



## **SAFETY INCENTIVE PROGRAM**

### **Purpose**

The purpose of the “Safety Incentive Program” is to encourage Laborers to be more aware of working safely on their jobsites. Reducing accidents is not only a good economic goal; it is a moral obligation for all of us. The Safety Incentive Program should serve to lower injuries, illnesses, and workers’ compensation costs. The Construction & General Laborers’ District Council of Chicago and Vicinity and Chicago Area LECET have pledged to cooperate in an effort to encourage Laborers who work safely.

### **Modification, Amendment or Termination of the Program**

The Board of Trustees of LECET reserves the right to unilaterally modify, amend, or terminate the Safety Incentive Program, as it deems necessary.

### **Contest Rules**

1. Eligible participants are Laborers who are field construction workers and members in good standing with any participating labor local affiliated with the Construction & General Laborers’ District Council of Chicago and Vicinity.
2. Eligible participants must have no lost time or recordable event due to a work-related accident or illness and obtain at least 250 hours of work in a calendar quarter as verified by contributing contractors in good standing with LECET and the Laborers’ Pension & Welfare Funds and/or the Fox Valley Pension & Welfare Funds to be eligible for a quarterly award. A Laborer is eligible to receive a quarterly award in any calendar year as long as he/she meets all the eligibility requirements and did not receive a quarterly award in the previous calendar year.
3. Eligible participants for the annual grand prize must have no lost time or recordable event due to a work related accident or illness and obtain at least 1,000 hours of work, as verified by contributing contractors in good standing with LECET, the Laborers’ Pension & Welfare Funds and/or the Fox Valley Pension & Welfare, and the Laborers’ Work Dues Fund in covered employment from January 1 to December 31 of the contest year to be eligible for the annual grand prize. After verifying these hours, LECET will then confirm that the nominees are field construction workers in good standing with their respective participating laborer locals affiliated with the Construction & General Laborers’ District Council of Chicago and Vicinity for at least 3 years as of December 31 of the contest year and the Laborer has not been an Annual finalist during the preceding 6

years. Previous SIP annual grand prize winners are not eligible to participate in subsequent annual grand prize events.



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4. For the purpose of this contest, lost time and recordable event will be as defined by the Occupational Safety and Health Administration (“OSHA”) Recordkeeping Rules.
5. The Board of Trustees of LECET, or its designee, shall select all of the awards and recipients, and all of its decisions shall be final and binding upon all contestants and parties in all respects and matters.
6. The quarterly and yearly award recipients shall be selected by a random sampling of participating contractors and eligible participants will be selected from those selected contractors.

*Quarterly Awards:* After a given calendar quarter, 200 contributing signatory contractors are randomly selected to nominate union laborers (as many as they determine) that have worked safely in the field for their respective organization during the applicable calendar quarter. In addition to the randomly selected contractors that are allowed to nominate laborers, any signatory contractor that wants to nominate is free to do so on a first come – first served basis (25 contractor limit per quarter). The first 50 forms submitted to LECET, including online nominations, that qualify will be accepted. If the nominations form is completed, returned, and deemed qualified, LECET then randomly selects one winner from each contractor list of eligible nominees to receive the quarterly award. A contractor selected by the above processes will not be allowed to submit nominations for a quarterly award the remainder of the calendar year.

*Annual Award:* At the end of the calendar year, the signatory contractors that completed a quarterly nominations form during that calendar year along with an additional 200 randomly selected contractors are given the opportunity to nominate union laborers (as many as they determine) that have worked safely in the field for their respective organization during the applicable calendar year. If the nominations form is completed and returned by the due date, LECET then compiles a list of eligible laborers from the responding contractors and randomly selects one finalist from each participating LIUNA local affiliated with the Construction & General Laborers’ District Council of Chicago and Vicinity from the list of eligible nominees. Only one finalist per responding contractor is allowed. The annual award winner will be picked by random from the randomly selected finalists chosen from each of the contractors at the annual awards luncheon (winner needs to be present). Repeat winners are not allowed.



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7. LECET shall determine if a selected award recipient has the required hours of work for which contributions have been received in covered employment and for which contractor(s) the recipient has worked. If a recipient of a quarterly award cannot be located within 30 days of selection, that recipient will forfeit the award and another selection may be made and verified. If a selected finalist for an annual award cannot be located within the stipulated deadline, the selected finalist will forfeit their chance and another selection may be made and verified.
8. Nominating signatory contractors must be current with the appropriate Laborers' Health and Welfare and Pension Funds and the Laborers' Work Dues Fund.
9. Quarterly awards will be in the nature of \$250 gift certificates as determined and approved by the LECET Trustees or its designee.
10. The annual grand prize will be in the category of a new pick-up truck as approved by the LECET Trustees or its designee, and the winner shall be the eligible contestant having the unique key unlocking and opening the door.
11. All award recipients will be responsible for the payment of all required taxes unless otherwise provided for by the Board of Trustees.