



Label Letter

Vol. XXXIX, No. 3
MAY-JUNE 2014

Union Label & Service Trades Department, AFL-CIO

REPUBLICANS REFUSE to give American workers a raise

In late April, Senate Republicans blocked a bill that would have raised the minimum wage for American workers to \$10.10 per hour.

All but one Senate Republican voted no, in a 54 to 42 vote, leaving the federal minimum wage at \$7.25 an hour, or \$15,080 for a year of full-time work, below the poverty threshold or \$22,283 for a family of four.

The minimum wage has not increased since 2009. The vast majority of Americans support increasing the national minimum wage, according to a recent poll commissioned by the National Employment Law Project Action Fund, a non-profit group that supports increasing the minimum wage.

The poll found that 80 percent of the respondents agree that the minimum wage should be raised to \$10.10 an hour and increased periodically to account for rising costs.

Absent action from Congress, cities and states around the country have opted to raise their own minimum wages well above the federal level. Twenty-one states plus the District of Columbia have minimum wage rates that are higher than the federal minimum. ■

FEB. 2014
President Obama signed an executive order raising the pay for employees of federal contract workers from

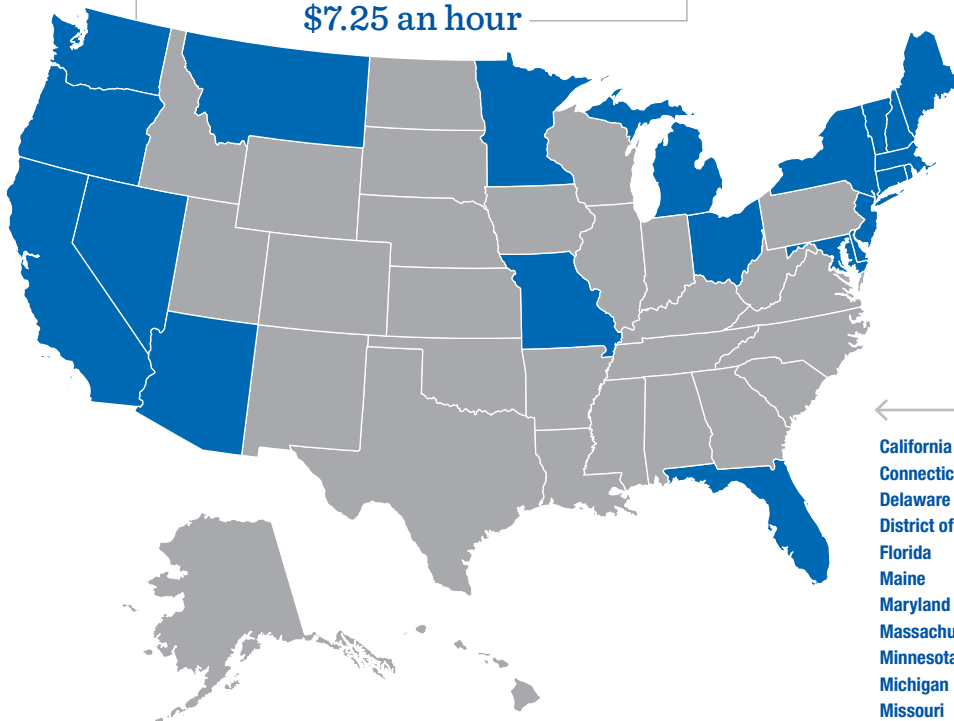
\$7.25 an hour to **\$10.10** an hour

21 STATES PLUS DC
have **MINIMUM WAGE RATES** that are **higher than** the federal minimum wage of **\$7.25 an hour**

APRIL 30, 2014

April 30, 2014: Senate republicans blocked the minimum wage increase bill.

The legislation would have increased the federal minimum to \$10.10 an hour.



2.59 MILLION

workers got a raise on Jan. 1 when minimum wage increases went into effect in 13 states.

RANGE OF INCREASES

LOWEST: Arizona
\$0.10 per hour
(from \$7.80 to \$7.90)

HIGHEST: New Jersey
\$1.00 per hour
(from \$7.25 to \$8.25)

- California
- Connecticut
- Delaware
- District of Columbia
- Florida
- Maine
- Maryland
- Massachusetts
- Minnesota
- Michigan
- Missouri
- Montana
- Nevada
- New Hampshire
- New Mexico
- New Jersey
- New York
- Ohio
- Oregon
- Rhode Island
- Vermont
- Washington

GDP + \$619 M

Overall, the increased minimums put almost \$1 billion into the pockets of workers at the low end of the income spectrum and add an estimated \$619 million to the gross domestic product, according to calculations by the National Employment Law Project.



OUTDOOR LIVING

AFTER A LONG HARD WINTER across the country, it is time to get out and enjoy the outdoors. Whether it's a trip to the beach, working in your yard, playing your favorite sport or enjoying a relaxing evening on the back porch look for these union-made products and support good jobs.

SUN PROTECTION

- Coppertone (USW)
- Bain De Soleil (USW)
- Chapstick (USW)

LAWN MOWERS/ CONSTRUCTION/FARM EQUIPMENT

- John Deere (IAM and UAW)
- Amerequip Corporation (IAM)
- American Road Machinery Inc. (IAM)
- Ashland Industries (IAM)
- Beall Manufacturing (IAM)
- BLOK LOK (IAM)
- Bobcat of New York (IAM)
- CA Lawton Co. (IAM)
- Carmanah Design and Manufacturing (IAM)
- Caterpillar (IAM)
- Eagle Iron Works (IAM)
- Edwards Equipment Co. (IAM)
- Gledhill Road Machinery (IAM)
- Gradall Industries (IAM)
- Greenlee Textron Co. (IAM)
- H and H Manufacturing (IAM)
- MB Companies (IAM)
- Manitowoc Cranes (IAM)
- Markey Machinery Co. (IAM)
- Meyer Products (IAM)
- Pierce Pacific Manufacturing (IAM)
- Superior Lidgerwood Mundy Corp (IAM)
- Toro (IAM)
- Briggs and Stratton Corp (USW)
- Bonanza Fertilizer (UFCW)
- Lawn Boy (UAW)
- Asplundh Tree Experts (IBEW)
- Murry Inc. (Also sold at Sears under Craftsman label—push mowers, ride and self propelled; Cultivators) (UAW)
- Architectural Plywood Inc. (CWA)
- VIM Fertilizer (UFCW)

ALLERGY RELIEF

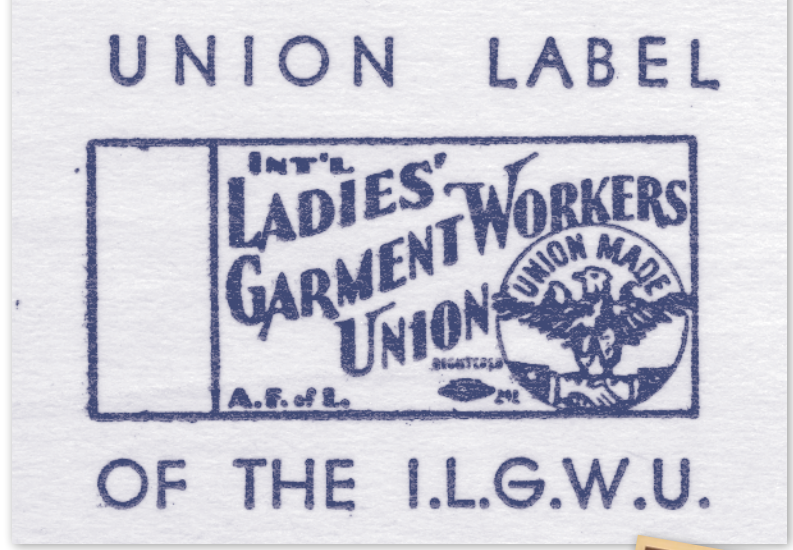
- Claritin (USW)
- Chlor-Trimeton (USW)

SPORTING EQUIPMENT

- American Athletic (Russell) portable and stationary basketball backboards (UAW)
- Bell Sports (UFCW)
- BARE brand (USW)
- Standard Golf (IAM)
- Winchester Ammunition (IAM)
- Savage Arms (IAM)
- Doughboy Pools (PACE)
- Aqua Chem pool care products (UFCW)
- Louisville Slugger (USW)
- Swimline Water Sports (IBEW)
- Lifetimer Boats (IAM)
- Vic Francks Boat Co. (IAM)
- Mercury Marine Power (IAM)
- Harley Davidson (IAM)
- Champions Choice (UFCW)
- MacGregor (IBB)
- Top Flite Golf Balls (IBB)

OUTDOOR FURNITURE AND FIXTURES

- Klear-Vu chair pads /cushions (UNITE HERE)
- Stonco Outdoor Lighting (IBEW)
- Kim Lighting (IBEW)
- Architectural Area Lighting (IBEW)
- Richardson Seating Corp. (Chemical Workers and Novelty Workers)
- Algoma Net Company Hammocks (UFCW)
- Thermador (IBB)
- Weber Grills (Novelty Workers)



Look for the Union Label

"Look for the union label when you are buying that coat, dress or blouse. Remember somewhere our union's sewing, our wages going to feed the kids, and run the house. We work hard, but who's complaining? Thanks to the I.L.G. we're paying our way! So always look for the union label, it says we're able to make it in the U.S.A.!"



For most who grew up in the 70s, the phrase "look for the union label" will cause an immediate reaction. Some will begin humming, while others will break out in song. Those old enough to remember will reflect back upon the commercial responsible for this musical reaction. Beginning in 1975, the International Ladies Garment Workers Union (ILGWU) began airing a commercial to promote products made by union workers and to encourage shoppers to look for the union label. While the commercial aired only 60 times in seven years, the song and its message reached 86 percent of the American public. Millions of Americans were now aware of the union label (a.k.a. the union bug) and why it was something worth searching for.

Interest in historical textiles and antique/vintage sewing machines drove Jai Khalsa, a Kheel Center intern while completing her MLIS at the University of

Wisconsin-Milwaukee, to create an online timeline and archival collection of the International Ladies' Garment Workers' Union (ILGWU) research and photographs. Visit the ILGWU archives at: www.ilr.cornell.edu/ILGWU/timeline/

"Interest in dating vintage clothing is more popular than ever, and an easy way to quickly determine a date range is by looking at the International Ladies' Garment Workers' Union (ILGWU) Union Label. Many individuals curious about an old dress found in a relative's closet or a vintage coat purchased at a resale shop have contacted the archives to find out more about their item. While the ILGWU archives contains thousands of photographs and documents on the union and provides information on the history and use of the union label, unfortunately material does not exist for specific manufactured clothing. But, the archives recently undertook the task to

compile and create a helpful guide to assist researchers date their garments. The new Union Label Timeline provides background on the predecessors of the ILGWU label, historical information on the inception of the union label, and its use through the twentieth century. Most importantly though, the Timeline offers numerous examples of sample labels for comparison and identification. The labels are categorized by date range, and even identified by type (paper or cloth) and which local utilized the label. While the union label design did not change frequently, this new tool will allow researchers and interested individuals to date their clothing within specific decades," reads the announcement introducing the site.

This revival of interest in the iconic union label bodes well for labor unions interested in reestablishing the use of a "bug." There clearly is an audience who are still looking for the Union Label. ■



Spotlight the label: Communications Workers of America

CWA represents 700,000 workers in private and public sector employment in the United States, Canada and Puerto Rico in 1,200 chartered CWA local unions. In 10,000 communities across the United States, CWA members work in telecommunications and information technology, the airline industry, news media, broadcast and cable television, education, health care and public service, law enforcement, manufacturing and other fields. ■



AFM wants you to 'Listen Up!'

When the movie industry began, there was no sound. Silent films were, well, silent. Dialogue free. Although no one spoke in those films music did accompany the screenings, setting both the mood and the tone of the picture.

Though silent movies are largely a thing of the past, music plays an immeasurable part in the quality of a motion picture. Scored correctly, music conveys the tone of a scene. Imagine "Jaws" or "Star Wars" without their iconic soundtracks. The movies just wouldn't be the same.

Musicians perform the music that is the soul of a film; the musical score speaks a universal language. But corporate greed in the film industry is putting that in danger.

Companies like Lionsgate Entertainment are sending musicians' jobs overseas. And, the American Federation of Musicians (AFM), wants you to know that offshoring musicians' jobs not only compromises the quality of our television and movie experience, but it also ships good middle class jobs overseas.

AFM WANTS YOU TO 'LISTEN UP!'

Listen Up! is a nationwide campaign led by musicians and community members advocating for the rights of workers in the entertainment industry.

Through Listen Up! AFM members are taking on the entertainment industry to stop the offshoring of film and television music scoring, and to ensure musicians' work is valued by all companies at the same professional standard as other cast and crew.

Visit the AFM's campaign website at www.listenupnow.org and sign their petition calling for Lionsgate to act as an industry leader by ending its practice of offshoring. ■

WALK IN MY SHOES

Tony Moran

GMP LOCAL 244

*At right, Tony's daughter, Zoe Moran,
2013 Labor Day Queen*



To share a view of a walk in my shoes, I must first offer that I wear many different shoes within the course of my journey through this life. One of a family man with wife and daughter, one of labor within a production facility, and one of organized labor, representing the rank and file that I work with daily. All can be very challenging but likewise can also be extremely rewarding.

I am currently a third generation Owens Corning Corporation employee, having grandfather and father that worked for the Company. My daily role within the Newark, Ohio Fiberglass manufacturing facility consists of supporting the forming and production processes. The Newark facility is the oldest and largest fiberglass plant in operation today dating back to the late 1930s. Products produced include residential, commercial and pipe insulation. Residential insulation is more commonly recognized by most consumers as they identify with the "Pink Panther" marketing that is found at most home improvement retailers. Commercial and Pipe insulation products are not so readily recognized, but chances are you personally own an appliance or vehicle that has some form of Owens Corning product within its construction. I have been fortunate to have a father that worked in the Newark facility contributing to the production of Union Made / Made in America products just as I continue to take pride in my work and live comfortably from the wages and benefits provided through collective bargaining.

Over the last 15 years, I have also been fortunate and have had the pleasure of representing the membership of Glass, Molders, Pottery, Plastics and Allied Workers, Local 244 (GMP). I have participated in the negotiation processes of language, wages and benefits as an elected official and now have the responsibility for Environmental, Health and Safety and Workers Compensation for the Local. Becoming involved with the Local has given me opportunities to mature and to further my education. The journey with the Local, International, and AFL-CIO has taken me from coast to coast and into Canada. With the support of the Union Plus Scholarship program, I will graduate with a Bachelor's of Arts degree in Labor Safety and Health from the National Labor College this year. I have been able to share the knowledge with our members and shop stewards that are the foundation of my Local on the factory floor. I have also been able to help my daughter begin her journey into college as she has just begun taking college classes during her junior year of High School. As pictured she is also Labor oriented, crowned 2013 Labor Day Queen representing the Licking - Knox - Coshocton - Muskingham, Central Labor Council, AFL-CIO.

A brief view of the journey from my shoes. I encourage you to explore the Labor Movement and commitments provided to ensure safe and healthful working conditions while providing an opportunity to improve conditions of employment through collective bargaining. If the opportunity presents itself as a consumer or installer, I ask that you support Union Made / Made in America products of the Newark, Ohio - Owens Corning facility. ■

IBEW-made website showcases excellence

www.IBEWmade.com

IBEW pride and excellence. These qualities are packed into every lighting fixture, switch, transformer or circuit breaker produced by members of the union's manufacturing branch.

But what happens when these devices hit the marketplace? Will signatory electrical contractors and utility companies buy union? Will they buy IBEW? Will they and thousands of members even know which items are made by their union brothers and sisters?

Finally, with the May rollout of a new website, IBEW-Made (www.IBEWmade.com), the answer is "Yes."

The site, introduced at the 2014 Broadcasting, Manufacturing and Telecommunications Conference in Connecticut, is drawing widespread attention from other unions and employers in the U.S., Canada and overseas.

IBEW-Made enables contractors and individual members to go straight to the catalogs of signatory manufacturers to review the specifications of their products and find out which retailers carry them.

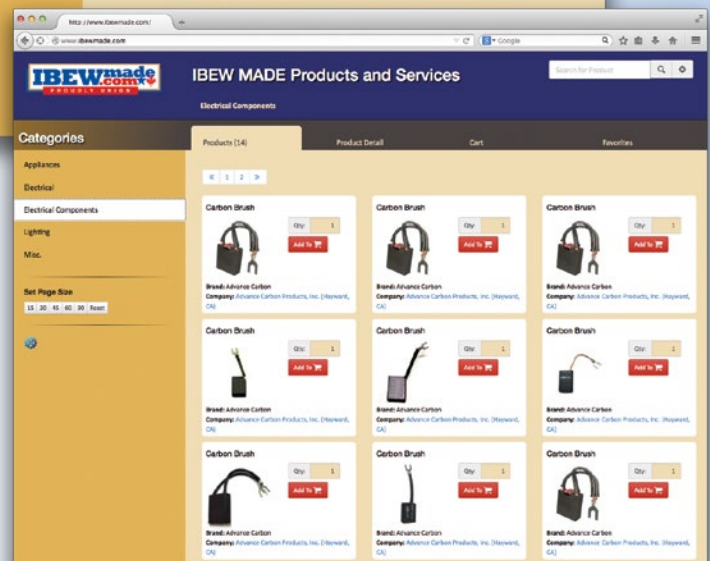
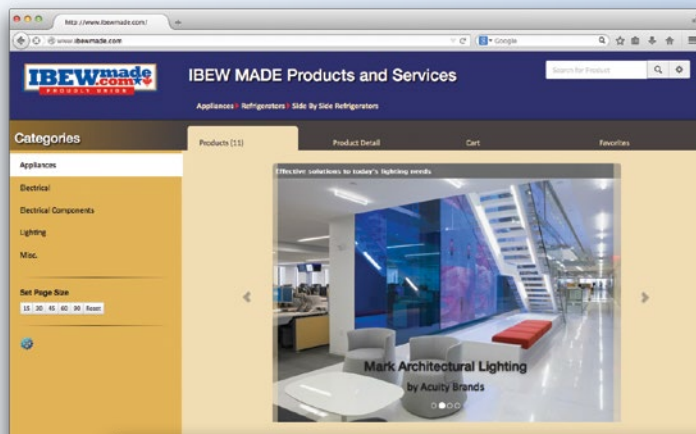
New orders will help improve the profitability of employers, enhance the job security of members who have been hard hit by outsourcing of production, and help to organize new units in the manufacturing sector, says IBEW Manufacturing Department Director Randy Middleton. "This exciting new website combines synergy and union solidarity," says Middleton. "It enables members in the construction and utility branch to stand by our manufacturing members while giving them quality products to work with." But, he says, "This tool is only effective if it is picked up and used."

"IBEW-Made is long overdue. It is a tool that gives mainstream America the chance to see what our members make. And it gives our members pride in being able to say, 'I made that,' says Robby Evans, assistant business manager, Atlanta Local 613.

Evans is one of 13 local union members of the Product Identification Team that conceived the website, designed by the IBEW Information Technology Department.

"We're excited," says Anthony Esponda, business representative, N.Y. Local 3, another member of the team who represents members in several plants producing lighting fixtures. "This website will promote our manufacturing Code of Excellence."

Each product posted on the site will go through an extensive vetting process. Local union business managers will suggest items to be included. All products listed will be reviewed by the Manufacturing Department to ensure that they are made by members covered by active collective bargaining agreements. The site will also show which products were produced under the Code of Excellence or already carry union labels.



"IBEW-Made will help grow the IBEW," says Kenneth Ingram, assistant business manager, Memphis, Tenn., Local 474. "After getting authorization cards signed in an organizing

campaign, we can go to a company and show what we have to offer and counter the stereotypes they may have about unions." All requests for products and information from the site's users will be tracked. That's another powerful tool, says Chelsea, Mass., Local 1499 Business Manager John Horak, who represents manufacturing members in a few New England states. "We can bring those requests to our employer and suggest that they begin to manufacture items at home in our shops that they have abandoned or outsourced."

IBEW-Made is the main spoke of a larger effort to bolster the union's manufacturing base, says Middleton. Discussions are taking place with employers about increasing the use of the union's labels on products and "putting stickers right on the outside of cartons where every customer can see IBEW-made merchandise while shopping."

"We hope IBEW-Made will be a template and a model for other unions to follow," Richard Kline, president of the Union Label and Service Trades Department, AFL-CIO, told attendees while addressing the Broadcasting, Manufacturing and Telecommunications Department meeting.

"The UL&STD has been pushing for unions to include union label language in contracts," continued Kline. "The IBEW's efforts show that manufacturers are open to the idea." ■

'I Am AFGE' campaign aims to increase public's awareness and appreciation of federal employees

On November 1, 2013, just after 9 a.m. in Terminal 3 of the LA International Airport a gunman opened fire with a rifle killing a U.S. government Transportation Security officer and injuring several other people.

Victor Payes, a TSA officer at LAX, wasn't working that morning, but as soon as he heard about the shooting on the news he headed straight to work. Payes an AFGE member, knows the danger he walks into everyday. "Wearing the badge means despite my immigrant background I am able to come into public service and take honor and pride in what I do," says Payes in the first chapter of the American Federation of Government Employees (AFGE) 'I Am AFGE' short-form documentary.

Payes and 14 other members from AFGE represented federal government

agencies will be featured in the year-long campaign which began March 26th. The campaign will revolve around 15 short-form documentaries, released every three weeks between March 26th and year's end.

Each documentary recounts the story of an AFGE member or group of members from the same agency, and explores what public service means to them and their families.

A statement introducing the campaign says "we hope to drive the conversation across its various communications channels (press, website, social media, print,

etc.) and engage viewers in the conversation to grow the campaign from the bottom up."

"The goal of this campaign is to break down the stereotypes that some folks have about federal employees and the federal government, and to highlight all the great work that federal employees are doing," AFGE National President J. David Cox Sr. said. "The best way to do this is through federal employees' own voices."

If you haven't yet seen the 'I Am AFGE' series visit the AFGE website at www.afge.org/IAM. ■



San Francisco IATSE members helped "Make-A-Wish" come true for Bat Kid

Reprinted with permission from IATSE

IATSE Local 16 members Geoff Heron, 32TEN's Studio's special effects supervisor, and Sean House, 32TEN's fabrication supervisor, created Gotham-style effects to help "make a wish come true" for Miles Scott, a five year old child afflicted with leukemia. Thanks to the Bay Area's Make-A-Wish Foundation, Miles got his chance to fulfill his dream of being Batman—he was transformed into "BatKid." The Make-a-Wish Foundation transformed a number of San Francisco neighborhoods into Gotham City for a day, with over 12,000 volunteers playing along.

Heron and House produced three special effects moments using various forms of pyro and smoke effects during the event. These moments included: a smoke haze from which two Batmobiles appeared; an explosion, as BatKid thwarts the Riddler during a bank heist, and a smoke bomb going off as arch enemy the Penguin unsuccessfully tried to escape capture by BatKid. "It's not every day one gets a chance to help a 5 year old boy literally fulfill his wish of becoming Batman," Heron said. "It was a pleasure to play a role in this wonderful event." ■

AFL-CIO NATIONAL BOYCOTTS

MAY-JUNE)



HOSPITALITY, TRANSPORTATION & TRAVEL

SUBMITTED BY UNITE HERE!

Please support the workers in these hotels by continuing to boycott the following properties:

- › **MASSACHUSETTS:** Hyatt Harborside Boston, Hyatt Regency Boston and Hyatt Regency Cambridge
- › **CALIFORNIA:** Hilton LAX, Hyatt Regency Santa Clara, the Hyatt Regency Sacramento and the Hyatt Fisherman's Wharf in San Francisco
- › **TEXAS:** Grand Hyatt San Antonio and Hyatt Regency San Antonio
- › **SEATTLE:** Grand Hyatt Seattle and Hyatt at Olive 8 Seattle
- › **INDIANA:** Hyatt Regency Indianapolis
- › **ANCHORAGE, AK,** Hilton; Sheraton
- › **ARLINGTON, VA,** Sheraton Crystal City
- › **IRVINE, CA,** Embassy Suites Irvine
- › **LONG BEACH, CA,** Hilton Long Beach;
- › **SACRAMENTO,** Arden West
- › **SAN DIEGO,** Le Meridien
- › **ARIZONA,** Hyatt Regency Scottsdale Resort & Spa and Gainey Ranch

SUBMITTED BY

United Steelworkers (USW)

- › **PALERMO PIZZA**

ENTERTAINMENT & RECREATION

SUBMITTED BY Communications Workers of America

- › **ECHOSTAR DISHNETWORK** Satellite Television Service

LEGAL

SUBMITTED BY American Federation of State, County & Municipal Employees

- › **GLEASON, DUNN, WALSH & O'SHEA**
- › **HARDIN, LAZARUS AND LEWIS, LLC**
- › **MCDONALD, LAMOND, CANZONERI AND HICKERNELL**

OTHERS

SUBMITTED BY Bakery, Confectionery, Tobacco Workers & Grain Millers International Union

- › **R.J. REYNOLDS TOBACCO CO.** Camel (cigarettes, snus, orbs, strips and sticks), Pall Mall, Winston, Salem, Doral, Kool, Misty, Capri. Santa Fe Natural Tobacco Co. is a non-union sister company of RJR producing Santa Fe Natural American Spirit cigarettes

The global Hyatt boycott has ended. However, there are a number of local Hyatts with continuing labor disputes.

To avoid current or future strikes, boycotts, and other labor disputes at Hyatts or any other venues, use the UNITE HERE Union Hotel Guide at unionhotelguide.com or download their iPhone App, which lists which hotels to patronize or avoid.

To avoid the prospect of labor conflict during your stay at a hotel, insist on protective contractual language when you make a reservation or organize an event. Suggested model protection language can be found on UNITE HERE!′s website at <http://www.hotelworkersrising.org/media/modelprotectivelanguage.pdf>

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.)

PERIODICALS
POSTAGE PAID
WASHINGTON, D.C.

TIME VALUE

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EndNotes

By Rich Kline, *President, UL&STD*

Voting Rights, Union Rights



Voting rights and union rights are inextricably intertwined. The people who are attacking voting rights and seeking to bar minorities, women, the poor and

the young from the polls know what they are doing. They want to win office, not by the merit of their espoused policies, but by deterring the voters who see through those policies. The reactionary politicians who advocate for voting right restrictions are the same ones who attack union rights.

Republican governors and Republican-controlled state houses are engaged in a corollary form of gerrymandering, denying the vote through rigorous procedures for getting to the ballot box. Notably, little reason exists for such policies, voter fraud is almost non-existent, according to numerous studies.

Suppressing the vote has been a tactic in recent elections. Remember the lines of voters, or disenfranchised voters, in Florida a few years ago. Remember the dirty tricks employed by Republican activists to confuse voters about when to vote.

Well, the same underhanded strategy is at play in the ongoing attacks on union rights. The intrusion of political threats by a US Senator and local officials to the UAW's representation election at the VW plant in Chattanooga is a current example. So is the attack on public employee collective bargaining in Wisconsin and elsewhere.

A Georgia Congressman attempted unsuccessfully to defund the National Labor Relations Board, a body created to

*The reactionary politicians
who advocate for voting right
restrictions are the same
ones who attack union rights.*

protect workers and their rights. An Iowa Congressman failed to overturn prevailing wage and benefit requirements on federal projects. But these and similar attacks will continue and may prove ultimately successful if the voters who would support candidates opposed to these reactionary measures cannot vote.

Voting rights are key in the struggle for national policies that will improve

conditions for the majority of Americans. From the minimum wage to healthcare to education to unemployment benefits and workplace safety, securing the voting rights of citizens is key to gaining legislators responsive to the needs of most Americans.

That's why the right-wingers want to deny the vote to targeted groups. That's why we cannot ignore this threat and must defeat it. ■



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