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Label Letter

Union Label & Service Trades Department, AFL-CIO

GALLUP REPORTS AMERICANS MORE SUPPORTIVE OF LABOR UNIONS

In its annual *Work and Education* survey, Gallup found that nearly 6 in 10, or 54 percent, of Americans approve of unions, up from 48 percent in 2009.

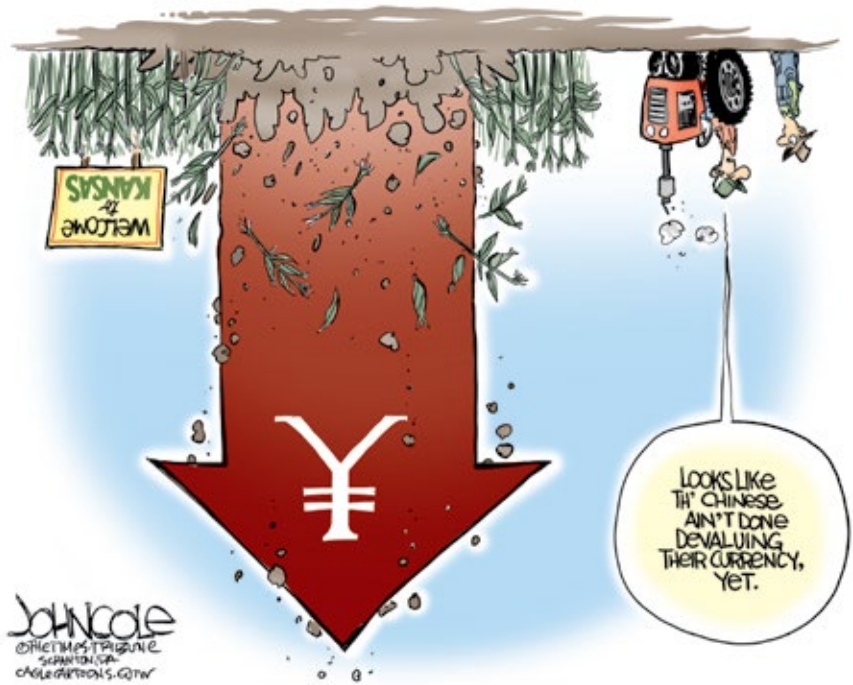
The survey, conducted in early August, sampled 1,011 adults, aged 18 and older, living in all 50 U.S. states and the District of Columbia.

In keeping with the increase in approval of unions, the percentage of Americans that believe that unions should have more influence in the country also increased to 37 percent up from 25 percent in 2009.

Gallup has been surveying public opinion of organized labor since 1936, the year after Congress first legalized private-sector unions and collective bargaining. In 1953 and 1957, labor union approval reached an all-time high of 75 percent, and remained at about 60 percent through the end of the 1960s.

The approval rating for labor sank from the 1970s through 2009 when it reached an all-time low of 48 percent. ■

“... Gallup found that nearly 6 in 10, or **54 percent**, of Americans approve of unions...”



WHAT CHINA'S CURRENCY MANIPULATION MEANS TO U.S. WORKERS AND WHY ADDRESSING IT IN THE TPP MATTERS

Less than one week after China devalued its yuan, also known as the renminbi or RMB, by 4.4 percent over a three-day period in August, U.S. Steel announced it would shut its blast furnace and some steel finishing operations at its Fairfield, Ala., facility and layoff 1,100 of the 2,000 workers at the plant. The U.S. steel industry has been especially hard hit by the oversupply of steel imported from China. The move by China to artificially undervalue its currency has far reaching implications on the U.S. economy.

Here is how currency manipulation works, and why it is bad for workers. If the U.S. dollar value increased by 20 percent against the Japanese yen, the price of the goods and services the U.S. exports to

Japan would also rise by 20 percent. The opposite happens with imports. Under the same scenario, the U.S. dollar would buy 20 percent more Japanese imports. If we export fewer goods to foreign countries and import more, our trade deficit rises. And in August, our trade deficit was more than \$500 billion or about 3 percent of the Gross Domestic Product (GDP), and \$29 billion of that was with China.

As former Federal Reserve Chairman Ben Bernanke argued: “It is difficult to see how we get back to full employment as long as we import so much more than we export.”

“When foreign nations intervene in markets to artificially undervalue their currencies, they create lower prices for their exports and higher prices for U.S.



HALLOWEEN

When those little goblins and ghosts come rapping at your door, make sure you have union-made treats to fill their sacks.

This year shop for these products made by members of the *Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM)*, *United Food and Commercial Workers (UFCW)*, and the *International Longshore and Warehouse Workers Union (ILWU)*.



HERSHEY PRODUCTS*

Hershey Kisses
Hershey Syrups
Hershey Milk Chocolate Bar
Hershey Milk with Almond Bars
Hershey Special Dark Bars
Hershey Nuggets
Rolo
Hershey Kissables
Kit Kat Bars
Carmello Bar
Cadbury Fruit & Nut Bar
Cadbury Roast Almond Bar
Cadbury Royal Dark Bar
Cadbury Dairy Milk Bar
Jolly Ranchers
Hershey Symphony Bar with Toffee

NECCO (NEW ENGLAND CONFECTIONERY COMPANY)

Mary Jane Peanut Butter Chews
NECCO Wafers/
Necco Wafer Smoothies
Sky Bar
Clark Bar
Thin Mints
NECCO Assorted Junior Wafers
Clark Junior Laydown Bag
Mary Jane Laydown Bag
Necco Peanut Butter Kisses

GHIRADELLI CHOCOLATES

All filled & non filled squares
All filled & non filled bars
Non pariels
Chocolate chips

JUST BORN

Peeps
Mike & Ike
Hot Tamales
Peanut Chews
Jelly Beans

TOOTSIE ROLL INDUSTRIES

Tootsie Rolls
Blow Pops
Junior Mints
Charleston Chew
Sugar Daddy
Andes
Wack-O-Wax

JELLY BELLY'S CANDY COMPANY

Candy Corn
Fall Festival Mix
Sour Gummi Pumpkins
Mellocreme Pumpkins
Jelly Belly Disney Villains bags
Harry Potter Bertie Bott's Every Flavour Beans
Halloween Jelly Belly
Disney Mickey and Minnie Jelly Beans
Hello Kitty Halloween Deluxe Mix
Harry Potter Jelly Slugs
Jelly Belly BeanBoozled
Gummi Rats
Gummi Tarantulas

NESTLE

Peanut Butter Cups
Laffy Taffy
Baby Ruth*
Butterfinger*
Pearson's Nips
Nestle Crunch
Butterfinger Crisp

PEARSON'S CANDY CO.

Salted Nut Roll
Nut Goodie
Mint Patties
Bun Bars

AMERICAN LICORICE**

Black & Red Vines
Strawberry Ropes

ANABELLES CANDY COMPANY

Rocky Road - Smores
Look
Big Hunk
Abba-Zaba - Peanut Butter/Raspberry
U-No

SCONZA CANDIES

Jaw Breakers
Chocolate Covered Cherries
Chocolate
Boston Baked Beans
Jordan Almonds
Yogurt Raisins
Chocolate/Yogurt Fruit & Raisins
Lemoncello Almonds

BACHMAN

Pretzels
Jax Cheese Curls
Keystone Snacks Party Mix
Cheese Curls
Corn Chips

SEE'S CANDIES

Chocolate Assortment
Nuts & Chews
Truffles
Lollypops
Brittles & Toffees
Candy Bars

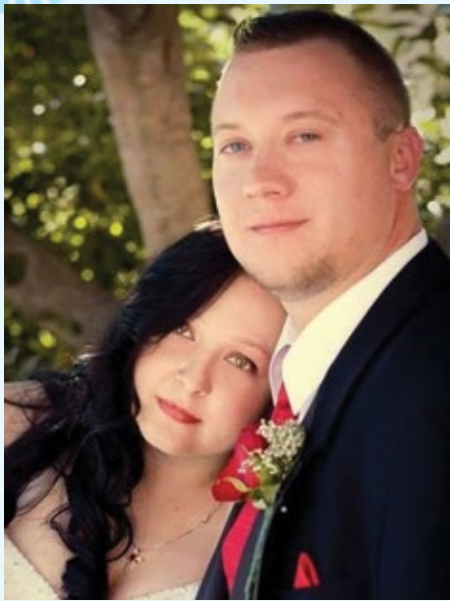
GUITTARD CHOCOLATE

Members of the United Farm Workers (UFW) help produce various fruits and nuts with the UFW label, including products from: coastal Berry Co., Swanton Berry, Montpelier Almonds, Brown Date Gardent Dates, Mann's California Apples, and citrus fruit from Sunkist, Sunworld, Airdrome and Big Jim.

**Some products made abroad; check the label for country of origin.*

***Also made at non-union plant in Laporte, Indiana*

WALK IN MY SHOES



Anthony von Dessauer,
HAYWARD, CALIF.,
CWA LOCAL 9412,
AT&T TECHNICIAN

I am a third generation communications worker. I may not be as eloquent as others, but I understand that the roof over my family's head, the food in their bellies, and the clothes on their back are there because those who came before me fought hard and sacrificed to ensure that we all receive the rewards that we earned.

Now it is my turn, to carry the torch and continue the fight.

Union is not about what can be done for me, but what I can do for others. ■

Rachel York, ACTORS' EQUITY ASSOCIATION

How I got My Equity Card

It was 1988. After nine months of "pounding the pavement" in New York City, and honing my craft at HB Studios, I finally landed a workshop production of a new opera called *Where's Dick?* written by Stewart Wallace and based on Chester Gould's "Dick Tracy." I played an over-sexed nun named Sister Immacula.

The creatives were searching for someone with a 3-to-4 octave singing range. I remember the music to be emotionally powerful and the book to be absurdly humorous.

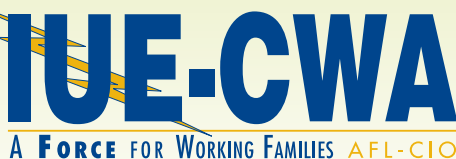
I was thrilled and incredibly grateful to have been cast in the role because it allowed me to secure my Equity card. It meant that I had a chance to be seen for major shows on and off Broadway; I felt like I had won a medal. My Equity card became my prized possession. It meant that I had a chance to succeed in this daunting business; I finally got my foot in the door and was now playing in "The Big Leagues."

About a year or so later, after much trial and error and a great deal of positive affirmations and visualizations, auditions were being held for a new musical called *City of Angels*, written by Larry Gelbart, with music by Cy Coleman and lyrics by David Zippel. The team was having challenges casting a Marilyn Monroe-type



character named Mallory/Avril. My agent wasn't able to get me seen for the role until they opened up the door to some unknown talent. I sang a scat song made famous by Ella Fitzgerald called "Blue Lou" and made sure to be fully prepared with all of the given sides. I got the part!

I am still a proud member of Actors' Equity Association. My card represents a standard of quality and excellence that I hope we, as a community, continue to honor, value and uphold. ■



SPOTLIGHT THE LABEL IUE-CWA

As the Industrial Division of the Communications Workers of America, International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers (IUE-CWA) represents 150,000 active and retired men and women united

to collectively seek dignity on the job and a secure future for ourselves, our children and all future generations.

Jim Clark, president, has led the union's nearly 300 Locals for more than a decade. ■

AFL-CIO Trusts: Strengthening Retirement Security, Creating Jobs and Revitalizing Communities

The **AFL-CIO Building Investment Trust**, (BIT) is a bank collective for which PNC Bank serves as trustee to provide risk-adjusted returns for qualified union pension plans through investments in institutional quality commercial real estate. The BIT also provides collateral benefits such as union job creation and economic development. As of June 30, 2015, the BIT had a net asset value of \$3.89 billion.

Since beginning operations in 1988, the BIT has invested \$5.8 billion in the development and acquisition of more than 180 office, retail, multifamily, hotel, warehouse, and mixed-use properties across the country. These investments have created approximately 70 million hours of union construction work and created thousands of permanent jobs in the service, maintenance, and operations of facilities owned by the BIT.

In addition to the thousands of union construction workers currently employed building BIT-funded projects, hundreds more

union maintenance and service workers are on the job each day at BIT properties. The BIT currently holds approximately 186 ongoing service contracts with 145 local unions.

For more information on BIT's pension investments, visit their website at www.aflcio-bit.org.

The **AFL-CIO Housing Investment Trust**, (HIT), similar to the BIT, is an investment grade fixed-income mutual fund specializing in the highest credit quality multifamily mortgage backed securities. The HIT supports the values of the union movement through the housing it finances and the good jobs it creates. HIT's investments create positive, tangible benefits for working people and their communities. The HIT has helped to finance more than 560 housing projects, creating or preserving over 114,000 homes. That financing has generated over 78,000 jobs for union construction workers who have built or rehabilitated the projects.

“The HIT supports the values of the union movement through the housing it finances and the good jobs it creates.”

During the recession, HIT initiated its Construction Jobs Initiative—a plan to generate 10,000 union construction jobs through investment of union pension capital. After reaching that goal in less than two years, HIT raised its target to 15,000 union construction jobs—a number it reached in October 2012, through financing provided by HIT and its subsidiary, Building America CDE.

To find more information about the HIT visit their website at www.aflcio-hit.org. ■



Musicians' Union Sues Record Companies Over Pension Fund Contributions

The American Federation of Musicians (AFM) and Employers' Pension Fund have filed suit against five major recording label for alleged failure to make pension fund contributions.

The AFM believes that the five companies—Atlantic Recording Corporation (Atlantic), Hollywood Records (Hollywood), Sony Music Entertainment (Sony), Universal Music Group Recordings, Inc. (UMG), and Warner Brothers Records, Inc. (Warner)—failed to make pension fund payments from foreign audio stream revenue and foreign and domestic ringback revenue.

For more than 75 years the AFM has had contracts with major recording companies, requiring the companies to share

a portion of sales revenue with musicians. Most of the revenue was originally from record sales and later CD sales. In 1994 the agreement was modified to include digital transmissions including audio streaming, non-permanent downloads and ringbacks. The amended agreement required the companies to pay .5 percent of all revenue receipts to the musicians.

In 2014, an independent auditor found that the recording companies had not made the required revenue payments from foreign audio streams, ringbacks, and foreign non-permanent downloads. The AFM filed suit, after attempting to settle the issue outside of court.

This is the fifth lawsuit filed against major media corporations for contract violations in the past few months.

AFM President Ray Hair says that the record companies should “stop playing games about their streaming revenue and pay musicians and their pension fund every dime it is owed.”

The suit seeks payment for all missing revenue owed the AFM Pension Fund, late payment penalties, interest, damages and legal costs. ■

goods imported to those countries — placing our nation’s businesses and workers at a competitive disadvantage. This practice, more than any other subsidy, has unfairly hollowed out our manufacturing base and cost us millions of good-paying jobs,” writes Rep. Curt Clawson (R-Fla.) and Peter Morici in an opinion piece appearing in *The Hill* earlier this summer.

Just after the yuan devaluation, Chinese steel exporters slashed prices. “This devaluation is just the latest attempt to support Chinese industry at the expense of producers in the rest of the world who have to earn their cost of capital to survive,” said Alan Price, a lawyer who represents U.S. steelmaker Nucor Corp.

AFL-CIO President Richard Trumka believes that the drop in value of the yuan “provides further confirmation that the failure to include enforceable currency disciplines in the Trans-Pacific Partnership (TPP) leaves a gaping hole in the U.S. trade policy.”

Trumka argues that the failure to deal with currency manipulation, whether in China or other foreign countries, is key to our trade deficit and the decline of U.S. manufacturing.

Further he says, “China’s currency manipulation lowers the wages of Chinese workers and lowers manufacturing costs in China, creating an unfair trade advantage that has already cost millions of American jobs and closed thousands of American factories.”

And China’s not the only country that manipulates its currency, Japan, one of the 12 countries bordering the Pacific Rim included in the TPP, is one of the biggest offenders.

In 1979, Japan lowered import tariffs on foreign automobiles to zero, ostensibly opening the market to full international competition. Yet U.S. automakers say that 93 percent of the cars on Japan’s roads are made by Japanese automakers. And since 2000, U.S. exports to Japan stand at 183,000 versus 16.3 million vehicles exported from Japan to the U.S. market.

Why? U.S. automakers believe that Japanese policy makers continuous weakening of the yen, has inflated the cost of all imports, automobiles included. The American Automotive Policy Council states that the yen has had a devaluation of 69 percent since October 2012, and calls currency manipulation “the biggest 21st century barrier to free and open trade.”

The Communications Workers of America (CWA), on their ‘Stop the TPP’ campaign website, point out that the TPP currently includes three known currency manipulators: “Japan (the second largest currency manipulator in the world), Singapore and Malaysia. China, the world’s largest currency manipulator, could join the TPP in the future,” the site reads.

There is growing bipartisan support from both Democrats and Republicans for new policies to end currency manipulation. And, there is a call from the AFL-CIO and its affiliates to add currency rules in the TPP that can be enforced through trade sanctions.

The AFL-CIO and affiliated unions would like to see the TPP fail outright. But, if the trade pact is going to happen, labor leaders would like to see it include rules that would “put an end to currency manipulation and undervaluation,” Trumka says. ■

“When foreign nations intervene in markets to artificially undervalue their currencies, they create lower prices for their exports and higher prices for U.S. goods imported...”



UNION MEMBERSHIP BY THE NUMBERS:

- **1 in 8** working adults in the U.S. belong to a labor union
- **1 in 5** or **19%** of Americans live in a household where at least one person belongs to a union, a trend that has shown little fluctuation since 2003, ranging between 16-19%
- Union membership in the South stands at just **6%**
- Union membership in the West is **18%**
- Union membership in the East is **24%**
- Union membership in the Midwest is **23%**
- Adults between 18 and 34, are more pro-union than any other age group as **66%** approve of labor unions
- **63%** of women compared with **52%** of men approve of labor unions



Steelworkers Locked Out at ATI

Members of the United Steelworkers (USW) at 12 plants in six states were locked out by Albany-based specialty metals company, Allegheny Technologies, Inc., (ATI) in mid-August. The 2,200 members were locked out after they refused to respond to the company's final offer that would significantly cut health insurance benefits, end retiree health and life insurance benefits for new hires, replace the pension with a 401(k) for new hires, and give the company greater latitude to contract out work done by union members. It would also provide annual lump sum payments of \$1,500 instead of hourly wage increases.

The union says that ATI has been planning the lockout since January, months before negotiations were set to begin in May. And, that the company hired outside consultants to recruit

replacement workers who began shadowing union workers in June. The previous contract expired on June 30.

In a statement issued by the USW condemning the lockout, the union says: "The lockout is the culmination of a months-long campaign by ATI management to force workers to accept draconian and unnecessary concessions. It is spending millions of dollars on bringing outsiders to replace skilled and experienced union members even though the union has never threatened to strike or even conducted a strike authorization vote."

USW International Vice President Tom Conway, who chairs the ATI bargaining committee, says the union remains "ready and willing to bargain toward an agreement that is fair to both sides." ■



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PERIODICALS
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WASHINGTON, D.C.

TIME VALUE

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EndNotes

By Rich Kline, *President, UL&STD*



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JUST SAY 'NO' TO TPP AND CURRENCY MANIPULATION



China has given the world an object lesson in the effects of currency manipulation. The Chinese government dropped the valuation of the yuan by around three percent. And what happened?

Our stock markets fell by hundreds of points. Our manufacturers face even a greater disadvantage in competing with Chinese goods which are now even more undervalued than before. China's competitive advantage will open it to more dumping charges by countries, like ours, flooded by Chinese goods. But bringing complaints after the fact does not mitigate the damage done to jobs and industries.

The lesson has a useful side. The United States is continuing its negotiations with 12 countries over the Trans Pacific Partnership. Among these countries are Singapore, Malaysia, Japan and Vietnam, which manipulate their currencies. China would like to join TPP, too.

Yet, incredibly, the Obama administration has told its foreign trade negotiators not to include currency manipulation restrictions in the trade talks.

What does it take to wake up our government? Current events ring like an economic fire alarm. Just say "no" to TPP and currency manipulation. ■

"The United States is continuing its negotiations with 12 countries over the Trans Pacific Partnership. Among these countries are Singapore, Malaysia, Japan and Vietnam, which manipulate their currencies."