



Vol. XLV, No. 2  
MAR-APR 2020

# Label Letter

Union Label & Service Trades Department, AFL-CIO

## Unions and Businesses Pitch in to Support the Recovery of the Public Education System of Puerto Rico



AFT President Randi Weingarten and EVP Evelyn DeJesus help load supplies destined for Puerto Rico.

A pathbreaking coalition of labor and businesses has joined together to deliver and distribute sorely needed tents and other essential supplies to assist Puerto Ricans with the resumption of classes on the island. The first tranche of over 50 commercial tents and sidewalls provided by American Tent and hundreds of other emergency items were delivered to Puerto Rico by members of the Seafarers International Union (SIU) and aboard vessels of shipping companies Crowley Maritime and TOTE Maritime, after the AFL-CIO, the Asociación de Maestros de Puerto Rico (AMPR), the American Federation of Teachers and the American Federation of State, County and Municipal Employees launched a donation drive that has netted more than \$50,000 so far.

"It is unimaginable for a community to have to confront two natural disasters on top of an economic catastrophe, but

that is exactly what the people of Puerto Rico have confronted since 2017. It's our moral duty as the affiliate of Puerto Rico's teachers to help; to come together to help our fellow American citizens. That's why we are spearheading this work to erect temporary classrooms for the students and teachers whose schools are not safe," said AFT President Randi Weingarten.

"The children of Puerto Rico crave a return to their daily lives. Opening schools is a critical step to provide them with the normalcy that they need and deserve," said AFT Executive Vice President Evelyn DeJesus. According to Elba Aponte, President of AMPR, "this has been a devastating three years for all Puerto Ricans, and the experience has drained the social and emotional wellbeing of students and educators. It is incumbent on unions and

**SEE 'PUERTO RICO,' PAGE 5**

## Workers Are on the Frontlines in the Fight Against Coronavirus (COVID-19)

On March 5, the Washington Post reported that more than 100 hospital workers were in self-imposed quarantine in California after having had interaction with patients who later tested positive for the Coronavirus.

Doctors, nurses, bank tellers, airport workers, and just about any other front facing service employee is at risk of contracting the Coronavirus or COVID-19. And many of them say they do not have the proper tools or training to mitigate exposure.

A nationwide survey conducted of registered nurses by National Nurses United (NNU), the country's frontline health care staff, revealed that the vast majority of United States hospitals and health care facilities are unprepared to handle and contain cases of COVID-19. The results were shared at a press conference held by NNU, the country's largest union and professional association of registered nurses.

While the survey is ongoing, results as of March 3, reflecting responses from more than 6,500 nurses in 48 states, including the District of Columbia and the Virgin Islands, showed that high percentages of hospitals do not have plans, isolation procedures, and policies in place for COVID-19; that communication to staff by employers is poor-or-non-existent; that hospitals are lacking sufficient stocks of personal protective equipment (PPE) or are not making current stocks available to staff; and have not provided training and practice to staff on how to properly use PPE.

The AFL-CIO has urged union members to call on Congress to ask for help to protect

**SEE 'COVID-19,' PAGE 6**



**DO BUY**

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 vehicle production in both countries, all of the vehicles listed as 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 heavy-duty Chevrolet Silverados and GMC Sierras will be built in Flint, Michigan, only. Light-duty Chevrolet Silverado and GMC Sierra regular cabs are produced in Mexico only. Vehicles marked with a double asterisk (\*\*) are the crew cab versions of the Chevrolet Silverado light-duty and GMC Sierra light-duty trucks. Those are assembled by UAW members in Fort Wayne, Indiana, and also in Mexico.

When purchasing a vehicle marked with a single or double asterisk, it's 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.

# 2020 UAW Union Built Vehicle Guide

## UAW CARS

- » Cadillac ATS
- » Cadillac CT4
- » Cadillac CT5
- » Cadillac CT6 (excluding plug-in hybrid)
- » Cadillac CTS
- » Chevrolet Bolt (electric)
- » Chevrolet Camaro
- » Chevrolet Corvette
- » Chevrolet Impala
- » Chevrolet Malibu
- » Chevrolet Sonic
- » Ford Mustang
- » Lincoln Continental

## UAW TRUCKS

- » Chevrolet Colorado
- » Chevrolet Medium-Duty Silverado
- » Navistar (regular and crew cab)
- » Chevrolet Silverado Light Duty (crew\*\* and double cab only)
- » Chevrolet Silverado Heavy Duty
- » Ford F Series
- » Ford F-650/750
- » Ford Ranger
- » Ford Super Duty Chassis Cab
- » GMC Canyon
- » GMC Sierra Light Duty (crew\*\* and double cab only)
- » GMC Sierra Heavy Duty
- » Jeep Gladiator
- » Ram 1500 (classic model — DS)\*
- » Ram 1500 (new model — DT)\*

## UAW SUVs/ CUVs

- » Buick Enclave
- » Cadillac Escalade
- » Cadillac Escalade ESV
- » Cadillac Escalade Hybrid
- » Cadillac XT4
- » Cadillac XT5
- » Cadillac XT6
- » 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 Grand Cherokee
- » Jeep Wrangler
- » Lincoln Aviator
- » Lincoln Corsair
- » Lincoln Navigator

## UAW VANS

- » Chevrolet Express
- » Chevrolet Express (cut-away)
- » Ford E-Series (cut-away)
- » Ford Transit
- » GMC Savana
- » GMC Savana (cut-away)

## UNIFOR CARS

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

## UNIFOR SUVs/CUVs

- » Chevrolet Equinox\*
- » Ford Edge
- » Lincoln Nautilus

## UNIFOR VANS

- » Chrysler Pacifica
- » Dodge Grand Caravan



**On Facebook,  
we asked,  
and you  
answered**

# I'm Union Because *unions built the middle class*

**Karyn M.** Everyone needs protection and support for their well being in their lives, not just the workplace.



**Mark H.** Unions are the last firewall the working class has and I proudly choose to be union.



**Todd A.** When united you can accomplish amazing things and it's the best way to improve everything for yourself and your co-workers.



**Dave S.** Because I know better.



**Ray B.** Collective bargaining is the best thing that ever happened to working people.



**Angelo B.** I got to retire.



**Diana R.** I have fantastic benefits and a living wage which enables me to put a roof over my family's head and feed them!



**Janet D.** Strength in numbers, united we negotiate, divided we beg and because I make the same wage as the man working next to me.



**Michael W.** Wages and benefits aside, the UNION demands that I be RESPECTED for my contribution to the enterprise at hand.



**Brenda E.** Together we can have a voice.



**Bruce C.** It's the only way to thrive not survive.



**Joel A.** Collective bargaining gave me a living wage and good retirement as part of my wage package. Seniority eliminates a lot of backstabbing to get ahead. No matter if it was my fault or not, union stewards are there to back me up with management for a fair resolution. I was a shop steward for over 10 years...



**Dawn W.** It gives strength.



**Rob M.** Together we can fight the power more effectively.



**Stan C.** I want better for me and my family.



**Wendy C.** Solidarity works even when the deck is stacked against you. Family.



**Daniel C.** America works best when we say union YES.



**See all of these answers and more on our Facebook page at:  
[facebook.com/UnionLabel/](https://facebook.com/UnionLabel/)**

# Trump Directs DoD to Deny Union Workers Collective Bargaining

**U**nder the guise of national security and flexibility, the Trump Administration has pushed forward with a policy that gives the Department of Defense the authority to circumvent collective bargaining rules.

A document outlining the policy shift was published in the Federal Register in February, three weeks after President Trump issued a memo to Defense Secretary Mark Esper granting him the authority to exempt Defense Department agencies and subdivisions from the Federal Service Labor-Management Relations law.

“When new missions emerge or existing ones evolve, the Department of Defense requires maximum flexibility to respond to threats to carry out its mission of protecting the American people,” the memo read. “This flexibility requires that military and civilian leadership manage their organizations to cultivate a lethal, agile force adaptive to new technologies and posture changes.”

A coalition of two dozen federal unions has asked Congress to prevent DoD from carrying out the memo. The Federal Workers Alliance (FWA), in its letter to Congress states, “Eliminating unions from the DoD will result in great disruptions to the mission, create inefficiencies across the board, and be a disservice to the taxpayers.”

“While it is not surprising, it remains that this administration would use the excuse ‘national security’ as a guise to justify their union busting.... Inferring that unions and national security are incompatible as a means towards fulfilling an ideological goal of eliminating collective bargaining rights is an insult,” they wrote.

The FWA asked for language to be added to a budget measure for the upcoming fiscal year to block implementation of the memo.

The heavily unionized DoD is the largest federal agency with some 750,000 employees. It is unclear how the Department would use its authority if allowed. ■

## House Democrats Pass PRO Act to Expand Union Power

In February, the U.S. House of Representatives passed the Protecting the Right to Organize (PRO) act, to expand union rights. The bill was endorsed by most of the top Democrats and also had three Republican co-sponsors.

Introduced in May by Representative Bobby Scott (D-Va.), chairman of the House Committee on Education and Labor, the PRO Act will put workers on a more equal footing with employers, raising wages and improving working conditions nationwide.

Dubbed one of the “most significant bill to strengthen workers’ abilities to organize in the past 80 years” by the Washington Post, the legislation would add penalties for companies that retaliate against workers who organize and grant collective bargaining right to hundreds of thousands of workers who don’t currently have them. It would also weaken “right to work” laws in 27 states that allow employees to opt out of paying union dues.

The legislation is expected to languish in the Republican-controlled Senate. Its passage in the House, however, shows that there is a growing push for labor law reform. ■

## AFL-CIO Sues NLRB Over Changing Union Representation Election Rules

The AFL-CIO filed a lawsuit on March 6 to block a Trump administration rule that would make it harder for unions to organize.

The suit, filed in the federal district court in Washington, DC, aims to shoot down a new National Labor Relations Board (NLRB) regulation that would change the union representation elections process. The rule is slated to take effect in mid-April and will slow down union elections at private workplaces. It gives employers more power to oppose the elections on legal grounds before workers have the opportunity to vote.

“Should it take effect, the 2019 election rule will make it more difficult for AFL-CIO unions to obtain elections, will delay those elections, will prejudice unions’ ability to campaign in those elections, will delay the counting of ballots after those elections, and will delay the certification of unions as the representative of employees,” the AFL-CIO said in the complaint.

The slowdown, in turn, will “delay employers’ legal duty to bargain when a majority of employees chooses a representative to engage in bargaining in those elections,” the AFL-CIO said.

The AFL-CIO says that the board violated federal law by enacting the rule without going through the public notice and comment process. The NLRB claims it has the authority to make procedural changes through a more streamlined process that doesn’t allow the public to first weigh in. ■

## 'PUERTO RICO,' FROM PAGE 1



business to join together to help. We will not rest until all of our communities have recovered and secured the supplies they so desperately need," Aponte said.

The tents and sidewalls, manufactured in the United States and provided by the Wisconsin-based company American Tent, will provide temporary classrooms for students and educators to continue the education process in some of the hardest-hit areas in the island's south. American Tent CEO Tony Ehrbar said that "at the core of American Tent's values is a commitment to doing the right thing. We were very pleased to get this opportunity to contribute to the rebuilding efforts in Puerto Rico and to help our fellow Americans in a time of great need."

AFL-CIO Secretary-Treasurer Liz Shuler said: "Working people have come together to help their brothers and sisters in Puerto Rico. This is the beginning of a long-term effort, and I can assure you that the labor movement will continue to assist with the relief efforts for as long as it takes. The labor movement is built out of solidarity. We look after each other, and we are here for each other. When disaster strikes, we will be there to help."

Puerto Rico Secretary of Education, Eligio Hernández Pérez, said that the Department of Education and the school communities of the municipalities under the emergency zone are grateful to the AFT and the AMPR because they are allies in this process.

"Likewise, I appreciate the support of the Presidents of these labor unions, Randi Weingarten and Elba Aponte, who have collaborated since the first day in the response to our students, teachers and school personnel. The donated equipment and materials will go directly to the educational centers in the six southern municipalities affected by the earthquakes. Once again, we demonstrate that teamwork produces results," concluded Hernández Pérez.

The coalition also collected and sent assistance, supplies and materials, including first-aid kits, bottled water, water filters, solar-powered lights, medicines, batteries, generators, diapers, coolers, battery-powered fans, baby food, canned food, building materials, tarps and tents. ■

# Hours Before Planned Strike Vote, Safeway Workers, Company Reach Deal

With just hours to go before a strike vote, at 2:00 a.m. March 5th, members of United Food & Commercial Workers (UFCW) Local 400 reached a collective bargaining agreement with Safeway. That agreement was overwhelmingly ratified that afternoon.

**"We stood up to Wall Street and we won,"**  
— Mark P. Federici,  
UFCW Local 400  
President

The four-year contract provides pay increases above the minimum wage, maintains current health care coverage, and — addressing the most contentious issue in bargaining — it guarantees full funding of pension benefits for current employees and retirees. This is one of the only agreements in the U.S. to secure a defined benefit multiemployer pension plan.

"We stood up to Wall Street and we won," said Local 400 President Mark P. Federici. "Some of the most powerful private equity billionaires learned they could not break our solidarity in order to grab even more money from our pockets into theirs. We stayed united, they backed down, and our members and retirees can still count on their pension benefits being there for them.

"The activism, strength and courage of our members and their willingness to do whatever it takes for a fair contract means that they will get solid wage increases, continued quality health care coverage and the secure retirement their hard work has earned them," Federici emphasized. "Our members made difficult preparations for a long strike and Safeway/Albertsons knew exactly what the consequences would be. That's what changed the game and led to this strong agreement.

"In addition to our members, I want to thank our fellow unions, our community allies, and especially Safeway's custom-

ers who went above and beyond the call to offer their steadfast support. And we are grateful to all four U.S. Senators from Maryland and Virginia, Washington, D.C. Mayor Muriel Bowser and scores of other elected officials for letting Safeway know they expected the company to reach a fair contract with us."

"Safeway's Wall Street overlords tried to break their promises to us," said Jane St. Louis, a Bargaining Committee member and Local 400 Vice President who works at Safeway #2794. "They tried to freeze starting pay at minimum wage, keep new hires from qualifying for health care and leave our retirees high and dry. We said, 'No way, no how, not ever.' And management finally, in the early hours of this morning, realized the only way to keep their stores open was to keep their promises and bargain a fair contract."

"All we ever wanted from Safeway was fair pay, health benefits and a pension that gives us a little something to pay the bills when we retire," said Michelle Lee, who works at Safeway in Alexandria, Va.. "But they tried to kick us to the curb, betraying the promise of the pension we earned through decades of blood, sweat and tears. Putting profits before customers and workers was wrong and thanks to our members' solidarity and our customer's wonderful support, it did not stand. I'm especially pleased that this contract pegs the wages of Virginia workers like me to levels above the higher Maryland and D.C. minimum wages."

"I have worked at Safeway for 36 years, in large part because of the promise of a pension when I retire," said Local 400 member Indira Smith. "The Wall Street billionaires who own this company tried to break their promise to workers after all these decades of hard work, but we didn't let them get away with it. I am just so proud of all of our members and customers for standing strong and making justice prevail."

The Safeway collective bargaining agreement takes effect retroactively on October 27, 2019 and it expires October 28, 2023. ■

## 'COVID-19,' FROM PAGE 1

frontline workers amid the spread of the virus in the U.S.

In an email to members, AFL-CIO President Richard Trumka asked members to call their representatives to advocate for the Occupational Safety and Health Administration (OSHA) to act amid a potential global pandemic.

"An emergency temporary standard is needed to protect our workers from the current COVID-19 outbreak and future infectious agents. Will you call your representative now?" wrote Trumka.

The type of OSHA temporary standard Trumka is referring to is a "basic policy tool: regulation and enforcement by the Occupational Safety and Health Administration," says David Michaels, former assistant Secretary of Labor for Occupational Safety and Health.

Michaels wrote in *The Atlantic* that the Trump administration "can issue a rule that requires employers to take steps to reduce or eliminate hazards that threaten worker safety or health."

Michaels goes on to explain "rules that require employers to plan for an epidemic may seem like common sense, and many employers voluntarily already do everything they would be required to do. But many is not enough. An OSHA standard would provide much-needed guidance, and the prospect of inspections and civil penalties would no doubt motivate some employers to do the right thing. Such a standard would, in essence, make following CDC guidance an enforceable requirement."

Health-care workers aren't the only ones who need protection either. Firefighters, police, airline workers, EMTs, bus drivers, hotel workers, bank tellers, the list goes on and on. Workers across all industries need protections too.

On March 9, the Securities and Exchange Commission (SEC) announced it had asked employees at its DC headquarters to work from home because of a potential coronavirus case. It was the first agency to do so.

The Department of Defense (DOD), while not shuttering its doors, has encouraged its civilian employees to telework and take other "social distancing" measures to reduce and prevent transmission. And the Internal Revenue Service (IRS) suspended all non-critical travel for 30 days.

The National Postal Mail Handlers Union (NPMHU) was notified in late February that a Seattle NDC employee had tested positive for COVID-19 after an extended overseas trip. The union has met with the heads of the other postal unions, National CAD Representatives, Postmaster General Megan Brennan and other

Postal Service senior leadership to discuss countermeasures to protect and address the virus.

The AFL-CIO has created a task force to ensure the safety of working people that are on the front lines of an infectious outbreak. Right now, you can call your U.S. Representative at 866-832-1560 and demand that OSHA issue an emergency temporary standard for infectious diseases. A standard for infectious diseases would address an employer's responsibility to protect their workers. ■

**COVID**  
CORONAVIRUS  
DISEASE  
**19**

## Share Facts About COVID-19

Know the facts about coronavirus disease 2019 (COVID-19) and help stop the spread of rumors.

**FACT**  
**1**

**Diseases can make anyone sick regardless of their race or ethnicity.**

People of Asian descent, including Chinese Americans, are not more likely to get COVID-19 than any other American. Help stop fear by letting people know that being of Asian descent does not increase the chance of getting or spreading COVID-19.

**FACT**  
**2**

**Some people are at increased risk of getting COVID-19.**

People who have been in close contact with a person known to have COVID-19 or people who live in or have recently been in an area with ongoing spread are at an increased risk of exposure.

**FACT**  
**3**

**Someone who has completed quarantine or has been released from isolation does not pose a risk of infection to other people.**

For up-to-date information, visit CDC's coronavirus disease 2019 web page.

**FACT**  
**4**

**You can help stop COVID-19 by knowing the signs and symptoms:**

- Fever
  - Cough
  - Shortness of breath
- Seek medical advice if you
- Develop symptoms
- AND

- Have been in close contact with a person known to have COVID-19 or if you live in or have recently been in an area with ongoing spread of COVID-19.

**FACT**  
**5**

**There are simple things you can do to help keep yourself and others healthy.**

- Wash your hands often with soap and water for at least 20 seconds, especially after blowing your nose, coughing, or sneezing; going to the bathroom; and before eating or preparing food.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.



CS 315446-A 03/06/2020

For more information: [www.cdc.gov/COVID19](http://www.cdc.gov/COVID19)

# AFL-CIO NATIONAL BOYCOTTS MAR-APR >>>>>>>>>>>>>>>>>>>>>>>>>>>>



## HOSPITALITY, TRANSPORTATION & TRAVEL

### SUBMITTED BY UNITE HERE!

Please support the workers in these hotels by continuing to boycott the following properties:

- ANCHORAGE, AK: Hilton; Sheraton
- CALIFORNIA: Hyatt Regency Santa Clara, Hyatt Regency Sacramento, Hyatt Fisherman's Wharf San Francisco, Hilton Long Beach, Le Meridien San Diego, Hilton LAX—*This includes the Crowne Plaza Hotel LAX, Yokoso Sushi Bar, the Landing Restaurant, Century Taproom, and the Boulevard Market Cafe.*
- SEATTLE: Grand Hyatt Seattle and Hyatt at Olive 8 Seattle

## OTHER

### SUBMITTED BY Farm Labor Organizing Committee (FLOC)

- Reynolds American, Inc., Vuse e-cigarettes

## FOOD

### SUBMITTED BY United Steelworkers (USW)

- Palmero Pizza

### SUBMITTED BY Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM)

- Mondelez International Snack Foods (those made in Mexico)

## LEGAL

### SUBMITTED BY American Federation of State, County & Municipal Employees

- Gleason, Dunn, Walsh & O'Shea
- McDonald, Lamond, Canzoneri and Hickernell

**When some labor disputes with businesses cannot be resolved, the AFL-CIO supports its affiliates by endorsing their boycotts. A boycott is an act of solidarity by voluntarily abstaining from the purchase or use of a product or service.**

## POLICY GUIDELINE FOR ENDORSEMENT OF AFFILIATES' BOYCOTTS

The AFL-CIO Executive Council has developed policy guidelines that regulate how the federation endorses boycotts undertaken by its affiliates. To get AFL-CIO sanction, boycotts should be directed at primary employers.

### THE GUIDELINES INCLUDE THESE PROVISIONS:

- All requests to the national AFL-CIO for endorsement must be made by a national or international union.
  - Any affiliated union with a contract in force with the same primary employer will be contacted by the AFL-CIO to determine whether there is an objection to the federation's endorsement.
  - Affiliates will be asked to provide the AFL-CIO with background information on the dispute in a confidential information survey. Prior to endorsement of the boycott, the executive officers, or their designees, will meet with the national union's officers, or their designees, to discuss the union's strategic plan and timetable for the boycott, or other appropriate tactics, and to discuss the federation's role.
  - The national or international union initiating the boycott is primarily responsible for all boycott activities; the AFL-CIO will provide supplemental support.
  - Boycotts will be carried on the AFL-CIO national boycott list for a period of one year, and the endorsement will expire automatically at the end of that time. National and international unions may request one-year extensions of the listings for actions where an organizing or bargaining campaign is actively in place. ■
- (These guidelines were adopted by the AFL-CIO Executive Council in April 2011.)*

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PERIODICALS  
POSTAGE PAID  
WASHINGTON, D.C.

TIME VALUE

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UL&STD thanks Ullico for supporting our mission.

# EndNotes



## Label Letter

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By Rich Kline, *President, UL&STD*

## The Big Story Remains Labor's Activism In a Time of Crisis



This *Label Letter* carries more news of the Trump administration's continued attacks on working people, but that's not the big story.

The big news is fighting back against Trumpian repression. The big news is unions fighting for the health and safety of healthcare workers in the face of Federal government inaction, ineptitude and misinformation during a pandemic.

The big news is the Puerto Rico education system rescue mission organized by the AFT and joined by numerous other unions. This effort is but one of many similar public service campaigns organized or assisted by the Labor Movement.

Our newsletter also has the responses of workers who said "I'm Union because...." The statements range from wages and benefits to speaking to power, from respect in the workplace to solidarity. These are tough times but the comments indicate a spirit that matches the situations we face as working people.

Finally in addition to useful Do Buy information about UAW-built autos, we have a Fact Sheet about the novel Coronavirus (COVID-19).

More information about the virus is available at [www.cdc.gov/COVID19](http://www.cdc.gov/COVID19). Stay abreast of the news about the virus from reliable sources. Misinformation and scams are spreading with the virus.

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