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Label Letter

Union Label & Service Trades Department, AFL-CIO

NEW NLRB RULES EXPEDITE ELECTIONS, EASE ORGANIZING FOR UNIONS

Beginning in April 2015, new National Labor Relations Board (NLRB) rules will make it easier for unions to organize. “Strengthening protections for workers seeking to come together and bargain collectively is critical to workers winning much-deserved wage gains and improving their lives,” said AFL-CIO President Rich Trumka when asked about the new rules.

The new rules will cover all NLRB representation petitions, including elections to select union representation.

The new NLRB election rules set forth an “accelerated election” process speeding up the time between the filing of a representation petition and the union election.

Trumka explained that the modest but important reforms to the representation election process will help reduce delay and make it easier for workers to vote on forming a union in a timely manner.

According to *The National Law Review*, union elections could be held within 20 days of the filing of a petition, with the NLRB scheduling a pre-election hearing within eight days of an election petition filing.

Beginning April 14, 2015, when a petition is filed, the employer will be required to post an initial “NLRB Notice of Election,” which contains information about the petition and advises the parties of their rights and obligations. Employers will have to submit a “Statement of Position” form

Continued on page 6 ►



MAKING IT IN America

By Jay Carney, Rep., U.S. Congress, Delaware

Jeremiah Chance is a hard-working man in his mid-thirties from my home state of Delaware. With a family to feed, when Chrysler shut its doors in 2009, losing his job and going without a paycheck wasn’t an option.

Jeremiah thinks of himself as a “life-long learner,” so he retooled his resume, practiced his interview skills, and landed himself a job at Kraft Foods in Dover. He’s worked his way up and has continued taking on more and more responsibility at his new job. He’s not performing the same work as he did on the auto assembly line. But he’s using the same work ethic, attention to detail, and people skills to advance and be successful.

Jeremiah is just one example of the type of perseverance and ingenuity that makes America great. And in many parts of the country, that type of hard work is starting to pay off again, as more and more American manufacturers are moving their business back home. For every

INTRODUCTION

The Union Label Department supports policy that ensures products labeled as “Made in America” are 100 percent manufactured in the U.S., by union workers. Our mission is to support union workers by promoting union goods and services.

While we wish that more products and goods reflected that 100 percent label, Rep. Carney’s legislation will allow for different distinctions on labels and should help regrow American manufacturing.

Consumers need to make the right choices on products; those choices should have more U.S.-made content, created by well-paid workers. Look for the Union Label first.

Jeremiah Chance, though, there’s another laid off worker who can’t find another job, because the overall pool of American manufacturing jobs has dwindled.

Between 2000 and 2010, we lost factory jobs seven times faster than we did during the previous two decades. In Delaware, we’ve lost over 15,000 manufacturing jobs since the year 2000—including the closure

Continued on page 4 ►

2015 Union Made VEHICLES



UAW CARS

BUICK LACROSSE	CHEVROLET VOLT
BUICK VERANO	CHRYSLER 200
CADILLAC ATS	DODGE DART
CADILLAC CTS	DODGE VIPER
CADILLAC ELR (ELECTRIC)	FORD C-MAX (FULL HYBRID/ELECTRIC)
CHEVROLET CORVETTE	FORD FOCUS
CHEVROLET CRUZE	FORD FOCUS (ELECTRIC)
CHEVROLET CRUZE (DIESEL)	FORD FUSION* (GAS-POWERED ONLY)
CHEVROLET IMPALA	FORD MUSTANG
CHEVROLET IMPALA (POLICE)	FORD TAURUS
CHEVROLET MALIBU	LINCOLN MKS
CHEVROLET SONIC	

UAW TRUCKS

CHEVROLET CANYON	JEEP WRANGLER
CHEVROLET COLORADO	LINCOLN MKC
CHEVROLET SILVERADO**	LINCOLN NAVIGATOR
FORD F SERIES	MITSUBISHI OUTLANDER SPORT
GMC SIERRA**	UAW VANS
RAM 1500*	CHEVROLET EXPRESS
UAW SUVs/CUVs	FORD TRANSIT
BUICK ENCLAVE	GMC SAVANA
CADILLAC ESCALADE ESV	UNIFOR CARS
CADILLAC ESCALADE/HYBRID	BUICK REGAL
CHEVROLET EQUINOX	CADILLAC XTS
CHEVROLET SUBURBAN	CHEVROLET CAMARO
CHEVROLET TAHOE	CHEVROLET IMPALA
CHEVROLET TAHOE (POLICE)	CHRYSLER 300
CHEVROLET TAHOE (SPECIAL SERVICE)	DODGE CHALLENGER
CHEVROLET TRAVERSE	DODGE CHARGER
DODGE DURANGO	UNIFOR SUVs/CUVs
FORD ESCAPE	CHEVROLET EQUINOX
FORD EXPEDITION	FORD EDGE
FORD EXPLORER	FORD FLEX
GMC ACADIA	GMC TERRAIN
GMC YUKON/HYBRID	LINCOLN MKT
GMC YUKON XL	LINCOLN MKX
JEEP CHEROKEE	UNIFOR VANS
JEEP COMPASS	CHRYSLER TOWN & COUNTRY
JEEP GRAND CHEROKEE	DODGE GRAND CARAVAN
JEEP PATRIOT	RAM C/V

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (*) are produced in the United States and another country. The light-duty, 1500 model crew-cab versions of the vehicles marked with a double asterisk (**) are manufactured in the United States and Mexico. When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.

PUT A UNION LABEL ON IT: Guide Dogs of America

Guide Dogs of America, an International Guiding Eyes Program, was founded in 1948 as a charitable, non-profit organization dedicated to providing guide dogs to qualified, visually impaired people.

Guide Dogs of America began when Joseph W. Jones, Sr., was refused a guide dog because of his age—he was fifty-seven. Refusing to accept defeat, Jones, a retired member of the International Association of Machinists (IAM) turned to his union for help. The IAM Executive Council conducted extensive research, determined there was a growing need for guide dog services, and therefore endorsed the founding of International Guiding Eyes (IGE) in 1948. The IAMAW continues to be a generous supporter and staunch advocate of the school's mission today.

Located in Sylmar, CA, Guide Dogs of America provides guide dogs for quali-



Guide Dogs of America
An International Guiding Eyes Program

fied, visually impaired people free of charge. The organization breeds Labrador Retrievers, Golden Retrievers and German Shepherds that are placed with volunteer foster families at eight weeks of age. Prescreened, the foster family is responsible for teaching the puppies basic obedience skills and socialization. After 18-months, the dog returns to GDA for an evaluation to determine if the dog meets the criteria to become a formal guide dog.

After training, the dogs are carefully matched with blind students. Part of the

GDA process is to have each new team spend 28 days together at GDA's 7 ½ acre campus. The two live and work together before returning home.

The cost to breed, raise and train a guide dog is approximately \$42,000, which includes:

- ✦ The trained guide dog
- ✦ Specially-designed harness
- ✦ Disciplined and compassionate training of the blind person and dog at the GDA campus, and lifetime follow-up for both the student and the dog.

All of GDA's services are provided free of charge to the blind person.

The school depends on the generosity of private contributors to carry out its work. If you would like to donate to GDA visit their website at www.guidedogsofamerica.org. ■

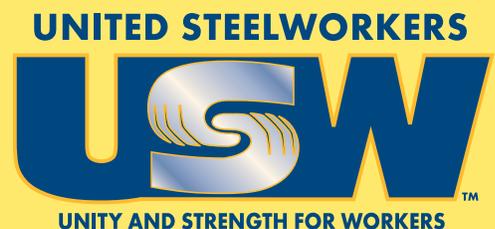
WALK IN MY SHOES



Loris Hawkins
COOK, WHEELLOCK COLLEGE
UNITE HERE LOCAL 26

I have worked as a cook for Sodexo at Wheelock College in Boston for 11 years. Last year, we organized a union and won our first contract. Today I proudly say that my workplace has been totally changed for the better and that the Union gave us tools to fight for our rights and dignity. My life is a lot less stressful knowing that I will have great health insurance soon and that I'm being paid much fairer wages than before. I finally feel like I can afford a 401k and I'm more confident than ever about building a solid base in my life. I'll be able to rent an apartment, finance a car and care for a family, something every hard-working man deserves to be able to do by the age of thirty.

I truly am thankful for the Union. My life and the lives of my co-workers will be changed for the better because of the presence of a union in our workplace. We work long hard days preparing and serving meals to the students at the college and they show us that they appreciate it in many ways. My co-workers and myself with the help of UNITE HERE Local 26 have made sure that moving forward Sodexo will show their appreciation in multiple ways too. ■

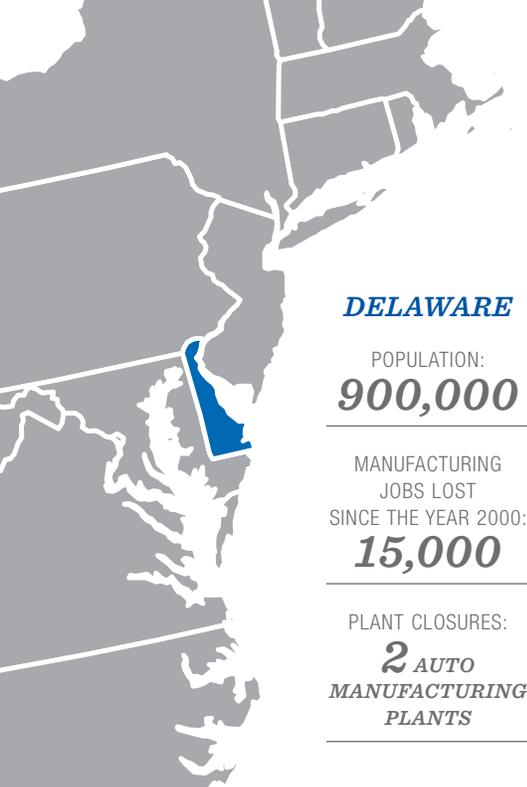


SPOTLIGHT THE LABEL United Steelworkers

The United Steelworkers is North America's largest industrial union, with 1.2 million members and retirees in the United States, Canada and the Caribbean.

The Steelworkers first contract was signed in 1937 with Carnegie-Illinois Steel. Strikes, riots, and attacks on workers soon followed when the union began to organize workers at Bethlehem, Jones and Laughlin, National and other companies. Ultimately, the Steelworkers prevailed in their struggle to organize these companies.

The Steelworkers also have a presence in the United Kingdom, Ireland, England, Scotland, Mexico and many other places around the world, where they fight for a better life for all members. ■



DELAWARE

POPULATION:
900,000

MANUFACTURING
JOBS LOST
SINCE THE YEAR 2000:
15,000

PLANT CLOSURES:
2 AUTO
MANUFACTURING
PLANTS

“Consumers are seeking out ‘Made in America’ goods not only because they want to support American workers but because they associate better quality and safety with these products.”

of two auto manufacturing plants. In a state of 900,000 people, that’s a huge blow.

Though the U.S. is still a world leader in manufacturing, changes in the global economy and other factors here at home have led to a decline in American manufacturing and stagnation of wages in recent years. Many manufacturers—large and small—have gone out of business.

Those that remain have to be more innovative than ever in order to compete with manufacturers in lower wage countries like China. At the same time, we’re failing to effectively train workers for the high-skill jobs that will drive the economy in the coming decades. Manufacturing jobs are vacant across the U.S. because workers don’t have the right skills and training required to fill those positions.

But there’s good news, too. Recent increases in labor costs in developing countries and other factors abroad as well as changes at home, including innovation in production and lower energy costs, have started to lead to a resurgence of domestic manufacturing. As a result, production is beginning to return to U.S. shores. Growth in U.S. manufacturing won’t just mean more jobs—it’ll mean a stronger economy and higher wages across the board.

It’s happening in my home state of Delaware. We’ve seen companies like Kraft, Grayling Industries, and Caterpillar moving jobs back to Delaware from overseas. Relocating good, well-paying manufacturing jobs like these will have a powerful impact on our economy and is a sign of greater manufacturing growth to come.

In order to support and grow this resurgence, there are things Congress can do right now. Along with Pennsylvania Republican Rep. Mike Fitzpatrick, I’ve introduced legislation to create a Made-in-America labeling system that helps consumers more easily identify products that are produced with a very high percentage of domestic content but may not meet the current requirements to be labeled as ‘Made in America.’

For many Americans, our first choice is always to buy American. But that’s not always easy. I was recently in the market for a new television, and I spent countless

hours online and in stores, searching for one with the ‘Made in America’ label on it. The bottom line is that while domestic manufacturing is growing again, it is still very difficult for companies to produce complex products like televisions in a way that can be formally called ‘made in America’ under our current labeling system.

For a product to be labeled ‘Made in America,’ the Federal Trade Commission requires that it be made with ‘all or virtually all’ domestic content. This means that if a manufacturer sources 90 percent of a product’s components domestically and all the labor is performed by American workers, the product still can’t be called ‘Made in America’ because it includes more than a nominal amount of foreign parts.

Our proposal won’t affect the current ‘Made in America’ standard. It would simply create a standardized way of identifying qualified claims such as ‘85 percent Made in America.’

Consumers are seeking out ‘Made in America’ goods not only because they want to support American workers but because they associate better quality and safety with these products.

This legislation will make it easier for consumers to shop smarter and reward companies that are relying on American workers. We’re continuing to work closely with businesses, labor leaders, and the Federal Trade Commission to ensure our bill fulfills its intended purpose.

Teddy Roosevelt said, “Far and away the best prize that life has to offer is the chance to work hard at work worth doing.” We all have friends, neighbors, parents, children, looking for this prize. Manufacturing—making things here in the United States—has been part of our country’s proud history for generations.

I promise to continue pushing my colleagues in Congress to make manufacturing a priority. Making things in America again is not only important for our economy today—it’s important for the future of our middle class. Bringing manufacturers back home and preparing American workers to fill those jobs will continue to be my focus in Washington. ■





BANK OF LABOR ANNOUNCES PLANS FOR D.C. OFFICE

SITE WILL BE NEAR AFL-CIO HEADQUARTERS

Bank of Labor will open a new Washington, D.C., office in the Spring of 2015, providing a physical presence for the bank in the hub of the U.S. Labor Movement. The office (see architectural renderings) will be located at 815 Connecticut Ave., just a short walk to AFL-CIO headquarters.

In a statement released to the media December 11, International President Newton B. Jones, Bank of Labor CEO and Chairman of the Board, said the bank will cater primarily to national and international unions, local lodges, progressive groups, and union-affiliated organizations.

“Our bank is a much different institution than large commercial banks and even smaller community-based operations,” he stated. “We are majority owned by the International Brotherhood of Boilermakers and some of the IBB’s local lodges; our hourly employees are members of the United Mine Workers of America; we have a labor advisory board composed of prominent leaders in the Labor Movement; and our products, services and outreach are designed especially for unions and their members.”

Bank of Labor has its roots as a regional bank founded by the Boilermakers in 1924. The bank is one of only two labor banks from that era to survive the Great Depression and Great Recession while

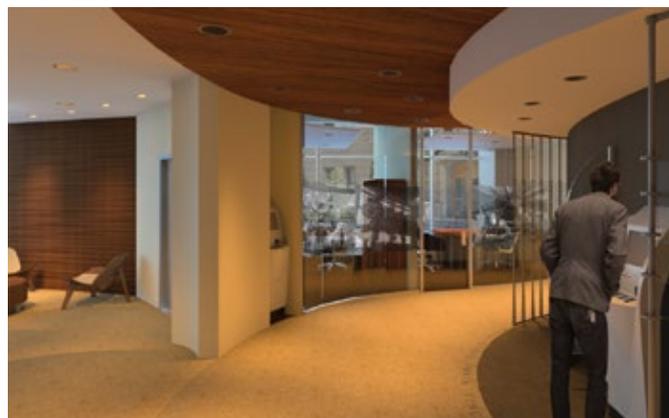
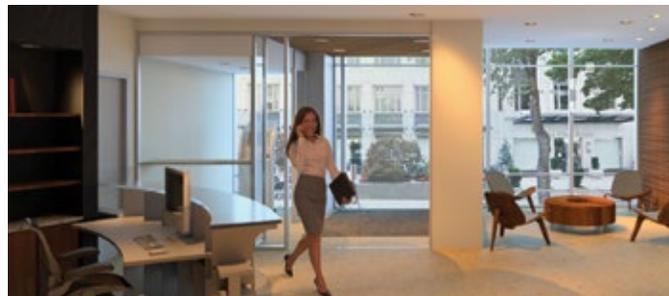
maintaining its majority union-owned status.

“To help fulfill our mission to serve the broader Labor Movement, we needed an everyday presence in the nation’s capital,” Pres. Jones continued in the statement. “Because this is a major hub for unions, locating near the AFL-CIO headquarters and in the vicinity of

many national and international unions is an important strategic move for us.”

Bank of Labor offers an extensive network of ATMs and 24/7 online account access, with an array of online and mobile products. Bank representatives will be available to meet at customer locations throughout the greater metropolitan area. The office will be shared with Union Insurance Group, a Bank of Labor partner.

For more information on the Bank of Labor expansion visit their website at www.bankoflabor.com. ■



FORMER IBB DIRECTOR NAMED BANK OF LABOR MARKET PRESIDENT

The Bank of Labor has announced that Bridget Martin has been named market president for the bank’s East Region.

Martin, a more than 20-year veteran employee of the International Brotherhood of Boilermakers, had served as Director of Political Affairs. She also served as served as Special Assistant to the International President, a position she will retain.

“Over the course of her career, Bridget has been involved in promoting the interests of organized labor, and she has served our membership with integrity and distinction,” said Newton B. Jones, IBB International President and Bank of Labor’s Chairman and CEO. “She is experienced in political strategy, government relations and public affairs, and is highly regarded for her ability to lead and establish key relationships. In these respects, Bridget’s experience perfectly matches her new role at the bank, and we’re excited to add her to our team.”

You can reach Bridget Martin by e-mail at bmartin@bankoflabor.com or phone at 855.24.LABOR (855.245.2267) Toll-Free.

to the Board within seven days of receipt of the election petition. The position statement must include a list of prospective voters, with their job classifications, shifts and work locations. Should the employer fail to raise a particular election issue in the "Statement of Position," it may not present evidence on the issue at the representation hearing.

Election stays pending an appeal to the NLRB will no longer be permitted.

"Too often, lengthy and unnecessary litigation over minor issues bogs down the election process and prevents workers from getting the vote they want. We commend the NLRB's efforts to streamline the process and reduce unnecessary delay," said Trumka.

Under the new rules, voter eligibility issues will be deferred from the pre-election hearing to post-election hearing proceedings. Pre-election hearings will be limited to whether or not questions exist regarding representation. The list of all eligible bargaining unit employees, called an "Excelsior list," must be filed electronically two days after a Direction of Election has been issued, and must include employees' home address, telephone numbers, and e-mail addresses. If an objection is filed, a post-election hearing will be set 14 days after the filing of objections.

Not surprisingly, several business trade groups have filed a lawsuit to block the new rules. ■

"Too often, lengthy and unnecessary litigation over minor issues bogs down the election process and prevents workers from getting the vote they want."



USW members were joined by British and Irish union members at a rally outside of the London headquarters of Glencore (Sherwin Alumina's parent company). The group rallied during the company's annual investor day, December 10, 2014.

United Steel Workers Local 235A Members **LOCKED OUT** at Sherwin Alumina

"We are not on strike, I wish everyone would understand that," says United Steel Workers Local (USW) Local 235A member Jack Kinney. "The company locked us out. They took us from our job, they escorted us from the gate and they locked us out."

On October 11, 2014, Sherwin Alumina locked out about 450 hard working members at their plant in Gregory, TX. The lockout came after 235A members overwhelmingly rejected the company's demands for major cuts in pension and health care benefits for members and retirees, as well as reductions in overtime pay.

Sherwin is owned by Glencore, which merged with Xstrata in 2013 to become the world's largest commodities trading company. The company's 2013 financial summary boasts \$239 billion in gross revenue.

Workers at the Gregory plant, opened in 1953, extract aluminum oxide, called alumina, from bauxite ore.

In an open letter released by Sherwin Alumina on October 1, 2014, the company

claims that "despite more than 10 weeks of bargaining in good faith between Local 235A and Sherwin Alumina, the Union's bargaining committee has decided that Sherwin's Last, Best and Final offer is 'not enough' and not 'fair.'"

The union however disagrees, filing unfair labor practices with the National Labor Relations Board (NLRB) on January 7, 2015. Union officials claim that the lockout is "unlawful" and that the company has not negotiated in good faith.

"This lockout is nothing more than the act of a greedy company seeking to increase an already healthy bottom line, and that kind of irresponsible behavior must have consequences," Ruben Garza, a union district director, said in a statement. ■

PERIODICALS
POSTAGE PAID
WASHINGTON, D.C.

TIME VALUE

In This Issue...

Making it in America	1
DO BUY	
2015 Union-Made Vehicles	2
Walk in my shoes, Loris Hawkins	3
Bank of Labor announces plans for DC Office	5
USW Local 235A members locked out at Sherwin Alumina	6
AFL-CIO National Boycotts	7

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EndNotes

By Rich Kline, *President, UL&STD*



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LET'S WORK FOR A BETTER 2015. SOME HOPEFUL SIGNS ARE VISIBLE.



In this issue of the *Label Letter*, we see that the federal government is stepping up its effort to help American workers and their unions. The NLRB is ruling against illegal company anti-union tactics and moving to level the proverbial playing field. But this is a game with real and dramatic consequences for workers and their families. The union vs. non-union 28 percent advantage in wages and benefits still exists and provides a strong argument for voting to join a union. If only that playing field is level.

The labor department is strongly enforcing wage and hour violations. Seems obvious doesn't it, getting paid for the hours that one works. But for some employers the temptation to cheat workers, especially the most vulnerable workers, is too much

to deny. Wage and hour enforcement at the federal level is helpful, but too much of this practice passes unnoticed.

Here at the Union Label Department, we learned of a contractor in California, MD, that cut workers' pay from \$14 to \$7.25 an hour. Workers who complained were threatened with firing.

And then there's the growing movement to return jobs to the U.S. as conditions change and even the most profit-oriented employers recognized the value and quality of American-made products. The article in this issue on proposed Made in America legislation would give a lift to this trend. Thanks to Rep. John Carney and his co-sponsors, this bill could strengthen the rules whereby products are designated made in America.

And then, as more jobs in industry and services are performed here, it is up to us to bring union wages and benefits to the workers in these new jobs. The Employee Free Choice Act, still on the back burner

legislatively, would be a big assist. But maybe more important is the resilient activism that we increasingly see among retail workers, taxi drivers, fast food workers. The inequality and unfairness that characterizes so much of our economic and social life has electrified large segments of the working population.

We can aid them, join them and seek to have them join us in making 2015 a better year. ■

The federal government is stepping up its effort to help American workers and their unions.