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Label Letter

Union Label & Service Trades Department, AFL-CIO

Make it in America plan will help workers access jobs and opportunity

Rep. Steny H. Hoyer, House Democratic Whip

The American economy grew significantly after the Second World War and brought wide-ranging opportunity to our workers and their families. At the center of it all was a strong manufacturing sector that built the products that made our world run, and it was American workers who produced them and earned a decent living while doing so. After a painful manufacturing decline in recent years, our manufacturing sector is back, driven by innovation and advanced technologies, and it carries the potential for a significant increase in high-skill, high-wage jobs for a new generation of American workers.

Traditionally, manufacturing jobs have opened doors of opportunity that help workers and their families secure a place in America's middle class. They are the jobs that make the American Dream a reality—jobs that come with pay and benefits that support affordable, quality health care, homeownership, access to higher education, and savings for a comfortable retirement. But as those jobs declined, it became harder for working families to access these opportunities and rise up into the middle class.

We need a new manufacturing renaissance, and the best way to achieve it is by investing in the tools proven to help innovators and entrepreneurs launch and expand businesses that make cutting-edge products in America once again. Over the past four years, 646,000 manufacturing jobs have been created as more and more businesses realize the benefits to locating their

facilities here and hiring skilled U.S. workers. But that must be only the beginning.

Over the past four years, I've been proud to lead an effort in Congress that can build on recent gains and help America compete for the manufacturing jobs of the twenty-first century. That effort is called BF, an ambitious jobs and competitiveness plan that focuses on investments in education, innovation, and improvements to infrastructure. It has bipartisan support and was crafted based on input from AFL-CIO and labor organizations as well as economists, business leaders, and educators. I'm encouraged that the Senate has also introduced its own manufacturing plan, which complements Make It In America.

There have now been over 70 Make It In America bills introduced in the 113th Congress in four core areas: pursuing a national manufacturing strategy, promoting U.S. exports, encouraging the return of jobs and innovation from overseas, and securing a twenty-first century workforce.

As any organizer can attest, the first step in any major undertaking is to have a plan. That's why adopting a national strategy to grow our manufacturing base is so important. Our businesses and workers will better be able to Make It In America if we have a clearer understanding of both our economic challenges and the tools at our disposal to surmount them.

Make It In America bills also focus attention on how to make it easier for our businesses to sell their products not only around the country but across the world.



Since President Obama took office, exports have risen steadily, helping to fuel economic growth and job creation. But if we are to meet the goal he set of eventually doubling our exports, Congress will need to pass laws that improve the efficiency of our freight infrastructure and provide additional resources to help small businesses identify and access new markets. Part of this effort must include robust enforcement of trade rules that ensure American workers can compete on a level playing field with foreign competitors.

At the same time, Congress has an opportunity to encourage more businesses to locate their production and innovation here in our country as well as to bring back jobs that had previously been outsourced. We can do it by reforming our tax code so that we are no longer rewarding compa-

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Arts & ENTERTAINMENT



WHEREVER YOU GO FOR A SUMMER VACATION, your family is likely to enjoy the services of union members—getting you to your destination safely, on time and comfortably; preparing and delivering food, keeping you safe and entertaining you. Check out the **Union Plus** website (www.unionplus.org). Its travel and entertainment section offers exclusive discounts for union members.

When you take in a live performance, a concert or show, a major sporting event, stay in a comfortable hotel or take a meal in a classy restaurant...more than likely, union members will be part of the experience.

Did you know that the most successful U.S. theme parks are staffed by thousands of union members?

Disney's two major parks: Orlando and Anaheim employ some 36,000 union members from 18 different unions—including musicians, actors, stage hands, hotel and restaurant personnel from **UNITE HERE**, **Teamsters** and many more. Likewise, Sea World employs thousands of union members who interact with the public as well as others responsible for the care and feeding of the park's featured marine animals. Six Flags parks and Universal Studios Hollywood, round out the list of union-staffed amusement parks.

AFSCME represents thousands of municipal workers at city and state parks and zoos. U.S. Interior Department workers who staff federal parks and monuments are also union-represented—by **NFFE**, an affiliate of the **IAM**. **AFGE** represents many employees who build exhibits, conduct research and maintain the world-renowned Smithsonian Institute Museum in Washington, D.C.

AFSCME, **UNITE HERE** and the **Service Employees International Union** represent employees working at Major League baseball stadiums around the country. In addition to stadium workers belonging to a union, your favorite first baseman, pitcher or catcher are represented by the **Major League Baseball Players Association**.



USW keeps Dunlop Tire rolling along

Excerpted with permission from USW@Work Spring 2014

Along the Niagara River in Tonawanda, N.Y., just north of Buffalo, nearly 1,000 USW members have spent the past few years transforming their workplace into one of the most efficient tire-making operations in the United States.

The Goodyear Dunlop Tires North America plant, built to withstand a bomb when it opened as a munitions factory during World War I, has weathered decades of economic challenges thanks to a work force willing and able to change with the times. The factory had one of its best years ever when it marked its 90th year as a tire plant in 2013.

“Buffalo’s biggest asset is how good we are at changing our product mix,” said Local 135L President Tom O’Shei. “Our members are very skilled here. Nobody makes a better motorcycle tire than we do.”

The workers’ skill at building some of the best tires in the world, in a wide variety of styles and sizes, is just one part of Tonawanda’s story of rebirth.

In 2009, with the nation in the depths of an economic crisis, and with Goodyear’s costs mounting and demand falling, the company was looking for solutions.

Goodyear was closing plants and considering phasing out Dunlop’s medium radial truck (MRT) tire department, which would have eliminated more than 170 USW jobs and put the future of the facility in doubt, when the company found itself needing help filling an unexpected glut of orders.

DUNLOP REINVENTION

Working with the USW and New York economic development officials, the Dunlop plant stepped up and quickly re-invented itself; workers streamlined the tire-building process to make it more productive and efficient and, within six months, went from one of the company’s highest cost-per-tire sites to one of the lowest.



Through the transition, Local 135L members and Dunlop management learned the value of cooperation. “You’ve got to work together or you’re not going to survive,” O’Shei said.

At the low point of the recession, Dunlop’s USW work force fell to about 780, but the workers “just kept making tires,” O’Shei said.

Today, the 1.5 million-square-foot Dunlop plant operates nearly 24 hours a day, seven days a week, and employs 970 union members. The factory produces thousands of tires every day, including commercial, motorcycle and passenger models. And Goodyear, after a long struggle to turn a profit at its North American operations, recently reported a 72 percent increase in fourthquarter net income on the continent. Without the joint efforts of the company, USW leaders and rank-and-file union members, the turnaround would not have been possible, said Bob Lombard, a training coordinator and USW member who has worked at the plant for 37 years.

“That’s why we’re still here,” he said. ■

WALK IN MY SHOES – What’s your story?

In 150 words or less—accompanied by a picture of you at work...Help us walk in your shoes. We’re open to all union members, active, retired, laid off.

“We want rank and file members to help us to illustrate the rich, diverse tapestry of hard working men and women who make up the American labor movement. They are proud of their work and proud of the contributions they make to their commu-

nities,” explains Union Label Department President Richard Kline. “We want to demonstrate to American consumers and businesses that union labor gives added value in quality and reliability to products and services that are bought and sold.”

The pictures and stories we get will be published in the Label Letter and posted on the Department’s website—and perhaps in posters and other promotional

materials. E-mail a Walk in Your Shoes to: unionlabel@unionlabel.org; or send by regular mail to:

Walk In My Shoes
c/o Union Label & Service Trades
Dept. (AFL-CIO)
815 16th St. NW
Washington, DC 20005

NLRB charges Kellogg with multiple violations stemming from October lockout



Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM) released the following statement in response to the March 27 complaint issued by the National Labor Relations Board (NLRB) against the Kellogg Company:

On March 27, 2014, the U.S. government charged the Kellogg Company with multiple and serious violations of federal law stemming from its October 22, 2013, lockout of more than 220 workers at the company's Memphis cereal production facility.

In filing a complaint against Kellogg based on charges filed by Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM) Local 252G, the local representing the locked out members, the General Counsel of the National Labor Relations Board (NLRB)—the official charged with prosecuting employers for violating the National Labor Relations Act—determined that the company's conduct

in the supplemental contract negotiations in Memphis that led to the lockout was in clear violation of the federal law governing labor and management relations in the U.S.

In the March 27 complaint, the Board's General Counsel validated the charges filed by BCTGM Local 252G. The complaint outlines that during the course of the negotiations that led to the lockout Kellogg insisted that the union bargain on and agree to changes to a contract that was still in effect—a subject Kellogg had no right to insist on—and in so doing, “threatened to lockout employees” and “locked out all bargaining-unit employees...in support of its bargaining demands if the union did not ratify [Kellogg's] last contract offer

before October 22, 2013.” By doing that, the complaint asserts, Kellogg “interfer[ed] with, restrain[ed], and coerc[ed] employees in the exercise of the rights guaranteed in Section 7 of the Act”; “discriminat[ed] in regard to the hire or tenure or terms or conditions of employment of its employees” and “fail[ed] and refus[ed] to bargain collectively and in good faith with the exclusive collective-bargaining representative of its employees.”

Commenting on the NLRB ruling, BCTGM International Union President David B. Durkee stated, “The BCTGM commends the Board's General Counsel on its action. For more than five months, the locked out workers in Memphis have been victimized by a \$14 billion multinational corporation so consumed by greed that it was willing to break U.S. law in order to get what it wanted from its workers.

“Today's action by the Board's General Counsel is the first step in validating all that the BCTGM and our locked out members have consistently said since the beginning of this tragic lock out—that the company violated the law by demanding to negotiate on subjects that are not legally proper for the Memphis negotiations. ■

MAKE IT IN AMERICA, *Continued from page 1*

panies that ship jobs overseas. Instead, we ought to provide incentives for businesses to bring jobs and innovation back and keep them here. Make It In America bills like the R&D Tax Credit Extension Act, the Patriot Corporations of America Act, and the Bring Jobs Home Act would make sure that creating jobs in America is not only the right thing to do but also a smart business move.

Finally, we cannot attract the twenty-first century jobs we need without investing in a twenty-first century workforce. Make It In America places a heavy focus on strengthening our education system, particularly in the areas of science, technology, engineering, and math – or “STEM.” Producing skilled graduates in these fields is critical to maintaining the innovation edge America has over its global competitors. Our plan includes bills that

would create and strengthen partnerships between community colleges and manufacturers to establish career pipelines as well as an expansion of job training programs that teach in-demand skills. American workers are still the most productive in the world, and with Make It In America we can keep it that way.

We have the potential to revitalize our manufacturing sector and help connect more of our workers with good jobs that can support families in the middle class. But that's only if Congress gets the chance to vote Make It In America bills.

Republicans' obstruction of jobs and competitiveness legislation comes at a time when their party has also focused its efforts on rolling back crucial workers' rights. It is telling that while House Democrats have been focused on creating jobs and opportunity to help our workers Make It In America, House Republicans have been working to

limit workers' ability to organize in unions and bargain collectively for better wages and benefits. America's workers ought to stand up and demand that the Speaker and Majority Leader abandon their drive to erode workers' rights and protections and instead bring Make It In America bills to the House Floor for consideration.

If Congress can take action this year to invest in building a strong manufacturing base for the twenty-first century, we can lay the groundwork for a new generation of economic prosperity and middle-class growth. We cannot afford to fail in this effort – other nations are already taking steps to help their workers compete for the jobs we ought to be creating here in our country. The stakes are high, and America's workers are ready to Make It In America. It's time for Congress to step up and do its job to make sure our workers can do theirs. ■

UNION APPRENTICESHIP – EARN WHILE YOU LEARN

“I wasn’t ready to go to college right out of high school,” said Cory McCray, an IBEW representative out of Baltimore who went through the IBEW apprenticeship program.

“Luckily, I had a smart mom who called the Maryland Dept. of Labor and asked for a list of apprenticeships. I ‘earned while I learned’ as electrician apprentice.”

McCray apprenticed with the IBEW’s Local 24 for five years earning what he called “good wages.” He finished his apprenticeship without crushing student debt. In fact, McCray was able to buy real estate while working at his apprenticeship.

The cost of college tuition is out-of-reach for many high school students and their families and the daunting idea of paying back huge student loans have driven many students to seek career alternatives. Plus, not all high school students have the desire to go to a four-year university right after graduation, if at all.

Registered apprenticeships are an “earn while you learn” model. Many union organizations work with their employer groups offering apprenticeship programs to train young workers for their highly skilled jobs.

The Department of Labor keeps track of more than 19,000 programs nationwide, offering nearly 1,000 different career opportunities.

The most frequently cited benefit of apprenticeship, according to a 2009 study conducted by the Urban Institute on Labor, Human Services, and Population in Massachusetts, was that it helped meet employers’ demand for skilled workers. The second most frequently cited benefit was apprenticeship’s role in reliably showing which workers have the skills needed.

Many college students finish at age 22 with a diploma and a load of debt facing a challenging job market. On the other hand, apprentices who enter their programs right after high school finish around the same time with a solid job, paying between \$50–\$60 thousand a year.

But it’s not easy. Most apprentices spend 200 hours in the classroom to reach journey-level status and they must work 1,800 hours per year. In many trades, the classroom time is difficult, involving math and reading that may have been challenging to the student prior to entering the apprenticeship. Sheet Metal and Electrical appren-

tices, for example, are required to take on college-level algebra. Many are required to learn to read blueprints and learn chemistry and applied physics.

In April, the White House announced that it had brought together a consortium of colleges, employers and unions to make it easier for students to turn their apprenticeships into academic credit. Students in the IBEW’s program, for example, can earn up to 60 college credits during their apprenticeship.

Vice President Biden said the consortium is a “game change” for students “struggling to choose between going to work and going to college.”

Colleges participating in the consortium promise to accept credit recommendations from the American Council on Education (ACE) or the National College Credit Recommendation Service (NCCRS), or other similar third-party evaluation services.

This move to enhance apprenticeships will certainly help up the appeal of the programs.

“Apprenticing in any of the trades can be difficult,” said James Shoulders, Administrator of the Sheet Metal, Air, Rail, and Transportation International Training Institute. “A career as a sheet metal worker, or in a related trade, can be hard on your body. Now, the years of study and work that these men and women put in won’t be wasted if they’re no longer able to work in their fields. This consortium agreement opens up other opportunities.” ■



UNION APPRENTICESHIPS IN THE BUILDING AND CONSTRUCTION TRADES

- **Painters and Allied Trades Finishing Trades Institute**
<http://www.finishingtradesinstitute.org>
- **Ironworkers**
<http://www.ironworkers.org/organization/Apprenticeship.aspx>
- **Heat and Frost Insulators**
<http://www.insulators.org/pages/appren.asp>
- **Boilermakers National Joint Apprenticeship Program**
<http://www.bnap.com/>
- **Electrical Workers/National Electrical Contractors Association National Joint Apprenticeship Council**
<http://www.njatc.org>
- **Bricklayers Masonry Institute**
<http://www.imiweb.org>
- **Elevator Constructors National Elevator Industry Educational Program**
<http://www.neiep.org>
- **Plasterers and Cement Masons**
<http://www.metamediaintraining.com/ICD>
- **The Sheet Metal Workers International Training Institute**
<http://www.sheetmetal-iti.org>
- **Plumbers and Pipe Fitters**
<http://www.ua.org/apprenticeship.asp>

- **United Union of Roofers and Waterproofers**
<http://www.unionroofers.com/education/apprenticeship.aspx>
- **Operating Engineers**
<http://www.iuoe.org/Training/tabid/116/Default.aspx>

MANUFACTURING TRAINING AND APPRENTICESHIP PROGRAMS

- **International Association of Machinists and Allied Workers**
<http://www.goiam.org/index.php/headquarters/departments/apprenticeship>

UAW APPRENTICESHIPS

- **Ford Apprenticeship Program**
http://www.uawford.com/jac_frameset.html
- **Chrysler Apprentice Program**
<http://www.uaw-chrysler.com/training/apprentice.cfm>
- **GM Center for Human Resources**
<https://www.uawgmjas.org>
- **UNITEHERE! Local 11 Hospitality Training Academy**
<http://www.unitehere11.org/hospitality-training-academy>
- **USW Apprenticeship**
<http://www.icdlearning.org>

*The apprenticeship programs listed in this article are just a sampling of those available. Visit the www.doleta.gov for apprenticeship programs available in your state.

Postal Service cuts hours at 21 San Francisco post offices

USPS documents show hours reduced at post offices near Staples stores;

public postal counters are shrinking, not growing, after secretive deal with retail giant

In the wake of a secretive, sweetheart deal to outsource postal operations to low-wage, high-turnover Staples stores, the U.S. Postal Service is reducing customer service hours at 21 of 39 U.S. Post Office stations in San Francisco. Cutbacks in hours are also planned in surrounding Bay Area communities.

"They're shutting the doors at 5 p.m. and posting signs sending people to private locations – including Staples – to conduct postal business," said Geoffroy Dumaguit, president of the San Francisco Local of the American Postal Workers Union. "This will inconvenience and irritate our customers, who often need to visit a post office after work."

Postmaster General Patrick R. Donahoe has denied that Staples stores would replace any of the nation's 33,000 traditional post offices, but six months into the program, hours are being curtailed at nearby USPS offices.

The Postmaster General also claimed there would be no loss of USPS jobs as a result of the Staples deal, which allows the retail giant to conduct most of the business U.S. Post Offices handle. But the postal counters in Staples stores are staffed with low-wage Staples employees with no experience and little training, rather than highly-trained, uniformed Postal Service employees.

The no-bid deal with Staples began at more than 80 retail outlets in California and three other states, with plans to expand to 1,500 locations nationwide.

Donahoe claims the Staples deal will "grow the business" but according to USPS documents obtained by the American Postal Workers Union, business in 21 San Francisco offices will be shrinking, not growing. At least nine of the affected stations are two miles or less from a Staples store.

Most of the affected Post Office stations will now close at 5 p.m., instead of staying open until 5:30 or 6 p.m., as they



did in the past. USPS has identified "budget savings" based on reduced hours at the affected locations.

"First they take an hour, then they'll take the whole day," said APWU President Mark Dimondstein. "We've said all along that this is a plan to close post offices and outsource postal work. They've got a sign on the door that says 'We're closed, go to Staples.' It couldn't get much more obvious than that.

"After driving customers away, postal management will conduct a study of traffic in post offices and find that it's gone down. Then they'll claim to have the evidence they need to justify closing post offices," he said.

The cutback in hours at San Francisco post office stations comes at a time when the USPS is experiencing rapid growth in package delivery as a result of ecommerce. Letters and packages dropped off at Staples stores, however, don't enjoy the legal protection of the U.S. Mail.

Thousands of postal workers and community allies protested the outsourcing of postal jobs and the decline of customer service at 56 Staples stores and post offices in 27 states on April 24.

In late May, the Union Label Department added Staples to the AFL-CIO National Boycott list.

"Opposition to the Staples deal is growing," Dimondstein said. "The California

Federation of Teachers, the American Federation of Teachers (AFT) Michigan, the American Federation of Teachers (AFT) New Hampshire and other unions are answering our call to boycott Staples. Thirty members of the U.S. House of Representatives from California have called on the Postmaster General to scrap the program. We're going to keep educating consumers about this dirty deal. The U.S. mail is not for sale."

BOYCOTTS SCARING COMPANY

The APWU reports that a Staples announcement on July 14 indicating that the company is terminating its no-bid deal with the U.S. Postal Service and replacing it with an "approved shipper" program is a ruse. Staples and the USPS are changing the name of the program, without addressing the fundamental concerns of postal workers and postal customers.

The Staples announcement and a letter from the USPS dated July 7 make it clear: They intend to continue to privatize postal retail operations, replace living-wage Postal Service jobs with low-wage Staples jobs, and compromise the safety and security of the mail.

This attempt at trickery shows that the 'Don't Buy Staples' movement is having an effect. We intend to keep up the pressure until Staples gets out of the mail business. ■

PERIODICALS
POSTAGE PAID
WASHINGTON, D.C.

TIME VALUE

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EndNotes

By Rich Kline, *President, UL&STD*

A Manufacturing Renaissance



U.S. Rep. Steny Hoyer, the House Democratic Whip, has written a profound essay in this issue of the *Label Letter* on the way back for U.S. manu-

facturing and services lost to overseas competitors in recent decades. He notes that American prosperity was built on manufacturing and services. Rep. Hoyer calls for a "manufacturing renaissance."

He calls for passage of the **Make It In America** bills currently under consideration in the House and Senate. These jobs and competitiveness measures encompass a national manufacturing strategy, expanding U.S. exports, bringing jobs back from overseas and training a modern workforce.

Rep. Hoyer also calls for amending the tax code to keep businesses here in America, rebuilding our infrastructure and incentivizing the return of jobs in manufacturing and services.

The necessary changes required depend upon cooperation, bipartisanship and commitment to the needs of the majority of Americans. Unfortunately, Congressional deadlock has impeded progress on these and many other vital changes.

Alas, the Republican opposition to workers' rights and the unions that rep-

*If progress is made,
America's workers are ready
to do their part.*

resent them is another obstacle. Their policy of obstructionism has forced the President to act through executive action. Now the Republicans threaten lawsuits to counter the President and make deadlock permanent.

If progress is made, America's workers are ready to do their part and the express

wish of many of them is to gain the collective bargaining strength that unionization offers. **Make It in America** legislation can bring great economic benefits, and could bring a renewed and successful effort to pass the Employee Free Choice Act so all workers can share in prosperity. ■



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