



Vol. XLV, No. 3  
MAY-JUN 2020

# Label Letter

Union Label & Service Trades Department, AFL-CIO

## NLRB Continuing to Make Anti-worker Rules



In what has become par for the course in the current National Labor Relations Board, the Board closed down its operations on March 19, blaming the coronavirus outbreak, cancelling NLRB union-recognition elections. Public outcry ensued, and the Board resumed elections on April 6.

The NLRB said that it took its “extraordinary action to ensure the safety of Agency employees and members of the public involved in elections.”

The AFL-CIO led the public outcry, declaring the Board’s move as a “muzzling of workers,” and demanding that the NLRB immediately end this suspension and conduct all-mail ballot elections instead.

They noted that the NLRB was suspending the ability to form unions at a critical time when more and more workers are seeking union protections in their workplaces.

During this same time, the NLRB announced new rules eliminating the

blocking charge policy — where union elections can be delayed in the face of unlawful conduct by employers — and making it more difficult for employers to voluntarily recognize unions. Under the Board’s final rule on “blocking charges,” elections can no longer be “blocked” by pending unfair labor practice (ULP) charges. Instead, elections will go forward and votes will either be counted or impounded, depending on the nature of the charge.

AFL-CIO President Richard Trumka was livid.

“In two-weeks-time, in the middle of a pandemic, President Trump’s NLRB suspended representation elections and then made it harder for employers to voluntarily recognize unions,” he said. “In other words, the Board is effectively sealing off any viable path to unionization at a time when workers need a voice on the job more than ever. Donald Trump’s caustic hostility to collective bargaining has manifested itself in the most anti-worker NLRB



**Donald Trump’s caustic hostility to collective bargaining has manifested itself in the most anti-worker NLRB in America’s history. The labor movement will fight these actions with everything we have.”**

**—Rich Trumka,  
AFL-CIO President**

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“(This) decision to resume elections is a step in the right direction, but we cannot allow ourselves to grow weary,” Trumka said after the reopening announcement. ■



## COVID-19 Supplies

When word spread that hospitals were low on supplies, several union companies stepped up to the plate to help. Some of the companies listed have converted their manufacturing facilities to make masks, face shields, ventilators and hand sanitizer.

We are grateful for their support of our front line employees and the work they do everyday. Be sure and support these union companies, now and in the future when they return to producing their regular products.

Also listed are some union-made products for health and hygiene.

» American Roots

The United Steelworkers represented members at American Roots are making face shields and masks for frontline employees and have also begun making custom, branded masks. Those interested in custom orders can email [info@americanrootswear.com](mailto:info@americanrootswear.com) or call 207-854-4098

» Ford

UAW represented members at Ford are making face shields, hospital gowns and respirators. The automaker has made more than one million face shields since converting its facility and is using the airbag material to make hospital gowns. The car maker has also joined forces with General Electric to help the medical device company produce more ventilators.

» General Motors

UAW members at GM in Kokomo, Ind., have joined forces with Ventec Life Systems to produce ventilators.

» Boeing

IAM members at Boeing in Everett, Seattle and Auburn are helping manufacture and assemble 3-D printed face shields. Everett, IAM members are also cutting material to produce cloth face masks for workers.

» Anheuser-Busch

IBT, IAM, IUOE and UFCW members at Anheuser-Busch are utilizing several of their breweries to make and distribute hand sanitizer.

» Wheatley Vodka

Union members are making sanitizer for some of the world's largest organizations in healthcare, government, military, retail, distribution, airline, pharmacy, and banking industries. Their parent company, Sazerac, has received requests for over five million bottles of sanitizer, which they are prepared to meet, across their distilling sites in North America.

» GEO Specialty Chemicals

Members of UFCW Local 354 who work at GEO Specialty Chemicals in Cedartown, Ga., in partnership with another local company, recently manufactured thousands of bottles of hand sanitizer and disinfectant in response to the recent coronavirus outbreak.

» SMART

Members of the Sheet Metal, Air, Rail and Transport Workers union across the country have joined with their signatory contractors to produce metal nose strips for an army of volunteers who are making homemade face masks for personal and professional use.

### CLEANING SUPPLIES

» Ecolab Products

» Tide

» Watkins Household Products

» All

» Ajax

» Clorox Products

» Lysol

» Purex

» Soft Scrub

» Watkins Household Products

### PAPER PRODUCTS

» Kleenex Tissues

» Puffs Facial Tissue

» Scott

» Cottonelle

» Angel Soft

» Brawny

» Sparkle

» Quilted Northern

» Viva

» Marcal

### SOAP

» Caress

» Dove

» Irish Spring

» Lever 2000

» Ponds

# In Memoriam: Union Members Lost to COVID-19

Mark Blum • Paul Frishkorn • Jay Harris • Dez-Ann Romain • Omara Flores • Andrea Sears • Anthony Corpac • Bernadette Payne • Curtis L. Whitted, Jr. • Curwin King • David Perez • Debra Grimsley • Delores Boone • Denise Turowski • Don Huckell • Ed Holder • Edwin "Ebo" McDowell • Ishmael Burch • James Daniels • Joanaalee Guinness • Joe Green • Josephine Petitti • Kalema McKethan • Keith Phillip • Kenneth Ricketts • Ketty Beaubien • Lemuel Sison • Linda Smith • Lorraine Carlisle • Mandy Ellis • Michael Hill • Mike Schneider • Mirvil Louis • Monroe Bates II • Nazaire Kebreau • Nicholas Mattei • Pedro Fernandez • Pedro Vasquez • Peter Ji • Robert "Robbie" Shannon • Robert Brandenberger • Rukhsana Ahmed • Sakinah Kama • Victoria Wilhelm • Wayne Whyte • William Thomas • George Culetsu • John Dawson • Tina Reeves • Timanjin Ali • Daisy Doronila • Michael Taylor • Devin Dale Francis • Kong Yeung • Darrin Adams • Nancy Snorton • John McWilliams • John Calder • Pearson Jordan • Robert Mobyed • Rodney Canon • Olivia Crum • Tran Liem • Troy Dixon • Dennis Dickson • Paul Forster • Edward Nelson • Michelle Abernathy • Troy Hughes • Richard Onouah • Earl A. Washington • Rhonda Clark • Darlene Williams • Bey Idris • Edward Mungin • Greg Hodge • John Redd • Syed Rahman • Cephus Lee • Jose Veloz III • Roger Lidell • Michael Head • Richard Poling • Faith Evans • Sean McBride • Buenaventura "Ben" Bautista • Angel Campos • Christopher Cognato • Dawn Tyson • Edwin Santiago • Emma Griffin • Goldie Thomson • Hector Molina • Hugo Vega • Irene Weiss • Ismael Almodovar • Jamal Uddin • James Watkins • Kalin Izevbizua • Karen Felton • Khaseem Rhames • Lenora Casso • Louise Lloyd • Marie Gagliano • Michael Holley • Michelle Allen • Patricia George • Pauline Washington • Ronald Robinson • Sunday Estekyme • Tracey Belton • Ursula Flowers • Carmen Martinez • Esther Mac • Jean Warner • Jessica Jaramillo • Patricia Mason • Myrtel Tolliver • Barry Persard • Donnell Blakeley • Esequiel "Zeke" Cisneros • Wendell Quinn • Patrick Kane • Alice Burton • Carl Fleisher • Catherine Amsterdam • David Zack • Doris McRae • Edith Holiday • Florence Levesque • Irene DeCastro • Jacquel Ryan • Kenneth Gillespie • Madaline Ulicny • Mildred Glaser • Moshe Kwalbrun • Olson Hart • Rae Lucchese • Rebecca Hacia • Reginald Dowdy • Robert Tier • Rosalia Castelli • Rose Arbus • Thad Paige • Dewane Pete Gannon • Corraan Baker • Ricardo Smith • Maria Luisa Lopez • Rosemary Sisco • Carole B. Philogene • Ali Dennis Guillermo • Billie E. Dolan • Leticia Alarcon-Reyes • Linda Wilkins • Roslyn Johnson • Charlene Smith • John Elliott • Thomas Wilson • Kim Jennings • Marilyn Horace-Moore • Carmelita Christobal • Alfredo Pabatao • Claudia Rodriguez • Jonathan Coelho • Elva Gravelinel • Carol Pettit • Leonard McGhee • Raul Alcantara • Ralph E. Lauricella • Susan Prokosch • Phyllis Ehrental • Thomas Wetzen • Anita Crumpton • David Ernst • Dennis Fox • Donald Hoffman • Jay Jankelewicz • Joel Shatzky • Joseph Brostek • Joseph Tusiani • Juliet Manragh • Mark Blum • Michael Sorkin • Moshe Augenstein • Paul Shelden • Perry Kalick • Ralph Steinberg • Rashmi Christian • Ray Hoobler • Thomas Waters • William B. Helmreich • William Tulio Divale • Yves Roseus • Benjamin Onodu • Bredy Pierre-Louis • David Blagrove • Michael Gomez • Frank Reale • Susan Cicala • Lois Flacke • Harold Beaucoudray • Phillip Tisi • Dominic Carbone • Alba Juliano • Alexander Meyers • Allyson Mestel-Schapira • Alyssa Pantilieris • Anton Udpale • Caleb St. Surin • Carmen Manto • Carole King-Grant • Christopher Mondal • Claudia Shirley • David Behrbom • Deborah Korczynski • Diane Riegger • Diony Diaz • Edward LaTourette • Edward Moroney • Elena Gonzalez • Eric Chasanoff • Fatima Schmidt • Gabrielle Gayle • Gilbert Constant • Irving Barash • Jarrod Sockwell • Jeffrey Alston • Jennifer Romain-Hinds • John C. Leonard • Jose Gonzalez • Karen Kelly • Kimarlee Nguyen • Leslie Soltus Verneret • Lewis Kirsch • Lincoln Esbrand • Linda Pope • Louis S. Barcelo • Magda Napoleoni • Magdalena Elizabeth Ocampo Franco • Maria Salaman • Marisol Rosario • Martin Flanzbaum • Mi Lynn Hunt • Michelle Alexander • Myrtle Pollard • Nicola McIntyre • Paula Pryce-Bremmer • Renee Diamond • Robert Maller • Robert Thoring • Rosario Ortiz Gonzalez • Rosemary Infantino • Roy Pikser • Rulx Dagus • Sandra Santos-Vizcaino • Sharon Bascom • Sharon Kaufman • Sharon Nearby • Stuart Baker • Tammy Hendricks • Valerie Fata • Valerie Wilson • Vinicio Donato • Virginia Jackson • Winston Silvera • Yvette Vega • Aaron Godfrey • Oganess Bogaryan • Walter Nelson • Nagi Abraham • Nicholas Modugno • Zoao M. Makumbi • Arthur Williams • Joel Torrez • Henry Castro • Hubert Belgrave • John Dunston Jr. • Lionel Hogan • Michael Borland • Mitchell Rosenwasser • Mohammed Rahman • Steven Wiggins • William Shackelford • Marvin Snowden • Gregory Graham • Hugo Gutierrez • Martin Bond • Sung Truong • Clarence Berger • Charles Jackson • Robert Irwin • Sylvester Palmer • Scott Ryan • Segundo Lecaro • Eugene Jones Jr. • LaLonee Gibbs • Phillip Deberry • Joseph Madore • Anthony J. 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Vasquez-Herrera • Tony Greer • Edward Singleton • Franklin D. Williams • John Schoffstall • Mario Araujo • Richard P. Campbell • Andrew DiMaggio • Edward J. Ciocca • Billy Birmingham • David Veloz • Roger Bousquet • Marc Howell • Louis Fabello Jr. • Lydia Lopez • Janine Meritt • Lester James • Aimee Kheuanesombath-Carbonell • Elton Washington • John Oles • Claude Daniels • Carlos Consuegra • Hernan Sanchez • Ronilo "ÁuRonnie" Áu Quito • Jennifer Robin Arnold • Josh Wallwork • Oscar Davila • Susanne Misichko • Thomas Selesky • Robert "Big Dog" Elijah • Latasha Andrews • Ronald A. Langley • Daniel Francis • Jean Emile • Joseph Rogers • Ramon Caraballo • William Sullivan • Robert "Bob" J. Russo • Travis Graham • Roy Tabios • Fernando Gallego • Jose G. Vasquez-Herrera • Victor Torres • Kilder Diaz • Luciano Gomez • Larry Edgeworth • Michael W. 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Skoog • Rameliah "Reme" Jenning • Jory J. Bohanan • Donnie Carson • Anthony L. Rush • Stan Turner • Stanley E. Turner • Thomas L. Leonard • Domingo Tovar • Joseph Hansen • Michael A. Hill • Stephen G. McFadden • Warren H. Hodges • Thomas R. Christensen • Isaac Robinson • Emmanuel Gomez • Gail Glasgow • Gloria Sosa • Jocelyn Walton • Jorge San Martin • Joseph Donofrio • Lemuel Frazier • Linosee Mosley • Luis Albino • Marlon Maragh • Michael Nelson • Paul Sebastian • Raul Marrero • Raynard Rembert • Rennie Reid • Richard Chin • Roniece Watson • Sabrina Jefferson • Serge Paul • Sharon Williams • Suzette Facey • Thomas Beals • Ulysses Castro • Claudio Malave • Alan Finder • Anick Jesdanun • Garrett Goble • Ralph Gismondi • Ray Pabon • Alaa Khalil • Alejandro Bustamante • Alexander Giguereado • Alexander Young • Ananda Mooliya • Anstay George Goddard • Aristedes Moraitis • Ben Schaeffer • Bruce Miley • Bryson Bowman • Budlino Ramirez • Caridad Santiago • Cesar Torres • Christopher Neil Howard • Clinton Hinds • Cornell Anderson • Cuong Luu • Darlisa Nesbitt • Darryl K. Sweeney • Daryl Laborde • Denise Colbert • Dimitriy Bozohovskiy • Elecier Williams • Emiliano Padilla • Emmanuel Jacob • Erlin "Flintstone" Galarza • Ernesto Hernandez • Ferdi Amaury German • Foster Moore • Franchette Woodley • Frank Lee • Gary Cherry • George Manifold • Girish Patel • Hansaraj Nankissure • Harold Germain • Harrichand Persaud • Harvey Knight • Hesronni St. Anthony Cayenne • Horatio Jordan • Jacob Credell • James Jackson • John Modestile • John Phillip • Joseph Fletcher • Juan Diaz • Julio Mejia • Kenneth Wright • Khemraj Mahadeo • Lafayette Terrell • Leon McKnight • Lev Golubov • Michael Thompson • Miguel Chumpitaz • Milagros Perez • Oliver Cyrus • Patrick Patoir • Peter Petrassi • Peter Voyt • Phillip Davis • Phyllis Robinson-Ward • Phyllis Susan Holley • Ramon Gutierrez • Raul Clarke • Reyna Joyasaca • Rhonda Garvin • Robert Sarutto • Robert Simon • Rodney Sparrow • Ronnie Jimeno • Sabrina A. Eubanks • Sau Lee • Scott Elijah • Shelly Johnson • Stanley Fong • Steve Rybkin • Tai-Drin Fang • Thankachan Mathai • Thomas Chai • Thomas David Biju • Uraul Watts • Veancio "Benny" Diaz • Victor Zapana • Walter Watson • Warren Tucker • Wayne Fingall • William Scott • Sylvester "Sly" Terry • Cathiea Thornton-Pope • Dave Clark • Mike Holt • Phillip Williams • Terrance Burton • Theodore Nixon • Yolanda Woodbury • Ramsey Puch • Wallace Miller • Harry Hazeldine • Mike Jones • Sean Lemessy • Vinton Wallock • Valerie Brown • Steve Williams • Judge Williams • Delvin Francis • Ramfis Arias • Charles Shay • Gabriel Glenmar • Sing Wong • Mickey Hart • Virgil Sutton • Leilani Jordan • Agustín Rodriguez • Craig Franken • Eduardo Conchas de la Cruz • Karen Donna Haws • Saul Sanchez • Tibursio Rivera Lopez • Joe Morton • Carl Stanbury • Bruce Plumb • Richard C. Nemeth Jr. • Adrian Phillips • Frank Viola • James Johnson • Joe Cardona • Lewis Guglielmo • Luis S. Claris • Patrick McGuire • Rickey Allen • Wade Kilpatrick • Eddie Miller • Otis Loper • Reginald Brown • Sherry Green • Paul Germano • Earl Kidd III

\*List reflects those union members reported to the AFL-CIO as of 5/28/2020. We are sure there are many more working heroes lost than we mention here.

# Trump Administration Out to Sabotage the USPS



“The Postal Service is a joke,” declared President Trump at a recent press briefing where he announced that he would not support any additional financial support for the United States Postal Service (USPS) unless it raised its package rates by 400 percent.

Independent analysts say an increase of that magnitude would ultimately hurt the USPS, not help the struggling agency. Political pundits say Trump’s motive appears to be aimed at Amazon in an attempt to hurt its chief executive, Jeff Bezos.

The United States Postal Service is one of the country’s most popular institutions, enjoying approval ratings as high as 90 percent. The USPS delivers 48 percent of the world’s mail to 160 million homes.

Although the USPS provides a service mandated by the Constitution and federal law, it has received no federal funds since 1982, relying on postal product sales to keep revenue ahead of expenditures.

Trump became more vocal about the USPS in March when a bipartisan plan to provide \$13 billion to the agency—either in the form of a loan or direct funding was announced. The funding is necessary in large part because of the 2006 Postal Accountability and Enhancement Act, which established a 75 year prefunding mandate of payments towards health benefits for future retirees.

In defiance of Trump’s mandate, the House included \$25 billion in direct fund-

ing for the agency and additional debt relief measures in its recent HEROES Act legislation.

Speaking to reporters, House Speaker Nancy Pelosi said, “We have to fight for the post office.”

“Their [Republicans] goal has always been to privatize, to make a profit off the Postal Service for private purposes,” Pelosi added. “We are for the public having the Postal Service meet the public interest not some special interest.”

The Trump administration however, believes that the agency must raise its rates and begin diverting more work to non-unionized outside contractors. And in early May, the board of governors for the USPS announced that it had selected Louis DeJoy, a North Carolina businessman and major Republican donor to be the next postmaster general, replacing a career postal employee with someone who is expected to be more sympathetic to the administration’s views.

The postal workforce has lost 126,000 career positions since 2009. It employs 7.3 million people over the whole industry and generates \$1.6 trillion. Postal workers are still doing their jobs, despite the risks; so far 1,219 postal workers have tested positive for the coronavirus, and 54 have died.

The unions representing the employees have sent a clear message that the Postal Service is a public entity and should remain a public entity.

With vote by mail a very real possibility all over the nation, and tons of Americans ordering their groceries and other home supplies, the USPS must stay in business.

## UNIONS URGE CONGRESS TO SUPPORT THE POSTAL SERVICE

On May 11, more than 60 Labor leaders sent a letter to House Speaker Nancy Pelosi and Senate Majority Leader Mitch McConnell, copying both the Postal Board of Governors and the Postmaster General, urging them support the United States Postal Service.

The letter states, “As representatives of our 17 million members and all American workers, we write to thank you for your national leadership during this ongoing crisis to protect the wages, salaries, and benefits of working people and to help families make it through these deeply challenging times. We write to ask you to extend that protection and help to the 640,000 steadfast employees of the United States Postal Service (USPS) who every day carry out their essential services on behalf of the people of this country.”

It concludes, “At a moment when the federal government has stepped up to support struggling businesses of all shapes and sizes, and invested in critical industries, from aviation to agriculture, it is both fitting and urgently necessary to address the needs of the USPS and its workers now. The mission of the Postal Service, written in federal law, is ‘to bind the Nation together’ through ‘the correspondence of the people.’ It is our collective responsibility to preserve that bond. The Postal Service is older than our nation itself and is the only federal agency enshrined in the United States Constitution. We ask for your commitment to support the Board’s request to stand by this unique and irreplaceable national service and the dedicated Americans who work every day to fulfill its mission.” ■



## Union Buster Berman Warns Businesses of Unprecedented Rise in Labor Activism

Notorious union buster Rick Berman recently sent an urgent memo to employers across the country warning them that, “this is the first time since the early 1980s where I sense a significant interest by employees in ‘collective action’ and ‘3rd party representation.’”

In his memo, Berman states that “most current HR professionals have no history in dealing with a partial workforce rebellion.”

While Berman’s memo is meant to drum up clients for his PR firm, his observations aren’t wrong. Labor is seeing renewed interest from workers in collective action. Take for example the May 1 nationwide walkouts by employees at some of the largest non-union employers in the country.

Workers from Amazon, Instacart, Whole Foods, Walmart, Target, and FedEx participated in the unprecedented walkouts citing employer record profits at the expense of workers’ health and safety during the COVID pandemic.

“This company failed us. It failed the workers. It failed me,” said Christian Smalls outside the Amazon warehouse on Staten Island where he used to work and had organized other protests. Smalls says he was fired in March because of his union involvement. The company denies his

claims and instead says he was fired for violating quarantine and safety measures.

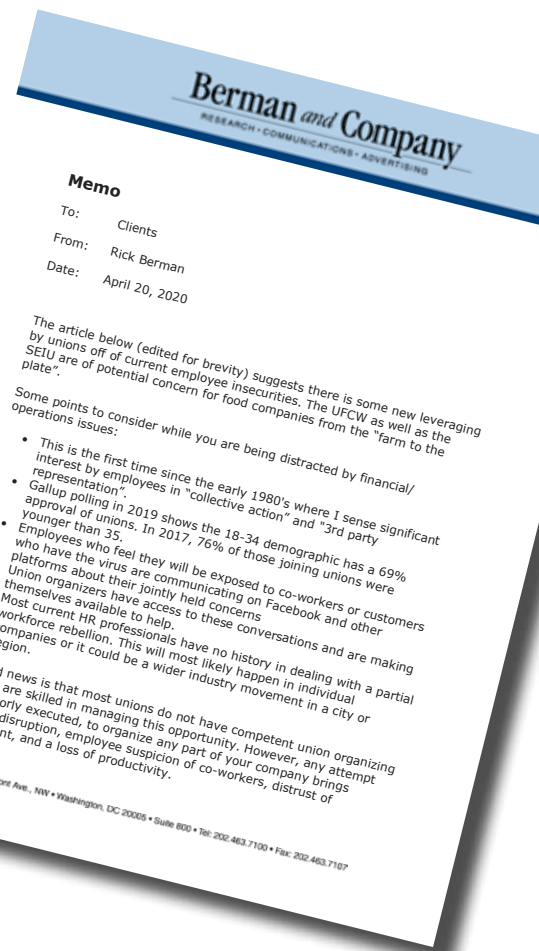
In addition to the collective action on International Workers’ Day, labor leaders are seeing increased interest in organizing.

Tom Smith, national organizing director for the Communications Workers of America, told reporter Steven Greenhouse that, “coronavirus-related activism was setting the stage for longer-term organizing. It’s changing people’s calculus. Workers often sense they’re taking a risk when they’re acting collectively. But Covid-19 has turned some of that calculus on its ear. Yeah, maybe the boss will hold it against me. Maybe this will put my job in jeopardy. But I’m not going to put my life or my newborn’s life or my immuno-compromised parent’s life in danger.”

Smith said he recently took part in a conference call with 1,000 largely non-union workers about Covid-19 and near-term and longer-term steps.

“All of this is leading folks to really step forward and take action,” he said. “This will be the first workplace confrontation for tens of thousands of people.”

The result, he said, will be many new workplace leaders, groups and networks.■



## House Passed \$3 Trillion COVID Relief Package Bill, McConnell Refuses to Even Consider the Legislation

The House of Representatives passed another COVID relief bill in mid-May, designed to provide more relief to small businesses and put more money directly into Americans’ pockets. But the massive piece of legislation is still sitting on Senate leader Mitch McConnell’s desk.

Uninterested in helping working families, McConnell has instead suggested any legislation must ensure that businesses are protected from litigation rather than ensuring workers are protected from employers putting profits over people.

The legislation, known as the HEROES Act—Health and Economic Recovery

Omnibus Emergency Solutions Act—includes state and local aid, another round of \$1,200 direct payments, pay raises for front-line workers, an extension until January of the \$600-per-week unemployment compensation, and a raft of other measures that Republicans have called a “liberal wish list.”

The White House and McConnell have said that there may be another bill but “it won’t look anything like what the House Democrats’ bill,” McConnell told reporters.

In an NBC News report, McConnell said he won’t support extending temporary unemployment insurance benefits, and

that the Senate legislation “must protect employers from lawsuits.” Calling trial lawyers “vultures” and insisting liability protection is his red line.

In response to McConnell’s reluctance to take up the HEROES Act in the Senate, House Speaker Nancy Pelosi said, “instead of telling laid-off workers to pause, Leader McConnell and the Senate GOP need to come to the negotiating table and help deliver the relief to protect lives and livelihoods.” ■

# Organizing in the Digital Age

On September 1, 2015, the National Labor Relations Board issued a memorandum allowing e-mail exchanges and various 'internet/intranet sign-up methods' to support a union organizing petition instead of (or in addition to) traditional authorization cards used for the past 60 years.

Before that ruling, unions collected signatures of intent either through authorization cards or signature lists. This meant that organizers had to take the time to visit with potential members in order to obtain the necessary signatures. The nature of some industries could make traditional organizing difficult. Gig workers, second shift workers, or workplaces that are geographically spread out challenge the ability of signature collection.

Enter electronic organizing. With email messaging, social media messaging and text messaging, organizers can engage with workers where they are. Sending a link to the potential member that points to an online form can generate a quick authorization signature.

The NLRB requires all electronic signatures to be accompanied by the signer's name, e-mail address or social media account, phone number, authorization language agreed to, date, and name of the employer. Signatures cannot contain private identifying information like the signer's date of birth or Social Security number. Unions submitting electronic sig-

natures must provide a declaration attesting to the methods used to validate the signature.

Todd Crosby, director of organizing for the United Food and Commercial Workers (UFCW), points out that electronic organizing has its unique challenges.

"Organizers for decades have honed their craft," Crosby says. "We know the skillset and tactics to use in a home call or when visiting with folks in a restaurant or a break room, but there are new twists on how you get someone to engage in a text message and to attend a virtual organizing meeting."

Crosby notes that there are also issues with access for the workforce to get them to engage.

"Not everyone has access to a smartphone, or to the internet in their homes, so you can't completely rely on digital. The process is probably easier in some industries than in others."

As for success rates, Crosby notes that they haven't drilled down fully on the difference between a campaign conducted electronically versus one that is conducted traditionally, but he does say that "Engagement rates are getting better as organizers continue to hone their craft in an increasingly digital world. Acting collectively through digital means. It's still a work in progress" ■

## AFL-CIO to Congress: Direct NLRB to Develop Electronic Union Elections

In an urgent letter to Congressional leadership, the AFL-CIO and its affiliated national and international unions asked Congress, in its legislation to further respond to the COVID-19 crisis, that they include funding and a directive for the National Labor Relations Board (NLRB) to develop a system and procedures for conducting union representation elections electronically.

Citing the importance of workers' right to organize to form unions, the letter outlines the unprecedented circumstances workers are facing due to COVID and the difficulty this pandemic has caused in holding in-person representation elections.

Further noting that many employers are using this crisis to object to holding mail ballot elections, the coalition of labor

unions called on Congress to "correct a mistake in past legislation that precludes NLRB representation elections from being held electronically."

The letter then points out that "indeed, the National Mediation Board has successfully held representation elections electronically for over a decade. The next COVID-19 response bill must include funding and direction to implement the changes needed for the NLRB to adopt an electronic representation election process."

In late April, 168 members of Congress led by Reps. Carl Levin (D-Mich.) and Brian Fitzpatrick (R-Penn.) called for the same goal, showing broad bipartisan support in Congress. ■

## ULLICO: Supporting the American Worker for more than 85 Years



At a time when life insurance was not available to union members, Samuel Gompers, the first and longest-serving president of the American Federation of Labor (AFL), saw the value of a union-owned insurance company. And the rest, as they say, is history.

On May 1, 1927, The Union Labor Life Insurance Company (Ullico) opened for business. Since the first group life insurance policy was issued to Federal Employees Local 105 in Washington, D.C., Ullico has stood shoulder-to-shoulder with union members and employers to ensure financial security and peace of mind.

For generations, Ullico has responded to the changing needs of working men and women. From insurance products for union members to investments that have created thousands of union jobs around the country, Ullico has been devoted to making life better for millions of Americans.

Ullico is the only labor-owned insurance and investment company, which is why union members and employers across America trust them with protecting their families, employees, businesses and investments.

ULLICO has been a steadfast supporter of the mission of the Union Label Department and has sponsored Department activities on many occasions. ■



## In This Issue...

- NLRB Continuing to Make Anti-Worker Rules . . . . . 1**
- In Memoriam: Union Members Lost to COVID-19 . . . . . 3**
- Trump Administration Out to Sabotage the USPS . . . . . 4**
- Union Buster Berman Warns Businesses of Unprecedented Rise in Labor Activism. . . . . 5**
- Organizing in the Digital Age . . . . . 5**

**PERIODICALS  
POSTAGE PAID  
WASHINGTON, D.C.**

**TIME VALUE**

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UL&STD thanks Ullico for supporting our mission.

# EndNotes



## Label Letter

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Vol. XLV, No. 3 • 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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By Rich Kline, *President, UL&STD*

## Americans Value the U.S. Postal Service, Congress Should Too



Americans want Congress to support the US Postal service by a wide margin, said 92% of those surveyed. When Congress addresses financial need in the next round of Covid-19 relief legislation, the USPS should be among its foremost concerns.

Across the political spectrum, Americans value the USPS and how it fulfills its mission. Most respondents wanted congressional action instead of rate increases on package delivery to fund the USPS.

So far, two stimulus packages of more than \$3 trillion have failed to assist the USPS. A one-time \$25 billion funding request to meet the immediate revenue losses caused by Covid-19 and further support as needed to address continued losses would enable the USPS to serve the public effectively. The sums are small in comparison to amounts given to private corporations.

Why is our postal system in financial trouble? Largely because Congress in 2006 saddled it with an obligation to pre-fund 75 years of retiree health benefits at a cost of \$5.7 billion

annually. No other government agency or corporation has to pre-fund 75 years of benefits. The requirement has undermined USPS finances.

Now comes Donald Trump and his anti-union administration to privatize the postal service. Postal unions and their members would be harmed by privatization. The American public would face less certain and higher cost mail and package services if parts of USPS were sold.

Some observers think privatization is a Trump administration ploy to weaken the postal worker unions and their political power and to reward corporate political allies with the chance to acquire a valuable, lucrative asset. Others see it as a means to break the USPS-Amazon relationship which Donald Trump criticizes. Neither aim is justifiable.

Most Americans value the Postal Service. Congress should act to preserve it. ■