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MAR-APR 2024

# Label Letter

Union Label & Service Trades Department, AFL-CIO

## Protecting Childhood: Why Loosening Child Labor Laws Is a Dangerous Proposition



### NALC Stamp Out Hunger® Food Drive Saturday, May 11

For more than 30 years, the National Association of Letter Carriers (NALC) has conducted an annual nationwide food drive on the second Saturday in May.

Using the postal networks, letter carriers collect nonperishable food donations as they deliver mail along their postal routes.

The drive is held in 10,000 cities and towns in all 50 states, Puerto Rico, the U.S. Virgin Islands, and Guam.

To participate, place your nonperishable items in a bag next to your mailbox on Saturday, May 11 and your mail carrier will handle the rest.

Over the course of its history, the food drive has collected over 1.9 billion pounds of food to help feed our neighbors. ■



Lopez, W. (2023). Packers Sanitation Services, Inc., Employee at the JBS Beef Plant in Grand Island, Neb. [Photograph]. Department of Labor Court Filings.

In recent years, there has been a concerning trend in certain states across the United States, where Republican lawmakers have been pushing to loosen restrictions on child labor laws. Several state legislatures are weakening—or threatening to weaken—child labor protections. The trend reflects a coordinated multi-industry push to expand employer access to low-wage labor and weaken state child labor laws in ways that contradict federal protections, in pursuit of longer-term industry-backed goals to rewrite federal child labor laws and other worker protections for the whole country. Children of families in poverty, and especially Black, brown, and immigrant youth, stand to suffer the most harm from such changes.

### PREVENTABLE INJURIES, DANGEROUS WORK

A 16-year-old died on a Mississippi farm during his shift when he became

entangled in a poultry processing machine that he was cleaning. Federal regulators said his death was “preventable” and “dangerous” and that no worker should have been in that situation, “let alone a child.”

Federal investigators found that the facility had failed to follow proper “lock-out/tagout” procedures, which safeguard employees from unexpected energization or startup of machines and equipment. OSHA cited Mar-Jac Poultry with 14 “serious” and three “other-than-serious” violations and proposed a \$212,646 fine.

His employer said they did not know the boy’s true age and claimed that they would never have put an employee in such a dangerous situation, but the teenager was the second fatality at that facility in two years.

In February 2023, the U.S. Department of Labor (DOL) issued new findings on an ongoing investigation of Packers Sanitation Services, Inc. (PSSI) for illegally employing over 100 children between the ages of 13 and 17 in hazardous occupations at 13 meatpacking facilities owned by JBS, Cargill, Tyson, and others. Children were working overnight shifts, cleaning saws and slaughterhouse equipment. At least three suffered injuries, including burns from caustic cleaning chemicals.

Many of the children are thought to be unaccompanied migrants who were child trafficking victims forced into employment by their traffickers profiting from their labor. Federal child labor laws prohibit anyone under the age of 18 from working at any meat-processing plant.

A separate DOL investigation at Hyundai-Kia supply chain factories found several young Guatemalan migrants, some as young as 12, also working on assembly lines. The investigation found that the auto

See, ‘Child Labor,’ page 3



**AMERICAN  
LEAGUE**



**NATIONAL  
LEAGUE**



**EAST CENTRAL WEST**

**EAST CENTRAL WEST**

# UNITE HERE!

**UNITE HERE** represents members at 21 MLB ballparks across the U.S. and Canada. Head to a unionized ballpark this baseball season!



## AMERICAN LEAGUE

### East

- Baltimore Orioles, Oriole Park, Baltimore, MD
- Boston Red Sox, Fenway Park, Boston, MA
- New York Yankees, Yankees Stadium, Bronx, NY
- Toronto Blue Jays, Rogers Centre, Toronto, ON

### Central

- Chicago White Sox, US Cellular Field, Chicago, IL
- Detroit Tigers, Comerica Park, Detroit, MI
- Minnesota Twins, Target Field, Minneapolis, MN

### West

- Los Angeles Angels, Angels Stadium, Anaheim, CA

- Oakland Athletics, O.co Coliseum, Oakland, CA
- Seattle Mariners, Safeco Field, Seattle, WA

## NATIONAL LEAGUE

### East

- Miami Marlins, Marlins Park, Miami, FL
- New York Mets, CitiField, Flushing, NY
- Philadelphia Phillies, Citizens Bank Park, Philadelphia, PA
- Washington Nationals, Nationals Park, Washington, D.C.

### Central

- Chicago Cubs, Wrigley Field, Chicago, IL
- Pittsburgh Pirates, PNC Park, Pittsburgh, PA

## Pittsburgh, PA

- St. Louis Cardinals, Busch Stadium, St. Louis, MO

### West

- Colorado Rockies, Coors Field, Denver, CO
- Los Angeles Dodgers, Dodgers Stadium, Los Angeles, CA
- San Diego Padres, Petco Park, San Diego, CA
- San Francisco Giants, AT&T Park, San Francisco, CA

Don't forget—the players on the field are members of the MLB Players Association (MLBPA) and many of your favorite ballpark snacks are union-made too.



## 'Child Labor,' from page 1



Hine, L. (1915). *Pennsylvania Coal Mine at the Close of Day* [Photograph]. National Child Labor Committee Collection, Library of Congress, Prints and Photographs Division.

plants were using staffing firms to recruit low-wage assembly line workers.

### USE OF CHILD LABOR ESCALATING

According to DOL, the number of minors employed in violation of child labor laws in fiscal year 2022 increased 37% over FY2021 and 283% over FY2015. But those are just the reported violations. Many go unreported and with many of the violations revealing unaccompanied migrants as victims, it can be assumed that violations are far-reaching and egregious.

### CHILD LABOR LAWS ARE NOT ARBITRARY

Child labor laws exist for a reason: to protect children from exploitation, ensure their safety, and safeguard their education and overall development. These laws are not arbitrary regulations; they are carefully crafted measures designed to balance the needs of young workers with their rights to a proper education and a childhood free from the burdens of adult responsibilities.

The laws arose from years-long fights to protect children as young as five or six who were being forced to work in mines, mills, and factories. Exploitation during the Industrial Revolution in the 18th and 19th centuries was widespread. Children were forced to work long hours in dangerous conditions for minimal pay. It took years for the public to become outraged enough to pass laws against child labor.

The Fair Labor Standards Act, passed during the New Deal, outlawed "oppressive child labor," exempting agricultural work from many of its restrictions, which, in the decades since, has left hundreds of thousands of children in the fields. Unfortunately, as illustrated by the stories above, enforcement of FLSA has been uneven. States have always been free to strengthen protections, which some did, but challenges to the federal standards have been rare.

### ROLLBACK EFFORTS

Like many New Deal rollbacks, the Reagan Administration was one of the originators of rollback proposals, but back then, teachers, parents and unions fought back against the idea and won.

It's no surprise that today's rollback efforts at the state level are led by Republicans, with bills introduced or passed in at least 30 states since 2021, according to the Economic Policy Institute.

States including Arkansas and Iowa have already enacted laws removing some child labor protections and legislatures have introduced legislation to expand youth employment in hazardous occupations and workplaces. In this year alone, 11 states have introduced or taken new action on bills that weakened child labor protections in 2024, according to EPI.

The rollbacks are in part propelled by employers desperate to fill jobs at the lowest possible cost.

Advocates argue that they are offering children valuable opportunities to learn the value of hard work and financial independence. However, this argument fails to acknowledge the stark reality of child labor and its long-lasting negative effects.

### ROLLBACKS ARE A BAD IDEA

First and foremost, children are not miniature adults. Their physical, cognitive, and emotional development are still ongoing, and subjecting them to the rigors of full-time work can have detrimental consequences. Physically demanding jobs, for instance, can lead to stunted growth, chronic health issues, and even irreversible injuries.

Furthermore, loosening child labor laws undermines the importance of education. Education is not just about acquiring knowledge; it is a fundamental right that empowers children to reach their full potential and become active, informed members of society. Allowing children to work long hours instead of attending school not only deprives them of this right but also perpetuates cycles of poverty and inequality.

Additionally, the argument that child labor promotes responsibility and work ethic is deeply flawed. Responsibility and work ethic are values that can and should be instilled in children through age-appropriate means, such as household chores, volunteer work, and extracurricular activities. Exploiting children for cheap labor under the guise of teaching them these values is both unethical and shortsighted.

Moreover, the push to loosen child labor laws disproportionately affects marginalized communities. Children from low-income families are often the most vulnerable to exploitation, as they may feel pressured to contribute to their family's income at a young age. A Guatemalan girl employed at a Hyundai-Kia plant in Alabama said that she saw her family struggling to make ends meet and felt compelled to help. She was just 14 years old. Loosening restrictions on child labor only exacerbates this vulnerability, trapping these children in a cycle of poverty with limited opportunities for advancement.

It is also important to consider the broader societal implications of normalizing child labor. Allowing children to enter the workforce at a young age not only devalues their labor but also sets a dangerous precedent that undermines labor rights for all workers. It creates a race to the bottom, where employers can exploit cheap child labor instead of investing in fair wages and safe working conditions for adult workers.

The push to loosen child labor laws by Republican lawmakers in certain states is a misguided and dangerous proposition. It not only threatens the well-being and development of our youngest citizens but also undermines the values of education, equality, and dignity for all. Instead of prioritizing short-term economic gains, we must prioritize the long-term welfare of our children and invest in policies that protect their rights and promote their healthy development. ■

# NALC Protect Our Letter Carriers Act (H.R. 7629)

Since the inception of the Postal Service nearly 250 years ago, letter carriers have delivered to every community on every street in the United States, rarely being the targets of violence. In recent years, that has changed.

Since 2020, there have been more than 2,000 crimes committed against letter carriers on the job. Many of these attacks involve a gun or another weapon. Letter carrier robberies climbed to 643 last year, an increase of nearly 30%, and the number of robberies resulting in injuries doubled, according to the United States Postal Inspection Service (USPIS). Unfortunately, nearly every day there are other instances of letter carriers being assaulted, robbed, and even murdered while delivering mail and essentials.

The Protect Our Letter Carriers Act (POLCA) would address outdated collection boxes and arrow keys, which



NALC President Brian L. Renfro addresses the crowd at a March 13, press event announcing the bipartisan Protect Our Letter Carriers Act

**“Our letter carriers are such a big part of our lives, and we have to keep them safe. This bipartisan effort will do just that.”**

**—Rep. Landsman (D-OH)**

letter carriers are often targeted in robberies. It would also ensure that the Department of Justice appropriately prosecutes crimes committed against letter carriers through designating an assistant in every US Attorney’s office to coordinate and supervise the investigation and prosecution of alleged offenses committed against letter carriers. And, the legislation would address sentencing guidelines so that any assault or robbery committed against a letter carrier has a more severe sentence recommendation.

## **SECURE POSTAL INFRASTRUCTURE**

POLCA would provide \$7 billion in funding for the Postal Service to secure its infrastructure, including the installation of high-security collection boxes as well as funding replacement of items carried by letter carriers with more secure

electronic versions. The funding would be appropriated over five years, \$1.4 billion annually in fiscal years 2025-2029.

A recent audit of USPIS data found that 52 percent of robberies of a letter carrier involved the theft of postal infrastructure items that have become highly sought after in recent years. Similarly, the Postal Service has reported an increase in high-volume mail theft incidents from mail receptacles, including blue collection boxes.

In response, the Postal Service has begun to reinforce its infrastructure, which includes items carried by letter carriers on the job. The bill would provide the necessary funding to implement this updated technology nationwide. When key infrastructure is devalued and more secure, letter carriers will be safer on their routes.

## **INCREASE PROSECUTION RATES**

Alarming, while crimes against letter carriers have persisted, arrests and prosecution against the alleged perpetrators have not. Though the number of assaults and robberies against letter carriers has doubled in recent years, the number of arrests and convictions for these crimes has markedly decreased, according to USPIS. Due to workload and other priorities, these cases often sit on prosecutor’s desks, and the alleged assailants are not

held accountable.

POLCA would require the Attorney General to appoint an assistant U.S. attorney in each judicial district to prioritize any case that involves an assault or crime against a letter carrier. Their principal responsibility in the district would be to coordinate and supervise the investigation and prosecution of these alleged crimes.

## **HARSHER SENTENCING FOR ROBBERY AND ASSAULT OF A LETTER CARRIER**

Even though letter carriers who are victims of these crimes are federal employees in uniform on the job, under current law, the sentencing guidelines for those found guilty of these crimes are unevenly distributed. In 2024, a San Francisco defendant was found guilty of robbing a letter carrier at gunpoint and sentenced to only 30 days imprisonment, while in Mississippi a defendant was sentenced to eight years. This bill would strengthen sentencing guidelines for these crimes, ensuring that they are treated in the same manner as assaults on federal law enforcement officers.

NALC urges support of the Protect Our Letter Carriers Act, (H.R. 7629). To support the NALC’s fight, go to [NALC.org](https://www.nalc.org) and send a letter to your legislators. ■

# What's Behind the Corporate Effort to Kneecap the National Labor Relations Board?

SPACE X, AMAZON, TRADER JOE'S, AND STARBUCKS ARE TRYING TO HAVE THE NLRB DECLARED UNCONSTITUTIONAL—AFTER COLLECTIVELY BEING CHARGED WITH HUNDREDS OF VIOLATIONS OF WORKERS' ORGANIZING RIGHTS

Reprinted with permission from EPI.org

By Lynn Rhinehart and Celine

McNicholas

Workers want unions now more than they have in a generation. Evidence suggests more than 60 million non-union workers would like a union at their workplace. The National Labor Relations Board (NLRB)—the agency established by Congress in 1935 to protect workers' organizing rights—is handling more union representation elections and unfair labor practice charges than they have in years.

So how have companies responded to this surge in worker organizing?

Some have honored their workers' choice and tried to start a positive labor-management relationship, as Microsoft, New Flyer, Ben & Jerry's, and other companies have done. These companies see the value of a constructive relationship with their employees to their bottom line.

Others have taken the opposite tack—to the extreme. Led by Elon Musk's SpaceX, and joined by Amazon, Trader Joe's, and Starbucks, these companies are engaged in a legal battle trying to have the NLRB declared unconstitutional, by resurfacing long-rejected constitutional arguments about the agency's structure. If they succeed, it would kneecap the agency and its operations at the very time workers need it the most.

Why are these companies taking this scorched-earth approach? What is motivating these attacks?

In the last two years, workers at all of these companies have exercised their rights under our labor law to come together and act collectively to improve conditions at their workplace. The law protects this collective action regardless of whether workers are trying to form a union.

Baristas at nearly 400 Starbucks locations have voted to form a union. Amazon warehouse workers in Staten Island voted to unionize two years ago this month. Workers at several Trader Joe's locations have unionized in the last two years. None of these workers has a collective bargaining agreement yet, because Amazon, Trader Joe's, and Starbucks have stalled the bargaining process—an all-too-typical move by corporations when workers first organize. (The recent announcement by Starbucks Workers United and Starbucks committing themselves to negotiate a foundational framework for bargaining gives reason for hope that a first-contract breakthrough at that company is near.)

Collectively, these companies have been charged with hundreds of violations of workers' organizing rights, according to NLRB data obtained through an EPI public record request. Together, the companies have been charged with firing pro-union workers, retaliating against organizing by cutting hours, closing shops, denying benefits being provided to non-union workers, and bargaining in bad faith. The NLRB has sought, and won, several injunctions in federal court, where judges have ordered the companies to rehire workers who they illegally fired, and otherwise comply with the law.

According to the NLRB, there are currently more than 250 open or settled cases against Amazon for violating workers' organizing rights. Three administrative law judges have already ruled against Amazon, and a federal court has ordered Amazon to not interfere with workers' organizing rights.

There are 741 open or settled cases against Starbucks. The NLRB has won two court injunctions ordering Starbucks to re-hire baristas they illegally fired for organizing. In all, Starbucks has been ordered

to reinstate 59 baristas who were illegally fired. To date, NLRB administrative law judges have issued 48 decisions finding that Starbucks has broken the law.

Trader Joe's also has been charged with retaliating against workers for organizing activity, and for failing to bargain in good faith.

While most of these charges concern illegal interference with workers seeking to form a union, the charges against SpaceX involve workers coming together to address workplace issues through what is known as "protected concerted activity." Eight SpaceX employees joined together and wrote an open letter raising workplace concerns, including concerns about comments by Elon Musk on workplace issues. In retaliation, they were fired. The NLRB brought a complaint against Elon Musk and SpaceX, alleging that the company had illegally interfered with the workers' right to engage in collective action.

Rather than challenging the complaint through the usual processes, SpaceX sued the NLRB in federal court in Texas, claiming the agency's structure is unconstitutional. Ironically, two of SpaceX's lawyers—Harry Johnson and John Ring—are former Republican appointees to the NLRB, the very agency they are now arguing is unconstitutional. Amazon, Trader Joe's, and Starbucks have raised the same arguments in legal proceedings against their companies. Whether Starbucks continues this challenge in light of the recent agreement with Starbucks Workers United has not yet been reported.

By any measure, these long-rejected legal arguments should fail. But in the meantime, an already underfunded agency has to spend scarce resources to defend itself from these attacks, diverting resources away from protecting workers' organizing rights at a time when those rights need protecting more than ever, given the surge in worker organizing. And, furthermore, the companies have shifted some of the media's focus away from their lawbreaking to esoteric legal arguments about the agency that is prosecuting them for blocking their workers' ability to organize and win a collective bargaining agreement with their employer. ■

# Workers Memorial Day is April 28

More than 50 years ago on April 28, Workers Memorial Day, the Occupational Safety and Health Act went into effect, promising every worker the right to a safe job—a fundamental right.

The law was won because of the tireless efforts of the labor movement, which organized for safer working conditions and demanded action from the government to protect working people. Since then, unions and allies have fought hard to make that promise a reality—winning protections under the law that have made jobs safer and saved lives. But our work is not done.

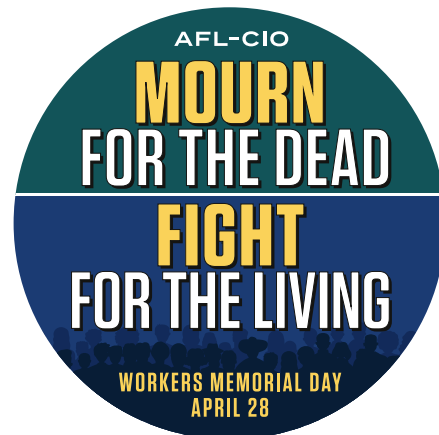
Each day, more than 340 workers are killed and more than 6,000 suffer injury and illness because of dangerous working conditions that are preventable.

Workers are winning good jobs and safe jobs through union contracts across the country to secure a better livelihood and safer future for themselves and their families. A seat at the bargaining table can be a matter of life or death in the workplace, ensuring everyone can go home at the end of a work shift, alive and without work-related illnesses that plague many workers. Across the United States, workers are organizing for strong health and safety standards from employers and governments to improve working conditions. Our workplace safety and health rights are not freely given. Working people have fought for them for decades and still do every day—from the shop floor to the halls of Congress. Anti-regulatory attacks have put our working conditions in danger—threats that would remove protections we take for granted. Congressional Republicans are attempting to defund the Occupational Safety and Health Administration (OSHA), remove funding for mine safety law enforcement, and prevent future worker safety and health regulations from being developed.

Our job is not finished. We must protect the rights we have won and keep fighting for safer working conditions. Our nation's job safety laws are too weak already, leaving many employers who violate the law unaccountable. OSHA penalties are still too low to be a deter-

rent. Employers retaliate against workers who speak out against unsafe working conditions. Black, Latino and immigrant workers are disproportionately killed on the job. Heat, workplace violence, infectious disease and chemical exposures are dangerous and uncontrolled hazards that need to be addressed. Workers still cannot freely join a union without retaliation from their employers.

Together on this Workers Memorial Day, we elevate safe jobs and raise our collective voice to protect what we have—confronting attacks on regulations that keep our workplaces safe and demanding action to win stronger protections. We hold employers accountable to keep workers safe. We demand more resources from Congress for our nation's job safety agencies. We demand dignity at work. We will continue to fight for a seat at the bargaining table and in the halls of government to ensure good jobs are safe jobs. We will fight to protect our fundamental right to a safe job until that promise is fulfilled.



## PLAN AND SHARE YOUR WORKERS MEMORIAL DAY EVENT

The AFL-CIO Safety and Health has posted materials for Workers Memorial Day online at [aflcio.org/WorkersMemorialDay](https://aflcio.org/WorkersMemorialDay).

On the website, you can you can find Workers Memorial Day events happening near you or submit your event to the calendar. There are also materials available for download including stickers, flyers, and more.

Be sure to post your photos and videos from WMD and use the hashtags #1USafety, #WORKERSMEMORIALDAY, OR #IWMD2024. ■

## Starbucks Workers United Announces 'Path Forward' on Unionization Efforts

In what is being hailed as a huge victory, Starbucks Workers United announced in late February that they had “a path forward” to union contracts for the more than 9,000 Starbucks baristas at nearly 400 stores that have voted to unionize. The announcement comes more than two and a half years after the first baristas were organized in Buffalo, NY.

In a statement posted to X (formerly Twitter), the union said, “during mediated discussions over ongoing brand and IP litigation, a constructive path forward emerged on the broader issues of the future of organizing and collective bargaining at Starbucks.”

AFL-CIO President Liz Shuler called the agreement “a significant victory for these heroic baristas and an inspiration to workers everywhere.”

The announcement came just days after an additional 21 Starbucks stores

filed petitions with the National Labor Relations Board (NLRB) for union elections. It was the largest single-day filing since Starbucks baristas began organizing in 2021.

In what the Union called a “good faith” measure, Starbucks agreed to provide baristas represented by Workers United with May 2022 benefits, including credit card tipping. The company had previously announced it would increase pay and benefits for most of its US-based hourly workers but said that unionized workers were not eligible for some of those perks. ■



# AFL-CIO NATIONAL BOYCOTTS

## MAR-APR 2024 >>>>>>>>>>>>>>>>



### HOTELS

#### SUBMITTED BY UNITE HERE!

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

#### ALASKA:

- Hilton Anchorage
- Marriott Anchorage Downtown
- Homewood Suites by Hilton Anchorage
- Hampton Inn Anchorage
- Hilton Garden Inn

#### CALIFORNIA:

- Hilton Long Beach
- Hyatt Regency Sacramento
- Hyatt Centric Fisherman's Wharf
- La Meridien
- Hilton Los Angeles Airport
- Terranea Resort
- Hyatt Regency Santa Clara
- Hyatt Regency Sacramento
- Four Seasons Beverly Hills
- Hotel Bel Air
- Langham Huntington

#### MARYLAND:

- Merriweather Lakehouse Hotel

#### WASHINGTON, DC:

- Hotel Zena

#### MASSACHUSETTS:

- Boston Marriott Copley Place

### FOOD

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

- Mondelez International Snack Foods (those made in Mexico)

#### SUBMITTED BY UNITE HERE!

- Catapult NW

### LEGAL

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

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

### OTHER

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

- Reynolds American, Inc., Vuse e-cigarettes

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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UL&STD thanks Ullico for supporting our mission.

# EndNotes



By Rich Kline, *President, UL&STD*

## Defend Your Rights—Register and VOTE

In 1916 Congress passed the first federal child labor law, the Keating-Owen Act, and a reluctant President Woodrow Wilson signed it into law. The law covered only a fraction of the children working at the time. It left unprotected nearly two million other kids. Two years later the Supreme Court ruled the measure unconstitutional. Child labor legislation had to wait until President Franklin Roosevelt's New Deal's Fair Labor Standards Act to get Supreme Court approval.

The pattern of rights fought for, won and later denied continues to this day.

Civil rights, women's right, Constitutional rights such as free speech and assembly are under attack and often with the support of the Supreme Court which is packed with Trump appointees.

Education is under attack at the state and national level by politicians who want to channel education into a narrative to their liking. If the channel happens to entail lies about the nation's past, teaches the so-called positive side of slavery or calls for banning or burning books, they will do it. They are doing it.

The National Labor Relations Board was established to protect workers, unionized and not. Now some major corporations are asking the Supreme Court to call the NLRB unconstitutional. The same people who overturned *Roe vs. Wade* and gutted the Voting Rights Act will rule on the case.

Starbucks has claimed that it will talk to its unionized baristas, but it is one of the companies looking to get rid of the NLRB. Will it talk and talk and talk in hopes of a new administration favorable

to curtailing the agency as it appeals to a Supreme Court unfriendly to workers.

If the NLRB is lost, what's next: OSHA, the FCC, the Department of Education, the EPA? All Americans, not just union members, depend upon these agencies to protect their right to health and safety, information, and a clean environment.

The only way to protect our rights is to vote. And even that right is under assault as voter suppression is the radical right's game plan. Their actions range from intimidating election workers, to cutting voting hours and reducing voting places and spreading misinformation. As APWU President Mark Dimondstein advocates, the most secure way to vote is by USPS mail.

***Protect your rights, register to vote and vote.***

PERIODICALS  
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WASHINGTON, D.C.

TIME VALUE



## Label Letter

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