



Vol. XLIX, No. 5  
SEP-OCT 2024

# Label Letter

Union Label & Service Trades Department, AFL-CIO

## Kamala Harris Stands with Labor Unions



Vice President Harris, now the Democratic nominee for President, has a proven track record of delivering for workers.

“From day one, Vice President Kamala Harris has been a true partner in leading the most pro-labor administration in history,” said AFL-CIO President Liz Shuler. “At every step in her distinguished career in public office, she’s proven herself a principled and tenacious fighter for working people and a visionary leader we can count on. From taking on Wall Street and corporate greed to leading efforts to expand affordable child care and support vulnerable workers, she’s shown time and again that she’s on our side. With Kamala Harris in the White House, together we’ll continue to build on the powerful legacy of the Biden-Harris administration to create good union jobs, grow the labor movement and make our economy work for all of us.”

### AS VICE PRESIDENT, HARRIS:

- ✓ Played a critical role in rebuilding our crumbling infrastructure, investing in good paying union jobs, bringing manufacturing back to America, lowering prescription drug costs, and raising wages.
- ✓ Saved the pensions of more than 1 million union members and retirees. Led the administration’s efforts to increase access to affordable child care and expand the child tax credit.
- ✓ Championed worker organizing and chaired the White House Task Force on Worker Organizing and Empowerment, where she advocated for new worker organizing and training to create pathways to good union jobs.
- ✓ Stood with striking writers.

### AS U.S. SENATOR, HARRIS:

- ✓ Introduced the Domestic Workers’ Bill of Rights to guarantee domestic workers protections against harassment and discrimination, meal breaks, a guaranteed minimum wage, and overtime pay.
- ✓ Introduced legislation to extend overtime rights and guarantee new minimum wage rights to agricultural workers.
- ✓ Advocated vigorously for workers’ freedom to form or join a union and strongly supported the Protecting the Right to Organize (PRO) Act to reform broken labor law that stacks the deck against workers.
- ✓ Walked the picket line in 2019 with the UAW at the General Motors facility near Reno, Nevada.

### AS ATTORNEY GENERAL OF CALIFORNIA, HARRIS:

- ✓ Cracked down on corporate greed and took on the big banks after the 2008 financial crisis to deliver relief for struggling homeowners.
- ✓ Protect the most vulnerable workers by tackling wage theft and other corporate crimes.
- ✓ Stood up to anti-union forces to protect pensions.

From taking on Wall Street and corporate greed to leading efforts to expand affordable child care and support vulnerable workers, Harris has shown time and again that she’s on our side.

With Kamala Harris in the White House, together we’ll continue to build a labor movement, expand the middle class and make our economy work for all of us. Together, we can and will defeat Donald Trump, JD Vance, and their anti-worker Project 2025 Agenda in November.

# PROJECT 2025

**“When somebody takes the time to draw up a playbook, they’re going to use it.”**

— “Coach” Tim Walz, Minnesota Governor and Vice Presidential running mate to VP Kamala Harris

## THE THREAT OF PROJECT 2025 TO LABOR UNIONS AND WORKER RIGHTS

Project 2025 is a sweeping, nearly 1,000-page policy blueprint crafted by wealthy donors and former Trump Administration officials. It poses a significant threat to labor unions, worker rights, and the quality of life for millions of Americans. The provisions within Project 2025 are part of a broader agenda aimed at weakening unions, reducing worker protections, and increasing the power of employers. Should Donald Trump be re-elected in November, this plan stands to undermine critical protections, dismantle essential programs, and prioritize the interests of corporations and right-wing extremists over those of working families.

## KEY SUPPORTERS OF PROJECT 2025

The architects of Project 2025 include a cadre of former Trump officials and influential conservative organizations. At least six former Trump Cabinet secretaries, along with other prominent figures from his administration, have contributed to or advised on the plan. The project is heavily funded by the Heritage Foundation, the Koch Brothers, the American Legislative Exchange Council (ALEC), and others. ALEC, known for its anti-labor stance, has pushed legislation aimed at weakening unions, such as prohibiting paycheck deductions for union dues and legalizing so-called right-to-work laws. The Heritage Foundation has a history of advocating for cuts to social security, raising the retirement age, and rolling back voting rights, further illustrating the anti-worker ideology driving Project 2025.

## IMPACT ON LABOR AND EMPLOYEE RIGHTS

1. **Abolishment of Public Sector Unions:** One of the most significant measures in Project 2025 is the proposed elimination of public sector unions (p. 82). This would severely diminish the collective bargaining power of public employees, making it easier for employers to impose unfavorable working conditions.
2. **Reclassification of Workers:** Project 2025 proposes reclassifying employees as independent contractors, stripping them of essential labor protections (p. 591). This reclassification could lead to widespread misclassification, reducing the number of workers eligible for union membership and labor rights.
3. **Elimination of Card Check Union Recognition:** The plan seeks to discard the “card check” method for union recognition, which allows employees to form a union if a majority signs authorization cards (p. 603). Instead, secret ballot elections would be mandated in all cases, making it more difficult for unions to form.
4. **Repeal of Prevailing Wage Laws:** Project 2025 seeks to repeal all prevailing wage laws, which ensure workers on federal projects are paid at least the local standard wage (p. 604). This would result in lower wages for workers on federal projects, further eroding their financial security.
5. **Rescinding Overtime Pay Guarantees:** Under Project 2025, employers would be allowed to define the work week over a period of up to four weeks, rather than the current one-week period (p. 587 and 592). This change would enable employers to limit overtime pay, significantly impacting approximately 4.3 million workers.
6. **Decertification and Right-to-Work Legislation:** The project supports

the automatic decertification of unions and the expansion of right-to-work laws, which could severely weaken union membership (p. 599). This would make it easier for employers to undermine unions and reduce workers’ bargaining power.

7. **Weakening of the National Labor Relations Board (NLRB):** Project 2025 outlines strategies to reduce the enforcement capacity of the NLRB, making it harder for workers to unionize and protect their rights (p. 80).

## BROADER IMPLICATIONS

Beyond its direct impact on labor and worker rights, Project 2025 also threatens to roll back various civil rights protections, particularly those related to diversity, equity, and inclusion programs. The plan seeks to eliminate affirmative action for federal contractors and subcontractors, roll back protections for LGBTQ+ individuals, and implement broad religious exemptions that could allow employers to discriminate based on gender, sexual orientation, and other protected characteristics.

Moreover, Project 2025 calls for the privatization of Medicare, which would raise costs for prescription drugs and eliminate provisions that allow Medicare to negotiate lower prices (p. 465). The plan also seeks to dismantle the Consumer Financial Protection Bureau (CFPB), leaving consumers vulnerable to financial exploitation (p. 839).

Project 2025 is a comprehensive and deeply troubling policy agenda that poses a significant threat to labor unions, worker rights, and the broader American workforce. By undermining critical protections and dismantling essential programs, this plan prioritizes the interests of corporations and ideological extremists over those of working families. If implemented, Project 2025 would have far-reaching and devastating consequences for millions of Americans, further entrenching inequality and eroding the rights and protections that workers have fought for decades to secure.

# Trump Attempts to Disavow Project 2025; Ties to Architects are Massive

“I have no idea who is behind it,” former President Donald Trump claimed on social media, attempting to distance himself from **Project 2025, a conservative policy initiative**. However, CNN’s investigative reporting found that nearly 240 architects behind Project 2025, titled *A Mandate for Leadership*, have significant ties to the Trump administration and the Heritage Foundation.

Trump’s connection to Project 2025 can be seen through the alignment of its policy goals with the goals of his “**Agenda 47**,” which outlines his plans if he were to win the presidency in 2024. Project 2025 is an initiative launched by the Heritage Foundation and supported by a coalition of conservative think tanks and policy groups. It aims to prepare a conservative administration to take office in 2025, with a comprehensive blueprint for implementing conservative policies across various government agencies.

Notably, Trump’s 2024 running mate, Senator JD Vance, wrote the foreword for the Project 2025 document. Six former Trump Cabinet secretaries — including former Secretary of State Mike Pompeo and former Secretary of Education Betsy DeVos — contributed to or collaborated on the more than 900-page playbook for a potential second Trump term. According to CNN, at least 140 individuals who previously worked in the Trump administration played a role in shaping Project 2025, underscoring the deep connections between Trump’s political orbit and this policy blueprint.

Furthermore, dozens more who staffed Trump’s government are now holding positions with conservative think tanks and advocacy groups advising Project 2025. Among these figures are Mark Meadows, Trump’s former chief of staff, and Stephen Miller, a longtime adviser known for his hardline immigration policies. Both have been instrumental in shaping Project 2025’s direction, particularly on issues like immigration and federal agency restructuring.

The Trump campaign and the Republican National Committee (RNC) have also shown direct involvement with

Project 2025. They nominated Project 2025 leader Russ Vought as the policy director of the RNC’s 2024 Committee on the Platform. Vought, who served as the director of the Office of Management and Budget (OMB) under Trump, has been a key figure in conservative policy circles. He authored a chapter in Project 2025’s guiding document, **Mandate for Leadership: The Conservative Promise**, where he outlined strategies to drastically reduce the size of the federal government and impose strict budgetary controls.

In addition, Ed Martin, president of the Eagle Forum, an organization on Project 2025’s advisory board, was nominated as the deputy policy director of the RNC 2024 platform. Martin’s involvement highlights the alignment between Project 2025’s policy goals and the broader conservative agenda, particularly in areas like immigration, education, and government reform.

Despite Trump’s claim that **Agenda 47** is his only platform, the similarities between it and Project 2025 are striking. Both documents advocate for the deportation of over 11 million undocumented immigrants, a plan that has drawn widespread criticism from immigrant rights organizations. As reported by *The Guardian*, both platforms also propose further immigration restrictions, including limiting asylum opportunities and increasing border security measures. These policies are reflected in the RNC’s platform, indicating a broader consensus within the party on these issues.

Education policy is another area where Trump’s **Agenda 47** and Project 2025 converge. Both propose significant cuts to the Department of Education, with an emphasis on decentralizing control and increasing school choice initiatives. Moreover, both plans include provisions to implement anti-LGBTQ policies and restrict diversity initiatives in schools, reflecting a broader conservative push against what they term “woke” education policies. According to a report by *The New York Times*, these initiatives are part of a broader effort to reshape American education along conservative lines, with the

aim of limiting federal oversight and promoting so-called traditional values.

## HERE ARE SOME OTHER KEY POINTS OF CONNECTION:

- 1. Project 2025 and Trump’s Agenda 47** emphasize priorities such as deregulation, reducing the size of the federal government, promoting conservative social policies, and reasserting American sovereignty in international affairs. These shared goals suggest that Project 2025 could serve as a framework for implementing Trump’s agenda.
- 2. Personnel and Administrative Strategy:** Project 2025 focuses on preparing a “government in waiting” by identifying and training conservative personnel to staff a future administration. This effort mirrors Trump’s interest in populating the executive branch with loyalists and individuals committed to his vision of governance, particularly his emphasis on dismantling the “deep state.”
- 3. Public Support and Endorsements:** Trump has publicly endorsed ideas and policies that align with the objectives of Project 2025, signaling that he sees the initiative as a key component of his potential second term. Additionally, some of Trump’s advisors and allies have been involved in promoting or developing the Project 2025 agenda.

Trump’s attempt to distance himself from Project 2025 appears increasingly untenable as more evidence emerges of the deep and pervasive ties between his political network and the architects of this ambitious policy blueprint. As the 2024 election approaches, the connections between Trump’s campaign and Project 2025 are likely to come under even greater scrutiny, raising questions about the true nature of his platform and the direction of the conservative movement in America.

AFL-CIO  
**LABOR VOTES**  
IT'S BETTER IN A UNION

How do we elect people who care about workers and our families? By showing up on Election Day. Scan the QR code to check your voter registration status or register today.  
[www.betterinaunion.org/register](http://www.betterinaunion.org/register)



## Would you rather? Walz vs. Vance on unions...

### Tim Walz

Tim Walz has been the Governor of Minnesota since 2019 and was previously a member of Congress. Walz is a consistent champion of workers' rights. He's also a former social studies teacher and a retired member of the Army National Guard.

Walz has a strong record of supporting unions and the right to collective bargaining. His tenure is marked by consistent advocacy for pro-labor legislation. As Governor, Walz has actively pushed for raising the minimum wage and expanding access to paid family and medical leave. During the COVID-19 pandemic, Walz implemented protective measures for workers, including hazard pay for frontline workers and expanded unemployment benefits. In Congress, Walz supported significant pro-labor legislation, such as the Protecting the Right to Organize (PRO) Act, aimed at strengthening workers' rights to organize and bargain collectively.

### JD Vance

JD Vance is a U.S. Senator from Ohio, elected in 2022. Known primarily as the author of the memoir "Hillbilly Elogy," Vance often speaks on the struggles faced by working-class Americans but his actions do not match up with his words.

While Vance frequently emphasizes the need to revitalize the U.S. manufacturing sector and to bring jobs back to America and focuses his rhetoric on the economic challenges facing working-class citizens, he is more pro-business and antiunion. He thinks that unions were important at one time but are no longer critical to correcting the imbalance of power that exists in modern workplaces. Vance does not have an established legislative record. However, his campaign for the Senate highlighted a focus on reducing regulatory burdens on businesses, a move that he argues will create more jobs. This approach is the famous "trickle-down economics" espoused by Reagan and parroted by most Republicans who've come after him and it tends to favor business interests over the expansion of workers' rights.

# Walz v. Vance A Comparison

## APPROACH TO WORKERS' RIGHTS:

### TIM WALZ

### JD VANCE

**Governor Walz** focuses on direct support for workers. His approach includes pro-union policies, raising the minimum wage, and expanding worker benefits. Under his leadership, Minnesota has maintained a favorable environment for unions, ensuring that workers have a voice in negotiating their wages, benefits, and working conditions.

Walz has signed into law several pieces of legislation that benefit workers and strengthen unions. For example, he supported measures to protect public-sector unions following the Supreme Court's *Janus v. AFSCME* decision, which threatened union funding by ruling that public employees cannot be required to pay union fees.

In 2023, he signed a bill into law that provides frontline workers with additional paid leave and other benefits, recognizing the essential contributions of these workers during the COVID-19 pandemic.

**Senator Vance** advocates for economic nationalism and deregulation as the primary means of job creation. His approach includes a critical view of current union leadership, which he believes is too politically biased.

## UNION RELATIONS:

In contrast to Vance, **Governor Walz** is a strong supporter of unions and collective bargaining, consistently backing legislation that enhances these rights.

Walz maintains a close relationship with labor leaders and regularly consults with them on policy decisions. This collaboration ensures that the interests of workers are represented in state government and that unions have a seat at the table when important decisions are made.

**Senator Vance's** relationship with unions is mixed. While he acknowledges their historical significance, he is critical of their modern-day political affiliations.

## LEGISLATIVE PRIORITIES:

**Governor Walz** has made significant investments in public infrastructure, education, and healthcare, sectors where unions are strong. These investments not only create more union jobs but also ensure that these jobs are well-compensated and come with good benefits.

Walz supported legislation that raises the state's minimum wage and extends protections for workers, such as stronger enforcement against wage theft.

Walz has supported educational initiatives and training programs that help workers gain new skills and advance in their careers. These programs often collaborate with unions, particularly in trades and technical fields, ensuring that workers are well-prepared for the jobs of the future.

**Senator Vance's** legislative focus is on reducing regulations and promoting business growth to create jobs. This approach aligns with a broader Republican agenda of prioritizing business interests.

JD Vance and Tim Walz offer starkly different approaches to workers' rights, reflective of their respective political ideologies. Vance's focus is on a business-friendly approach that involves deregulation and economic nationalism, while Walz emphasizes the strengthening of unions and expanding worker support through legislation.

Governor Walz is good for unions because of his unwavering support for workers' rights, pro-labor legislation, investments in public sector jobs, and strong partnerships with labor leaders. His policies have helped strengthen unions in Minnesota and protect the rights and well-being of workers across the state.

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# EndNotes



By Rich Kline, *President, UL&STD*

## An Alarm Bell Calls for Action: VOTE

Despite his disavowals, Trump is up to his ears in the swamp that is Project 2025. Project 2025 is the arch-conservative Heritage Foundation's game plan for a second Trump administration. The principle feature of this 920-page plan are a gutting of the federal government to enable the establishment of a rightist regime.

The Trump 2025 program would destroy the Department of Education and end funding to low-income schools. This would be only a step in their ultimate goal of undermining public education through voucher programs that would send tax dollars to private schools.

Federal workers would become political targets, reclassified as policymakers to permit a right-wing Trump administration to send them Civil Service protections. The loss of dedicated, professional federal employees who would be replaced by Republican activists would be devastating. A federal government run by arch-conservative ideologues would threaten diversity programs, women's rights, and progress on climate issues.

The right-wing aims to destroy the Labor Movement: pass the so-called TEAM Act to legalize company-controlled unions, ease

union decertification procedures, allow states to ban public sector unions, end overtime protections, overturn child labor protections, and extend right-to-work-for-less around the country. Trump's r-t-w position is a matter of record. He said, "I like right to work. I mean, my position on right-to-work is 100%." Some friend of working people he is.

Obviously, when a political organization creates a 900-plus page blueprint for its hoped-for takeover of the government, attention must be paid. Only a few of the proposed actions in this would-be regime's plan are mentioned here.

This scheme threatens many more of our rights and protections as union members and citizens, reminding us of coups that occurred elsewhere in the world. Actually, it brings to mind the failed coup of January 6, 2020. The architect of that event is running for office again. His Project 2025 should set off alarm bells and produce a strong positive reaction: defeat the Trump ideologues at the ballot box.

Kamala Harris and Tim Walz will continue to work of the nation's most pro-union, pro-worker, and pro-family administration ever. Protect your future. Vote for your rights.



## Label Letter

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Vol. XLIX, No. 5 • ISSN 0161-9365



*Label Letter* is published bimonthly by the Union Label & Service Trades Department, AFL-CIO. Subscriptions to members only. USPS #424-530. Periodicals postage paid at Washington, D.C. Postmaster: Send corrections of address to Room 209, 815 16th Street, N.W., Washington, D.C. 20006. Phone: 202-508-3700.

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