members to help ensure that our workforce is the most efficient, most skilled and most highly trained anywhere. This is another tool to grow our Union and to provide more and better opportunities for our members.

2. Q. What if a laborer is let go or discharged by a contractor for some other reason?

A. If a laborer is let go, laid off or discharged for some reason other than "for cause" as define in the Code, then this will not trigger a suspension of referral privileges under this Code.

3. Q. How should Locals get current members to sign the Code of Performance Acknowledgement Form?

A. Local shall require current members to sign as a condition of registering or re-registering for referrals.

4. Q. What if a laborer whose referral privileges have been suspended under the Code of Performance wants to transfer to another Local?

A. The home Local will note the suspension of referral privileges on the transfer slip and the same suspension of referral privileges will apply at the new Local to which the member transfers.

5. Q. Does a suspension of referral privileges under the Code affect the members' good standing, right to voice and vote at meetings or any other rights of membership?

A. A suspension of referral privileges under the Code will not affect good standing or any other right of membership.

6. Q. Is a member whose referral privileges are suspended under the Code considered to be "working at the calling"?

A. In some circumstances a member whose referral privileges are suspended under the Code may nonetheless be able to obtain work that would qualify as working at the calling; however, such a member generally would not be able to show that he or she was working at the calling.

* This article contains the primary points of the Code. A full copy of the Code is available from the Secretary-Treasurer's office.

Sergeant of Arms Committee Awards 18 Scholarship

Congratulations to the Local 332 Sergeant of Arms Committee and to the eighteen recipients of scholarships this year. This was the largest number of scholarships ever given by the committee in a single year.

The Sergeant of Arms Committee are Local 332 members who volunteer their time and efforts to provide internal security at union affairs and raise funds for scholarships for the children of our members. To date, the Committee has awarded scholarships totaling over \$120,000 to son and daughters of union members.

2011 Scholarship Winners

Recipient	Schools Attending	Parent – Member
Ebony Brown	Lincoln University	Walter Baskins
Karima M. Dewitt	Wesley College	Betty Huntley
Asha Edwards	CCP	Calvin Edwards
Sheron Garner	Lincoln Technical Institute	Eric Oree
Matthew Gregory	Wesley College	Todd Gregory
Tiara Goode	Thomas Jefferson University	Timothy Goode
Karinn Goode	Temple University	Timothy Goode
Socoya Gorham	Delaware State University	Ronald Bridges
Estepania Orozco	Temple University	Norman Palacio
Dominique P. Wall	Gwynedd-Mercy College	David Randall
Khadijah Sabir	West Chester University	Marvin Sabir
Malcolm Savage	College of St. Joseph in Vermont	Malcolm Savage
Jazmin Scott	Widener University	Emmanuel Scott
Jovere Slocum	Harcum College	Lisa Slocum
Joshua Slocum	Penn State University	Lisa Slocum
Troy Spry	Manor College	Walter Spry, Jr.
Nafeesah Wilkins	Indiana University of PA	Nafeesah Wilkins
Sharmel Williams	Temple University	Earl Brooks

Local 332 Sergeant of Arms Committee

Ernest Blake,
Chairman
John Waller,
Co-Chairman
Vincent Chandler,
Staff Advisor
Ali Julius Carter,
Treasurer

Members

Marion Allen	Ernest Johns	Wayne Sampson
Clifford Boyd	Mateen William Johnson	Danny Speakes
Irwin Brooks	Alfred Lowry	Suleiman A
Kendall Brown	Mike Merrill	Andrew Sullivan
Kevin Colwell	Joe McCrae	Carnell Thomas
Emory Copeland	Anthony Micsko	George Thompson
Douglas Edwards	Archie Miller	Carlos Varana
Jeff Harris	Naji Muhammad	Pre'Andre Watson
Jermaine Harrison	Joe Nathan	Kenny Williams
Vince Hathaway	Shamsuddin Ali Peterson	Harry Yazujian
Robert Howard	Neil Rawlerson	Bilal Young
Marcellus Hudson	Marvin Sabir	

The Philadelphia Tribune Honors Sam Staten, Jr.

On September 15, 2011, the Philadelphia Tribune, the nation's oldest continuous African-American Newspaper, unveiled its 2011 annual list of the city's "Most Influential" African Americans. Within the report 37 individuals, including Laborers' Local 332's Business Manager, Sam Staten, Jr. were listed as "Movers and Shakers".

According to the Tribune, "Movers and Shakers are people who make things happen in our region beyond their individual position or title. On the list are women and men from the worlds of government, education, business, community, and labor. "Yet all demonstrate leadership beyond their positions", according to the Tribune. These people are not only activist for change in their field, but who work for improvements for the broader community.

"The history of Philadelphia is built on the shoulders of African Americans who have persevered and fought for change," said Shonda McClain, editor of the Tribune Magazine. "Today is no different. That is why it is important for the Tribune Magazine to recognize those who are making a difference in this great city. "It's important to have an event like this to honor them and their achievements. Their tireless work ethic, fortitude, and determination should inspire us all," McClain said.

"It is a great honor to receive this recognition from the Tribune and to be included in a list of such dignitaries. But I am clear that this award does not represent just what Sam Staten, Jr. does or have done; it is in also an honor and respect of the hard work and contributions made by the men and women of Local 332. So, I share this award with all of our members who work on the committees, those who work the polls on Election Day, those who raise thousands of dollars for charity and so much more," Staten, said.

Staten was one of only four labor leaders on the list of thirty-seven Movers and Shakers. Others included Jerry Jordan, Philadelphia Federation of Teachers, Pete Matthews, AFSCME District Council 33 and Henry Nicholas, Hospital and Health workers 1199C.



Business Manager Sam Staten, Jr. with Philadelphia Tribune Movers and Shakers Award

50 Year Membership Gold Card



Business Manager Sam Staten, Jr. presents Bro. Robert Graham with his Gold Membership Card

Local 332 Gold Card Members

Roosevelt Abson	Robert Graham	Anthony Pelusi
Claudius Andrew	Solomon Hennigan	Herbert Ransom
Alvin Atkins	Winford Ivey	Martin Rush
Edward Barron	Henry Johnson	Thomas Seabrooks
Charlie Bearden	Freddie Lamb	Moses Shepherd
Ozelle Bickley	Willie McClellan	Ike Simmons
James Clark	Percy Morse	Joseph Thomas
Eugene Crawford	Adolf Murray, Jr.	David Williams
Richard Cusack	Kenneth Odom	

Friends of Labor Committee Coat Drive



Bros. James Bashir (left) and Joe Roland sort coats for delivery

Some individuals will have a warmer winter, thanks to yet another charitable effort by Local 332's Friends of Labor Committee and so many supportive 332 members.

The box they placed in the dues area at the Local Hall had to be emptied several times to make room for the donation.

The coats were distributed to homeless shelters throughout the city. Coats were donated to the following sites:

- Salvation Army — Juniper and Arch Street
- Salvation Army — 56th and Market Streets
- People's Emergency Center — 39th and Brandywine Streets
- Outley House — 69th St. and Woodland Ave.

On behalf of those who will enjoy your efforts and the rest of the Local 332 Family

— THANK YOU FRIENDS OF LABOR COMMITTEE —

Fathers and Sons Gather to Discuss Local 332 Future

by Donald Abney and Tony Lewis



On Saturday, November 19, 2011, Laborers Local 332 Business Manager Sam Staten Jr., hosted a Father and Son brunch, designed to elicit new ideas on how to foster more involvement and participation from the younger members of Local 332.

Fourteen fathers and fourteen sons, two grandsons and one daughter attended the brunch. Mr. Staten expressed gratitude to those attending for coming out on a Saturday. He pointed out the important role that our union plays with respect to the proper development of family life and community life. He noted that over the years, thousands of our members have purchased homes, raised families, sent children to college, and played an integral part in the building of Philadelphia because of Local 332.

The Business Manager went on to say that the "baton of leadership" in local 332 will one day be passed on to the next generation of Laborers. "This is a certainty. But the next generation MUST be prepared to accept this huge responsibility and hit the ground running, not missing a step. Our Union must maintain its position as one of the fundamental building blocks in the Greater Philadelphia community. We must have your involvement and you must be ready", Staten said.

After the initial presentations and discussion, Local 332 Consultant Tony Lewis, divided the gathering into two groups: The Fathers and The Sons. Each group went into separate rooms to "brain

storm and come up with some ideas that would help facilitate the smooth integration of our younger members into the day to day operation of our Local Union. "What can we do, on any level, to increase the involvement of our younger members"?

The following is a summary from the Fathers meeting, which was chaired by Secretary Treasurer Andrew Robinson:

— The younger members must be more knowledgeable of our Union Constitution. We must help them get more involved in the monthly meetings.

— Many of our young members lack understanding on some very important issues. We need to help them grow and mature. We need to explain to our youth, the importance of rules in society and in our Union.

— Several fathers present, elaborated on the importance of the training school. Our product is a "skilled Laborer". Our future as a Union depends on all of our members representing our Union in the highest fashion. We can do this by arriving on each job 100% of the times prepared for whatever task we are assigned.

— Communications among members was stressed by several fathers. "The younger members some times complain that the older members don't listen to them - communications runs both ways".

— The Secretary Treasurer spoke

about the new member's orientation classes. The orientations are extremely important and helpful. "Once some of the young members see all that is happening at the local it had an impact. Thirty-two (32) of the sixty-five (65) new members who completed the orientation in November expressed an interest in joining a committee".

— The Business Manager also pointed out that some of our younger members attended the most recent National Convention, and learned much about our Union and how it operates.

Fathers group recommendations:

1. That a "Youth Committee" be formed. Young members could meet among themselves to discuss ways to get more involved in Union activities.
2. That an "Older member/Younger member retreat, to really spend some time bonding and brainstorming.
3. That a website be established to facilitate better communications among members.
4. That this group come together again in three - six months and invite others. There are some mothers with sons in the union and maybe other

"Local 332 definitely gave me a 'second chance', said one.

However, they expressed unanimously that they felt "times have changed." "It's just that we do things in a different way." "We like things streamlined", said one.

"Our fathers came up during a time when "social networking" meant physically coming together, most times in a certain place. For the younger generations, social networking occurs most often electronically, through technology: texting, emails, Facebook, Twitter or other social media", another stated.

The social networking media can get the message out instantly to many more people. One pointed to the "Occupy Wall Street" and "Flash Mobs" groups as examples. "They were largely organized online".

"Our world is also different in that other generations had a different level of "trust" with each other. For people of our generation, nobody trust anyone."

"Our generation is all about technology. If we can find a way to bring the two together, some things might change; you would get more young people involved".

Sons and daughter group recommendations:

1. That a committee for young members be created.



fathers with daughters. They should be invited to join the group.

The following is a summary from the sons and daughter group, which was chaired by Tony Lewis.

The sons and daughter group members acknowledged that Local 332 has accomplished so many great things because their fathers and those before have committed the time and effort to the organization. They also agreed that they were probably members of Local 332 because of their fathers.

Group members wanted it to be clear that their lack of participation in existing activities does not indicate a lack of support or appreciation for the local. Several expressed that they do not know where they would be today, if they had not been given the opportunity to be in Local 332.

2. That Local 332 create a Facebook and Twitter account.
3. That other opportunities be made to bring fathers and sons and daughters together.

Several members thanked Business Manager Sam Staten, Jr. for bringing the groups together. "Few things can be more important than this", said one.

Business Manager Sam Staten, Jr. pledge to the group that there will be follow up and that most if not all of the recommendations coming from the group would be implemented.

Twenty-one fathers in Local 332 with sons in the local were identified and invited to attend. Of the those not attending, all expressed an interest, but were either working or they had previously scheduled commitments.



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