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Label Letter

Union Label & Service Trades Department, AFL-CIO

APWU Calls on Biden to ‘Save Our Post Office!’

In an online petition addressed to President Biden and Senate leadership, the American Postal Workers Union (APWU) is asking the leaders to quickly fill the four vacancies on the Postal Board of Governors in order to oust Postmaster Louis DeJoy, whose administrative decisions are destroying the postal service.

In December, Trump nominated Republican Roy A. Bernardi, the former mayor of Syracuse, NY, to the U.S. Postal Service’s Board of Governors. The Postal Service’s Board of Governors is a nine-member board and Bernardi’s nomination would have solidified a Republican majority had he been confirmed by the Senate. On January 3, his nomination was returned to the President under the provisions of Senate Rule XXXI, paragraph 6 of the Standing Rules of the Senate, which

adjourned the Senate before his nomination could be taken up.

Bernardi’s nomination would have replaced outgoing Democratic Board member Ron Bloom and could have led to a solid conservative majority at the helm of the Postal Service.

Instead, President Biden now has the opportunity to nominate up to four individuals to the Postal Board, allowing for a Democratic majority. Rules of the Board state that only up to five Board members can belong to any one party — but federal law allows for a maximum of nine Board members.

WHY DO BIDEN’S PICKS MATTER?

The Board has real power. The current Board hired Postmaster General Louis

DeJoy and has supported his mail-delaying policies. A pro-postal majority can hold the Postmaster accountable and can build a USPS that is committed to a vibrant, public and universal postal service.

President Biden cannot fire Postmaster General DeJoy, however, Biden’s appointments to the Postal Board can.

While campaigning, Biden told postal workers that filling the Board vacancies was a priority. Now, with a Senate majority, Democrats are positioned to fill the Board’s vacancies with members that can fire DeJoy and take back the USPS.

Sign the APWU petition calling on the President and Senate to fill the positions swiftly at www.apwu.org ■

New Jersey Congressman Pascrell to Biden: ‘Fire the Entire USPS Postal Board for Dereliction’

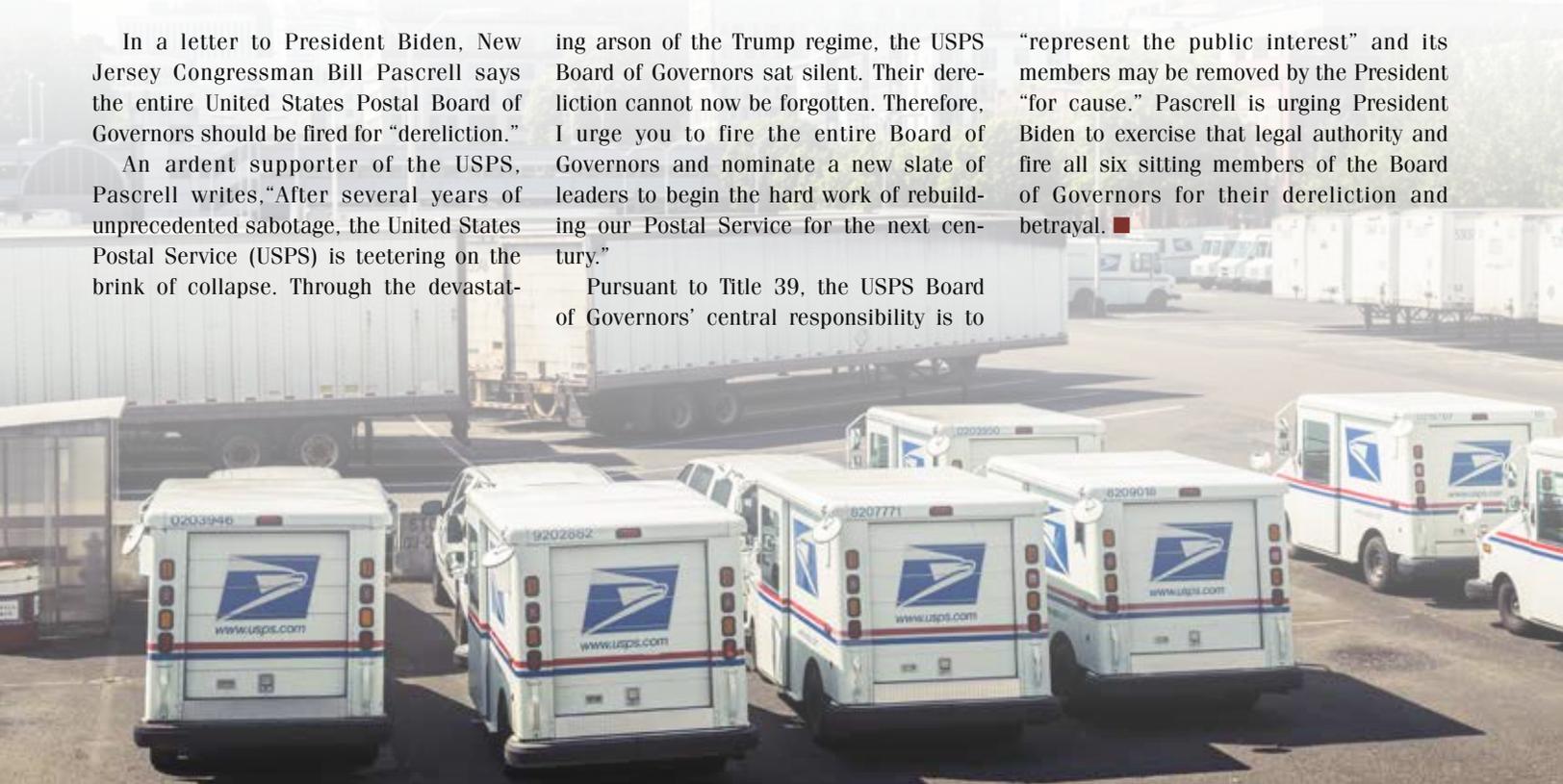
In a letter to President Biden, New Jersey Congressman Bill Pascrell says the entire United States Postal Board of Governors should be fired for “dereliction.”

An ardent supporter of the USPS, Pascrell writes, “After several years of unprecedented sabotage, the United States Postal Service (USPS) is teetering on the brink of collapse. Through the devastat-

ing arson of the Trump regime, the USPS Board of Governors sat silent. Their dereliction cannot now be forgotten. Therefore, I urge you to fire the entire Board of Governors and nominate a new slate of leaders to begin the hard work of rebuilding our Postal Service for the next century.”

Pursuant to Title 39, the USPS Board of Governors’ central responsibility is to

“represent the public interest” and its members may be removed by the President “for cause.” Pascrell is urging President Biden to exercise that legal authority and fire all six sitting members of the Board of Governors for their dereliction and betrayal. ■





DO BUY

Spring Cleaning

As hard as it may be to believe, spring is just around the corner. And that means it is just about time for some spring cleaning. If you plan to join in the ritual, here are some union-made cleaning products to help you get your home a union style sparkle and shine.

- » Ajax Laundry Detergent
- » Ajax Cleaning Powder
- » ALL Laundry Detergent
- » Arctic Bright Bleach
- » Blanco Bleach
- » Bowl Fresh Toilet Bowl Sanitizer
- » Clorox Bleach Tabs
- » Clorox
- » Clorox Disinfecting Wipes
- » Dynamo Laundry Detergent
- » Fab Laundry Detergent
- » Fiberguard Carpet Cleaners
- » Final Touch Fabric Softener
- » Fresh Start Laundry Detergent
- » HiLex Bleach
- » J.R. Watkins Laundry Detergent
- » J.R. Watkins Naturals
- » Lysol
- » Love My Carpet
- » Mini Safe Scour
- » Minwax
- » Mop & Glo
- » Mountain Pine
- » Palmolive Dishwashing Soap
- » Palmolive
- » Purex Laundry Products
- » Snuggle
- » Spic N' Span Clean Wipes
- » Soft Scrub
- » Sunlight
- » Tide Soap
- » Top Job Household Bleach
- » Wisk

AFL-CIO NATIONAL BOYCOTTS JAN-FEB



HOSPITALITY, TRANSPORTATION & TRAVEL

SUBMITTED BY UNITE HERE!

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

→ 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.)



PUT A UNION LABEL ON IT

Former AFL-CIO Legislative Counsel DuBester Named Chairman of FLRA

Ernest DuBester was designated chairman of the Federal Labor Relations Authority by President Biden, Jr. on January 21. He has been a member of the FLRA since the Obama Administration and was unanimously confirmed by the Senate to all three of his terms. DuBester has served as an FLRA Member since August 2009. He also served as FLRA Chairman from January to November of 2013 and for a second time in January of 2017.

DuBester was previously nominated by President Clinton and served as chairman and member of the National Mediation Board (NMB) from 1993 to 2001. Subsequently, he served as a staff mediator with the NMB.

DuBester has over 45 years of experience in labor-management relations. He began his career at the National Labor Relations Board, serving as counsel to former Chairman John Fanning. He also served as a union attorney with the firm

of Highsaw & Mahoney, and as legislative counsel to the AFL-CIO. He taught collective bargaining and arbitration at the Catholic University of America School of Law.

In addition, DuBester served as professor and director of the Dispute Resolution Program at George Mason University School of Law (now Antonin Scalia Law School). During his time at the school, he worked as an arbitrator and mediator of labor and employment matters, working on many federal-sector cases.

DuBester received his undergraduate degree from Boston College, his law degree from the Catholic University of America School of Law, where he was recent developments editor of the Law Review, and received his Masters in Labor Law from the Georgetown University Law Center. ■

Former USW Safety Official Tapped to Run OSHA

President Biden has nominated James S. Frederick to run the Occupational Safety and Health Administration (OSHA). Frederick, a workplace safety advocate who worked for the United Steelworkers (USW) for more than two decades, will become the deputy assistant secretary of labor for occupational safety and health.

In a statement announcing the nomination, USW President Tom Conway said, "There is no stronger advocate for worker safety in this country than Jim Frederick. He brings to OSHA not just a deep commitment to safer workplaces for all Americans, but the expertise and experience to get the job done right."

Frederick will be tasked with righting the safety and health arm of the Department of Labor amid a global pandemic that has killed more than 400,000 Americans. As deputy assistant secretary, Frederick will assist President Biden in fulfilling his campaign promises to enact standards to protect essential workers and those who have been called back to the job.

As part of his effort to protect workers, President Biden signed an Executive Order calling on OSHA to consider an emergency temporary standard — a declaration that would legally require employers to provide uniform protections, such as an exposure control plan, protective equipment, enhanced cleaning and job protection for workers who fall ill.

The order requires OSHA to "immediately release clear guidance for employers to help keep workers safe from COVID-19 exposure" and directs OSHA to "enforce worker health and safety requirements, targeting the worst violators."

Labor leaders applauded the Order. AFL-CIO President Richard Trumka said that President Biden was "clearly prioritizing strong COVID-19 protections for working people" by issuing his "overdue and desperately needed" Executive Order. ■

Executive Order Proclaims: 'The Future Will Be Made in America'

"The concept of Buy American is simple: Our tax dollars should be used to create jobs and advance production here at home," said AFL-CIO President Richard Trumka of President Biden's 'Buy American' Executive Order.

"For far too long, America's workers have suffered as many corporations wrap themselves in the American flag and simultaneously seek out loopholes to qualify for Buy American status with foreign-made products," Trumka continued.

The new 'Ensuring the Future is Made in America' Executive Order will not only makes it more difficult for Federal Agencies to receive a waiver when purchasing, it also creates a new position in the Office of Management and Budget to oversee stepped-up purchases of domestic goods.

"The Future Will Be Made in America," declared President Biden before signing the EO.

The White House, in an online statement about the Order says that it will create a website where American companies can see what contracts are being awarded to foreign vendors, allowing them to alert the government to the availability of a domestic alternative.

In his remarks, President Biden explained it saying, "We're going to require that waivers be publicly posted; that

is, if someone is seeking a waiver to build this particular vehicle or facility and is going to buy the following foreign parts, that waiver — the request for it — is going to be posted. Then we'll work with small American manufacturers and businesses to give them a shot to raise their hand and say, 'Yeah, I can do that here in my shop, in my town.'"

The Executive Order also addressed the Biden Administration's commitment to the Jones Act.

"The executive action I am taking also reiterates my strong support for the Jones Act and American vessels, you know, and

our ports, especially those important for America's clean energy future and the development of offshore renewable energy," said President Biden.

The Jones Act is a federal law that regulates maritime commerce in the United States. The Jones Act requires goods shipped between U.S. ports to be transported on ships that are built, owned, and operated by United States citizens or permanent residents. ■

"The concept of Buy American is simple: Our tax dollars should be used to create jobs and advance production here at home. For far too long, America's workers have suffered as many corporations wrap themselves in the American flag and simultaneously."

— Richard Trumka, AFL-CIO President

First Lady Jill Biden, A Proud Member of the NEA



Dr. Jill Biden, the new First Lady of the United States has been an educator for more than 30 years. She is also a long-time union member, belonging to the National Education Association (NEA).

Beginning her career as a public high school English teacher, Dr. Biden later went back to school to earn her doctorate in education, before returning to teaching as an English professor at Northern Virginia Community College.

Dr. Biden will be the first presidential spouse to work outside of the White House as she will continue to teach during her husband's tenure as President.

Referring to the NEA members as her "people," Dr. Biden has been a vocal supporter of unions and the right to collectively bargain. ■

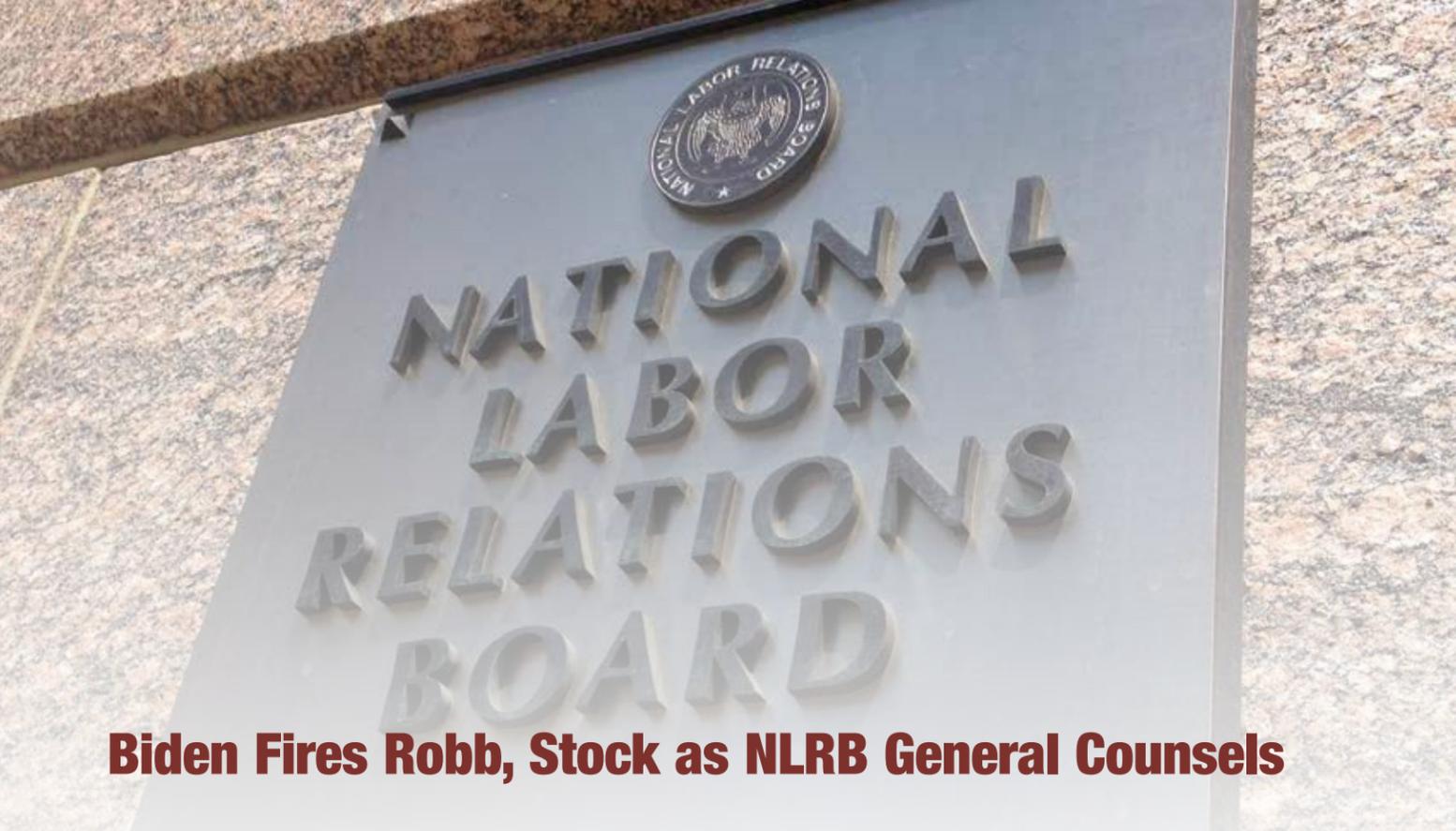
Union Contract Database Live on Union Label Website

The Union Label and Service Trades Department, AFL-CIO has added a new section to its website, a clearinghouse of public and private sector collective bargaining agreements. This database is loaded with CBAs from across industries and unions. With links to more than 4,600 agreements, the information can be searched by company or union and links to the pdf files for each CBA for download.

The Department believes that this clearinghouse is a great reference for labor negotiators for researchers and could be used when negotiating new agreements.

Find the database online at unionlabel.org under the Union Product Directory/ CBAs menu item. ■





Biden Fires Robb, Stock as NLRB General Counsels

In the first hour of his first day as president, Joe Biden requested the resignation of the notorious anti-union National Labor Relations Board (NLRB) general counsel Peter Robb. When Robb refused to resign, Biden fired him.

The next day, Biden fired Alice Stock, who had become the acting general counsel after Robb's dismissal. Stock, too, was an anti-union Trump appointee.

Ironically, both Stock and Robb have claimed they were fired without cause.

Both however, are wrong, as they are at-will employees who served at the pleasure of the president.

The house cleaning at the NLRB is a relief to unions across the country that had become disenfranchised by the agency tasked to protect collective bargaining rights. With Robb at the helm, many unions had stopped filing complaints with the NLRB for fear the management-side lawyer would exploit their complaints to establish radical anti-labor precedents.

During his tenure, Robb slashed the NLRB staff, attacked the agency's own union, and championed the rights of managers over employees.

Biden has since appointed pro-worker member Lauren McFerran as chair. She replaces union-avoidance lawyer John Ring at the helm of the five-seat board. ■

Google Employees and Contractors Unionize

For nearly a year, a group of Google employees organized in secret to form the Alphabet Workers Union (AWU). The group grew from roughly 230 members on January 4 to more than 700 in just over a week.

AWU, with the support of the Communications Workers of America (CWA), formed what is considered the first union open to all employees and contractors at Google and other Alphabet companies.

The AWU is a minority union, which means that it cannot force Google management to come to the table and negotiate but it can try to pressure executives by rallying members towards a cause. The group

tested its power almost immediately when it called on YouTube to permanently ban Trump in the wake of the raid on the US Capitol on January 6.

In a statement issued on the AWU website, AWU Program Manager Nicki Anselmo says, "This union builds upon years of courageous organizing by Google workers. From fighting the 'real names' policy, to opposing Project Maven, to protesting the egregious, multi-million dollar payouts that have been given to executives who've committed sexual harassment, we've seen first-hand that Alphabet responds when we act collectively. Our new union provides a sustainable structure to ensure that our shared values as Alphabet employees are

respected even after the headlines fade."

According to the statement, the AWU will be the first union to be open to all employees of Alphabet, regardless of their role or classification. There are approximately 260,000 full-time employees and contractors at Alphabet.

AWU members will belong to CWA Local 1400. Local President Don Trementozzi introduced his union to the new members, saying "We are a democratic, member-driven union, with experience building and sustaining worker power at some of America's largest corporations. This is an historic step toward making lasting improvements for workers at Google and other Alphabet companies." ■

Biden Restores Collective Bargaining Power to Federal Employees

Federal employees once again have protections at work. On January 22, President Biden revoked Trump's anti-union Executive Orders 13836, 13837, and 13839.

In 2018, President Trump issued the three executive orders that systematically obstructed and impeded federal employees' unions ability to collectively bargain, restricted the use of official time, and charged unions for the use of office space. Under the orders, workers were responsible for filing their own grievances and were limited to meeting with union representatives before and after work or during their lunch.

In his order to rescind, President Biden went a step further by directing agencies to bargain over permissible, non-mandatory subjects of bargaining when contracts are up for negotiation so that workers have a greater voice in their working conditions.

American Federation of Government Employees (AFGE) National President Everett Kelley issued a statement on Biden's actions saying, "We thank President Biden for taking swift and decisive action to undo these illegal union-busting executive orders. This is a new day of hope for federal workers, our union, and the American people we serve."

AFGE is the largest union representing federal and D.C. government workers. Kelly went on to say that President Biden's action to "restore workplace rights and protections for federal employees, along with his commitment to partner with labor unions as a good governance ally, means we can hit the ground running to help his administration deliver on vital priorities for the American People." ■

"We thank President Biden for taking swift and decisive action to undo these illegal union-busting executive orders. This is a new day of hope for federal workers, our union, and the American people we serve."

—AFGE National President Everett Kelly

Biden Names Boston Mayor, LiUNA Member Marty Walsh as Labor Secretary

President Biden has named Boston Mayor Marty Walsh to head the Department of Labor. Walsh is former president of the Laborers' International Union of North America (LiUNA) Local 223 and then-head of the Boston Building Trades before being elected mayor of the city in 2013. Walsh was also a state representative from 1997 to 2014.

In announcing his selection of Walsh as Labor Secretary, Biden said, "Marty understands, like I do, the middle class built this country, and unions built the middle class. He sees how union workers have been holding this country together during this crisis, health care workers keeping our hospitals safe, clean, and effective — and efficient. Public service workers fighting against budget shortfalls to keep communities afloat. Port workers, car haulers, warehouse workers, folks keeping our air and rail systems running. They're literally what's keeping us going.

They deserve a secretary of labor who knows how to build their power as workers."

In his own remarks, Walsh said, "Working people, labor unions, and those fighting every day for their shot at the middle class are the backbone of our economy and of this country. As Secretary of Labor, I'll work just as hard for you as you do for your families and livelihoods. You have my word."

Walsh has the support of a broad-spectrum labor leaders too. AFL-CIO President Richard Trumka was among one of the first to throw his support behind Walsh. Several other large union leaders encouraged Biden to pick Walsh, including AFSCME President Lee Saunders and AFT President Randi Weingarten.

Walsh comes from a working-class background. He grew up in the Dorchester neighborhood in Boston and attended college as an adult graduating from Boston



College's program for non-traditional students. He has worked in construction and stood on picket lines. He understands the needs of America's working families and is expected to tackle many of the issues that have been ignored under the Trump Administration. ■

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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



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By Rich Kline, *President, UL&STD*

President Biden's Buy American Plan A Comprehensive Stimulus Program



Within days of taking office, President Joe Biden signed an executive order directing federal agencies to Buy American and thereby bolster U.S. manufacturing and service industries. That action constitutes a long-term stimulus of immense magnitude.

It's worth noting that the first such legislation was the Buy American act of 1933 signed by President Herbert Hoover as he left office. Since then similar measures such as the Berry Amendment, the Trade Agreement Act of 1979, and the Buy American Act/Buy American Provisions of 1982 have been enacted with little effect and even less enforcement.

President Biden said he intends to make his executive order effective. He has created a Made-in-America office within the Office of Management and Budget to oversee implementation and enforcement of the Buy American directive.

"Under the previous administration, federal government contracts awarded directly to foreign companies went up 30%,"

President Biden said. He vowed to reverse that policy.

President Biden aims to include both small and large Americans businesses with the objective of strengthening the middle class by creating well-paid union jobs, rebuilding our nation's strategic reserves and supporting technologies that will create a clean energy future.

President Biden's order renews support for the Jones Act which requires only U.S.-flag vessels carry freight between U.S. ports. He has directed the government to use taxpayer funds to buy American-made goods, components and services, including contracting.

The action has built-in review and assessment requirements designed to ensure compliance with the aim and spirit of the executive action.

President Biden's Buy American plan is a detailed, comprehensive approach to using the federal government's purchasing power to stimulate and rebuild the economy put Americans back to work and make our national needs independent of foreign manufactures and supply chains. ■