



Label Letter

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Union Label & Service Trades Department, AFL-CIO

UAW Stand Up Strike Begins at the Big Three

On September 14 at 11:59 p.m., about 13,000 members of the United Auto Workers engaged in the first wave of Stand Up strikes expected at the Big Three auto makers: Ford, Stellantis, and General Motors.

Members of UAW Local 2250 in Region 4, who work at the GM Wentzville Assembly plant, members at the Stellantis Toledo Assembly Complex from Local 12 in Region 2B, and UAW members at Ford Michigan Assembly Plant – Final Assembly and Paint, Local 900 in Region 1A are ON STRIKE. The workers at the other plants that were not called up to strike will work without a contract, for now.

In a Facebook live event held hours before the strike deadline, UAW President

Sean Fain told members, “I know that our demands are ambitious, but I’ve told the companies repeatedly, I’m not the reason that members’ expectations are so high. What’s driving members’ expectations are the Big Three’s profits. You cannot make \$21 billion in profits in half a year and expect members to take a mediocre contract. You can’t make a quarter trillion dollars in North American profits over the last decade and expect us to keep aiming low and settling lower. Our campaign slogan is simple: record profits mean record contracts.”

Since negotiations began, the UAW has made clear that they would not settle for a contract that doesn’t address their main concerns. Their demands include a cap on the use of temporary workers

and the conversion of temp workers to full-time seniority employment after 90 days. Double-digit pay increases to match increases of the Big Three CEOs and to catch up with inflation. Cost of living adjustments to also keep up with inflation, increases in pension benefits for current retirees and restoring pensions for new hires, among other benefits.

WHAT IS THE STAND UP STRIKE?

The UAW says the Stand Up Strike is “our generation’s answer to the movement that built our union, the Sit-Down Strikes of 1937.”

The union explains that the strike will grow over time, giving their national negotiators maximum leverage and maximum

SEE ‘STAND UP STRIKE,’ PAGE 5



TRICK OR TREAT



This Halloween, hand out these sweet treats made by the Bakery, Confectionery, Tobacco Workers and Grain Millers' International Union members around the country.

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.

BCTGM MADE SWEET TREATS

- » American Licorice
- » Annabelle Candy Company
- » Bachman Company
- » See's Candies
- » Brown & Haley
- » Ghirardelli Chocolate
- » Boyer Brothers
- » Hershey Company
 - » Hershey Kisses
 - » Hershey Milk Chocolate Bar
 - » Hershey Milk Chocolate & Almonds Bar
 - » Hershey Special Dark Bars
 - » Hershey Nuggets
 - » Rolo
 - » Kit Kat Bars
 - » Carmello Bar
- » Jolly Ranchers
- » Jelly Belly Candy Company
- » Just Born Inc.
 - » Mike & Ike
 - » Peanut Chews
 - » Hot Tamales
- » Ferrero Group (Nestle, Farley & Sathers)
 - » Laffy Taffy
 - » Baby Ruth
 - » Butterfingers
- » Russell Stover Candies
- » Tootsie Roll Industries
- » Oak Leaf Confections



SOLIDARITY IN ACTION

Union supporters came out in full force after actress and talk show host Drew Barrymore announced that she would resume her talk show in September without its writing staff. The show, which is covered under a Writers Guild of America (WGA) contract, is part of the ongoing WGA strike.

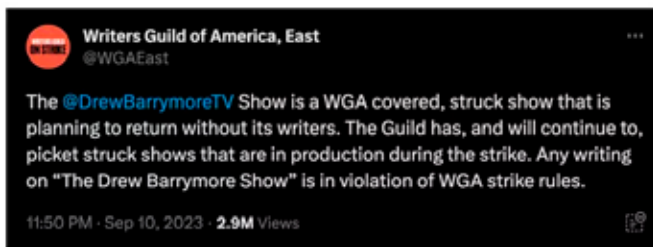
The WGA, East immediately announced it would be picketing Barrymore's New York-based daytime talk show.

"The @DrewBarrymoreTV Show is a WGA covered, struck show that is planning to return without its writers," a tweet from their X (formerly Twitter) account reads. "The Guild has, and will continue to, picket struck shows that are in production during the strike. Any writing on 'The Drew Barrymore Show' is in violation of WGA strike rules."

Shortly after, union supporters began a pressure campaign which eventually led to the host rescinding her decision.

Critics of her decision included celebrities like Rosie O'Donnell, Alyssa Milano, and Cheyenne Jackson.

Starbucks Workers United saw solidarity in action when more than 1,700 customers and allies joined in their most recent cus-



tomers-led day of action. The union says 592 stores and more than 11 college campuses participated to support the workers in their fight to unionize.

"Starbucks is doing everything in its power to ignore its unionized workers, but it has to listen to its customers," said Daisy Pitkin, field director of the unionization drive.

Cornell University students placed pressure on the coffee giant when they successfully got the University to stop serving Starbucks in its dining halls. According to The Guardian, since

then the students that led the campus boycott have been contacted by students from nearly 30 other colleges about launching efforts to kick Starbucks off their campuses.

"If the Starbucks union launches a consumer boycott," Cornell sophomore and leader of the effort to oust Starbucks, Nick Wilson says, "young people would certainly be in favor. Young people's support for unions is second nature at this point."

UAW SUPPORT IS STRONG

Members of the International Brotherhood of Teamsters Local 299, which represents 5,000 members and most freight car haulers announced their support for UAW members in a strike against the Big Three automakers stating: "Our Teamsters will not cross strike lines."

The IBT told the Detroit Free Press that they "won't deliver Detroit 3 vehicles if UAW strikes." This is SOLIDARITY in ACTION.



Unions and the Empowerment of Diversity: Increasing Women and People of Color in Union Ranks

The Infrastructure Investment and Jobs Act is expected to generate millions of jobs over the next few years, many in construction. A key part of the Bill includes provisions for promoting diversity, equity, and inclusion in workplaces. The legislation's objectives are not just to rebuild the nation's aging infrastructure but also to ensure that historically underserved and marginalized communities benefit from the infrastructure investments. It includes a provision that establishes a "Diversity in Infrastructure Fund" which will provide grants to support DEI initiatives in the infrastructure sector. Additionally, the bill's provisions will increase access to job opportunities for disadvantaged individuals and communities, including through apprenticeship programs and workforce development initiatives.

Even before the bill's provisions were announced, building trades unions in the United States were working on increasing the number of women and people of color in apprenticeships and in their member ranks.

THE NEED FOR DEI

While the most recent U.S. Census estimates that women comprise over half of the U.S. population, they still make up fewer than 11 percent of the overall construction workforce. In fact, within craftsperson positions, where the greatest shortages exist, fewer than 4 percent are women (<https://www.cpwr.com/research/data-center/data-dashboards/women-in-construction/>). Nearly 60 percent of the current construction workforce identifies as white (non-Hispanic) and another 30 percent identify as Hispanic. Meanwhile, non-Hispanic Black individuals make up only 5 percent of the construction industry — significantly less than the 11.3 percent represented in

the general workforce — and Asian people make up the remaining 1.8 percent, compared to the 6.2 percent operating under other employment (<https://www.zippia.com/construction-worker-jobs/demographics/>).

Studies have shown that workforce diversity is not just a moral necessity—it's also a competitive advantage. A diverse workforce brings together a myriad of perspectives, experiences, and skills, fostering innovation and better decision-making. Despite this, women and people of color have long been underrepresented in apprenticeships and in the ranks of construction workplaces. Unions are now redoubling their efforts to combat this

Some research suggests that the industry needs to add nearly two million new craft professionals to the workforce by 2025 to meet demand. Encouraging women and minorities to pursue careers in construction can help bridge this gap and provide a fresh supply of skilled workers. It also helps to address the sector's labor shortage and ensures its sustainability.

UNIONS' DEI STRATEGIES

Unions are using a variety of strategies to increase the number of women and people of color in apprenticeships. One of the key tactics has been to develop partnerships with educational institutions

and community organizations.

Some local unions are seeking to add childcare facilities to help their apprentices and journeypersons find more success with their careers. Some unions are making certain that feminine hygiene prod-

ucts are available at worksites and that worksite bathroom accommodations are more gender friendly.

A broad initiative by nearly every building trades union covers workplace safety. The construction industry requires well-fitted and well-maintained personal protective equipment (PPE) to keep employees safe as they carry out their daily duties. Most PPE is designed for males. For example, a respirator intended for a man likely won't seal or provide

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TRADES WOMEN BUILD NATIONS
Solidarity, Strength & Sisterhood

13TH ANNUAL CONFERENCE
WASHINGTON, DC
DECEMBER 1-3, 2023
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ON-LINE REGISTRATION IS OPEN

imbalance, recognizing that a more inclusive workforce makes for a stronger, more productive industry.

But the importance of diversifying the construction workforce is not limited to edicts demanding that women and minorities be better represented in the industry, the industry is facing a crisis — a dramatic skills shortage, an aging workforce, and a lack of new entrants. People are retiring from the construction industry much faster than new people are being hired. Statistics show that for every four people leaving the industry, only one enters.

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proper protection for a woman. Something as simple as a hard hat — designed to protect the head from falling debris or tools — only functions if it fits properly and doesn't fall off. A hard hat designed for a man may not fit appropriately on anyone else, leaving them vulnerable to injury. The Center for Construction Research and Training (CPWR), the research arm of the National Association of Building Trades Unions (NABTU), has compiled a list of women-friendly PPE on their website (<https://bit.ly/3LqaW7D>).

NABTU's TradesFutures is its initiative that is trying to grow and diversify its ranks. They are conducting and sponsoring research and studies that delves into the reasons individuals fail to obtain or complete an apprenticeship and educate the public about the various career opportunities for craft workers in the construction industry.

NABTU's TRADESWOMEN BUILD NATIONS (TWBN) organization holds a large conference that is now the largest gathering of tradeswomen globally. TWBN is also the largest gathering of Building Trades members on a yearly basis. At this annual event, apprentices, journey-level workers and retirees come together to train, mentor and celebrate women in every trade.

'STAND UP STRIKE,' FROM PAGE 1

flexibility to win a record contract.

This idea, says UAW, is a new approach to striking. "Instead of striking all plants at once, select locals will be called on to "Stand Up" and walk out on strike."

Those locals not called on to strike will be working under expired agreements, which, the union says, is part of its strategy.

Under an expired agreement, the company may not legally change terms and conditions of employment except that it no longer must arbitrate disputes, the union says. Because of that, they warn employees to carefully follow all standard operating procedures, safety policies and supervisor instructions. They also advise for members to call for a committee person if they are disciplined, asked to do work they aren't trained to do or work that is unsafe.

President Biden came out in support of the strikes in comments made after the

In addition, NABTU has worked with LeanIn.org and the AFL-CIO to launch a structured peer mentorship program that provides tradeswomen with a space to connect, speak openly about challenges, build skills to navigate bias and achieve goals on the job. In 2020, NABTU launched the Tradeswomen Heroes program, a monthly effort between NABTU's Tradeswomen's and Apprenticeship and Training Committees to highlight the tremendous women workers within our affiliate unions.

Many unions are also investing in diversity training, helping apprenticeship coordinators and instructors understand the importance of inclusion and how to foster it. This training often includes practical strategies for overcoming unconscious bias and creating a welcoming environment for all apprentices.

Unions are also creating mentorship programs, pairing new apprentices with experienced workers who can provide guidance and support. By ensuring that some of these mentors are women and people of color, unions are providing role models for new apprentices and showing that everyone can succeed in their chosen field.

strike began. In his remarks, President Biden echoed Fain saying, "Record corporate profits... should be shared by record contracts for the UAW."

Biden says he is sending acting Labor

THE IMPACT OF UNIONS' EFFORTS

The concerted efforts of unions are having a tangible impact. More and more women and people of color are entering and completing apprenticeships, bringing a wealth of talent and fresh perspectives to their industries. These apprentices, in turn, are breaking down barriers and inspiring others to follow in their footsteps.

However, there is still work to be done. Despite the progress made, women and people of color remain underrepresented in many apprenticeship programs. Unions are therefore continuing to refine their strategies, seeking new ways to promote diversity and inclusion.

Unions are proving that diversity, equity, and inclusion are more than just buzzwords—they are crucial components of a thriving, competitive industry. By increasing the number of women and people of color in apprenticeships, unions are fostering a more inclusive workforce, empowering individuals, and strengthening industries. Their efforts serve as a powerful example for other sectors and a beacon of progress in the ongoing journey towards true equality. ■

Secretary Julie Su and White House senior adviser Gene Sperling to help the parties reach an agreement. He called on both sides to return to the negotiating table for as long as it takes to reach an agreement. ■

Working Without A Contract | Know Your Rights

When the contract expires the company may not legally change terms and conditions of employment except that it no longer must arbitrate disputes.

NO ARBITRATION. Protect yourself from discipline.

- Carefully follow all standard operating procedures, safety policies and supervisor instructions.
- Call for a committee person if you are disciplined, asked to do work you are not trained to do or work that is unsafe.

opeiu494afl-cio

Huge Win for Labor: Employer ULPs Before Union Elections Result in Automatic Certification of Union

On August 25, the National Labor Relations Board (NLRB) issued a decision in Cemex Construction Materials Pacific, LLC that established a new way to determine when employers must start bargaining with unions without a representation election. What this means is that if an election has been called and the company where workers are trying to form a union commits an unfair labor practice leading up to the election, the NLRB can cancel the election, certify the union, and require the company to start bargaining with the union.

“The new framework will both effectuate employees’ right to bargain through representatives of their own choosing and improve the fairness and integrity of Board-conducted elections,” said the NLRB-issued press release on the decision.

The new rule says that when the majority of a company’s employees sign union cards and ask for recognition, the company must either recognize the union or file a petition requesting a formal election within two weeks. In a crucial change, though, “if an employer who seeks an election commits any unfair labor practice that would require setting

aside the election, the petition will be dismissed, and—rather than re-running the election—the Board will order the employer to recognize and bargain with the union.”

In the original case that led to this decision, CEMEX had been found guilty of intimidation of its workforce in the weeks leading up to the union representation election.

“The company’s behavior during this election was abhorrent and we feel vindicated now that they are being held accountable,” said Bubba Davis, Teamsters Building Materials and Construction Trade Division Director, in the December 2021 press release following the original CEMEX decision. “This company threatened, harassed, surveilled, intimidated and deceived its own workers with rampant illegality in order to disrupt their union organizing campaign. CEMEX even hired security guards to stand outside of the voting locations as a form of suppression.”

Benefits of the decision for Labor include:

1. Streamlining the election process: The decision should streamline the union representation election process. The decision should stop companies from unnecessarily delaying union elections and ultimately speed up elections. It should enable the timelier establishment of a union in the workplace.
2. Ensuring fairer elections: The decision establishes guidelines to ensure fairer union representation elections. It could put a stop to some unfair labor practices such as employer interference, coercion, or intimidation, which can impede worker organizing efforts.
3. Enhancing worker protections: The decision strengthens worker protections during union representation proceedings. It will provide clearer guidelines on what employers can and cannot do

during the election process, safeguarding workers’ rights to freely choose whether or not to unionize. This can create a more supportive environment for unions to organize and represent workers effectively.

4. Promoting union growth: The decision could make it easier for workers to achieve union representation and increase the likelihood of successful union elections. This ultimately strengthens the collective bargaining power of unions and allows them to negotiate better wages, benefits, and working conditions on behalf of their members.

The new Cemex standard differs from the historical Joy Silk standard, which required an employer to bargain with a union unless it had a good-faith doubt of the union’s majority status.

“[This] decision, along with the Board’s recently issued Final Rule on Representation, will strengthen the Board’s ability to provide workers across the country with a timely and fair process for seeking union representation,” said Chairman Lauren McFerran.

“The Cemex decision reaffirms that elections are not the only appropriate path for seeking union representation, while also ensuring that, when elections take place, they occur in a fair election environment. Under Cemex, an employer is free to use the Board’s election procedure, but is never free to abuse it—it’s as simple as that.”

In Cemex, the Board found that the employer engaged in more than 20 instances of objectionable or unlawful misconduct during the critical period between the filing of the election petition and the election. Accordingly, the Board found that the employer was subject to a bargaining order under both the Supreme Court’s decision in *NLRB v. Gissel Packing Co.* and under the newly announced standard, applied retroactively in this case. ■

“The company’s behavior during this election was abhorrent and we feel vindicated now that they are being held accountable,”

—Bubba Davis, IBT Building Materials & Construction Trade Division Director

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EndNotes



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By Rich Kline, *President, UL&STD*

Action and Solidarity



Widespread support for unions has been growing. Polls across the political spectrum have shown that many Americans see the value of union membership. Union members know what they have won and non-union workers know that union membership is their key to a brighter future.

The UAW's Stand Up Strike identifies the crux of unionism's appeal. UAW members are striking to reverse corporate policies that reward top management with extravagant multi-million salaries, benefits and perks, while denying fair wages and benefits to union member employees and to a non-union workforce comprised of tiered employees and temporary workers who have no path forward to a better life.

The inequity of the reward system at the Big Three auto makers, Ford, Stellantis and General Motors is the cause of the strike. Workers see their employers enormous profits which is

then lavished on shareholders and top managers. At the same time, their employers deny them improvements to wages and benefits.

The support of union members throughout the Labor Movement is encouraging. President Joe Biden's support for record contracts for auto workers is powerful testimony for the justice of UAW demands.

Elsewhere, the Writers strike has gotten support, too. TV host Drew Barrymore backed down from staging her show when a public outcry resulted. Once again, workers seek a fair deal and protections against adverse corporate policies.

Supporting these workers and those at Starbucks, Amazon and other employers will help lead to a just workplace where profits are shared by all, not hoarded by the few. ■