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Label Letter

Union Label & Service Trades Department, AFL-CIO

27th Annual Stamp Out Hunger Food Drive is May 11

The Letter Carriers' Stamp Out Hunger® Food Drive is the outgrowth of the National Association of Letter Carriers' tradition of community service, a tradition exhibited repeatedly by members of the letter carriers' union over the years. These carriers, who go into neighborhoods in every town at least six days a week, have always been involved when something needed to be done, whether it be collecting funds for a charity like the Muscular Dystrophy Association, watching over the elderly through the Carrier Alert program, assisting the American Red Cross during time of disaster, or rescuing victims of fires, crime, and other mishaps.

For many years, a number of NALC's branches (locals) had collected food for the needy as part of their community service efforts.

A national, coordinated effort by the NALC to help fight hunger in America grew out of discussions in 1991 by a number of leaders at the time, including NALC President Vincent R. Sombrotto, AFL-CIO Community Services Director Joseph Velasquez and Postmaster General Anthony Frank. A pilot drive was held in 10 cities in October of 1991, and it proved so successful that work began immediately on making it a nationwide effort.

Input from food banks and pantries suggested that late spring would be the best time since by then most food banks in the country start running out of donations received during the Thanksgiving and Christmas holiday periods.

A revamped drive was organized for May 15, 1993 — the second Saturday in May — with a goal of having at least one NALC

branch in each of the 50 states participating. The result was astounding: More than 220 union branches collected more than 11 million pounds of food—a one-day record in the United States.

From Alaska to Florida, from Maine to Hawaii, letter carriers did double duty on Food Drive Day—delivering mail and picking up donations. The Food Drive just grew and grew from that point.

The NALC and their partner organizations will hold the 27th Annual Stamp Out Hunger Food Drive on May 11. ■



LETTER CARRIERS'
FOOD DRIVE
SAT., MAY 11, 2019

Tax Cuts and Jobs Act Hits Middle Class Workers

On December 22, 2017, Trump signed the Tax Cuts and Jobs Act. The Act cut individual income tax rates, doubled the standard deduction, and eliminated personal exemptions. The top individual tax rate dropped to 37 percent.

While the Act was purported to benefit all Americans, it eliminated the ability to itemize a number of deductions. For about 47 percent of American taxpayers, this made it simpler and more cost effective to just take the standard deduction when preparing their taxes, but for others who itemized, the new tax law meant they ended up owing this year.

Most prominently, union dues and other unreimbursed work-related expenses can no longer be deducted on Federal taxes. (Some states are passing laws to allow union dues to

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HAPPY Easter



Fill your Easter baskets with these sweet treats from our friends at the Bakery, Confectionery, Tobacco Workers and Grain Millers' International Union (BCTGM).

AMERICAN LICORICE

- » Chili Punch, Red Vines, Sour Punch, Twisty Punch

ANNABELLE CANDY COMPANY

- » Rocky Road, Abba Zaba, Look, Big Hunk and U-No.

BOYER CANDY COMPANY, INC.

- » Boyer, Geoffrey Boehm, Winters

BROWN & HALEY

- » Almond Roca, Brown & Haley, Mountain Bars, Roca Bars, Roca Bits, Tott's Champagne Truffles, Vienna Collection Truffles, Zingos

FRANKFORD CANDY & CHOCOLATE

- » Frankford Candy & Chocolate

GHIRARDELLI CHOCOLATE COMPANY

- » Pumpkin Spice Caramel Squares, Solid Milk, Milk & Caramel, Solid 60% Cacao Dark and Dark & Sea Salt Caramel & all varieties of chocolates.

GIMBAL BROTHERS, INC.

- » Cream Pups, Gimbal's, Kleergum, Lowcoom, San Francisco Soft Chews, Soft Chews, Taffy Delight, Taffy Lite, Ultimate Jelly Beans

GOLDENBERG CANDY COMPANY

- » Goldenberg's Peanut Chews.

HERSHEY COMPANY

- » Hershey Milk Chocolate Bars, Hershey Milk Chocolate with Almond Bars, Cookies N' Creme Bars (snack, extra-large and giant sizes only), Hershey Kisses (Milk Chocolate, Milk Chocolate with Almonds, Special Dark, Cookies N' Crème), Rolo, Hershey Nuggets.

LINETTE/NUTCRACKER

- » Favor House, Golden Glory, Linette, Nutcracker

RUSSELL STOVER

- » Russell Stover, Whitman's

JUST BORN

- » PEEPS Jeepers Peepers Ghosts, PEEPS mini-pumpkins, PEEPS Snack Size Marshmallow Orange Chicks, Mike and Ike Vampire Variety, Mike and Ike Mummy Mix, Hot Tamales,

FERRARA CANDY (NESTLE USA)

- » Laffy Taffy, Rope Taffy, Tangy Taffy, Baby Ruth, Butterfinger, BB's and Pearson's Nips, Nestlé Peanut Butter Cups and Minis, Nestlé Crunch Bars, Skinny Cow Candy, Sno Caps.

PEARSON'S CANDY

- » Bun Bars, Mint Pattie, Nut Goodie, Salted Nut Roll

TOOTSIE ROLL INDUSTRIES, INC.

- » Tootsie Roll products, Dots.

SEE'S CANDY SHOPS

- » See's

SCONZA CANDY

- » Alien Sour, Bean Heads, Big Bruiser, Bruiser, Copycats, Fruit Breaker, Jordanettes, Panic Buttons, Pip-Squeaks, Sconza, Screamer, Tropical Confections, Wizbanger, Zoys

JELLY BELLY CANDY COMPANY

- » Candy Corn, Fall Festival Mix, Sour Gummi Pumpkins, Mellocreme Pumpkins, Jelly Belly Disney Villains bags, Harry Potter Bertie Bott's Every Flavour Beans, Halloween Jelly Belly Disney Mickey and Minnie Jelly Beans, Hello Kitty Halloween Deluxe Mix, Harry Potter Jelly Slugs, Jelly Belly BeanBoozled, Gummi Rats, Gummi Tarantulas.

The Union Label and Service Trades Department, AFL-CIO, does its best to verify products are union-made. If you find a product listed is no longer union-made, please email unionlabel@unionlabel.org. Always check the label as many products are made in both union and non-union facilities.

Walk in My Shoes

Amanda Greer, Letter Carrier NALC Branch 28, St. Paul, Minnesota



I am a 20-year veteran letter carrier in St. Paul, Minnesota. I joined the union immediately when I started with the U.S. Postal Service, not because I knew a lot about the National Association of Letter Carriers, but because I grew up in a union household. I knew if you have a union at your workplace, you join.

I became really involved in the union around 2006, when my Branch at the time in Minneapolis had their steward step down. A good friend of mine came to me and asked if I would like to become a steward. I was already fighting for women's rights in the workplace, so this gave me an opportunity to get more involved. I started attending meetings and regional trainings and I am now the Recording Financial Secretary at Branch 28, as well as an alternate steward for my station and a regional Minnesota state organizer. I also helped NALC and USPS on a new vehicle project. I had the opportunity to travel and give feedback on different designs.

I love my job as a letter carrier. I get to spend time outside and see people every day. But this work takes a toll on your body. I have worked both a walking route and a vehicle route and they both have their pros and cons. You are twisting and turning your body and as you age, the work gets harder. A few years back, I was diagnosed with Plantar fasciitis which made it difficult for me to work. Because of this I had a hard time being on my feet all day. Because of my benefits, I was able to visit a doctor and eventually I was given a guaranteed modified schedule. If it weren't for my union, I would not have been able to continue to work in a job that I love.

A lot of people think the USPS is unnecessary, but my route tells me differently. I visit a lot of businesses daily. They are still sending and receiving a lot of mail. The USPS is vital to our nation. And my union is fighting every day to ensure our citizens continue to have this vital service. ■

WHAT'S YOUR STORY?

In 150 words or less—accompanied by a picture of you at work...Help us walk in your shoes. We're open to all union members, active, retired, laid off.

"We want rank and file members to help us to illustrate the rich, diverse tapestry of hard working men and women who make up the American labor movement. They are proud of their work and proud of the contributions they make to their communities," explains Union Label Department President Richard Kline. "We want to demonstrate to American consumers and businesses that union labor gives added value in quality and reliability to products and services that are bought and sold."

The pictures and stories we get will be published in the Label Letter and posted on the Department's website—and perhaps in posters and other promotional materials. E-mail a Walk in Your Shoes to: unionlabel@unionlabel.org; or send by regular mail to:

Walk In My Shoes
c/o Union Label & Service
Trades Dept. (AFL-CIO)
815 16th St. NW,
Washington, DC 20005 ■

Spotlight the Label: Air Line Pilots Association



The Air Line Pilots Association International (ALPA) represents and advocates for more than 61,000 pilots at 33 U.S. and Canadian airlines, making it the world's largest airline pilot union.

ALPA provides critical services to its members: airline safety, security, and pilot assistance; representation; and advocacy. Through unbiased, fact-based evaluation of airline safety and security issues, ALPA works to ensure that the airline industry remains safe. ALPA represents pilots' views to decision-makers, including Congress and federal agencies, and ALPA pilot groups have negotiated hundreds of contracts with airlines.

As the world's largest pilots' union, ALPA has advanced the piloting profession since 1931.

"Schedule with Safety" has been the mission since the Association was founded. It is manifested in the ongoing work and far-reaching contributions of ALPA's network of dedicated pilot volunteers and staff working with industry groups and government officials in the United States and Canada to ensure one level of safety and security for every airline operation—cargo and passenger. ■

TCJA

CONTINUED FROM PAGE 1

be deducted on state tax returns.)

Work-related travel (such as mileage driven for work), transportation and meal expenses are no longer deductible. (This especially applies to those who have used miscellaneous itemized deductions such as unreimbursed employee expenses which have been eliminated. Elimination of the away from-home meal deduction, for example, is a loss of about \$50 per day, a total of up to \$13,000 to \$14,000 per year for a member employed away from home in the transportation industry).

ITEMS THAT ARE NO LONGER DEDUCTIBLE:

- business liability insurance premiums;
- depreciation on a computer or cell phone your employer requires you to use during your work;
- union dues;
- work related education expenses;
- home office expenses for part of your home used regularly and exclusively for your work;
- expenses used in looking for new employment (includes travel);
- legal fees related to your work;
- subscriptions to professional trade magazines related to your work;
- work clothes, tools purchased to perform work and uniforms (if required and not suitable for everyday use).

This tax change is in effect for tax years 2018 through 2025.

The most significant tax cuts should go to the middle class who are more likely to spend every dollar they get, but that didn't happen. Instead, the wealthiest Americans benefited from this Act.

What do the wealthy do with their cut? They use tax cuts to save or invest in the stock market. Their investment helps Wall Street but doesn't drive middle class consumer demand.

In reality, consumer spending drives 68 percent of economic growth. Once demand is there, then businesses create jobs to meet it. Middle-class tax cuts create more jobs. The best solution to grow the economy, however, is government spending to build infrastructure and directly create jobs.

*Consult your own tax professional on how these changes will affect you. ■

A married, working train service employee with no children and younger than 65 could lose more than \$3,000*		
	2017 tax law	2018 TCJA
Standard deduction	\$12,700	\$24,000
ITEMIZED DEDUCTION BREAKDOWN		
Total taxes (property, sales, etc.)	\$11,796	\$10,000
Interest	\$12,530	\$12,530
Charitable contributions	\$1,460	\$1,460
Job expenses/unreimbursed business expenses	\$16,304	\$0
Total itemized deductions:	\$42,090	\$23,990
Greater of standard or itemized deductions:	\$42,090	\$24,000
Tax result:	\$333 REFUND	\$2,749 owed

Example 2: Another married over-the-road employee under age 65 could lose \$891*		
	2017 tax law	2018 TCJA
Standard deduction	\$12,700	\$24,000
ITEMIZED DEDUCTION BREAKDOWN		
Total taxes (property, sales, etc.)	\$10,711	\$10,000
Interest	\$7,693	\$7,693
Charitable contributions	\$2,545	\$2,545
Job expenses/unreimbursed business expenses	\$9,720	\$0
Total itemized deductions:	\$30,669	\$20,238
Greater of standard or itemized deductions:	\$30,669	\$24,000
Tax result:	\$1,691 REFUND	\$800 REFUND

* These examples of the effects of the TCJA on deductions were provided by SMART TD Alumni Association member Bill Smith of Smitty's Tax Solutions in North Platte, Neb. Members' individual tax situations will vary. Members are urged to consult a professional adviser to see how the TCJA may change your tax situation. These figures are not intended to project total tax due on the 2018 return.

Republicans Introduce National Right-to-Work Act, Again

While most of the country focused on President Trump's use of emergency powers to build a wall on the southern border of the United States, Senator Rand Paul (R-KY), introduced a bill on the Senate floor calling for a national right-to-work law, S. 525. The legislation is cosponsored by 16 Senate Republicans and aims to repeal five provisions from the National Labor Relations Act, and one in the Railway Labor Act to prohibit the collection of union dues.

This isn't the first time Paul has introduced a National Right to Work bill. In 2017, he introduced the same legislation, backed by the National Right to Work Foundation. At that time, the publication, *In These Times*, wrote an article, "GOP's national right to work bill is a smoke-screen: The threat is what comes next." In that article, author Moshie Marvit explained that the real strategy behind the introduction of bills like S. 525 isn't to pass this legislation at a national level but instead "bring increased attention to the issue on the state level."

The author's theory is backed by the National Right to Work Committee's own

statement issued after Paul introduced his legislation, which states: "The bill introduced by Senator Paul is part of a two-pronged strategy which consists of building support in Washington for the National Right to Work Act, while at the same time mobilizing opponents of forced unionism to pass their own state Right to Work laws."

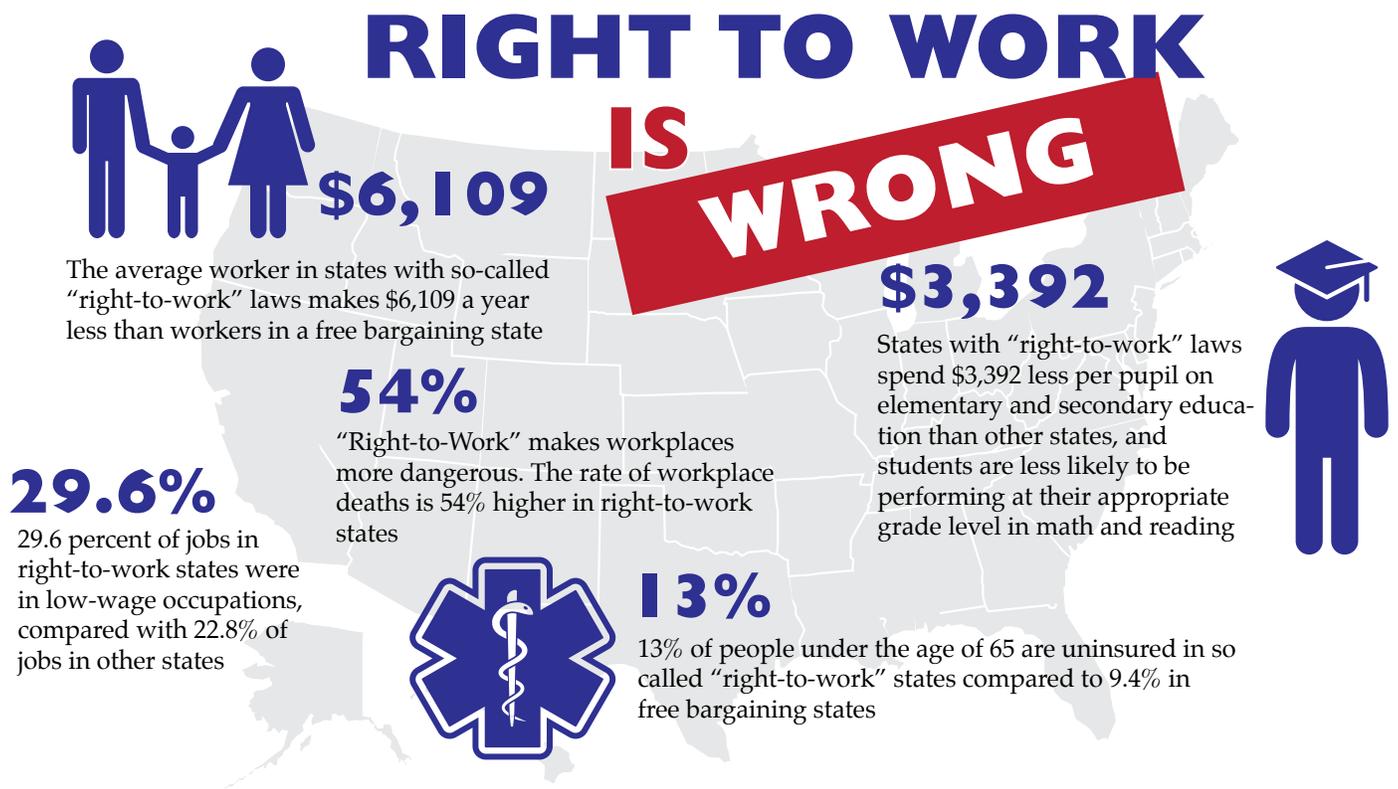
The National Right to Work Committee has been pushing state legislation hard. Despite a recent loss in Missouri when voters overwhelmingly rejected right-to-work in a ballot referendum, Republican state legislators have again hatched a plan to pass right-to-work, this time by inserting an amendment into the state's Constitution. Todd Graves, the former chairman of the Missouri GOP, asked a Republican party official to file a right-to-work petition that would add the issue to the ballot again in 2020.

AFL-CIO President Rich Trumka issued a statement in 2017 after Sen. Paul introduced his last Right-to-Work bill. "Right to work is a lie dressed up in a feel-good slogan. It doesn't give workers freedom—instead, it weakens our right to

join together and bargain for better wages and working conditions. Its end goal is to destroy unions. Numbers don't lie. Workers in states with right-to-work laws have wages that are 12% lower. That's because unions raise wages for all workers, not just our members." ■

"Right-to-work is a lie dressed up in a feel-good slogan. It doesn't give workers freedom—instead, it weakens our right to join together and bargain for better wages and working conditions."

—Rich Trumka, President AFL-CIO



Deregulation Under Trump Administration hurting workers

"If 150 workers died every day from terrorism, there would be a hue and cry. But when 150 die from occupational injuries and illnesses, there is not," said AFL-CIO President Richard Trumka on the eve of Workers Memorial Day 2018.

According to the Bureau of Labor Statistics (BLS) there were 5,147 workers killed on the job in 2017 — the most recent numbers available. Although the BLS says that number is down by .08 percent from 2016, many believe that mass deregulation by the Trump administration will cause on the job fatalities to rise moving forward.

That is a legitimate concern. Since taking office, Trump has rolled back or stalled many regulations aimed at protecting workers on the job. In January, the White House dissolved a 2016 regulation requiring certain employers to electronically submit reports of workplace injuries to the Department of Labor.

The Improve Tracking of Workplace Injuries and Illnesses regulation, enacted under the Obama administration, required employers to submit injury and illness data to the Occupational Safety and Health Administration (OSHA). The data was intended to be used to determine unsafe work conditions and encourage employers to improve safety in the workplace. The rule also protected workers from retaliation from employers when reporting.

LESS INJURY TRACKING

As well as rolling back the tracking of injuries on the job, the Trump administration has taken steps to roll back mining safety regulations. Under the previous administration, mine inspections had to occur prior to workers beginning their shifts. But now, the Mine Safety and Health Administration allows inspections to begin while miners are already at work. "These additional amendments provide

mine operators additional flexibility in managing their safety and health programs and reduces regulatory burdens without reducing the protections afforded miners," MSHA wrote in the final rule.

At the Interior Department, administration officials are also seeking to roll back regulations on offshore oil rigs. The proposed rule would allow rig operators to test equipment less frequently among other things. Opponents fear that we could see another Deepwater Horizon blowout that killed 11 workers in 2010 should these changes to the regulations occur.

FAST LINES, LESS SAFETY

The US Department of Agriculture's (USDA) Food Safety and Inspection Service has announced that it will allow some poultry processing plants to increase their line speeds from 140 birds per minute to 175 through a waiver program. The announcement was released without a chance for public comment.

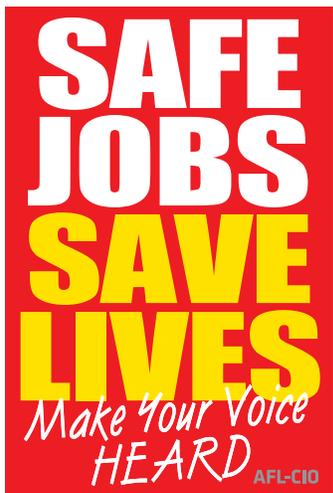
Last year, the USDA also proposed lifting line speed requirements in hog processing plants. Agriculture department officials say the change would remove "unnecessary regulator obstacles."

The USDA said that plants seeking to increase line speeds must agree to monitor injuries. However,

Paul Kiecker, acting administrator for the USDA admitted that safety wasn't a top priority in an article in the online publication, Politico. "We don't regulate workers' safety. What we regulate at FSIS is food safety."

According to the Debbie Berkowitz, program director for the National Employment Law Project, the USDA relied on a "flawed analysis that downplayed the dangers posed to workers on hog processing lines."

Berkowitz says that the new hog slaughter inspection system is a radical change that will not only affect workers' safety it would "jeopardize food safety." ■



MLBPA Issues Statement on Closing of Unionized New Era Manufacturing Plant

The Major League Baseball players on the field may be union come opening day this spring, but the caps they wear displaying their team logo won't be. That's because late last year, New Era Cap, the official manufacturer of MLB hats, announced it would close its last union plant in Derby, NY, by March. The company says it is moving away from manufacturing to focus more on branding and marketing.

The nearly century old company will keep its headquarters in nearby Buffalo, but will move manufacturing to its non-union plant in Florida for fulfillment of MLB hats — New Era is required to supply hats made in the USA to the MLB — and outsource the rest to companies in Vietnam, Bangladesh and Haiti.

After hearing of the closure, MLB players Sean Dolittle, Washington Nationals, and Collin McHugh, Houston Astros, spoke up. Dolittle tweeted: "As one of the most prominent unions in the US, we want to elevate the voices of the laborers whose work makes our game possible. The Derby, NY factory workers have been a part of our game, making the iconic on-field hats for over 50 years. They deserve better."

McHugh has also voiced his support on social media tweeting, "When I was in the minor leagues, my wife and I lived with a woman whose family worked in that factory since its inception. She showed me hats from the early years of New Era MLB and was so proud of her connection to the game. I stand with the workers in Derby, NY."

Since then, the MLBPA, the union representing the players, issued a statement in support of the workers writing, "It has always been a source of great pride for players to wear the highest-quality, union-made caps produced by the New Era workers in Derby," the union said. "The MLBPA urges New Era to reconsider its decision, which will cause economic harm, not just to the dedicated workers who manufacture the caps and to their families, but also to the town of Derby, which has supported the company for nearly 60 years." ■

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**PERIODICALS
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TIME VALUE

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UL&STD thanks Ullico for supporting our mission.

EndNotes



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By Rich Kline, *President, UL&STD*

The More Things Change, The More Solidarity Matters



Activist union teachers around the country continue to stack up victories and anti-union legislators continue to oppose workers' union rights, as in Sen. Rand Paul's (R-KY) introduction of a national right-to-work bill.

The more things change, the more they remain the same.

Lest we forget: the Trump administration issued executive orders attacking government employee unions, interfering with their ability to perform their responsibilities to union members. The unions went to court to reverse the actions limiting the basic rights of federal employees.

The much-dreaded Janus decision was rendered in favor of its anti-union plaintiffs. And then, guess what. Union membership did not decrease, it increased. Non-member government workers chose to join the union when they realized that having a strong defender in the workplace outweighed not paying union dues.

Graduate students at various universities (including Brandeis and Harvard) are intent on joining the more than 30 other graduate student unions. Hotel workers on the West Coast are fighting for their rights.

Workers at New Era Cap Company's Derby, Pa., factory, makers of iconic Major Leagues Baseball players' caps, are supported by MLB players in their opposition to sending their jobs to a non-union plant.

Sean Doolittle of the Washington Nationals has this to say about his support of the New Era workers: "union membership is not the sole guarantor of job security and a living wage, but nonunion factory workers do not enjoy the same protections as union workers. They're subject to exploitation, underpayment and lower standards of workplace safety — which is also often the case for manufacturing workers outside the United States." The Major Leagues Baseball Players Association has called for keeping New Era's union plant open.

The more things change, the more solidarity matters. ■