

Laborers' Health & Safety Fund of North America

The Laborers' Health and Safety Fund of North America (LHSFNA) is committed both to healthier Laborers and healthier employer bottom lines.

We know that union labor is paid better and has a better benefits package than non-union labor. This adds to the operating costs of employers who sign union contracts. However, we also know that LIUNA members are far better trained and generally more experienced than their non-union peers and that this fosters stronger production outcomes and enhanced reputations for signatory employers.

We also know that a safety conscious and healthy workforce has fewer lost work time injuries and reduced workers' compensation costs and that the ongoing control of these expenses is a key element in improving competitiveness for employers. Finally, we know that outstanding, long-term health promotion and occupational safety and health programs mean happier, more fulfilling lives for Laborers and their families.

The LHSFNA embraces the collaborative strategy of LIUNA and its signatory employers to build market share for union Laborers. The LHSFNA is managed jointly by equal numbers of trustees from labor and management. It embodies the common interest of union members and union employers in the areas of health and safety.

We are dedicated to:

- Enhancing jobsite health and safety
- Bolstering the health of Laborers and their families
- Strengthening the health benefit services of LIUNA health & welfare funds
- Boosting the competitiveness of LIUNA signatory employers
- Supporting the Laborers' International Union of North America

Health Fair Program Overview

Health fairs introduce union members and their families to health and wellness information and screening services. The health fair event and health screenings are arranged by the LHSFNA at no cost to the requesting LIUNA entity/signatory contractor. Reaching LIUNA members through health fairs and health screenings helps:

- Identify health risks for specific individuals
- Encourage behavior change
- Reduce health care costs
- Increase wellness program participation
- Improve member health awareness
- Show that LIUNA cares

Medical Professional Responsibilities

The LHSFNA contracts with Medical Professionals (MP) to conduct health screenings for blood pressure, glucose and cholesterol at LHSFNA sponsored health fairs. MP's are expected to

provide basic educational information to health fair attendees based on the attendee's individual health screening results. The LHSFNA provides health education publications to support this conversation. A participant tracker is sent with the health fair materials; it is the expectation for the MP to record health screening results at an aggregate level.

Requirements

- Active license or certification
- Up to date on COVID-19 vaccines (please refer to COVID-19 precautions for more information)

Attire

Nurse coat, lab coat, scrubs or other medical professional attire. If you don't have either of those, please follow a relaxed professional dress code (khakis and a button-down shirt). Please wear closed toed shoes. Bring a stethoscope and blood pressure cuff. If you do not have a cuff, the LHSFNA can provide one.

Health Fair Pay Scale

One-Day Event - No Overnight Stay	
Less than 3 hrs.	\$150
3 - 5 hrs.	\$250
5 hrs. and over	\$250 plus \$50 each additional hour
One-Day Event - 1 Overnight Stay	
3 - 5 hrs.	\$350
5 hrs. and over	\$350 plus \$50 each additional hour
One-Day Event - 2 Overnight Stays	
3 - 5 hrs.	\$450
5 hrs. and over	\$450 plus \$50 each additional hour
Two-Day Event - no or 1 Overnight Stay	
\$600	
2 Overnight Stay Required: \$100 compensation fee	

Health Fair Expense Guidelines

The LHSFNA covers the following costs up front: flight. The MP will cover all remaining expenses up front and submit receipts for reimbursement. When submitting receipts for reimbursement, please follow these guidelines:

1. Submit original receipts. Keep copies for your own records in case they get lost in the mail.
2. **All receipts must be itemized.** It is not sufficient to submit a credit card receipt. **You must submit the itemized receipt** that indicates the items purchased. This applies to ALL expenses: meals, supplies, hotel, gas, etc.
3. Effective January 1, 2023, mileage for personal vehicles will be reimbursed at 65.5 cents per mile in the United States; 68 cents per kilometer in Canada. Please indicate on your invoice the beginning and ending mileage reading from your odometer, destinations and the total number of miles/kilometers driven.
4. When renting a car, fill the tank at a gas station before returning the vehicle to the rental agency. Submit the receipt with the other expenses. Do not prepay gas (rental agency fuel option) as it is less expensive to use a gas station before returning the car.
5. The cost of taxi services will not be covered if personal or rental vehicle expenses are being submitted.
6. If you use room service, obtain an itemized copy of the receipt from the server or hotel. **If you order room service, the room service charge is considered the tip; additional tips will not be reimbursed.**
7. Alcohol (up to two beverages) is reimbursable when consumed with dinner.
8. When you return from your trip, your meal expenses are over.
9. **Gratuities up to 20% of the original charges will be reimbursed.**
10. Up to \$5.00 per day for chambermaid services will be reimbursed.
11. Any expenses that seem to be out of the ordinary must have prior approval.
12. Whenever possible, please shop at union-friendly establishments; this excludes Wal-Mart.
13. For your convenience, when shipping materials and equipment back to LHSFNA, please use the prepaid UPS form with our account number on it and submit the customer receipt with your expenses so that we can keep it for our records, or if you choose to pay for it, be sure to get a receipt that includes the amount of the shipment on it.
14. If you do not have a blood pressure cuff, please contact LHSFNA. You will not be reimbursed by LHSFNA for any cuffs you may purchase.

COVID-19 Precautions

Personal Protective Equipment

To protect you (and the attendees) from the possible contraction of bloodborne pathogens, the LHSFNA will provide you with disposable gloves.

Facial Coverings

You are required to wear a facial covering at all times while working a health fair event. There are three options for facial coverings:

- Cloth facial covering (provided by the medical professional)
- Surgical mask (provided by the LHSFNA)
- N95 disposable respirator (provided by the LHSFNA)

Instructions for putting on and disposing of an N95 disposable respirator:

<https://www.cdc.gov/coronavirus/2019-ncov/downloads/hcp/fs-respirator-on-off.pdf>

COVID-19 Vaccination

Medical professionals are required to be up to date with their COVID-19 vaccines.

Up to date means a person has received all recommended COVID-19 vaccines, including any booster dose(s) when medically eligible.

- **United States.** You are medically eligible to receive a COVID-19 booster shot five months after completion of the two-dose Pfizer-BioNTech or Moderna series or two months after receiving the single-dose Johnson & Johnson shot.
- **Canada.** You are medically eligible to receive a COVID-19 booster three months after your second dose of an approved vaccine.

Individual Protocols and Expectations

It is our expectation that you will follow proper protocols during the health fair event, including practicing social distancing where possible, following hand hygiene precautions and respiratory etiquette, and wearing a facial covering at all times.

Use your best judgment and contact Carly Sager at carly@lhsfna.org or 202-628-5465 if you are unable to work a health fair due to contracting COVID-19, experiencing symptoms of COVID-19 or are quarantining due to COVID-19 exposure.

Keep in mind that you are representing the LHSFNA at these events. We are so grateful to have you as part of our network.