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Label Letter

Union Label & Service Trades Department, AFL-CIO



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Stop duct-taping our crumbling roads and bridges

By Terry O'Sullivan,
LIUNA General President

LIUNA delivered rolls of duct tape to members of Congress in October, symbolizing their approach to America's deteriorating transportation infrastructure and marking the two decades that have passed since the last serious boost to infrastructure investment.

That investment increase—a 4.3 cent addition to the gas tax in 1993—has been more than wiped out because it was not indexed to inflation.

The issue is too important to continue to ignore. The average motorist wastes \$324 a year on fuel and repairs due to the increasing deterioration of our roadways, far more than any gas tax increase. The American Society of Civil Engineers (ASCE) estimates that Congress' failure to fix our broken infrastructure will cost our economy about \$1 trillion in business sales, \$324 billion in exports and one million jobs annually by 2020.

With the current federal Highway Bill, which authorizes transportation infrastructure funding set to expire in less than a year, now is the time to consider options and fight for more investment.

We saw what happened when a bridge collapses this year in Washington state and, before that, in Minnesota, when 13 people were killed and 145 others injured. Chances are the bridges we drive over are dangerously close to the end of their life span. **One in four**

The perilous Supreme Court term ahead

By Lynn Rhinehart and Craig Becker, AFL-CIO General Counsel

Working people and their unions are among the groups with a lot to win or lose this fall as the U.S. Supreme Court term, which began in early October, gets underway. Three cases, *UNITE HERE Local 355 v. Mulhall*, No. 12-99; *NLRB v. Noel Canning*, No. 12-1281; and *Harris v. Quinn*, No. 11-681, could impact unions' ability to organize, collect dues and set precedent on public sector collective bargaining.

In *UNITE HERE Local 355 v. Mulhall*, No. 12-99, the Court will consider whether three elements of a recognition agreement between the union and a casino employer, specifically the employer's agreement (1) to remain neutral, (2) to permit the union to gain limited access to its facilities in order to communicate with employees, and (3) to provide the union with a list of employees, constitute an agreement to

pay, loan or deliver a "thing of value" to a labor organization within the meaning of Section 302 of the LMRA. Section 302 makes it a crime for an employer to "pay, lend, or deliver, or agree to pay, lend, or deliver, any money or other thing of value . . . to any labor organization" that represents or seeks to represent the employer's employees. 29 U.S.C. 186(a)(2). The AFL-CIO as well as the United States argue in friend-of-the-court briefs that the elements of the recognition agreement being challenged in *Mulhall* are commonplace in labor-management relations today and bear no resemblance to the sort of payoffs and bribery that Congress was concerned about in enacting Section 302. The case will be argued on November 13, 2013.

[This case] "It could have a profound effect on how, particularly in certain

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DO BUY— UNION-MADE VEHICLES & TIRES

IAM AND USW MADE MOTORCYCLES

- Harley Davidson

UAW MADE VEHICLES

UAW CARS

- Buick LaCrosse
- Buick Verano
- Cadillac ATS Cadillac CTS
- Cadillac ELR (*Electric*)
- Chevrolet Corvette
- Chevrolet Cruze
- Chevrolet Cruze (*Diesel*)
- Chevrolet Impala
- Chevrolet Impala (*Police*)
- Chevrolet Malibu
- Chevrolet Sonic

- Chevrolet Volt
- Chrysler 200
- Chrysler 200 Convertible
- Dodge Avenger
- Dodge Dart
- Ford C-Max
(*Full Hybrid/Electric*)
- Ford Focus
- Ford Focus (*Electric*)
- Ford Fusion*
(*Gas Powered Only*)
- Ford Mustang
- Ford Taurus
- Lincoln MKS
- SRT Viper

UAW TRUCKS

- Chevrolet Silverado**
- Ford F Series
- GMC Sierra**
- Ram 1500*

UAW VANS

- Chevrolet Express
- Ford E Series
- Ford Transit Connect
- GMC Savana

UAW SUVs/CUVs

- Buick Enclave
- Cadillac Escalade ESV
- Cadillac Escalade/Hybrid
- Chevrolet Equinox
- Chevrolet Suburban

- Chevrolet Tahoe
- Chevrolet Tahoe (*Police*)
- Chevrolet Tahoe
(*Special Service*)
- Chevrolet Traverse
- Dodge Durango
- Ford Escape
- Ford Expedition
- Ford Explorer
- GMC Acadia
- GMC Yukon/Hybrid
- GMC Yukon XL
- Jeep Cherokee
- Jeep Compass
- Jeep Grand Cherokee
- Jeep Patriot
- Jeep Wrangler
- Lincoln Navigator
- Mitsubishi Outlander Sport

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed that are made in Canada include significant UAW-made content and support jobs of UAW members.

However, those marked with an asterisk (*) are produced in the United

States and another country. The light duty, 1500 crew cab versions of the vehicles marked with a double asterisk (**) are manufactured in the United States and Mexico.

When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

2014 UAW UNION-BUILT VEHICLES LIST

UNIFOR SUVs/ CUVs

- ☛ Chevrolet Equinox
- ☛ Ford Edge
- ☛ Ford Flex
- ☛ GMC Terrain
- ☛ Lincoln MKT
- ☛ Lincoln MKX

UNIFOR CARS

- ☛ Buick Regal
- ☛ Cadillac XTS
- ☛ Chevrolet Camaro
- ☛ Chevrolet Impala
- ☛ Chrysler 300
- ☛ Dodge Challenger
- ☛ Dodge Charger

UNIFOR VANS

- ☛ Chrysler Town & Country
- ☛ Dodge Grand Caravan

USW MADE TIRES

The U.S. Department of Transportation requires that all tires sold in the United States carry a code which shows, among other things, the company and plant that made the tire. The code would look like this: **DOT BE XX XXX XXX**

The two symbols (either two letters or a letter and a number) which follow "DOT" indicate the company and the plant where a tire was manufactured. For example, the above code indicates a tire made by B. F. Goodrich in Tuscaloosa, AL. The following is a listing of all U.S. and Canadian unionized tire plants and their DOT codes. By comparing this list to the code on the tire you are buying, you can be certain you are getting a USW-made tire.

Code	Company ☛ City
BE	B. F. Goodrich ☛ Tuscaloosa, Ala.
BF	B. F. Goodrich ☛ Woodburn, Ind.
VE, YE, YU, 8B	Bridgestone/Firestone ☛ Des Moines, Iowa
D2, E3, W1, Y7	Bridgestone/Firestone ☛ Lavergne, Tenn.
2C, 4D, 5D	Bridgestone/Firestone ☛ Morrison, Tenn.
UP	Cooper ☛ Findlay, Ohio.
UT	Cooper ☛ Texarkana, Ark.
JU, PC, UK	Goodyear ☛ Medicine Hat, Alberta
JJ, MD, PU	Goodyear ☛ Gadsden, Ala.
DA	Dunlop ☛ Buffalo, N.Y.
JN, MJ, PY	Goodyear ☛ Topeka, Kan
JE, MC, PT	Goodyear ☛ Danville, Va
JF, MM, PJ	Kelly-Springfield ☛ Fayetteville, N.C.
CF	Titan Tire ☛ DesMoines, IA
JH, MN, PK	Titan Tire ☛ Freeport, IL
B, plus, serial #	Titan Tire ☛ Bryan, Ohio
CC	Yokohama Tire ☛ Salem, Va.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.

Firestone racing tires for the Indy Racing League (IRL) are USW-made tires.

Goodyear racing tires made in the United States are USW-made tires.

Goodrich racing tires or off-the road tires made in the United States are USW-made tires.

In addition to company brands, these codes will also appear on "Associate Brand" and "Private Brand" tires manufactured at the above plants. The key, then, to being sure of getting a USW-made tire is the DOT code. Be sure and check it with this listing.

Gorilla Glass, strong as steel

Excerpted from USW@Work

In the tiny town of Harrodsburg, Kentucky sits the Corning Display Technologies plant. The Corning plant, home to Local 1016 of the United Steel Workers, is the birthplace of “Gorilla Glass,” a strong, thin, scratch-resistant—and union-made—material used in screens for smart phones, tablet computers and similar hand-held devices.

The Gorilla Glass story began in 2006 when Apple CEO Steve Jobs saw scratches on the screen of an iPhone prototype he'd been carrying in his pocket with his keys.

The late technology pioneer decided that he needed to find a tough, scratch-resistant glass for the new gadget, which would be unveiled the following year. Corning had experimented with similar products in the 1960s, but never found much of a market for them. Apple's new phone, and dozens of others like it, provided one in a big way.

The smartphone boom that exploded in 2007 not only led to the overhaul of Corning's 60-year-old Kentucky plant, it also provided new jobs for USW members in the depths of a recession.

If not for Gorilla Glass, Theresa Coffman, a USW member and 12-year employee said, it's unclear what might have become of the factory, the workers, or the town of Harrodsburg, Kentucky's oldest city.

“For a community this small, it would have been devastating” to weather the downturn without the new business, she said.

Rather than losing jobs, the plant has added about 80 positions over the past two years and now employs more than 300, including 230 USW members. In 2010, Corning began a nearly \$200 million modernization that continues today.

“Gorilla Glass carried us through,” plant manager Casey Duffy said. “Otherwise, we would have had virtually no work to do.” ■

Walk in my shoes

Rezaul Karim

YELLOW TAXI CAB DRIVER—
NEW YORK TAXI WORKERS
ALLIANCE (NYTWA) —MD.

I was dreaming to come to the U.S. 27 years ago, while still a college student in Bangladesh. From 1990 to 2006, I applied every year to the Diversity Visa Lottery System until finally being granted immigration status along with my two kids. Today, the oldest one is at NYU, studying to be an engineer. As a former Botany professor, I am very proud and teach him about respect and care for the environment.

As a Yellow Taxi cab driver, I often think of how the city streets are designed, traffic flow, and how these things might be improved. While taking passengers from one place to another, I like to introduce myself to everybody and strike up conversa-



tions. The interested customers ask me about where I'm from and I tell them about my journey.

Expenses are high but being a union member of NYTWA helps me fight for better rights on the job, earnings, and a better life—the reasons I came to this country. Recently, I had open-heart surgery and had to return to driving part-time only 3 months later to make ends meet. Next year, the first Benefits Fund for taxi drivers will provide disability insurance to those like myself who become sick and temporarily cannot work. ■

Spotlight the label: International Brotherhood of Boilermakers

The International Brotherhood of Boilermakers is a diverse union representing workers throughout the United States and Canada in industrial construction, repair, and maintenance; manufacturing; shipbuilding and marine repair; railroads; mining and quarrying; cement kilns; and related industries.

With its headquarters in Kansas City, Kansas, the International Brotherhood of Boilermakers unites over 250 local lodges throughout North America, providing numerous services for local lodges and individual members and uniting all our members in our common endeavor to improve the lives and lifestyles of our members. ■



Raise the minimum wage

By Kent Wong

Economic inequality is a pervasive problem that is undermining our democracy. The vast concentration of wealth and power in the hands of the 1 percent is promoting poverty and economic hardship as well as political and social instability. The 1 percent use their power not only to undermine workers' rights but also to manipulate electoral and judicial processes through massive campaign contributions, armies of lobbyists, and corporate lawyers who advance the narrow self-interests of the wealthy.

Of all advanced industrial countries in the world, the United States has the greatest inequality of wealth. According to former US Secretary of Labor Robert Reich, the richest 1 percent of Americans own more than 35 percent of the country's wealth, while the bottom 50 percent control just 2.5 percent. The 400 richest Americans own more wealth than the bottom 150 million Americans combined.

This shameful economic inequality is not an accident but a direct result of fierce conservative economic policies, which include attacks on unions, regressive tax policies, deregulation that rewards corporate abuse, unfair trade policies designed to protect the wealthiest corporations, and poverty wages.

The vast majority of poor people in America are not unemployed; they are

the working poor. The tragic reality is that the minimum wage today is lower in real dollars than it was forty years ago. Every time there has been a national movement to raise the minimum wage, the corporate elite have aggressively opposed it, claiming that it would result in a loss of jobs. Raising the minimum wage has never resulted in job loss; on the contrary, it has increased the buying power of low-wage workers, which has stimulated the economy and created more jobs.

Minimum-wage jobs today are concentrated in some of the wealthiest multinational corporations raking in obscene profits: Wal-Mart, McDonalds, Target, and many other fast food and retail corporations. Minimum-wage jobs are concentrated in restaurant, agricultural, janitorial, garment, domestic, and service industries, the industries that primarily employ women, workers of color, and immigrants.

So when corporations exploit workers by paying the minimum wage while making unprecedented profits, they are contributing not only to poverty and economic suffering in working-class communities but also to racial and gender inequality.

The fight to raise the minimum wage is not just about workers' rights; it is

also about civil and human rights. Fifty years ago Dr. Martin Luther King Jr. led the historic March on Washington for Jobs and Freedom. He understood the direct relationship between workers' rights and civil rights and knew that "race haters" and "labor haters" were one and the same. Fifty years later, we see that the very same forces are attacking unions and workers' rights are also attacking civil rights, immigrant rights, women's rights, and LGBTQ rights.

Now is the time to build a national movement to raise the minimum wage, to fight against the corporate domination of the 1 percent, and to build a more just and equal society. We gain inspiration from Wal-Mart workers who are fighting for dignity, from fast food workers who are organizing for a living wage, and from domestic workers who are demanding economic justice. The vast majority of people in this country support raising the minimum wage and oppose the outrageous economic inequality that plagues our nation. The fight to increase the minimum wage is a crucial struggle that we can and must win.

Kent Wong is a labor attorney and the director of the UCLA Center for Labor Research and Education. He is a vice-president of the California Federation of Teachers. ■



SUPREME COURT..., Continued from page 1

industries that are looking for relatively frictionless kind of representation, it could throw a complete monkey wrench into that," Michael A. Carvin, a conservative lawyer, said last week at a Federalist Society event. "So [it would] almost mandate more hostility between employers and unions when unions are trying to organize."

NLRB v. Noel Canning, No. 12-1281, raises the question of whether the President's January 4, 2012, recess appointments of Richard Griffin, Sharon Block, and Terrance Flynn to be Members of the NLRB were within his power under the Appointments Clause of the Constitution. The case raises three questions: (1) whether the President can make so-called "recess appointments" during a recess that occurs in the middle of a session of Congress or only during a recess between sessions, (2) whether the President can make a "recess appointment" to fill a vacancy that first arose before the recess or whether the vacancy must occur during the recess, and (3) whether the Senate was, in fact, in recess within the meaning of the Clause on January 4, 2012,

despite holding of "pro forma sessions" every three days, due to the House's refusal to consent to an adjournment for a longer period. We expect the case to be set for argument in early 2014.

Finally, the Court recently added *Harris v. Quinn*, No. 11-681, to its docket. This case, brought by the National Right to Work Legal

*"One of the things that
doesn't get written much about
this court is how resolutely
anti-labor it is,"*

Defense Foundation (as was Mulhall), challenges Illinois legislation that extended the state's public sector collective bargaining law, including its fair share provisions, to cover personal assistants providing home-based care to Medicaid recipients. Right to Work argues that the personal assistants are

not state employees and that the fair share provisions of the law violate the First and Fourteenth Amendments. However, the State sets and pays the provider's wages, defines the tasks they can perform, and performs other employer functions, and the state expressly defined itself to be an employer of the personal assistants for purposes of collective bargaining in the legislation.

The case is of particular concern because in a decision from last term in *Knox v. Service Employees, Local 1000*, Justice Alito signaled his interest in revisiting decades of precedent governing public sector collective bargaining.

"One of the things that doesn't get written much about this court is how resolutely anti-labor it is," Garrett Epps, a constitutional law professor, said in a September Supreme Court panel event at the Brennan Center for Justice. He pointed to the *Knox* case as a reason for unions to be fearful. "[The justices] remind me a little bit of a crime family in the sense that before they whack you, they send you a bullet, they let you know that you're next," he said. "They've done that with the labor movement." ■

CREATE JOBS..., Continued from page 1

bridges is deficient or obsolete, according to ASCE. Not only will fixing them make us safer, it would create an estimated 476,000 good construction jobs.

Had the gas tax been indexed to inflation back in 1993, \$215 billion more would be available for investment, at a cost of just pennies for most motorists. There is a growing discussion of once again exploring

an increase or adjustment to the gas tax. LIUNA agrees with former Transportation Secretary Ray LaHood and Chamber of Commerce President Tom Donahue that adjusting the gas tax is one way for the Highway Trust Fund to step back from the cliff of **insolvency**. While it won't solve the crisis, it's a start, instead of our current duct-tape approach.

There will be no excuse for partisan delay. Our nation's highways were first built under Republican President Dwight Eisenhower and President Ronald Reagan advocated and won a gas tax increase to take care of them.

As the days tick away until the current Highway Bill expires, LIUNA will continue to join with allies and speak up. Besides delivering rolls of duct tape, we've aired radio ads, erected billboards and launched websites warning of some of the worst bridges across the country. Our "Emergency Bridge Repair Team" has traveled the country, highlighting the issue. As we delivered duct tape to Congress, we also launched a "Risky Crossings" web page at www.liuna.org/infrastructure-map, which allows motorists to find deficient bridges near them, share via social media and send a message to Congress.

America needs a long-term, serious re-investment in our nation's transportation systems. Our country has tackled big problems before. With the best trained workers in the world, we are ready to get the job done again. ■



PERIODICALS
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WASHINGTON, D.C.

TIME VALUE

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EndNotes

By Rich Kline, *President, UL&STD*

War on workers



In 2011, Robert Reich, the former Secretary of Labor, wrote that in Wisconsin, New Hampshire, Missouri, Ohio and elsewhere a war on workers had intensified. Reich was

clear about the devastation that this war had wreaked.

“This war on workers’ rights is an assault on the middle class, and it is undermining the American economy,” Reich wrote.

“The American economy can’t get out of neutral until American workers have more money in their pockets to buy what they produce. And unions are the best way to give them the bargaining power to get better pay.”

He went on to say that the American economy had thrived in the past when

unions were stronger and that the key to a more vibrant economy now was stronger, larger unions.

So why has the war on unions intensified? Right Wing extremists see Labor as threat to their driving ambition: reversing the social progress and economic justice established through three centuries of struggle.

Elsewhere in this *Label Letter* we analyze the potential impacts of upcoming Supreme Court decisions on neutrality agreements in organizing campaigns and dues collection by public sector unions.

The American economy can't get out of neutral until American workers have more money in their pockets to buy what they produce.

Both cases pose potentially crippling restrictions on unions.

The Supreme Court has already shown its readiness to restrict unions, as in the *Knox vs. SEIU* political funds case.

At a time when the President Obama’s prerogative to appoint NLRB members has been

attacked, thereby assaulting a basic protection of workers and their unions, no one can doubt the threats facing the Labor movement.

While we continue to promote the goods and services produced and performed by union members, we must be vigilant in defending our rights. As Robert Reich has written, the best prescription for improving the US economy is to strengthen the labor movement. ■



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Union Label & Service Trades Dept., AFL-CIO
815 16th St. N.W. • Washington, D.C. 20006

www.unionlabel.org
E-mail: ULSTD@unionlabel.org

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