



LIUNA!

IMPORTANT

AN OPEN LETTER TO THE BROTHERS AND SISTERS OF LIUNA LOCAL 368

PETER A. GANABAN

BUSINESS MANAGER/SECRETARY-TREASURER

PETER A. GANABAN
Business Manager
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ALFONSO OLIVER
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JOBY NORTH II
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MARTIN ARANAYDO
Sergeant-At-Arms

Aloha Brothers and Sisters,

As you know by now, the COVID-19 "Delta Variant" has been proliferating in our communities over the past several months and has caused a concerning "spike" in positive cases, hospitalizations, and deaths. Vaccines have also been available since early 2021, the easiest and most sensible way to stem the onslaught of this new and deadly variant. With the wide availability of the COVID-19 vaccines, government mandates (Federal, State, and County) have recently been put in place requiring government employees to be vaccinated, and even more recently, certain private employers must have their workforces fully vaccinated as well.

On September 10, 2021, President Joseph R. Biden mandated that **ALL COMPANIES** of 100 employees or more must have all their employees fully vaccinated or submit to weekly testing. Additionally, **ANY CONTRACTORS** (regardless of the number of employees) doing business with the Federal government must be fully vaccinated (as of the time of this letter there was no option for weekly testing mentioned for contractors working on Federal jobs.) President Biden's mandate will cover many of our brothers and sisters in the state of Hawaii, because many of our brothers and sisters work for companies with more than 100 employees, **OR** work for contractors who bid and work on Federal jobs.

In addition to the government mandates, we are presently seeing private Developers/Project Owners in our community **requiring** that anyone on their projects be fully vaccinated. Again, it is the Developer/Project Owners who are requiring full vaccination, not the contractors. Between government mandates and private Developer/Project Owner mandates, nearly all of our members will be covered under one of the vaccination mandates.

How does this affect you if you are unvaccinated? Government and private Developer/Project Owner mandates such as these will cause the contractors to request only fully vaccinated members from our lists, if you are unvaccinated, you may not get the job that you were waiting for as only fully vaccinated members will be sent to those jobs with a vaccination requirement.

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Feel the Power



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Being presently unvaccinated can also either negatively or positively affect your ability to obtain work years into the future. The negative impact on your ability to work in the future is based on a scenario that says if Local 368's members do not have adequate numbers to fill contractors job requests for fully vaccinated members, those jobs will not go away, **they will just go to someone else.**

So, who is that "someone else?" There is a possibility that we could lose our work to non-union workers, we could also lose jurisdictional scopes of work to other unions who may have higher vaccination rates. A scenario such as this could dramatically weaken our union potentially resulting in diminished benefits and reduced negotiating power in future contract negotiations.

The positive impact on your ability to obtain work through the years is the exact opposite scenario. If we are able to obtain 100% vaccination of our membership (excluding those with medical or religious exemptions), we will be in a very strong position to keep non-union workers from taking our jobs and may be able to capture additional contested jurisdictional work of other unions who have low vaccination numbers amongst their membership. This means more work and work opportunities for our brothers and sisters, keeping our benefits, and keeping our strength at the bargaining table when it comes time for contract negotiation!

In closing brothers and sisters, I ask you to strongly consider getting vaccinated as soon as possible for the sake of your families, your work and future work prospects, for your brothers and sisters out in the field and to show others who may be watching that the Laborers are there to defend our work and jurisdiction because the Laborers are **ALWAYS READY TO WORK!**

In Solidarity,

Peter A. Ganaban
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