

LABORERS AGC TRAINING

SPRING 2008

WORK ETHIC

Work Ethic is a set of values based on the moral virtues of hard work and diligence. It is also believed that it enhances character. Workers exhibiting a good work ethic in theory should be selected for better positions, more responsibility and ultimately promotions. Workers who fail to exhibit a good work ethic may be regarded as failing to provide fair value for the wage the employer is paying them and should not be promoted or placed in position of greater responsibility.

What is called for is a way of working beyond mere work, something higher, something finer. What is needed is a contribution ethic. People with a contribution ethic have always been rare, and it is them who have always driven the economy and the world of conversation.

We should all work hard on having a good contribution ethic or work ethic. What ever you want to call it , it has to do with what you put into your job, and what you put in is what you will get out of your job. Be proud of what you do and do it with pride.

Work ethics include not only how one feels about their job, career or vocation, but also how one does his/her job or responsibilities. This involves attitude , behavior, respect, communication, and interaction; how one gets along with others. Work ethics demonstrate many things about who a person is.

Work ethics involve such characters as honesty and accountability. Essentially, work ethics break down to what is right and acceptable, and above board, versus what is wrong and underhanded.

Work ethics, such as honesty, doing a job well , valuing what one does, having a sense of purpose and feeling/being a part of a greater vision or plan are vital. People for the most part have good work ethics; we should not only want to do, but desire to do the proper thing in a given situation.

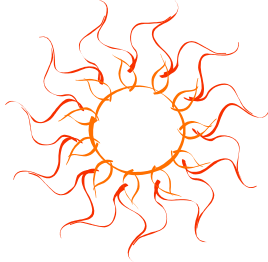
If you want to be successful you need to have good work ethics.

The Contribution Ethic

1. Make your self useful, dig in and help out!!
2. Be a team player, working together you will get more done than working as an individual.
3. Make your 1/2 as giving 60%.
4. Giving time without attention is gift-wrapping an empty box.
5. Being right is overrated. If your goal is usefulness, then what matters is progress.
6. Being wrong is underrated. Admitting you were wrong is wisdom gained.
7. Think like a hero and work like an artist.
8. Innovation is a subversive activity.
9. Assume the best.
10. Always be on time!! Early is better.

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The Sun and Skin Cancer



During the past decades doctors have become increasingly aware of the increase in skin cancer in the United States and that all people need to protect themselves from ultraviolet radiation (UV). The

harm caused by UV includes premature aging (such as wrinkling and age spots), skin cancer, and permanent, sometimes blinding, damage to eyes. Other medical conditions, such as lupus, can be made much worse by UV exposure. In addition, many people take drugs, such as antibiotics, during the past decades doctors have become increasingly aware of the increase in skin cancer in the United States and that all people need to protect themselves from ultraviolet radiation (UV). Doctors everywhere agree that education is critical to stopping the epidemic of sun related diseases - especially skin cancer.

Given the epidemic of skin cancer in this country, sun safety should now be an important part of our lives. Sun safety policies and strategies should be found in our homes, schools, work areas and recreation spots. They should be used daily by people of all color, and particularly those with fair skin and light eyes.

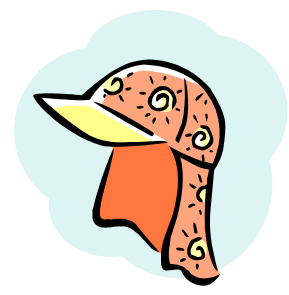
Sun safety should include methods of sun protection (which will help prevent skin cancers and premature aging) and methods of skin cancer detection. The combination will, as evidenced in Australia, help slow the epidemic of skin cancers, particularly melanoma.

Further, there are many easy to use products that will help make your life sun safe. [Sun protective clothing](#), including hats, [sunglasses](#), [sunscreens](#), [umbrellas](#), [sun shades](#), awnings, canopies, [window film](#) or UV film, all will

help protect you from ultraviolet radiation. It is important, however, that you familiarize yourself with how to best combine sun protection methods, what the standards for sun protection apply to each product and how best to use each product. For example, sun protective clothing should offer a [UPF](#) of 30+ and therefore block 97 percent of UV. Sunscreens are best if they are broad spectrum and have a SPF 30+. You should also know that all sunscreens should be applied 20 minutes before being exposed to the sun and should be reapplied every two hours while exposed.

Adults should use UV protection daily. Skin cancers can be triggered at any time, and damaged skin from childhood exposure may be more vulnerable. Further, some damage can be reversed by using sun protection. Adults should routinely check their skin.

Outdoor workers and baby boomers are at high risk for skin cancer. Outdoor workers should always use UV protection and check their skin. They should also talk to their employers about strategies for sun protection. Baby boomers and seniors should use sun protection and check their skin regularly as skin cancer is more likely to occur in older age groups.



Training Schedule Spring 2008

All classes begin at Promptly at 8 a.m.

Asbestos Worker Refresher– 8Hrs

4/12 Butte
4/19 Missoula
5/17 Billings

C-STOP– 8 HRS

4/9 Billings– **Labor Temple**

Flagging Certification-8 Hrs

3/28 Helena
4/2 Missoula
4/7 Butte
4/8 Great Falls
4/10 Billings-**Labor Temple**

First Aid and CPR– 8 Hrs

4/3 Missoula
4/11 Billings-**Labor Temple**

Forklift-8 Hrs

4/18 Missoula
4/25 Billings

Traffic Control Technician-8 Hrs

4/16 Butte

Traffic Control Supervisor-16 Hrs

4/17-18 Butte

* To take Supervisor class you must first take Technician class first.

Apprentice Classes-Helena

Journeyman welcome too

4/28-5/1 Pipe Laying
5/5-8 Concrete Worker
5/12-15 Grade Setting
5/19-22 Scaffolding

Contact the Training Program to sign up for classes. You must sign up to be assured a place in any class except refreshers. (800) 408-9766

Please see below for class locations

Butte-All classes will be held at the Carpenters Hall, unless otherwise noted.

Great Falls-All classes will be held at the Labor Temple, unless otherwise noted.

Missoula-All classes will be held at the Union Hall, unless otherwise noted.

Helena-All classes will be held at the Training Center, unless otherwise noted.

Billings-All classes will be held at the Wingate Inn, 1801 Majestic Lane, unless otherwise noted.

Although the Training Center focuses on the core construction classes there are a variety of classes we have the ability to put on. If you or the contractors you are working for demonstrate the need for additional classes we will make every effort to facilitate the training.

The Training schedule is also available online at LaborersLEARN.org.

It's time to check your cards

Well it's early spring and we are all thinking it's time to go back to work. You need to check all your certification cards and make sure they are all up to date. The time to check your cards are not your first day of work, it's now. If you need a class, check the schedule and get signed up today so that you are ready to go to work when they call you. Being prepared is very important to you and your future as a laborer.

DON'T FORGET!!

If you attended a C-STOP class last year and received the certification, you need to be aware of how, and why, to keep that certification current.

All C-STOP certifications are good for 12 months and until the end of the month in which you took the class. If you took the class on February 1, 2007, your certification expires on February 29, 2008.

An annual refresher—also valid for the same time period—is required to keep the certification in effect. That refresher is 4 hours in length and will be offered during the spring of 2008.

If you do not attend a refresher prior to your expiration date, you will be required to take the entire 8 hour course again.

Why do you need to keep your certification current? Because the refineries have said they will continue to require that card for anyone who works in their facilities.



Traffic Control Technician and Traffic Control Supervisor classes.

Have you been flagging or driving pilot car for sometime now, and would like to take the job a step farther. The Traffic Control Technician Class (TCT) would really be beneficial to you. As a laborer on highway jobs you have a lot of responsibility and a lot of different jobs that you are expected to do. You will help set signs, put in tapers, set up detours, lane closures and many other set-ups for controlling traffic. You will also have other responsibilities like giving the flaggers and pilot car drivers a break. The class will help you be prepared for the job. It is 8 hours long and is a prerequisite for the Supervisors class. In the class we will go through fundamental principles, components of the Temporary Traffic Control Zones, Traffic Control Devices, Installation and removal of devices, and more. The Supervisor class is a 16 hour class that consists of Traffic Control Standards, Designing a Traffic Control Layout, Plan reading, Supervisory skills and more. To



take the Supervisor class you must have 2000 hours of experience in traffic control and a current flagging card. If you are interested in either class, sign up now by calling the Training Center.

WORKERS MEMORIAL DAY

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job. As we remember those who have died in workplace catastrophes, suffered diseases because of exposure to toxic substances or been injured because of dangerous conditions, we rededicate ourselves to the fight for safe workplaces.

For more information on Workers Memorial Day and how you can commemorate it visit the [AFL-CIO Workers Memorial Day website](#).



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Paid
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Butte, MT 59701

Laborers AGC Apprenticeship,
Training and Work
Preparedness Trust of Montana
3100 Horseshoe Bend Road
Helena MT 59602

Phone: 406-442-9964
Toll Free: 1-800-408-9766
Fax: 406-442-4704
E-mail:
warren@montanalaborers.com

Drug Testing Program

Most Traffic Control contractors require you to have a current drug free laborer card before being dispatched to the jobsite. To have a current card one must have been tested during the month of December 2007 or have had a test during the 2008 calendar year. If you have not tested since November 2007, you will need to retest for this year. Your participation in the Drug Free Program is voluntary. If you decide that you do not wish to participate you are still eligible to be dispatched to contractors who do not require our test as a condition of employment. Well over 100 of you have not taken your tests as of this writing. We are not sure if you are not interested in flagging, did not get vouchers, or have lost them. If you are interested in traffic control, flagging or pilot car driver work please call the dispatch office at 1-800-980-1686 or the training center 1-800-408-9766 and we will get you set up to test.

The members who have completed our test will be automatically enrolled in the random pool. Some of the contractors have their own random pool also. This means some of you will be enrolled in more than one pool.

One final reminder is for all of you who go out to flag please carry your flagging card with you. They will be asking to see them.

Thank You.