

OFFICE OF COURT COMPLAINT

Contact Information:

Phone: 212 941 7700 ... Fax: 212 226 0304 ... Hotline: 1 800 366 4814

Email: CCO@local28union.com

Local 28 Guidelines For Ensuring Equal Employment Opportunity in the Workplace

Freedom from Discrimination

Local 28 is committed to taking all steps within its authority to provide equal employment opportunity to all members, regardless of racial or ethnic background. Local 28 has pursued, and will continue to pursue, affirmative programs to promote equal employment opportunities. Local 28 will not tolerate, condone or allow discrimination by any of its members or any signatory employers who work within its jurisdiction.

In order to foster equal employment opportunity in the workplace, all Local 28 members must play a role in ensuring that no Local 28 member or employer discriminates on the basis of racial or ethnic background. Listed below are examples of situations at the jobsite that should “raise a red flag” that illegal discrimination may be occurring:

- Racist or ethnically derogatory signs, graffiti, clothing, or other such messages.
- Racist or ethnically derogatory remarks or conversation.
- A pattern of hiring only white members.
- A pattern of preventing non-whites from working on complex assignments or assignments that teaches important skills.
- A pattern of failing to give overtime work to non-whites and/or repeatedly using an all-white “overtime crew.”

Reporting Discrimination

Local 28 encourages reporting all incidents of discrimination, regardless of who the offender may be.

1. Notification of Appropriate Persons

Individuals who believe they have been subjected to discrimination or who have observed discrimination can report the incident either by calling the toll free hotline established for handling such complaints (1 800 366 4814), using a secure email address CCO@local28union.com also established for that purpose, or by writing – by certified mail, fax or electronic mail - to Local 28’s Officer of Court Compliance (“OCC”), Local 28’s President and Business Manager, Local 28’s Counsel, or to one of Local 28’s Business Agents. Contact information for providing notification is listed below. In addition, you can make your concerns known to the plaintiffs in the discrimination court case by leaving a message on a toll-free hotline maintained by the plaintiffs (866 748 5968).

2. Timeframe for Reporting

Local 28 encourages prompt reporting of discrimination complaints so that appropriate action may be taken and the person affected can preserve all rights under the Union Constitution, the Collective

Bargaining Agreement, and applicable law. Local 28 thus recommends that any complaint be made as soon as possible after the alleged discrimination.

3. Protection Against Retaliation

Local 28 will not retaliate against an individual who makes a report of discrimination. Retaliation is a serious violation of this policy and should be reported to one or more of the individuals listed above immediately. Any member or employer found to have retaliated against a member for reporting discrimination will be subject to the same disciplinary action provided for those determined to have violated this policy (see "Investigating and resolving the Complaint" below.)

Investigation and Resolving the Complaint

1. Investigation

Any allegation of discrimination brought to the attention of the person described above will promptly be investigated by the OCC. Among other things, the OCC will send a written demand for explanation to any contractor or Local 28 member who is alleged to have discriminated against a member of Local 28. The OCC will also conduct interviews with relevant parties as part of its investigation.

2. Confidentiality

If requested by the person reporting an allegation of discrimination, the information disclosed will be kept confidential and will be made known only to those with a clear need to know.

3. Sanctions

Members found to have engaged in misconduct constituting discrimination will be disciplined under Article 17 of the Constitution & Ritual. Local 28 will process a grievance under the nondiscrimination clause of the Collective Bargaining Agreement against any employer found to have engaged in discrimination.

Contact Information

IF YOU BELIEVE THAT YOU HAVE BEEN DISCRIMINATED AGAINST BY A MEMBER OF LOCAL 28 OR AN EMPLOYER, PLEASE CONTACT ONE OF THE FOLLOWING:

Officer of Court Compliance

Robin Delk (Tuesdays and Thursdays)
500 Greenwich Street
New York, NY 10013
Toll-free hotline to OCC: 1 800 366 4814
OCC Email: CCO@local28union.com
Fax: 212 226 0304

Counsel for Local 28

Riccardo Iaccarino
Esq. 3 Surrey Lane
Hempstead, NY 11550
516 483 2990

OR ONE OF THE BUSINESS AGENTS LISTED BELOW:

Business Agents

Dan Fox Jr., Brian McBrearty, Robert Rotolo, Ralph Tortora
500 Greenwich Street
New York, NY 10013
212 941 7700

Kevin Connors, Ray Minieri, Frank Nitto
195 Mineola Boulevard
Mineola, NY 11501
516 742 6360