



# Label Letter

Vol. XLIII, No. 5  
SEP-OCT 2018

Union Label & Service Trades Department, AFL-CIO

## Judge Sides, in Part, with Unions on Trump's Executive Orders



AFGE was joined by dozens of unions and hundreds of public servants protesting the administration's attempt to silence workers and remove their rights. Rally held at John Marshall Park in DC. --photo by Chelsea Bland

U.S. District Court Judge Ketanji Brown Jackson struck down most of the provisions of the Trump administration's controversial workforce executive orders in August, concluding that they conflicted with the 1978 Civil Service Reform Act.

In May, just before Memorial Day, President Trump issued three Executive Orders that affected federal employees. The Orders covered collective bargaining rights, grievance procedures and use of "official time."

The issuance of those Orders drew immediate ire from labor unions representing employees within the federal

government and a coalition of 13 unions, the Federal Workers Alliance (FWA), representing more than 300,000 federal workers

employed in hundreds of occupations across the federal government, filed a law suit on May 25.

In their suit, the FWA argued that the orders violated the due process and collective bargaining rights of workers employed by the federal government. In a press release issued by the group, Sarah Suszcyk, National Association of Government Employees and FWA Co-chair

CONTINUED ON PAGE 5

## Wave of Teacher Strikes Continue

Striking for teachers is illegal in all but 12 states, but that hasn't stopped the wave of teacher strikes this year, with still more predicted.

On August 28, teachers at Seattle's public schools voted to authorize a strike. Most of their colleagues in southwest Washington's Clark County school districts delayed the start of school by striking. On Sept. 2, Los Angeles teachers and other education workers voted to authorize a strike in a nearly unanimous vote. The school system is the second largest school district in the country. If they fail to reach an agreement by October, they will likely walk out as well.

In contrast to the Spring 2018 teacher walkouts in Colorado, Oklahoma, Arizona, North Carolina, and West Virginia, the Los Angeles school system and the Seattle school system are in "blue" districts – states that are represented by Democratic majorities – but the arguments for walking out are mostly the same: Education funding is inadequate in too many ways and teachers have been demoralized and belittled for far too long.

### WHAT ARE THE ISSUES?

Many of the teachers who've gone on strike have not cited pay as their top priority, although a new study by the Economic Policy Institute shows that teachers earn nearly 11.1 percent less than comparable professionals. Many have noted that teacher shortages, lack of paraprofessionals, over-testing and the trend that of tying test results to funding have contributed to an overwhelming dissatisfaction in their workplaces.

In California, per pupil funding is ranked 43rd out of 50 states. Class sizes and allocation of school resources are huge issues. One section of the LA teach-

CONTINUED ON PAGE 5

# Do Buy Union-Made Automobiles



## UAW CARS

- » Buick Lacrosse
- » 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)
- » 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 ESV
- » Cadillac Escalade Hybrid
- » Cadillac XT4
- » 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 Yucon
- » GMC Yukon Hybrid
- » GMC Yukon XL
- » Jeep Cherokee
- » Jeep Grand Cherokee
- » Jeep Wrangler
- » Lincoln MKC
- » Lincoln Navigator

## UAW VANS

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

## UNIFOR CARS

- » Cadillac XTC
- » Chevrolet Impala
- » Chevrolet Impala (police)
- » Chrysler 300
- » Dodge Challenger
- » Dodge Charger

## UNIFOR SUVS/CUVS

- » Chevrolet Equinox\*
- » Ford Edge
- » Ford Flex
- » Lincoln MKT
- » Lincoln MKX

## UNIFOR TRUCKS

- » Chevrolet Silverado Double Cab
- » GMC Sierra Double Cab

## UNIFOR VANS

- » Chrysler Pacifica
- » Dodge Grand Caravan

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, vehicles marked with a single asterisk (\*) are also produced in Mexico. All Cruze hatchbacks and some sedans are manufactured in Mexico. The diesel version is manufactured in the United States by UAW members. The Chevrolet Equinox is manufactured in Canada by Unifor members and also in Mexico. The light-duty and heavy-duty Chevrolet Silverado and GMC Sierra pickup trucks, marked with a double asterisk (\*\*), are manufactured in the United States and other countries. The light-duty Ram 1500, marked with a triple asterisk (\*\*\*), is manufactured in the United States and Mexico, while all heavy-duty Ram models are built in Mexico. When purchasing one of the above vehicles, it is important to check the Vehicle Identification Number (VIN), a VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle, a "2" identifies a Canadian-made vehicle, a "3" identifies a vehicle made in Mexico.

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. ■

# What's in a VIN?

## WHERE VEHICLE WAS BUILT

14, 5	USA
2	Canada
3	Mexico
6, 7	Oceania/ Australia
8, 9	South America
A thru G	Africa
J thru R	Asia
S thru Z	Europe

## VEHICLE YEAR

A	2010
B	2011
C	2012
D	2013
E	2014
F	2015
G	2016
H	2017
I	2018
J	2019
K	2020

## VEHICLE'S BRAND, ENGINE SIZE AND TYPE

## VEHICLE SERIAL NUMBER

# VEHICLE IDENTIFICATION NUMBER

1 F A L P 4 2 X 9 H F 1 1 1 1 1 1

## VEHICLE SECURITY CODE

## VEHICLE MANUFACTURERS

B, C or D	FCA USA
Starts with F	Ford
Starts with G	General Motors
C4	Jeep
L	Lincoln

## PLANT THAT ASSEMBLED THE VEHICLE

### CODES FOR FORD PLANTS

D	Ford Ohio Assembly Plant, Avon Lake, OH
E	Ford Kentucky Truck Assembly, Louisville, KY
F	Ford Dearborn Truck Assembly, Dearborn, MI
G	Ford Chicago Assembly Plant, Chicago, IL
K	Ford Kansas City Assembly Plant, Claycomo, MO
L	Ford Michigan Assembly Plant, Warren, MI
U	Ford Louisville Assembly Plant, Louisville, KY
W	Ford Wayne Stamping and Assembly Plant, Wayne, MI
S	Ford Flat Rock Assembly, Flat Rock, MI
B	Ford Oakville Assembly Plant, Oakville, Ontario, Canada

### CODES FOR GM PLANTS

0	GM Lansing Grand River Assembly Plant, Lansing, MI
1	GM Wentzville Assembly, Wentzville, MO
2	GM Spring Hill Assembly Plant, Spring Hill, TN
4	GM Orion Assembly Plant, Lake Orion, MI
5	GM Bowling Green Assembly Plant, Bowling Green, KY
7	GM Lordstown Assembly Plant, Lordstown, OH
F	GM Fairfax Assembly Plant, Fairfax, KS

F	GM Flint Truck Assembly Plant, Flint, MI
J	GM Lansing Delta Township Assembly Plant, Lansing, MI
R	GM Arlington Assembly Plant, Arlington, TX
U	GM Detroit/Hamtramck Assembly, Detroit, MI
Z	GM Fort Wayne Truck Assembly Plant, Fort Wayne, IN
6	GM CAMI Automotive Assembly Plant, Ingersol, Ontario, Canada
1	GM Oshawa Car Assembly Plant, Oshawa, Ontario, Canada

### CODES FOR FCA USA PLANTS

C	FCA USA Jefferson North Assembly Plant, Detroit, MI
D	FCA USA Belvidere Assembly Plant, Belvidere, IL
N	FCA USA Sterling Heights Assembly Plant, Sterling Heights, MI
S	FAC USA Warren Truck Assembly Plant, Sterling Heights, MI
L/W	FCA USA Toledo North Assembly Plant, Toledo, OH
H	FCA Canada Brampton, Assembly Plant, Brampton, Ontario, Canada
R	FCA Canada Windsor Assembly Plant, Windsor, Ontario Canada

## VEHICLE RECOMMENDATIONS

One way to tell if you are buying a UAW-made vehicle is to consult the list on the opposite page, if it has an asterisk, you need to do a little detective work. The vehicle sticker will tell you the final assembly plant as well as the Vehicle Identification Number (VIN).

The UAW recommends buying certain Canadian-built vehicles because they are built by our brothers and sisters in Canada's Unifor union and have significant UAW-made content that supports the jobs of our brothers and sisters in transmission, fountry, stamping and body parts plants. Those are listed under Unifor.

And just because a vehicle VIN starts with a 1, 2, 4, or 5, doesn't automatically mean it's recommended buy. Vehicles not on the list that start with these numerals are made in non-union plants. ■

# Labor Unions Around the Country Celebrate Labor Day

While President Trump spent Labor Day criticizing AFL-CIO President Rich Trumka, labor unions and allied organizations around the country honored the working men and women for whom this holiday was created.

Below is a small sampling of picnics and parades from around the country.

In Lewiston, Maine, hundreds of union members gathered outside of the International Brotherhood of Electrical Workers Local 567 union hall for the 12<sup>th</sup> Annual Western Maine Labor Council Labor Day barbecue.

Local union leaders were joined by Democratic gubernatorial candidate and Maine Attorney General Janet Mills and congressional candidate Jared Golden to show their support for unions in Maine.

“Now is the time for stronger unions and a stronger America,” Golden is quoted as saying in the Sun Journal newspaper.

In St. Louis, just weeks after unions there voted NO on the Republican backed ‘right-to-work’ legislation Proposition A, more than 5,000 marchers from as many as 30 different unions joined the Greater St. Louis Labor Council President for a parade in the downtown area. The parade theme, *We Stand with Working Families*, celebrated the overwhelming win on the ballot measure.

St. Louis area members of the International Brotherhood of Teamsters Joint Council 14 participating in the parade said that the parade “took on added significance,” since the win in August.

Larry Tinker, Secretary-Treasurer of Joint Council 13, said the thousands gathered at the St. Louis parade could march with pride knowing that their years of hard work to first stave off passage of RTW in Missouri and then defeat it at the ballot

box had made a real impact with state residents.

“We know that not only the union people support this, but the other citizens around support this,” he said. “It just makes you feel good, so you get out there and you keep fighting.”

Striking teachers and support staff from the Longview Education Association in Washington, joined other area union members and their families at the Cowlitz-Wahkiakum Central Labor Council Annual Labor Day picnic. Picnic organizers said that there were more than 400 people in attendance, double the size of last year’s picnic.

Many people wore red or purple to show membership or support for the educators’ unions. Lisa Roberts was one of them. Roberts said she works for the Longview School District and has been a union member for 13 years. This is the first Labor Day picnic she’s been to in many years, she said.

“The picnic opened my eyes to the unity and how important it is to stand up for ourselves, as a group,” Roberts said.

Hundreds of union members marched through the streets in Erie, PA for the Annual Labor Day Parade in a display of solidarity and worker pride.

Participating unions included the Teamsters Local 397, United Electrical Workers 506, and the Erie Education Association/Pennsylvania State Education Associations. The groups carried banners and signs, passed out union-made candy, and chanted ‘Save our Pensions’ and ‘stop the War on Workers.’

Parade organizer Rosann Baker, director of the Northwest Pennsylvania AFL-CIO said, “We walk to take back our streets and to pay tribute to the workers who made this day possible and for all of us



who give back to our communities on a regular basis.”

Thousands of workers and their families marked Labor Day in Los Angeles as they walked down local streets in the Wilmington area of Banning Park.

The parade theme ‘Rise Up and Resist.’

Former U.S. Secretary of Labor and current L.A. County Supervisor Hilda Solis joined the parade and picnic and said, “with midterms coming up it’s important everyone’s voices are heard.”

“When unions speak, they speak in unity, they speak in support of workers’ rights and good wages and retirement and



pensions, and those are some of the hallmarks of our country,” she said.

In Sacramento, the Sacramento Labor Council celebrated Labor Day a bit differently, union members there spent the day cooking for the homeless.

“It’s a way for us to give back to the community to those that are far less fortunate than we are,” sheet metal worker and volunteer Armando Guerrero said.

For the last 30 years, AFL-CIO members in Sacramento have used their day off to go to work.

“Organized labor is vitally important to the economic health of our country,” said Sacramento CLC Executive Director Fabrizio Sasso.

Volunteers served barbecue chicken, potato salad and baked beans. ■



## TEACHER STRIKES

CONTINUED FROM PAGE 1

ers' contract allows teacher-to-student ratios of 1 teacher—alone in their class without assistance—to up to 46 students, they want that section gone.

Julia Lathin, an art history teacher at Hamilton High in the LA district, says, "Our school has over 2,000 students and one nurse, but she was only hired to be here part time. Because of this, I let my students know that I have a cabinet in my classroom that's always stocked with pads and tampons. I need these kids focused on their education and not worrying about if they're going to bleed through their pants at school because there isn't always a nurse on campus."

In West Virginia's strike earlier this year, health care cuts contributed to the teacher strike. The West Virginia Legislature had voted to boost state contributions to the plan by using a percentage of the annual state surplus, but the teachers wanted a more reliable financing plan. Health care costs have increased quickly enough that proposed teacher pay increases cannot match teacher payments for health care.

Teachers pointed out that even in wealthy areas, resources are not allocated to the right things. According to a Washington Times article, some of the striking teachers in Oklahoma worked in a school district that boasts an athletic center with a "ground-floor weight room, a second-floor fitness center, meeting rooms, whirlpools." It also has an Olympic-sized pool and aquatic center.

The Kentucky walkout was about pension funding – the state legislature had changed the system to a hybrid plan from a straight pension plan and also changed how sick leave pay factored into the plan.

Teachers in Arizona and in Washington State complained about pay in their walkouts, but also about how long they've had to wait out funding issues. Arizona's teachers wanted a 20 percent pay raise. Washington State's teachers demands varied by district, but the primary issue was that a decision by the state's Supreme Court on how funding needed to be allocated to school districts meant that pay could be improved, and teachers are now asking for a piece of the funding pie.

West Virginia and Arizona turned down their first offered raises because they included only teachers and excluded sup-

port staff and other public workers. They continued to demand increases in state spending beyond schools for public services that had been starved for years.

Even in blue states, budget and tax policies are being used to erode public services, privatize and monetize state and local governments, weaken union power, and transfer wealth upward, all the while making the lives of working people harder. These strikes are revolts against this austerity that has been driving these policies since before the recession. And this rebellion is gaining foothold even after the corporate world has attempted to squash public sector unionism through the Janus Decision.

### WHAT CAN WE EXPECT NEXT?

As the saying goes, "All politics are local." And teachers are taking the saying to heart by beating back the lawmakers who voted against them in this year's elections. They aren't just casting ballots against the lawmakers who have worked against public education, teachers are running for office in unprecedented numbers.

In Oklahoma, 19 legislators voted against raising taxes to increase teacher pay during their walkout. Only four of those legislators will be on the ballot on November 6.

In Kentucky, Travis Brenda, a math teacher who campaigned on protecting public education and conservative values, narrowly upset state House Majority Floor Leader Jonathan Shell in the May 22 GOP primary — even though Shell was backed by Senate Majority Leader Mitch McConnell (R-Ky.). Shell was the cosponsors of the pension overhaul that touched off the teacher strike.

In West Virginia's primary, at least seven teachers and one former principal ran for office. Five advanced to the general election.

According to the Washington Post, from Maine to Hawaii, about 170 teachers, former teachers and other school workers — including school psychologists, principals and teacher's aides — are running for seats in state legislatures, according to tallies by teacher unions and the Badass Teachers Association, a grass-roots education organization.

The National Education Association expects the number to grow. The NEA trained 70 teachers last year in a program they called "See Educators Run" and

expects to double that number by the end of 2018.

Whatever the outcome of the November elections, it's expected that teacher engagement will not subside. They will likely broaden their outreach and increase their activism. ■

## JUDGE STRIKES PROVISIONS FROM TRUMP EXECUTIVE ORDERS

CONTINUED FROM PAGE 1

said, "Donald Trump did not have the authority to issue these executive orders because the power to do so was not granted to him by either Congress or by the Constitution."

Judge Jackson appeared to agree, writing in her ruling, "While ... the President has the authority to issue executive orders that carry the force of law with respect to federal labor relations, no such orders can operate to eviscerate the right to bargain collectively as envisioned" in the federal labor-management relations statute.

"Congress undertook to guarantee federal employees the statutory right to engage in good-faith collective bargaining," she wrote, saying that that right "safeguards the public interest."

The federal government must now undo the steps it previously took to enforce those now stricken provisions of the executive orders. Including, the restrictions on the use of official time and the mandate that union representatives have written preauthorization from a supervisor to use official time. They must also refrain from limiting the amount of negotiating time allowed between unions and agencies, instituting requirements on written proposals, and enforcing limitations on the number, type and grades of employees at an agency.

J. David Cox, president of the American Federation of Government Employees (AFGE), urged agencies that "have attempted to enforce this illegal executive order to restore all previously negotiated contracts and to bargain in good faith with employee representatives on any future changes as required under the law." ■

# At Annual Meeting, ALEC Pushes More Anti-Worker Laws

Inviting Mark Janus to speak at its 45<sup>th</sup> Annual Meeting, the American Legislative Exchange Council (ALEC) celebrated the outcome of the Supreme Court's ruling in the case of Janus v. AFSCME Council 31 by introducing their next round of anti-worker bills.

The corporate backed bill mill, that has spent more than four decades trying to erode workers' rights and bust labor unions gave its mostly republican attendees a union-busting bill to take back to their home states that would force unions hold recertification elections every other year.

The bill, long touted by the head of the anti-union Berman & Company PR firm, Richard Berman, would require unions to have to get the votes of a majority of all members—not just those showing up to vote—in order to retain their right to represent workers in a bargaining unit. Berman and U.S. Senator Orin Hatch (R-UT), have pushed similar legislation at the federal level in Congress called the "Employee Rights Act."

Also introduced, ALEC wants to ensure that those working in the gig economy for companies like Uber, Lyft, and TaskRabbit

don't have the rights and benefits enjoyed by traditional employees and cannot join a union. The proposed legislation, "Uniform Worker Classification" promotes short-term contracts and freelance work over permanent jobs.

The resolution focuses on "uniform standards for determining who is an employee and who is an independent contractor." However, defining what an independent contractor is, is left up to the discretion of the employer. ■

## Missouri Working Families Overwhelmingly Defeat Right-to-Work in Ballot Referendum

Despite all efforts of the Republican-led state legislature, Missouri's working families scored a whopping victory on August 7 in the referendum vote on the state's so-called right-to-work law. The law was defeated in a better than two-to-one victory.

"Working people made their voices heard at the ballot box and overturned 'right-to-work.' It's a truly historic moment," said Mike Louis, president of the Missouri AFL-CIO, "but tomorrow we're getting back to work. We're going to take this energy and momentum and build more power for working people across Missouri."

The Missouri AFL-CIO knocked on over 800,000 doors and gathered three times the necessary signatures to get the referendum on the ballot.

This vote is a major victory for the US labor movement at a time when pro-business Republican leaders, big businesses, and the courts have doubled down on their attempts to weaken the influence of labor unions and the workers they represent. And after the US Supreme Court's June ruling in Janus v. AFSCME, which mandated right-to-work rules for all government unions, Missouri's vote is a sign that unions are far from dead.

In the lead up to the ballot referendum, labor groups raised \$15 million to defeat the law, more than five times the amount raised by the two pro-business groups that



were operating to keep the right-to-work law in place. The efforts were not in vain.

"There were nearly four times as many NO votes on Prop A as there are union members in this state," said Richard Von Glahn, policy director for Missouri Jobs with Justice. "Even if no union member had voted, Prop A would have been defeated. No matter how the proponents of 'right-to-work' want to spin it, this was truly a rejection of their vision by ALL of Missouri."

"Defeat of this poisonous anti-worker legislation is a victory for all workers across the country," AFL-CIO President Richard Trumka said in a prepared state-

ment. "The message sent by every single person who worked to defeat Proposition A is clear: When we see an opportunity to use our political voice to give workers a more level playing field, we will seize it with overwhelming passion and determination. [This vote] is the latest act of working people changing a rigged system that for decades has been favoring corporations, the mega wealthy and the privileged few.

"Unions are on the rise," Trumka said. "Missouri is the latest sign of a groundswell." ■



## In This Issue...

Court Sides with Unions On Trump EOs . . . . .	1
Do Buy Union-Made Vehicles . . .	2
What's in a VIN? . . . . .	3
MO Working Families Defeat RTW in Ballot Referendum . . . .	4
AFL-CIO National Boycotts . . . .	7
End Notes . . . . .	8

PERIODICALS  
POSTAGE PAID  
WASHINGTON, D.C.

TIME VALUE

Downloadable versions of *Label Letter* are posted on our website: [www.unionlabel.org](http://www.unionlabel.org). With the exception of copyrighted material, permission to reprint is hereby granted, but credit to source will be appreciated.

UL&STD thanks Ullico for supporting our mission.

# EndNotes

By Rich Kline, *President, UL&STD*



## Label Letter

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

[www.unionlabel.org](http://www.unionlabel.org)

E-mail: [ULSTD@unionlabel.org](mailto:ULSTD@unionlabel.org)

Vol. XLIII, 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.

**RICH KLINE**, President and Editor

**VICE PRESIDENTS:** Debby Szeredy, Steve Bertelli, Kenneth W. Cooper, Otis Ducker, Kenneth Dean, George Galls, Loretta Johnson, Patrick Kellett, Edward Kelly, Mike Linderer, Richard McClees, Nicole Rhine, Carlos San Miguel, James B. Wood.

## Working Families Have Been Hurt by Trump Administration Policies



The two years since the 2016 presidential election have been tumultuous. As noted in previous issues of the *Label Letter*, and this one, too, Labor has been lambasted and working people and their families have been hurt by Trump administration policies. The 2018 midterm elections present an opportunity to redress the situation to some extent.

A number of candidates around the country have strong support from the Labor Movement based on their actual record and not demagogic posturing.

Randy Bryce in Wisconsin, Stacey Abrams in Georgia and Andy Levin in Michigan are just a few of those whose positions and records are pro-working people, pro-union and pro-family. And there are more at every level of government from school boards to mayor to state legislatures. Look for them.

The recent victory in Missouri saw voters reject a right-to-work (for less) measure. The measure had been rammed through earlier by a right-wing governor and legislature. When working people and an informed general public learn what

harm anti-labor policies cause, they vote to preserve their rights and hard-won advantages.

Labor leaders and activists at every level have the duty to inform voters about the candidates who are truly on their side. The AFL-CIO website is a strong resource for political information, facts not demagoguery! ■

## Download the Union Label App

Find union-made products, add your union-made products, too. The Union Label app is available for Android and Apple devices.

Use the QR Code shown to download, or search for "Union Label" at your app store.

Be sure to download your copy today.

