



Vol. I, No. 1
JAN-FEB 2025

Label Letter

Union Label & Service Trades Department, AFL-CIO

Wisconsin Unions Triumph Over ACT 10: A Milestone for Labor Rights

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Thousands of people gather outside of the Wisconsin state capitol building during the 2011 Wisconsin budget protests.

In a landmark victory for organized labor in early December, Wisconsin unions successfully overturned major provisions of Act 10, the 2011 law that took away collective bargaining rights from most public service workers in the state. This achievement restored essential rights to thousands of Wisconsin public employees.

Signed into law in 2011 under then-Governor Scott Walker, Act 10 severely restricted collective bargaining rights for public employees, tied wage increases to inflation and required unions to hold annual recertification votes. The legislation sparked massive protests and galvanized union members across the state, but the road to overturning it was long and arduous.

"Today, we stand on the shoulders of thousands of workers who never gave up," said Stephanie Bloomingdale, president of the Wisconsin AFL-CIO. "This victory is more than just a legal triumph—it's a

testament to the power of solidarity and perseverance. It shows that when workers unite, we can achieve the impossible."

The fight against Act 10 was won because of legal challenges, strategic organizing, and relentless advocacy. Key to the victory was the election of labor-friendly leaders, including Governor Tony Evers, who pledged to support workers' rights. Union members and their allies also engaged in community outreach to build broad public support for restoring collective bargaining rights.

"When we fight, we win," said Marty Beil, a former executive director of the Wisconsin State Employees Union, who was a vocal opponent of Act 10. "This isn't just about restoring rights; it's about reclaiming dignity and respect for Wisconsin's workers."

The victory over Act 10 restores collective bargaining rights to public employees, enabling them to negotiate not only wages but also working conditions, benefits, and

other critical aspects of their jobs. For unions, this means a stronger ability to advocate for their members and build lasting power.

"This is a game-changer for Wisconsin labor," said Sara Rogers, a Milwaukee teachers' union leader. "Our educators can finally sit at the table and have meaningful discussions about what's best for our schools and students."

After Act 10 was passed, teacher turnover jumped from 5% to 9% per year, and median compensation dropped by over \$10,000. This decline was largely due to increased contributions toward retirement and health insurance.

"Let this be a rallying cry for workers everywhere," said Bloomingdale. "The tide is turning, and we are proving that labor is a force to be reckoned with."

"This is the dawn of a new era," said Rogers. "We're ready to fight for a Wisconsin where every worker has a voice and every job is a good job."

Amazon Workers Nationwide Build on Growing Union Momentum

Amazon workers across the U.S. are escalating their fight for fair treatment, union contracts, and improved working conditions, fueled by widespread dissatisfaction with low pay, unsafe environments, and the corporation's disregard for their rights. From Illinois to California and New York, workers are organizing under the Teamsters and other unions to demand respect, better wages, and safer workplaces.

STRIKE ACTIONS AND WORKER ORGANIZING

- Teamsters at DIL7 in Skokie, Illinois: Workers overwhelmingly authorized a strike after Amazon refused to negotiate a union contract. This follows similar votes in New York City at JFK8 and DBK4 facilities.
- California Actions: Workers at four Southern California facilities (DFX4, DAX5, KSBD, and DAX8) also authorized strikes, joining seven other Amazon sites nationwide in escalating demands for fair treatment.
- San Francisco Warehouse Workers (DCK6): 100 workers marched on management, demanding voluntary recognition of their union — a first for warehouse workers rather than subcontracted delivery drivers.

Amazon delivery drivers, employed by subcontracted "Delivery Service Partners" (DSPs), are increasingly organizing for better conditions:

- In Queens, New York, drivers from eight DSPs have demanded union recognition under the Teamsters.
- Drivers highlight worsening conditions, including longer hours, more demanding workloads, and unsafe environments.

Independent unions like Carolina Amazonians United for Solidarity and Empowerment (CAUSE) in North Carolina are also making strides.

- Workers at RDU1 petitioned for a union election, calling for \$30/hour, safer conditions, and dignity on the job.

Amazon has consistently refused to recognize unions or negotiate contracts, defying labor laws and pushing workers toward strike action. The Teamsters set a December 15 deadline for Amazon to negotiate but received no response, leading to the potential for large-scale strikes during the holiday season. Workers accuse Amazon of prioritizing profits over people, risking major disruptions to operations.

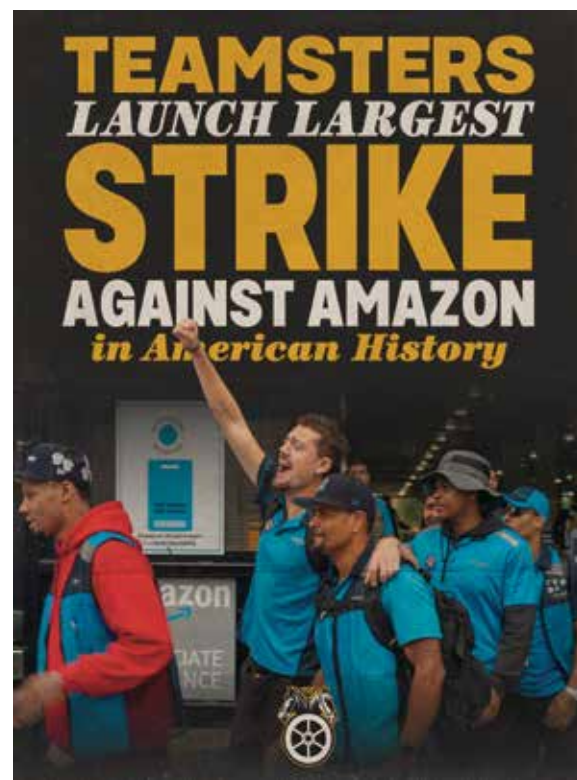
Sean M. O'Brien, Teamsters General President, condemned Amazon's treatment of workers.

"The way Amazon treats its workers is un-American," said O'Brien. "Amazon's so-called 'leaders' should treat their workers fairly — they just want to put food on the table for their families. Instead, Amazon executives risk ruining the holidays for their customers because of their addiction to putting profits over people."

"Management was clearly shocked to see so many of us standing together," said Dori Goldberg, a sorter and loader at DCK6. "It felt empowering to have our voices heard and to take back some of the power we deserve."

Workers like Goldberg cite Amazon's grueling conditions as unsustainable. "I used to be healthy, but the stress, bad air quality, and exhausting hours have left me sick and tired — literally. Organizing is the only way we can demand the good-quality jobs we deserve," Goldberg added.

Amazon's delivery drivers, employed through subcontractors, are also joining the movement. In Queens, New York, drivers from eight subcontracted DSPs have demanded union recognition under the Teamsters banner. Jeffrey Arias, a delivery driver, emphasized the growing frustration among drivers:



"We've seen our work get harder — longer hours, more packages, hotter conditions. Dreams don't work unless we do, so we're fighting for the respect and pay we deserve."

This sentiment echoes across Amazon's logistics chain, where workers are organizing to demand better wages, safety measures, and disability accommodations. At STL8, a St. Louis fulfillment center, workers petitioned for \$25 an hour.

Mary Hill, a leader with CAUSE, spoke to the universal need for respect in the workplace:

"We want to be treated with respect — no name-calling, no hollering. We're fighting for \$30 an hour and time to live our lives."

"The ball is in Amazon's court," said Juan Campos, Secretary-Treasurer of Teamsters Local 705. "If they keep breaking the law, they will face the consequences."

With Amazon reporting \$30.4 billion in profits last year, workers are sending a clear message: nothing moves without them. As organizing momentum grows, Amazon workers nationwide are determined to fight for the wages, benefits, and respect they deserve.

The Teamsters now claim to represent workers at 10 Amazon facilities, with momentum building across the company's logistics network.

Whole Foods Workers Push for Union Representation

“We need a collective voice to fight for what we deserve. No one should have to beg for fair compensation and better working conditions while working for one of the most profitable organic grocers in the world ... Despite generating 93.8 billion dollars in gross profits in 2023, Whole Foods Market refuses to pay their workers a living wage. As Jason Buechel, Jeff Bezos and other major Amazon shareholders’ pockets grow deeper, team members struggle to afford rent, healthcare, childcare, and other basic necessities,” reads a statement from workers at the Philadelphia Whole Foods who recently filed a representation petition with the National Labor Relations Board.

Whole Foods, owned by tech giant Amazon since 2017, has long prided itself on an image of employee satisfaction and progressive corporate culture. However, its employees are challenging their narrative, citing stagnant wages, insufficient staffing, and eroding benefits. Employees say that they are increasingly feeling the pressure of heightened workloads as the company implements cost-cutting measures.

In a recent development covered by the Houston Chronicle, workers in a Whole Foods location in Texas have openly called for union representation. Their efforts

align with a wave of labor organizing within other Amazon-owned operations, including warehouses where workers have fought for improved wages and working conditions in high-pressure environments.

Meanwhile, workers at the Whole Foods store in Philadelphia filed to hold the first union election at the chain since Amazon acquired it in 2017. The employees, supported by UFCW Local 1776, cite low wages, high workloads, and intense productivity demands as reasons for their efforts.

“This company makes billions, yet we can barely make a living,” said Ben Lovett, a store employee. He noted that many colleagues juggle multiple jobs and cannot afford groceries at their workplace. The union drive builds on earlier organizing efforts during the pandemic when safety concerns first united workers.

Another employee described feeling overworked and underappreciated. “During Covid, we were essential workers. Now it feels like we’re just grocery store employees again,” said the employee. Ed Dupree, an eight-year veteran in the produce department, highlighted worsening conditions, with coworkers increasingly struggling to keep up.

UFCW Local 1776 President Wendell Young IV commended the workers’ courage

and criticized Amazon’s union-busting tactics, adding, “This is about workers standing up for their rights.”

Whole Foods workers argue that their current conditions are untenable. Employees report difficulties balancing their personal lives due to unpredictable scheduling and the physical demands of the job.

“The image that Whole Foods sells to the public doesn’t match what it’s like to work here,” said one worker involved in the union effort. This disconnect has fueled organizing efforts as workers demand a greater voice in decision-making processes that affect their livelihoods.

The company has responded with familiar union-avoidance tactics. Whole Foods management has reportedly held mandatory meetings to discourage employees from unionizing, employing anti-union rhetoric aimed at dissuading workers from pursuing collective bargaining.

This struggle highlights a larger trend: workers in the retail and grocery sectors are becoming increasingly organized and determined to address longstanding issues. Across the country, union drives at companies like Starbucks, Trader Joe’s, and REI have demonstrated that workers are ready to challenge corporate power to secure fair wages, reliable schedules, and safer workplaces.

Board Restores ‘Clear and Unmistakable Waiver’ Standard

The National Labor Relations Board (NLRB) has taken a significant step to strengthen workers’ rights by restoring the “clear and unmistakable waiver” standard for evaluating employers’ contractual defenses to allegations of unlawful workplace changes. This landmark decision, issued on December 10, 2024, in the case of Endurance Environmental Solutions, LLC, reaffirms a standard that prioritizes collective bargaining and has been endorsed by the Supreme Court for more than 70 years.

The Endurance decision overrules the controversial 2019 ruling in *MV Transportation, Inc.* (368 NLRB No. 66), which had implemented the “contract coverage” test. This test allowed employers more leeway to make unilateral changes to workplace conditions, bypassing the obligation to bargain with unions.

Under the restored “clear and unmistakable waiver” standard, employers must demonstrate that unions have explicitly waived their right to bargain over specific changes to wages, hours, or other working conditions. This higher threshold better aligns with the National Labor Relations Act’s (NLRA) core mission: to promote industrial peace through collective bargaining.

NLRB Chair Lauren McFerran emphasized the decision’s alignment with the NLRA’s pro-bargaining policy.

“Today’s decision makes clear that an employer has the obligation to bargain over changes to wages and working conditions, unless the union expressly yields its right to bargain over an employer’s decision,” said McFerran. “Returning to the clear and unmistakable waiver standard

better serves the pro-bargaining policy of the Act.”

Members David Prouty and Gwynne Wilcox joined McFerran in the majority opinion, while Member John Ring Kaplan dissented.

This decision restores a standard that respects the collective bargaining process and prevents employers from exploiting vague contract language to bypass negotiations. The clear and unmistakable waiver standard is consistent with long-standing Supreme Court precedent and federal appellate court rulings.

Unions and workers stand to benefit significantly from this ruling. By reinforcing the duty to bargain, the NLRB has ensured that unions maintain their voice at the table, safeguarding fair wages, safe working conditions, and other essential protections for workers.

Do Buy: How to Fly Union

By Anna Del Savio—Reprinted with permission from the Northwest Labor Press

Over the past decade, America's largest airlines have become steadily more unionized. When the Labor Press started tracking airline unionization in 2012, the top airlines ranged from 70% to 85% union; today they're 80% to 87% union. Delta — the largest airline by passenger miles traveled — remains the one big exception, with just 20% of its employees represented by a union.

Today's domestic passenger airline industry is dominated by four big carriers and five small ones. The biggies are Delta, Southwest, American and United, followed by Alaska, Spirit, JetBlue, Frontier, and SkyWest.

Some of the largest airlines own smaller regional airlines that are unionized separately from the main line. Flights on those smaller airlines are typically booked through the main line, so travelers likely don't notice if the flight they booked through Delta's website was actually flown by Endeavor Air, operating as Delta Connections. In the table below, "percent unionized" refers to the primary airline and wholly-owned subsidiaries. Delta Delta is the least-unionized major airline, with just 20% of employees represented by a union. Delta ramp workers are currently campaigning to unionize with the International Association of Machinists and Aerospace Workers (IAM). IAM has made at least three unsuccessful attempts to unionize ramp workers and other groups at Delta since 2010.

SOUTHWEST

» Southwest completed a two-year process to negotiate new contracts with its 12 unions in September. The new contract for flight attendants represented by Transport Workers Union (TWU) made Southwest flight attendants the highest paid in the industry.

AMERICAN

» American Airlines has the most union representation of all major airlines in the country. The last large union campaign came in 2014, when 9,000 passenger service agents unionized after American merged with US



Airways. In September, 132 stock clerks at PSA Airlines joined IAM.

UNITED

» After three years of contract negotiations, flight attendants voted in August to authorize a strike, with 99.99% in support. The airline and the Association of Flight Attendants (AFA) have proceeded with mediation, completing 14 sessions as of Oct. 31, while the union is preparing flight attendants to mobilize for a potential strike. A strike could only happen after consent from the National Mediation Board and a 30-day cooling off period.

ALASKA

» Alaska Airlines is the biggest airline at the Portland and Seattle airports. Alaska's main operations are 84% union, but subsidiary Horizon Airlines is only 41% union, bringing down the overall rate. Based on passenger trips, Horizon — with flights branded as Alaska Horizon or labeled "operated by Horizon" — is among the top five airlines at the Portland, Seattle, and Boise airports. Alaska finalized its purchase of Hawaiian Airlines in September 2024. Just under 81% of Hawaiian employees are represented by unions. Alaska flight attendants rejected a proposed three-year contract agreement in August. Mediation for a new proposal is scheduled for Nov. 19 to 21. If negotiations don't wrap up soon, they could get sidelined by negotiations for joint contracts with Hawaiian Airlines workers.

JETBLUE

» At 51%, JetBlue has the second lowest union rate of the major airlines. IAM campaigned to unionize ground

operations crew members in 2022, but the effort failed with 65% of crew members voting no. But the union is trying again. In September, IAM called on crewmembers to sign union authorization cards. JetBlue flight attendants unionized with TWU in 2018. TWU is now working to unionize 1,200 mechanics and dispatchers. In April, 160 members of Congress signed a letter calling on JetBlue to adopt a labor neutrality agreement after the airline allegedly interfered with union organizing efforts.

SKYWEST

» SkyWest isn't a top player in national air travel, but it's one of the top three biggest airline operations at the Seattle and Boise airports. The company says 89% of its employees are represented by "in-house labor associations." But critics, including outside unions, allege the company is operating fake unions that don't offer the power or protection of a genuine labor union. In 2023, the AFA filed a lawsuit against SkyWest over violations of the federal Railway Labor Act, which governs labor relations in the airline industry. The AFA is currently campaigning to unionize SkyWest flight attendants. The Department of Labor filed a lawsuit against SkyWest in July 2024, asserting that Skywest's in-house pilot association has failed to comply with federal law concerning elections. SkyWest is a regional airline and flies for Delta, Alaska, American, and United. Flights listed for those airlines may say "operated by SkyWest."

AIRLINES	MARKET SHARE	PERCENT UNIONIZED	UNIONS
Delta	17.7%	20%	ALPA 16,960 pilots PAFCA 490 dispatchers
Southwest	17.5%	83%	SWAPA 10,746 pilots TWU 19,883 flight attendants, 17,892 ramp, operations, provisioning, freight agents, 496 dispatchers, 252 flight crew training instructors, 15 meteorologists IBT 491 stock clerks; 54 flight simulator techs IAM 8,173 customer service AMFA 2,979 mechanics, 214 aircraft appearance techs, 52 facilities maintenance tech
American	17.4%	87%	APA 14,500 pilots APFA 24,950 flight attendants CWA/IBT 14,650 passenger service TWU/IAM 12,350 mechanics, 19,100 fleet service, 2,000 stock clerks, 150 flight simulator engineers, 190 maintenance control technicians, 100 maintenance training instructors, 390 flight crew training instructors PAFCA 570 dispatchers
United	15.9%	83%	ALPA 15,445 pilots AFA 25,803 flight attendants IAM 15,624 fleet service, 11,674 passenger service, 1,216 store keepers, 167 fleet tech instructors, 77 load planners, 54 Maintenance instructors, 40 security officers IBT 9,752 technicians, 123 technical maintenance planners, 84 technical maintenance controllers PAFCA 500 dispatchers
Alaska	6.1%	80%	ALPA 3,473 pilots AFA 6,813 flight attendants IAM 828 ramp service and stock clerks, 4,754 clerical, office and passenger service AMFA 981 mechanics, inspectors and cleaners TWU 105 dispatchers
Spirit	5.1%	85%	ALPA 3,561 pilots AFA 6,208 flight attendants PAFCA 100 dispatchers IAM 366 ramp service agents TWU 284 passenger service agents AMFA 685 maintenance
JetBlue	4.8%	51%	ALPA 4,447 pilots TWU 5,930 flight attendants; 35 flight instructors

Market share is from the U.S. Department of Transportation’s Bureau of Transportation Statistics and is based on revenue passenger miles. Union percentage comes from the most recent 10-K reports filed by each company with the U.S. Securities and Exchange Commission.

LEGEND-AIRLINE UNIONS

AFA - Association of Flight Attendants, a division of CWA

ALPA-Air Line Pilots Association

AMFA - Aircraft Mechanics Fraternal Association (Independent union)

APA - Allied Pilots Association (Independent union, only at American Airlines)

APFA - Association of Professional Flight Attendants (Independent union, only at American Airlines)

CWA - Communications Workers of America

IAM - International Association of Machinists and Aerospace Workers

IBT - International Brotherhood of Teamsters

PAFCA - Professional Airline Flight Control Association (Independent union)

TWU - Transport Workers Union

SWAPA - Southwest Airlines Pilots Association (Independent union, only at Southwest Airlines)

Rep. Chavez-DeRemer Has Labor Supporters But Does She Really Support Labor?

In late November, President-elect Trump announced his intent to nominate outgoing Oregon Republican Rep. Lori Chavez-DeRemer to lead the Department of Labor. Chavez-DeRemer is a one-term Congresswoman from Oregon, the daughter of a Teamsters' union member and the co-owner of a string of medical clinics along with her husband.

Following Trump's announcement, several union leaders issued statements announcing their endorsement of the selection, citing her sponsorship of the PRO Act and the Public Service Freedom to Negotiate Act as proof she is a pro-union Republican that they'd be happy to work with. However, a deeper dive into her voting record as a one-term

Congresswoman shows that she may not be as union-friendly as they hope.

While Chavez-DeRemer has stood with labor unions on a few occasions, some say her backing of the PRO Act was more political gamesmanship than actual support of labor law reform. Just days after she endorsed the PRO Act, her political consultant Michael Ingrao said the "bill will never be enacted." Many speculate she signed on solely to appear union-friendly during a tight re-election campaign.

And, according to the AFL-CIO's congressional ratings, Chavez-DeRemer voted for policies that favor workers just 10 percent of the time, only slightly higher than the 6 percent score for the average House Republican.

Looking at her voting record further, the AFL-CIO says she voted in favor of a bill that would undermine the unemployment insurance program and for legislation that would loosen regulation of health benefits and allow employers to offer plans that aren't backed by adequate reserves. She also voted against one of the biggest labor priorities of the past decade—the "joint employer" rule to restrict companies' ability to effectively outsource certain legal, pay, and benefits obligations to third parties, like contractors and franchisees.

Other organizations have noted Chavez-DeRemer's less-than-stellar labor record, including the Oregon Capital Chronicle when it reported in August that she did not attend and publicly support labor when the House labor subcommittee "scheduled six meetings that devolved into union-bashing." The Chronicle further noted that throughout her term, the Republican Rep. walked "a fine line between appealing to labor unions and business interests."

While we don't know what Chavez-DeRemer will do should she be confirmed as Labor Secretary, she was an early supporter of Trump and has signaled that she supports his policies.

BCTGM Members in Buffalo Strike at Milk-Bone Plant



One hundred sixty-five members of BCTGM Local 36G, employed at the Milk-Bone brand dog treat plant owned by J.M. Smucker Co., have initiated an Unfair Labor Practice (ULP) strike. The workers are taking a stand against increased healthcare costs, low wages, and what they describe as blatant disrespect for labor laws and employees' rights.

The union members entered negotiations with the hope of improving their substandard medical plan, but the company proposed increasing the cost instead. Chief Negotiator and BCTGM International Vice President Roger Miller called this a "deal-breaker."

"The proposed changes would offset any wage increases workers might win, leaving them worse off financially," Miller explained.

Adding fuel to the fire, the company allegedly distributed a four-page communication during negotiations, which union leaders say threatened and intimidated workers and their families. The

bargaining committee also condemned what they described as regressive proposals that walked back prior offers.

"The final straw was the company's regressive bargaining," said Miller. "It's unacceptable for a corporation to push workers backwards in negotiations. Charges have been

filed with the National Labor Relations Board (NLRB) to address these violations."

BCTGM International President Anthony Shelton voiced unequivocal support for the striking workers.

"The BCTGM International Union stands in unwavering solidarity with our courageous Brothers and Sisters on the picket line," said Shelton. "These workers are standing up to a company that uses scare tactics despite boasting \$8.2 billion in revenue for 2024. We will support them as long as it takes to secure a fair contract."

As the strike continues, all eyes are on J.M. Smucker Co. to see whether it will return to the bargaining table with a fair offer. For now, the workers of Local 36G remain steadfast, sending a powerful message about the importance of standing together for dignity and justice in the workplace.

AFL-CIO NATIONAL BOYCOTTS

JAN-FEB 2025



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*

The Label Letter Turns 50

The current issue of the *Label Letter* marks the fiftieth year of its publication. Throughout its long history, the *Label Letter* has upheld the mission of the Union Label & Service Trades Department: to promote the products and services offered to the public by members of our affiliated unions.

This work began in 1909 and has continued through the Great Depression, World War II, the Cold War, and many other conflicts and periods of political and social change. These were times of significant accomplishments as well as substantial challenges for the labor movement.

Now, in 2025, we face another era of major political change with a new national administration. This transition is likely to bring numerous challenges to working people and their unions. While there are occasional positive signs, such as the nomination of a candidate for Secretary of Labor who may or may not support labor interests, these are often overshadowed by the overarching anti-labor, anti-consumer, and anti-worker philosophy of many

key players in the upcoming White House. We may soon see what lies ahead for workers and their unions.

The *Label Letter* will continue its commitment to presenting consumers, both union members and the general public, with choices for purchasing union-made goods and services. It will work to raise awareness of union boycotts, providing a way for consumers to support the fight for workplace fairness. Moreover, it will bring timely and focused attention to issues that matter to union members.

The Biden administration leaves the White House with a commendable record of labor-friendly achievements. We salute its efforts to champion the cause of workers. Over the next four years, the *Label Letter* will persist in promoting and publicizing labor's priorities while continuing to highlight union-made products and services. We hope to do so in an environment that supports working people and their unions.

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WASHINGTON, D.C.

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Label Letter

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Vol. L, No. 1 - 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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