



Vol. XLII, No. 5
SEPT-OCT 2017

Label Letter

Union Label & Service Trades Department, AFL-CIO

Union Working People are First Responders on the Job and in Their Communities for Hurricanes Harvey and Irma



AFL-CIO Secretary-Treasurer Liz Shuler looks on as Marisela, a retired teacher and Education Austin union member, meets Tonya Nixon, a deputy constable and AFSCME Local 1624 member, while both were assisting at an evacuee center in Austin, TX

By Liz Shuler, AFL-CIO Secretary-Treasurer

In early September, I traveled to Austin, Texas, to speak with Texas labor leaders about how the union movement can work together locally and nationally to respond to the devastation caused by Hurricane Harvey. From the moment the storm hit, union members were on the ground acting as first responders—not just because it was their job as a medical professional or law enforcement or electric utility worker, but because union members are deeply embedded in their communities. Whether it is at work or in their neighborhoods, solidarity and collective action are values that our members practice in all aspects of their lives.

I saw union members in action first-hand during a visit to an evacuee cen-

ter in Austin. As uprooted families from impacted areas huddled around cots with their few remaining belongings, union members were volunteering to provide safety and compassion to the survivors. When I walked through the rows of cots, I noticed a woman sitting with a group of young children and reading to them. Her name was Marisela, and she was a retired member of Education Austin, a union for teachers and school workers in the Austin Independent School District. With her skills as a bilingual educator, Marisela was volunteering in the center, teaching a class to Spanish and English language learners. And like so many great teachers, Marisela was going above and beyond the call of duty. She shared with me that because many of the kids in her temporary classroom had Honduran roots, she had started

making Honduran food at home to share with them. Such a simple, thoughtful gesture that I'm sure went a long way toward bringing a sense of home and comfort for the children she taught.

I also had the chance to visit with Tonya Nixon, a deputy constable and member of AFSCME Local 1624, who was working a shift as security for the evacuee center. Tonya also was dedicated to helping the relief effort during her time off. She and her co-workers organized among themselves to collect toiletries, clothes and other essentials that they could donate to the evacuee centers.

“I feel we have the obligation to serve, not only in the capacity of my job, but as a union member I should give back and be there for our communities. We work for the people and we are the people, so we should support the people.”

Even though their job was solely to secure the area for the survivors, they had the empathy to think about the evacuees' needs beyond just a safe place to sleep. She explained her dedication to helping the impacted families by simply saying, “I feel we have the obligation to serve, not only in the capacity of my job, but as a union member I should give back and be there for our communities. We work for

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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 made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (*) are produced in the United States and another country. The Chevrolet Cruze and Sonic are manufactured in the United States and Mexico. All Cruze hatchbacks and some sedans are manufactured in Mexico. The diesel version is manufactured in the United States by UAW members. The light-duty, 1500 model versions of the vehicles marked with a double asterisk (**) are manufactured in the United States and Mexico. When purchasing one of these trucks, 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.

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.

2017 UAW Union Built Vehicle Guide

UAW CARS

- » Buick LaCrosse
- » Buick Verano
- » Cadillac ATS
- » Cadillac CTS
- » Cadillac CT6 (excluding plug-in hybrid)
- » Chevrolet Bolt (electric)
- » Chevrolet Camaro
- » Chevrolet Corvette
- » Chevrolet Cruze*
- » Chevrolet Cruze (diesel)
- » Chevrolet Impala
- » Chevrolet Malibu
- » Chevrolet Sonic*
- » Chevrolet Volt (electric)
- » Chrysler 200
- » Dodge Viper
- » Ford C-Max (full hybrid/electric)
- » Ford Focus
- » Ford Focus (electric)
- » Ford Mustang
- » Ford Taurus
- » Lincoln Continental

UAW TRUCKS

- » Chevrolet Colorado
- » Chevrolet Silverado**
- » Ford F Series
- » GMC Canyon
- » GMC Sierra**
- » RAM 1500**

UAW SUVs/CUVS

- » Buick Enclave
- » Cadillac Escalade
- » Cadillac Escalade ESV
- » Cadillac Escalade Hybrid
- » Cadillac XT5
- » 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
- » GMC Yukon Hybrid
- » GMC Yukon XL
- » Jeep Cherokee
- » Jeep Compass
- » Jeep Grand Cherokee
- » Jeep Patriot
- » Jeep Wrangler
- » Lincoln MKC
- » Lincoln Navigator

UAW VANS

- » Chevrolet Express
- » Ford Transit
- » GMC Savana

UAW SPECIALTY VEHICLES

- » American General MV-1 (for disabled drivers)

UNIFOR CARS

- » Buick Regal
- » Cadillac XTS
- » Chevrolet Impala
- » Chevrolet Impala (police)
- » Chrysler 300
- » Dodge Challenger
- » Dodge Charger

UNIFOR SUVs/CUVS

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

UNIFOR VANS

- » Chrysler Pacifica
- » Dodge Grand Caravan

WALK IN MY SHOES

Manny Vargas, School Bus Driver — TWU Local 252

After I completed my duties in the Armed Forces, U.S. Navy, I immediately joined the nation's workforce. I believe that among the most important responsibility in our lives is work, for ourselves and for society at large.

Over the years I have performed public safety duties. In my jobs at Pan America Airlines and American Airlines, I worked as an aircraft maintenance technician, with responsibility for passenger and airline employee safety.

As a current member of TWU Local 252, I am responsible for the safety of school children on the school bus that I drive. My work requires that I know and observe many state and federal laws and regulations. I am employed by Suffolk Transportation System and enjoy many benefits as a result of my union membership. My work is deeply satisfying as it rejuvenates me daily to deal with children from diverse backgrounds. ■



Manny Vargas, TWU Local 252, school bus driver in Suffolk County, NY

Purnell Packer, Hotel Worker — UNITE HERE Local 7 Member



Purnell Packer, UNITE HERE Local 7

When I started in the hotel industry I was in my twenties and I worked for non-union hotels. My first job wasn't the best, I worked there two or three years and eventually they let me go saying it was because of cutbacks. I had never been fired before, I was in shock.

A few months later, in '97, I was hired at my current hotel which was also non-union then. Things started off good there but went downhill. I noticed that when people were getting fired they weren't being replaced and the hotel starting downsizing and cutting departments. I was in convention services back then and

we were overworked. The managers kept telling us they would hire new people but never did. When I started in '97 there were around 17 employees in convention services, and when we decided to fight for a union in 2010 that was down to about 5. Many of us in convention and housekeeping were forced to do overtime because it was too much work and you had to have the work finished even if it was past your time. The hotel even brought in temporary agencies for housekeeping so workers were doing the same work for less pay.

When my co-worker first approached me about joining the union, I knew that most decent jobs had a union, so I decided to join the committee. He was surprised that I didn't hesitate, but I'd seen good union jobs – my dad was a postal worker – so I wanted that. The hotel jobs here in Baltimore were supposed to be the new "good jobs" after manufacturing left, but I saw that they had a ways-to-go. We fought for the union and won and now my coworkers and I feel respected on the job. I can do my work better without feeling like a manager is going to come and harass me. I don't have to keep looking over my shoulder because I can't be fired arbitrarily like I was when I first started at a non-union place in my twenties. I have a fighting chance, and a real say-so in my job conditions.

The hotel has hired more people because of the union so my coworkers aren't overworked. We also get regular raises and don't have to worry about favoritism in who gets what raise this year.

I have a family and the most important thing for me is that I have a say in my scheduling. Thanks to the union I can plan my work around the rest of my life and be there for my family.

For anyone who is travelling and attending conferences, come stay at a union hotel. It makes a real difference in my life and the lives of thousands of other workers. Let's support good jobs in hospitality. ■

ARE YOU ON OUR E-MAIL LIST?

Have you joined our blast e-mail list? Have you visited us on Facebook or twitter? The ULSTD is active on social media, posting union news and product information we believe is important to union members. If you haven't already, find us on facebook, and make sure you sign up for our email list on our website at unionlabel.org to receive important news right in your inbox. ■



Put a Union Label on It!

'Union-Made: Fashioning America in the 20th Century' Exhibit Showcases Labor, Fashion History



that unionization played to improve working conditions, compensation and promotion of the U.S. fashion industry through designer awards, fashion shows, education and improvement of the quality of garments made in the U.S.

“The labor unions related to these industries really worked hard to bring about many things we take for granted today,” said Denise Green, assistant professor of fiber science and apparel design, director of the Cornell Costume and Textile Collection, and exhibit curator. “These include safety standards, benefits for employees, an eight-hour work day, the 40-hour work week – all of these were really spearheaded by labor unions in the early 20th century.”

Co-curated by Green and Patrizia Sione, research archivist at the Kheel Center, the multimedia and richly visual exhibition features garments, accessories, photographs, banners, stories, event timelines, archival documents, rare film footage and unique artifacts to illustrate 20th-century American fashion trends and their production.

Some of the rare items on view include a funeral badge worn at the memorial for the Triangle Shirtwaist Factory fire victims, knives used for cutting cloak fabric in the early 20th century, a 1920s industrial chain stitch Wilcox & Gibbs sewing machine, and a union-made faux-

denim ensemble designed by Donna Karan in the mid-1970s.

“What we’re doing here is looking at the history, and it’s a pretty dramatic history within this 100-year period,” Green said. “In 1960, 95 percent of an American’s wardrobe was manufactured in the U.S. Today, that number is 2 percent.”

“The Cornell Costume and Textile Collection has been around for 100 years and ILR has, for many decades, housed impressive archival collections focused on garment laborers and unions. These include the archives from the International Ladies’ Garment Workers’ Union, which were transferred to the Kheel Center in 1987,” Green said. “This is the first time we have had the opportunity to come together and celebrate the history of the U.S. fashion industry and apparel and textile production in the United States through the lens of the history of organized labor.”

The exhibit, housed at the Human Ecology Display Cases and Kheel Center display cases at Catherwood Library in Ives Hall, runs through Nov. 3. ■



Adapted from *The Cornell Chronicle*

Cornell University College of Human Ecology and the Kheel Center for Labor-Management Documentation and Archives are celebrating 20th century fashion trends alongside the history of organized labor and union garment labeling in an exhibition which opened August 31.

“Union-Made: Fashioning America in the 20th Century” is a collaboration between the Cornell Costume and Textile Collection and the Kheel Center, part of Cornell University Library. It features 20th-century American fashion and the role of organized labor and union labeling efforts in the U.S. textile and apparel industries.

The exhibition highlights an often overlooked but critically important component of prêt-à-porter (ready-to-wear) fashion: laborers and the role

Union Scholarships Offer Members, Dependents Ways to Get Ahead

“An investment in knowledge pays the best interest.” Benjamin Franklin

Educating workers about their workplace rights is not the only type of education being offered by unions these days. To shape tomorrow's leaders, many International, National and Local Unions have established scholarship programs for their members and dependents.

“Giving members and their families the capability to realize the ‘American Dream’ is a primary goal of Labor,” said Union Label and Service Trades Department President Rich Kline. “As a former teacher, I can say without equivocation that nothing

is more satisfying than seeing people, young or old, fulfil their goals through education. As a labor leader, it's extremely gratifying to see our nation's unions help them get that education.”

Scholarships offered by unions are one of the many benefits unions establish outside of contracts with employers. And they can pay off for families in a big way.

For example, to date, over 2,800 families have benefited from the Union Plus Scholarship Program. Union Plus scholarships are offered through its Education Foundation, supported in part by contributions from the provider of

the Union Plus Credit Card. Since 1991, the Union Plus Scholarship Program has awarded more than \$4.2 million to students of working families who want to begin or continue their post-secondary education. To learn more about Union Plus Scholarships, go to: <http://bit.ly/2uymheH>.

Members and dependents of the Office and Professional Employees International Union can get scholarships worth up to up to \$6,500.00 from a variety of OPEIU scholarship offerings.

SEIU awards more than 50 annual scholarships via lottery, as well as competitive scholarships for those studying labor, the arts and social change. AFSCME provides college scholarship funding, along with internships and awards for short-term courses of study.

Of course, unions do much of their work on the local and regional levels, and their scholarship programs are no different. The United Auto Workers award several scholarships through the national union, through locals and through regional confederations.

UFCW offers the chance to win a scholarship through its charity foundation, and it has awarded \$2 million in scholarships since its inception. Many of their local unions also have local scholarship programs as well.

The Communication Workers of America offer the Joe Beirne scholarship, and many locals follow suit offering scholarships. IUPAT (Painters and Allied Trades) awards 10 scholarships each year in honor of S. Frank Bud Raftery, each worth \$2,000.

Finally, some union-sponsored scholarships don't even require union membership. The ILA Local 1408 Scholarship Fund was started in 1995 to benefit families of Jacksonville, Florida's International Longshoreman Association. Since then, as college costs have continued to rise, the program has expanded, and now all high school seniors and returning college students in Jacksonville and four surrounding counties are invited to apply.

Check with your local union, international union and area State and Local AFL-CIO to determine if there's a scholarship program appropriate for you or your dependents. ■

Unions Roll Out Free College for Members, Dependents

There's no denying that the globalization has destroyed many of the sustaining jobs of the past. Unfortunately, it has become clear, that as technology evolves, many more jobs will be lost to automation. That's what happened in Steubenville, Ohio, where its huge steel mill finally closed in 2005 and what was once a powerful industry collapsed bringing much of the middle-class jobs in the area down around it.

The decline of various industries has created a need for more union members to enhance their skill sets or seek entirely new careers. Recognizing that need, and seeking to increase its enrollment numbers, Eastern Gateway Community College in Ohio has partnered with several labor unions to offer free college to union members.

Like many state or community level free community college programs, the free college benefit will combine many forms of aid to cover expenses to make sure students have no out-of-pocket costs. These “last dollar scholarships” vary in value for each participant; each student applies for Pell grants and other aid, including employer reimbursement. The union picks up the difference.

Starting in 2016 with AFSCME, Eastern Gateway has now expanded to offer free college to members from UFCW, IAMAW, OPEIU and the FOP.

“Just having a high school education is not sufficient in today's world,” said Rich Kline, president of the ULSTD. “These

unions are committed to offering their members a chance to grow beyond their industries. This is a great benefit.”

The free college benefit is available to current participating unions' members, retired members, children, grandchildren, and spouses of members.

Eastern Gateway Community College is a public, open-access college located in Steubenville and Youngstown, OH. The college is part of the University System of Ohio, governed by the Ohio Department of Higher Education and regionally accredited by the Higher Learning Commission, the accreditor of most public and private institutions in the Midwest. The staff of EGCC is union represented by the Ohio Education Association.

Credits earned at EGCC can be transferred to many four-year universities.

Some of the programs and certificates offered through the school include:

- Business Management Degree (including):
 - Human Resources
 - Healthcare Management
 - Marketing
 - Finance
 - Accounting Degree
- Patient Home Navigator Certificate
- Associate of Arts Degree
- Criminal Justice Degree
- Paralegal Degree
- Early Childhood Education Degree
- Associate of Individualized Study Degree ■

Union Members Step Up After Devastating Storms

CONTINUED FROM PAGE 1



Texas AFL-CIO President John Patrick speaks with Marisela, a retired bilingual educator who was volunteering to teach children in an evacuee center in Austin, TX.

the people and we are the people, so we should support the people.”

Just like Marisela, Tonya and every Texas union member I talked to in Austin, the broader union movement is making a serious commitment to the relief, recovery and rebuilding of all communities impacted by the catastrophic destruction of Hurricanes Harvey and Irma. We will be doing everything we can to aid in the immediate effort, but we also are in this for the long haul. To that end, the national union movement is pledging to raise \$5 million in cash aid for displaced families. Beyond that, we will be dedicating our resources through the AFL-CIO Housing Investment Trust and the AFL-CIO Building Investment Trust to invest \$500 million toward rebuilding affordable housing in areas affected by Harvey and to leverage \$150 million in commercial real estate development to create good, union jobs. It is vital that working people are not taken advantage of during this time of instability. As the impacted areas recover and the rebuilding starts, we will be a strong voice advocating that contractors treat their workers fairly and that we provide training and apprenticeship opportunities in the building trades for displaced workers so that they benefit from jobs created by the reconstruction effort. While working people rebuild their communities, they can rebuild their lives as well.

It was inspiring to see the endurance and resilience of Hurricane Harvey survivors and the tremendous support union members are providing to people who need help. I suspect we will see the same in the wake of Irma. To the

working families who are putting their lives back together in the aftermath of this unprecedented storm, please know that the union movement has your back. We have been here and we will continue

to be here until everyone who had their life uprooted is back on their feet. Working people in Texas, Louisiana, Florida, Puerto Rico and across the country are at our best when we look after each other. ■

Disney Agrees to Pay Employees for Missed Time Due to Hurricane Irma

On September 14, just minutes before a scheduled union rally at the entrance to the ‘Happiest Place on Earth,’ Walt Disney World Resort management agreed to pay employees for forced days off during Hurricane Irma.

Eric Clinton, president of Unite Here Local 362 addressed the crowd of more than 100 union employees, saying, “ten minutes ago, a rep at Disney called union leaders and said they decided to pay all cast members for lost shifts. It clearly shows Disney and the unions can work together to resolve their issues.”

Disney had originally said they would pay their non-unionized workforce for lost wages during the storm, but not the unionized full-time and part-time workers.

Walt Disney World Resort is currently in contract negotiations with the Service Trades Council Unions that represent nearly 30,000 workers. The Service Trades Council Unions are made up of five different unions: Teamsters, IATSE, Transportation Communication Workers/IAM, UNITE HERE and the UFCW.

Negotiations with the company have been slow. Union leaders are seeking an hourly wage increase from \$10 to \$15.71. Disney has only offered a 25 cent an hour raise. ■

UNITE HERE FAIRHOTEL



The FairHotel program is sponsored by UNITE HERE. UNITE HERE represents over 270,000 workers in the US and Canada in the hotel, gaming, food service, airport, textile, manufacturing, distribution, laundry, and transportation industries.

The FairHotel program is UNITE HERE's Union label program for the hotel industry. A FairHotel is a union hotel, with family sustaining jobs. For instance, in Las Vegas a full time UNITE HERE cook earns around \$10,000 a year more than her non-union counterpart. Plus, she earns more than \$11,400 in annual benefits like comprehensive healthcare for her family and a pension.

FairHotel aims to organize the spending of unions and other allies in the hotel industry to build worker power — unions alone spent over \$260 million in the industry in 2015.

FairHotel Organizational Partners commit to prioritizing union hotels wherever they are available while avoiding labor disputes. Partners also use strong contract language that can allow them to relocate in the event of an unexpected labor dispute. They can also get an up-to-date labor forecast on any properties they are considering by contacting the FairHotel organizing team.

FairHotel is thus a powerful tool to encourage hotels to open with labor peace or resolve outstanding disputes because there are concrete monetary gains attached.

Many unions and important progressive organizations are already FairHotel partners, and as the program builds in strength in terms of the money it represents, it can be a game-changer for workers in union hotels and casinos. Support workers like Purnell (his story on page 3) by signing on as an Organizational Partner at fairhotel.org ■

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EndNotes

By Rich Kline, *President, UL&STD*



Label Letter

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Vol. XLII, No. 5 • ISSN 0161-9365



Label Letter is published bimonthly by the Union Label & Service Trades Department, AFL-CIO. Subscriptions to members only. USPS #424-530. Periodicals postage paid at Washington, D.C. Postmaster: Send corrections of address to Room 209, 815 16th Street, N.W., Washington, D.C. 20006. Phone: 202-508-3700.

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Protect Free Speech and the Right to Boycott



Boycotts are free speech. Along with the freedom of assembly, freedom of the press, freedom of religion and every other right of free expression, the right to protest, including the right to boycott, must be protected. And the right to protest, basic as it is in our democracy, is under threat.

Blocking traffic in a protest demonstration is illegal in a dozen states with others considering similar laws. Our right to engage in economic protest may be next.

Even some of our friends in politics have considered restricting the right to boycott in specific situations. But they are wrong. It is the proverbial slippery slope.

If one boycott can be restricted to satisfy the demand of an interest group, another interest group can demand satisfaction, too. What would have happened in South Africa had the right to boycott been restricted? Were there not those who would have been happy to restrict the apartheid boycott? Of course, there were. Just as there was opposition to the Montgomery, Birmingham and other bus boycott in the fifties and sixties. Would our civil rights movement have been successful without the tool of the boycott?

And we know that corporate America and their political toadies would happily restrict Labor's right to boycott, for Labor has had its successes in boycotts as well. Most recently, the

American Postal Workers Union successfully used the boycott and other tactics to induce the United States Postal Service and office supply company Staples to cease outsourcing APWU jobs.

We know that our union boycotts antagonize corporations and investors. They are meant to antagonize them, meant to force them to change their anti-union, anti-worker policies, to bring them into meaningful negotiations. Without the right to boycott, we would be deprived of a tool as powerful, in some cases, as the right to strike.

What we are seeing now is a concerted attempt to squelch dissent. Some Republican lawmakers have wanted to criminalize lawful protest, to restrict the right of the press and of citizens to question public officials, to authorize and glorify repressive police tactics during peaceful demonstrations. We have seen right-wing politicians attack reporters physically and verbally. We have seen President Trump (when a candidate) applaud the manhandling of protestors.

The boycott is a force for change and must be protected. If restrictions were to be placed on our right to organize corporate boycotts, the economic power of working people would be lessened. Our allies in the general public would have less ability to assist us. We must be vigilant in the defense of our right to lawfully protest, to dissent and to influence policy, corporate and governmental. ■