



The New Standard in Construction

PRO-10 Mission

To deliver the very highest quality, cost-effective projects on schedule and within budget by employing and supporting motivated focused teams.

We are committed to adding value for clients through safety, innovation, professionalism, productivity and integrity.



PRO-10, A LUC Initiative

The Labor-Users-Contractors (LUC) committee includes top construction industry members in Minnesota. LUC's only goal is to improve and further the union construction industry. LUC developed PRO-10, a professional training course, to go beyond technical skills and develop cooperation and an understanding of each person's role in an effort to maintain and grow market share.

It All Starts with the Core 4

Core 4 is all about a supportive team approach. Tradespersons, Contractors and End-Users will benefit from the values reaffirmed within this program, helping to create and maintain more respectful, productive and safe work sites. The Four Core topics include:

- | | |
|---------------------------|--------------------------|
| 1. Professionalism | 3. Communication |
| 2. Safety | 4. Mutual Respect |

Many areas of discussion will fall under the four different topics. Training will include group discussions between participants. Communication is a key component of PRO-10/Core 4 Training.

How PRO-10 training works

PRO-10 Training has its fundamental core of training topics called Core 4 which everyone must go through. This is necessary to know that everyone has the same basics training.

Apprentices will get the Core 4 (4 hours) and to complete the 10 hours of training, JATCs will provide the additional 6 hours on various topics listed below. Journeypersons, Contractors and owners must take the Core 4, and will need to get an additional 6 hours of training through their affiliated JATCs. Topics covered outside of the Core 4:

- History of the Unions
- Changing Perceptions
- Worker Readiness
- Contractor Readiness
- Construction Project Economics
- Communication Training
- Customer Relations
- Supervisor/Foreman Training
- Labor-Management Committee Basics
- Union Leadership/Steward Training
- Working with Different Personalities
- Service Call Standards
- Personal Economics
- Substance Abuse Awareness
- Diversity Training
- Collaborative Problem Solving

Why do I need more training?

Have you walked onto a jobsite where you could immediately tell that everyone was pulling in the same direction? You saw positive attitudes; people working together, watching out for each other....getting things done!

PRO-10 is professional training going beyond the technical skills. *PRO-10 is about communication, respecting others and THEIR jobs, and accomplishing things.* This is training for everyone, Union workers, Contractor, and Client because respect comes from every direction.

How do PRO-10 Jobsites Start

Owners who want to have PRO-10 trained employees on a jobsite can put this in **their bid specs**. Tradesperson, project managers, and owners **must then be carrying a PRO-10 card**. Contractors can either train their own employees or they can call the union hall and ask for PRO-10 trained employees.



LUC

Committee Members

Laborers Council
MN Op. Eng. #49
MN Pipe Trades
Carpenters
Sheet Metal #10
Fairview Health

Flint Hills Res.
University of MN
MN/St. Paul/Mpls Bld Trades
Xcel Energy
AGC of Minnesota
Egan Company

Grazzini Brothers
Kraus-Anderson
McGough
Electric Repair/Construction
SMARCA
Swanson & Youngdale