

Workers' Health, Safety, And Pay Are Among The Casualties Of Trump's War On Regulations

by Celine McNicholas,
Heidi Shierholz, and
Marni von Wilpert

On December 14, 2017, President Trump held a press conference to take credit for the “most far-reaching regulatory reform in history,” claiming his administration has been responsible for more than 1,500 cancelled or delayed regulatory actions.¹ He is expected to tout this number again at his upcoming State of the Union address to Congress. While the specific figure Trump cited at the press conference has been called into question, there is no disputing that Trump and congressional Republicans have engaged in an unprecedented attack on regulations over the last year, rolling back rules that were intended to protect workers, consumers, and public health.

The Economic Policy Institute’s Perkins Project on Worker Rights and Wages has been tracking Trump and Congress’s decimation of federal labor standards through deregulation since January 2017.² Regulations play an essential role in protecting workers — ensuring safe workplaces and fair pay and protecting workers’ rights to organize and join a union so they can bargain collectively with their employers. But not only do regulations provide essential protections; research shows that federal regulations in fact provide an overall net benefit to the economy — contrary to what its opponents would have people believe.

In this report, we review what the research says about the benefits of regulations, and we shine a spotlight on Trump and Congress’s most egregious deregulatory actions — actions that advantage corporate interests and those

at the top of the income distribution at the expense of low- and middle-income workers.

THE FACTS ABOUT REGULATION Regulations put laws into action, protecting America’s workers

Regulations are simply the rules of the game. Congress passes laws, and then federal agencies set the rules for how those laws are followed. For example, if Congress passes a law directing the Occupational Safety and Health Administration (OSHA) to ensure “safe and healthful working conditions” in America’s workplaces, OSHA responds by promulgating specific rules that employers must follow in order to establish safe and healthful workplaces for their employees.

Regulations not only provide essential protections, but their economic benefits generally outweigh their costs. Opponents of regulations routinely emphasize the costs associated with regulations while ignoring their benefits. Rhetoric attacking regulations generally alleges that regulations are overly burdensome for employers and cost jobs. However, research shows that federal

regulations in fact provide an overall net benefit to the economy and that they have a modestly positive or neutral effect on employment.

Federal regulations currently provide a net benefit to society of over \$100 billion per year

To assess whether a regulation should be undertaken, agencies consider a comprehensive set of benefits and costs over a broad time horizon. For example, regulations establishing workplace safety standards save lives, and environmental protection regulations conserve natural resources and improve public health, which may provide benefits for generations. Safety regulations may require substantial upfront investments in safety equipment, but those investments pay off over the long term through a reduction in illnesses like lung cancer and through lives saved over decades. In addition, the need for the safety equipment creates jobs for the people producing the equipment.

Each year the Office of Management and Budget (OMB) reports to Congress on the costs and benefits of federal regulations, with a focus on regulations for which agencies are able to estimate and

monetize both costs and benefits. In its most recent report, OMB found that during the last administration, from January 21, 2009, to September 20, 2015, the estimated annual net benefit (benefits minus costs) of major federal regulations was between \$103 and \$393 billion.³ In other words, federal regulations are providing a net benefit to society of over \$100 billion per year. And these numbers are consistent with prior OMB reports, as described below.

The ratio of benefits to costs is about 7 to 1

OMB reviewed major regulations from 2000 to 2010 and estimated that the average annual benefit of major regulations is about seven times the cost.⁴ OMB’s findings are even more significant when you consider studies showing that government regulators generally overestimate costs.⁵ Also, many benefits are never monetized, but almost all costs are.

Regulations have a modestly positive or neutral effect on employment. Research on the relationship between employment and regulations generally finds that regulations have a modestly

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Are We Paying Attention?

RIGHT NOW, Postal Reform legislation is being drafted. Hearings are still to be held, but Postal Reform legislation is being drafted. Only the Mailing Industry and the Postal Service have had their say, but Postal Reform legislation is being drafted. No rank-and-file postal employees will ever testify, but Postal Reform legislation is being drafted.

Are we paying attention? Testifying before the Senate Committee, James Johnson, co-chair of the President’s Commission stated it would be at least a year before we could determine whether the decline of First Class Mail volume was due to a depressed economy or technological advances (i.e. e-mail). Yet, he and the President and the Committee have firmly stated we must “reform” the Postal Service now. Why? One of the greatest things about American government is that it moves painfully slow. Though it seems counter-intuitive, this is a good thing because it ensures that changes will be well thought out and fully debated before enacted. So why the rush to “reform” the Postal Service? And, if we haven’t even concluded hearings, if we haven’t even heard from “the other side” (OUR side), then there can be no doubt the Report from the

President’s Commission will serve as the blueprint for that “reform”. Are we paying attention? The powers that be are neither Republicans or Democrats. The powers that be are the multi-national corporations. Their goals are power and profit. Follow the money. The ten-year study of Free Trade shows the following. There are fewer jobs and a lower standard of living in America. There are fewer jobs and a lower standing of living in Mexico. There are fewer jobs and a lower standard of living in virtually every country that participates in Free Trade. The gap between rich and poor has widened exponentially. So why can’t you find a “viable” candidate opposed to Free Trade? Poor people are easier to control. If you make \$5 an hour, \$6 an hour looks

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Communicate: I Think Not

So I was sitting in the swing room on my break after a long day of work. It was about a quarter to 10 when I realized that our Express Mail hadn't arrived yet (which was going on an hour late). So I asked the supervisor "What's the word on Express?" His response was, "We're just waiting, I haven't gotten an email about it being late." I then ask one of the hub drivers had he heard anything about the dispatch for Express. I got the same response. That's when it dawned on me. I realized that we are in a business of communication (of some sort) yet no one knows how to communicate. How crazy is that! We work for a business that serves as a channel of communication from one customer to the other, and yet, management lacks the in-



telligence to communicate within the job. We see it way too often.

One supervisor tells you this, the other tells you that. Neither one of the instructions makes any sense and they both contradict one another, and that is due to lack of communication. That leads me to my tiny rant on 3971s and making sure they are submitted properly. Whenever you submit one make sure you at least get the supervisor to sign off on the first signature box that says they were notified and make yourself a copy. That way if it comes down to supervisor Tweedle Dee not informing supervisor Tweedle Dum, you'll at least have some documentation to back you up.

Until next time!

— The Communicator



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media to keep its members informed.*



NLRB Could Make Scabby The Rat Illegal

A giant, inflatable rat in New York both stands out and blends in: His bared fangs and bloodshot eyes have become part of our streetscape's visual vocabulary, the racket from his generator subsumed in the ambient din. Oh, and don't forget his scab-covered belly, a not-so-subtle allusion to "scab" workers who cross picket lines, along with the source of his nickname: Scabby the Rat.

But will we miss him when he's gone?

We might be about to find out, thanks to an advice memorandum by the Trump-appointed general counsel at the National Labor Relations Board, who has declared it should be illegal for unions to use rats and other inflatables to protest a company's unfair employment practices.

The memo is credited to an associate counsel at the NLRB's Washington D.C. office. But a source at the board who declined to be named told Gothamist/WNYC News that it expresses the will of general counsel Peter Robb, an attorney with a long career at firms that advise and advocate for management. Since taking the reins in November 2017, Robb has moved swiftly to consolidate the agency's powers of adjudication by taking it away from senior civil servants at 26 regional offices and giving it to a reliably conservative group of officials at D.C. headquarters.

Robb's view is that inflatables such as Scabby are "coercive" and "unlawful." His implied conclusion, which was sent to the regional offices, is that they should be banned.

The occasion for the opinion involves a recent beef over wages between an electrical workers union and a construction company in Chicago. (Coincidentally, Scabby the Rat was born in Chicago in 1990 when a company called Big Sky Balloons created him for a bricklayers union.) Union reps went to the construction site and hung a yellow banner that read, "LABOR DISPUTE: SHAME SHAME." Then, according to the memo, "They also set up a large, inflatable fat cat, 10 to 15 feet tall, clutching a construction worker by the neck."

What happened next proves that a



union inflatable needn't be a rat to be effective. Two workers arrived at the job site, beheld the murderous Fat Cat, then turned around and went home. They presumably didn't want to be called scabs.

The company, Summit Design + Build, filed a complaint with the NLRB. The case was ultimately settled but it gave Robb the chance to state that, in his official opinion, Fat Cat created a "symbolic, confrontational barrier to anyone seeking to enter or work." His memo also concluded that inflatables used by unions, and even banners, should be considered commercial speech and subject to regulation. And not only that: the memo went on to call them an illegal form of picketing. The opinions set the stage for a case that could set a new anti-inflatable precedent.

Such a case might come from Staten Island. Last month, the owner of the ShopRite on Hylan Boulevard filed a complaint with the NLRB about a pair of Scabby the Rats that appeared outside the supermarket. If the case is not settled, it will go before an administra-

tive judge at the NLRB who's been advised by the general counsel's memo that Scabby is impermissible.

The resulting ruling could sweep all the inflatable rats and cockroaches and fat cats and moneybag-clutching plutocrats not just from the streets of New York but job sites around the country. If the ruling doesn't quite do that, it could very well curtail the use of union inflatables by limiting their locations and hours of display.

Such a decision would reverse consistent NLRB rulings during the Obama administration. At least three times, judges at the board said that as long as Scabby is stationary and doesn't block a building entrance, he's a fair labor practice. But the ground-work seems to have been laid to reverse that view.

Richard Weiss, a spokesman for the Mason Tenders Local 79 in New York, said banishing Scabby would be a tactical loss for unions.

"It's hard to break through in New York City on a cause," he said. "There are millions of people here and everybody has their own issues. Yet when

you walk down the street and see a twelve-foot inflatable rat, it does call attention."

Weiss said his union alone has six to eight inflatable rats — he couldn't recall the exact number — which organizers keep in their vehicles so they can easily be deployed around the city. However, he admitted that not everyone feels a sense of solidarity when they come upon a snarling union rat. A few years ago, a man rushed up to a Scabby stationed in Lower Manhattan and stabbed him in his mangy rubber gut. The rat deflated but the wound wasn't fatal. "We patched him up and got him right back out there," Weiss recalled. And that rat got off lightly compared to a Scabby in Chicago who was shanked with a box cutter and run over by a car.

Both attacks exemplify what we already know about rats: They're scrappy, they multiply, and they're hard to kill. The National Labor Relations Board may now be trying to commit symbolic rodenticide. If that happens, Weiss says the board can expect a lawsuit defending inflatable vermin on First Amendment grounds.

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positive or neutral effect on employment.⁶

How do regulations create jobs? When regulations reduce jobs in one area, they create jobs in another. For example, factories making lead paint shut down after regulations banning lead paint were issued in the late 1970s, but enterprises manufacturing lead-free alternatives arose in their place. And some of the older factories hired people to retool their machinery to begin manufacturing lead-free paint.

Mass layoffs are not caused by regulations, but lack of regulations can lead to job loss

"Mass layoff events" are incidents in which at least 50 unemployment insurance claims are filed against an employer during a five-week period. According to the latest data available (2011 and 2012), employers cite regulations as the reason for mass layoffs in just a tiny share of mass layoff events — one-quarter of one percent.⁷

On the other hand, the lack of sensible regulations can lead to economic catastrophe and the loss of millions of jobs. The belief that financial markets can "self-regulate" led to a wave of deregulation and lax enforcement beginning in the late 1970s and persisting right up to the financial crisis that precipitated the Great Recession of 2007–2009. Deregulation and lax enforcement played a major role in the housing bubble and the financial and economic crisis that ensued when the bubble burst.⁸ Nearly nine million jobs were lost in 2008 and 2009. In the wake of this crisis, officials in charge of the nation's two main financial regulatory agencies stated that self-regulation had failed. As Christopher Cox, then-chairman of the Securities and Exchange Commission, stated, "We have learned that voluntary regulation does not work. . . . The lessons of the credit crisis all point to the need for strong and effective regulation."⁹

TRUMP'S YEAR OF DEREGULATION

Aside from a tax measure that overwhelmingly favored the wealthy, the first year of the Trump administration and the Republican-controlled Congress saw little in the way of substantive legislative accomplishments. However, the Trump administration and congressional Republicans have been successful in repealing many existing regulations and making it more difficult for government agencies to effectively regulate industries. One of Trump's first actions after taking office was to issue an executive order requiring federal agencies to identify at least two existing regulations to "repeal" when proposing a new regulation.¹⁰ In December, Trump boasted that his administration had exceeded that goal, repealing 22 regulations for every new regulation proposed.¹¹ While these claims have not been verified, the

Trump administration's Office of Information and Regulatory Affairs has reported that federal agencies have issued 67 deregulatory actions and 3 regulatory actions during fiscal year 2017;¹² it has also reported that a total of 1,579 regulations were withdrawn or delayed (635 withdrawn, 244 "made inactive," and 700 "added to the Long Term list").¹³

Congressional Republicans have been instrumental in supporting this deregulatory effort. In the first 90 days of the congressional session, the House and Senate used Congressional Review Act (CRA) resolutions — which provide for a quick process to overrule recent regulations — to overturn 14 Obama-era rules.¹⁴ Prior to the 115th Congress, the CRA had only been successfully used to repeal a rule once, in 1996.¹⁵

An examination of the regulations repealed or rescinded reveals that many of the rules that were eliminated provided important protections to our nation's workers. President Trump and congressional Republicans have blocked regulations that protect workers' pay, safety, and rights to organize and join a union. By blocking these rules, the president and Congress are raising the risks for workers while rewarding companies that put their employees' health, safety, and paychecks at risk.

Deregulation casualty #1: Workers' health and safety

Rolling back a rule that required employers to keep accurate records of workplace injuries and illnesses

Congressional Republicans approved and President Trump signed a Congressional Review Act resolution blocking the Workplace Injury and Illness recordkeeping rule, which clarifies an employer's obligation under the Occupational Safety and Health Act to maintain accurate records of workplace injuries and illnesses.¹⁶

Recordkeeping is about more than paperwork. If an employee is injured on the job (for example, is cut or burned, or suffers an amputation), contracts a job-related illness, or is killed in an accident on the job, then it is the employer's duty to record the incident and work with the Occupational Safety and Health Administration to investigate what happened. Failure to keep injury/illness records means that employers, OSHA, and workers cannot learn from past mistakes and makes it harder to prevent the same tragedies from happening to others. By signing the resolution to block this rule, Trump gave employers a get-out-of-jail-free card when they fail to maintain — or when they falsify — their injury/illness logs. Workers who could have been saved from preventable accidents on the job will have to pay the price with their health or even their lives.

The history of the rule is as follows: Since the early 1970s, the Occupational Safety and Health Administration has

required many employers to keep careful records of workplace injuries and illnesses and to maintain those records for five years. If an employer's injury/illness logs are inaccurate — for example, if a worker is injured on the job and the employer fails to log it — OSHA can issue a citation and fine.

For 40 years, from the early 1970s through 2012, OSHA had been able to issue those citations at any time within the five-year period that the illness/injury record was required to be kept. But in 2012, the D.C. Circuit Court of Appeals ruled that, if a worker was injured, OSHA had only six months to check an employer's log to make sure the injury was recorded and to issue a citation if it was not.¹⁷ That meant that even though employers are supposed to maintain injury/illness records for five years, an employer is off the hook if OSHA inspectors do not catch the employer's record omission within the first six months after the injury. Since OSHA inspections generally take longer than six months, the court's ruling made it a lot harder for OSHA to penalize companies for bad recordkeeping. One of the judges on the court, though, wrote that OSHA could issue a new rule clarifying employers' recordkeeping duties.

In response, OSHA promulgated a rule to allow OSHA to resume what it had already been doing for 40 years: cite employers for failure to log injuries/illnesses anytime within the entire five-year period that the records must be kept.¹⁸ This rule created no new recordkeeping requirements for employers; it just allowed OSHA more time to do its work to ensure that employers are held accountable for protecting workers' health and safety.

Delaying a rule requiring employers submit injury and illness records electronically to OSHA

OSHA's electronic recordkeeping rule is an important supplement to the recordkeeping rule described above. The Obama-era rule does not create any new reporting requirements for employers — it simply requires employers who are currently required to keep OSHA injury and illness records to submit their records to OSHA electronically, making them publicly available. Improving data collection and dissemination of injury and illness incidents in America's workplaces will allow OSHA, employers, employees, employee representatives, other government agencies, and researchers to identify patterns so that workplace hazards can be addressed and worker injuries and illnesses prevented. And because this information will be easily accessible to a broad audience on OSHA's website, employers are more likely to comply with workplace safety rules to protect their workers — knowing that they'll have to answer to the public if they don't.¹⁹

According to the final rule, employ-

ers covered by the rule were required to submit their 2016 records electronically by July 1, 2017. But delays by OSHA pushed back the compliance date to December 2017, nearly six months after the original date.²⁰ Most troubling, though, was OSHA's November 2017 announcement that it intends to "reconsider, revise, or remove portions of that rule in 2018."²¹

In 2016 alone, well over 5,000 workers died on the job.²² If OSHA rescinds or weakens this rule in 2018, it will mean that patterns of unsafe working conditions may be harder to detect, making workplaces even more dangerous for workers.

Delaying a rule protecting workers from exposure to harmful silica dust

After delaying enforcement for months, the Department of Labor announced in September 2017 that it would begin enforcing a rule to protect construction workers from occupational exposure to crystalline silica; however, enforcement of provisions protecting general industry and maritime workers will not begin until June 2018.²³ This Obama administration rule lowered workers' permissible exposure limit to deadly crystalline silica dust. The rule is made up of two permissible exposure standards, one for construction and one for general industry and maritime. The rule became effective June 23, 2016, and enforcement was originally scheduled to begin on June 23, 2017, but was delayed by the Trump administration. OSHA began enforcing most provisions of the standard for construction on September 23, 2017, and has announced that it will begin enforcing most provisions of the standard for general industry and maritime on June 23, 2018.

OSHA issued this rule to reduce workers' exposure to cancer-causing respirable crystalline silica. Studies have linked exposure to silica to lung cancer, silicosis, chronic obstructive pulmonary disease, and kidney disease. About 2.3 million workers are exposed to respirable crystalline silica in their workplaces, including 2 million construction workers who drill, cut, crush, or grind silica-containing materials such as concrete and stone.²⁴ Responsible employers have been protecting workers from harmful exposure to silica for years, using widely available equipment that controls silica dust with a simple water spray to wet the dust down or a vacuum system to contain the dust. OSHA estimates that the rule will save over 600 lives and prevent more than 900 new cases of silicosis each year, once its effects are fully realized.²⁵ It is past time for the Trump administration to start taking workers' sides by enforcing this rule to protect working people's lives and livelihoods.

Rolling back protections for workers exposed to beryllium

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Axne Signals Her Continued Support Of The People's Post Office

by Mark Sarcone, Editor/
Legislative Director

They say elections have consequences — a lot. However, I've seen first hand the difference between a Congressman (David Young) and the current Congresswoman, Cindy Axne, in Iowa's Third District. The former would tell you what you wanted to hear and go back to Washington and rarely follow through on his word. The latter is approaching things with much more enthusiasm. This was the case when Mike Bates, Local 44 President; Julie Bates, Clerk Craft Director, and myself met with Axne on August 20th.

Specifically, Axne says she's a strong supporter of the United States Postal Service, the "People's Post Office" and she's put her money where her mouth is. To date, she has signed on as a co-sponsor on bills that would prevent the privatization of the post office; continue six-day delivery; door-to-door delivery instead of cluster box only; improvement of service; shipping equity; and the USPS Fairness Act. This act would wipe out any past, present and future debt the postal service has incurred as a result of the onerous future retiree health care premium pre-payment requirement of \$5.5 billion per year.

"I am definitely on board doing everything I can to make the Postal Service viable and financially healthy well in to the future," she said.

The only postal reform bill she has not signed on to yet is H. Res. 60, Returning the Service Standards to July, 2012 Levels. "Quite frankly, we get a lot of bills that come across my desk and I've not had a chance to look at that one yet." However, after Julie Bates brought her up to speed on the bill, she sounded pretty sold on the idea of signing on as a co-sponsor.

Mike Bates discussed the need for Postal Banking and providing internet broadband service to under-



Pictured left to right, Mark Sarcone, Congresswoman Cindy Axne, Mike Bates, and Julie Bates met to discuss front-burner postal reform issues at her Des Moines office.

served, rural areas. He asked her to send a letter to Postmaster General, Megan Brennan, requesting that Iowa be given the opportunity to be a test site for postal banking in underserved areas. Further, she will do more study on the viability of the postal service providing affordable, secure, internet broadband service in rural parts of Iowa where none exists now. "I think all of these are important and don't necessarily need congressional approval based on the current statutes. I believe we need to do all that we can to keep the public connected. It's what the postal service has always done."

Caucus Training And ZOOM Meeting

ZOOM Meeting For PTF And PSE

There will be a ZOOM Meeting on September 22nd, 4PM. The topic of discussion will be proper PTF/PSE Scheduling in Small Offices. Please send your email to Kim at kimberly4apwu@gmail.com so she can invite them to the meeting.

Caucus Training

Caucus training in Waterloo. Sunday, September 29 1PM at the Black Hawk Labor Temple 1695 Burton Ave., Waterloo, IA 50703. Advance registration recommended 319-415-2298; kimberly4apwu@gmail.com.



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Point In Time

by Mark Sarcone,
 Editor/Legislative Director

Where do I begin? It's been a few months since I wrote in this space but a lot of consequence has happened and continues to happen.

Contract Negotiations

Contract negotiations have moved to the interest arbitration stage as the union and management were unable to come to a tentative agreement thru either negotiations or mediation. The national APWU announced that Stephen B. Goldberg was appointed as the impartial arbitrator on August 19th. This comes as a relief to those on the national level as Goldberg brings a wealth of knowledge and experience of the postal service and the contract. Interest arbitration hearings began September 4th. "The APWU team of officers, staff, attorneys, economists, and witnesses are fully prepared to beat back management's concessionary demands and win a decent new contract," President Mark Dimondstein said on the APWU National website. The national will be sending out "Good Contract NOW" stickers for employees to wear on the workroom floor. You can follow along with the latest at: apwu.org

Silence CAN Be Golden

Congratulations to Clerk, Angie Cooper, for winning the \$100 drawing Local 44 held for not participating in the postal pulse survey. Angie chose *not* to give management the means they need to convince an arbitrator to force us into contractual concessions.

Members Answer The Call To Action

APWU members had a very successful call-in day on July 23rd to urge their Members of Congress to co-sponsor H.R. 2382, The USPS Fairness Act. Locally, Iowa's Third District Congresswoman, Cindy Axne, signed on as a co-sponsor in mid-May. All but Fourth District Congressman, Steve King, have signed on as Iowa co-sponsors. As of August 16th, a bi-partisan majority of cosponsors in the House of Representatives had signed on in support of H.R. 2382. This legislation will put an end to the onerous pre-funding of future retiree health premiums, once and for all. Local President Mike Bates, Clerk Craft Director, Julie Bates, and I met with Axne on August 20th. See more about that meeting in this issue.

Attend Your Precinct Caucus!
 Democratic Presidential candi-

dates continue their march across Iowa trying to reach as many voters and collect as many donations as they can to keep their campaigns alive.

It is important that we attend our precinct caucuses (both parties) on February 3, 2020 and have anti-postal privatization planks put into both the Republican and Democratic Party platforms. This is a great way for you to take ownership not only in a civic manner but with possibly saving your own job.

Board Of Governors First Quorum Since 2014

Before adjourning for their August recess, the US Senate confirmed three appointees to the USPS Board of Governors allowing them to have their first quorum in five years. Further, two new members were confirmed to the Postal Regulatory Commission, replacing the two outgoing members. According to APWU President Mark Dimondstein on the APWU website: "The APWU looks forward to working with these new members of the Board of Governors and the PRC in defense of the public Postal Service and its workers. We will forthrightly promote the issues vital to our members and the postal public, oppose the management 10-year business plan targeting workers' benefits and service, and continue advocating for expanded and enhanced postal services."

USPS "Business" Plan Will Have Irreparable Harm

Speaking of the 10-year business plan, the Postmaster General is on the cusp of releasing her business plan to Congress and according to President Mark Dimondstein, it will not be good. The plan was leaked

in July and the USPS will need to make major cuts to our pay and benefits. Further, Dimondstein added: "I think they will go after moving to five-day delivery or less; closing processing plants and undermining the network even more; closing post offices; and primarily using cluster boxes."

Educate Yourself And VOTE In Upcoming Elections

Elections for APWU National Officers will be conducted soon and anyone who has been paying attention knows this will be one of the most hotly contested races for President in recent memory. Ballots will be mailed to all eligible voters between September 10-14 and must be returned no later than October 7th. Local 44 has NOT made an endorsement for any candidates but may do so at some point. Watch our Facebook page and Twitter feed for any updates. In the past, our local has had an abysmal participation rate of voting. In 2013, only 193 members voted with some increased participation in 2016 where 256 members voted. These numbers include retirees.

I know it's trite but YOU are the union. The Stewards and Officers are the people you entrust to run the daily business of the union but, truth be told, YOU have as much say as anyone else. It's up to YOU to exercise that and voting for national officers is one of the rights you hold as a member in good standing. Educate yourselves. Vote for those candidates who will have your best interests in mind. Watch the debates posted on our local's Facebook page. Take ownership. Make informed choices and VOTE.

"Voting is not only our Right. It is our Power." – Loung Ung



DMI Area Local Meeting Schedule

Meetings held at 1200 E. Euclid Ave.

September 18th	7:00 PM	November 2nd	10:00 AM
October 5th	10:00 AM	November 20th	7:00 PM
October 16th	7:00 PM	December 7th	10:00 AM

*Keep up-to-date with what's going on in your union,
 attend your monthly union meetings!*

Lance Coles Recognized As A 'Bridge Builder'



National Auxiliary to the APWU officers Karen Wolver (left) and Janice Gillespie (right) presented longtime Des Moines Local and Iowa Postal Workers Union President, Editor, Steward and a general wearer of a hundred hats, Lance Coles, with the prestigious "Bridge Builders" award at the Postal Press Association Conference. According to the Auxiliary APWU, the "Bridge Builders" is a prestigious award. Only one person per year, per state is eligible for this award. It is to reward those who have, and still is, helping the Auxiliary/Union, is active in Human Relations, Legislation, Political Action, Public Relations and/or Organizing/Recruitment. It is for Auxiliary and APWU members.

Is Retirement In Your Near Future?

by Joe Gordon

The 480-481 Area Local has been honoring our retirees shortly after they actually transition into retirement. The Local expanded this program several years ago to ensure that each member is properly thanked when they move on into their golden years.

I, as Secretary Treasurer, am responsible for the administration of this program.

I have adopted a method to hopefully ensure that I do not miss anyone that I qualifies for the recognition. The simple requirement is at least five years of continuous membership in the APWU immediately prior to retirement. I refer to the bi-weekly Dues Checkoff (DCO) lists as the primary resource to determine who should be recognized; as each retiring member will appear on that list designated as "HET". The next step is to invite the retiree to the next Union meeting to be recognized and presented with the special retirement package.

The entire process may take several

weeks as the DCOs come out from the National APWU about three weeks after the fact, and then the notification process could take some time. Finally, the next Union meeting may still be a month or two away. If the retiree is unable to make the presentation meeting, we will mail the package as soon as fea-

sible to the retired member.

The package includes: a letter of congratulations; a certificate of membership; an APWU Retiree pin, a vital papers book to help keep your important documents organized, a monetary gift and most importantly an application to the Locals Retiree Chapter. We urge all

retirees to continue membership in the APWU. The dues for retirees is merely \$3 per month and the money can be withheld from one's pension deposit.

I look forward to continuing this program, as it is the most gratifying task I perform as Secretary Treasurer.

— The Communicator

Are We Paying Attention?

continued from page 1

pretty good. If you make 26 cents an hour, 30 cents looks pretty good. If you have a family to feed, you will gladly give whatever you have — your labor, your freedom, your integrity — in trade for food. What does any of this have to do with Postal Reform?

Are we paying attention?

The central component of the President's Commission Report on Postal "Reform" is the politically appointed panel with total control over the USPS. The legislation being drafted now may well exclude mention of "labor issues", but if that panel is established, we've lost.

The Postal Service exists now as a public service for the benefit of the American people. Even if "labor issues" are not expressly addressed by Postal "Reform" legislation, such a panel as proposed by the Commission would be granted exclusive control to define "Universal Service," "comparable wages," and other things which Americans now define, via their vote. The central purpose of Postal "Reform" is to take the Postal Service away from the people and give it the powers that be.

Have we contributed to COPA? Have we written our legislators? Have we participated in rallies and

marches? Are we registered to vote?

Are we paying attention? Not enough of us are. If we were, the legislation would not be drafted before the hearings have even concluded.

The powers that be fear only the power of the people. This power of the people manifests itself both in Democracy and in Unionism. The power that be fear less who you vote for than that you vote. And the powers that be are very afraid when people join together to fight for common goals. America still belongs to the people. The powers that be are in a hurry to "reform" the Postal Service before people start paying attention.

Postal Privatization A Key Concern At PPA Conference

by Mark Sarcone,
Editor/Legislative Director

Several officers and stewards of your local and state APWU were fortunate to attend the 2019 Biennial Postal Press Association Conference at the Meadows Events and Conference Center in Altoona. The reason I say fortunate is that this conference is considered by many to be the premier educational conference for any union in the country. I think I can speak for myself and the officers and stewards of our local and state organizations that it was an honor to attend this conference and I thank the local membership for sending us.

Although attendance was down this year, due to other travel commitments by locals, almost 100 union communicators representing locals nationwide came together to learn new communications skills and others to hone skills they use on a regular basis.

The four-day conference ran from Wednesday, July 31-August 3, 2019 and started with attendees taking classes on Beginning to Communicate with their Members to Building a 21st Century Labor Movement to Legal Issues.

From there, attendees had the

choice of taking nine different courses ranging from digital media to writing and editing for union communicators to public speaking to photojournalism and everything in between. Every class had top-shelf instructors, including several from the University of Iowa Labor Center.

In between classes, general sessions were held covering postal privatization and how to write and op-ed/letter to the editor.

Judy Beard, APWU Legislative and Political Director, stressed that postal privatization, with its roots in the 2006 Postal Accountability and Enhancement Act, is on our doorstep and anyone any everyone who has a stake in it's survival as a public institution must wake up and fight back against the privatizers. "The union movement is 100 percent behind us stopping the sale of the post office and the AFL-CIO has made it their top priority with all unions to support this fight."

She said that Trump and his privatizers have clearly said in their report of December 2018 that getting rid of the unions will go a long way toward making the post office a lucrative entity for a private company or companies to buy. In other words, say goodbye



Mark Sarcone, Local 44 Editor, poses with President Mark Dimondstein (left) and Postal Press Association President Anthony "Tony" Carobine (right) after winning First Place for "Best Editorial" at the 2019 PPA Conference Awards Ceremony.

Photo by Lance Coles

to your living wage pay and benefits as you know them. The threat is real. The good news is that we are blocking it. The AFL-CIO is blocking it. Even Republicans are blocking the idea of selling off the people's post office. She said the *Stop Staples* campaign is living proof that we can beat this. But, every member must do what they can to participate in this preeminent struggle of our work lives. She added that this is not the time to become complacent just because we have a Democratic-controlled House of Representatives. She congratulated the Central Region, of which our local is in, for making the most phone calls to our members of congress in the recent call to support elimination of the pre-funding mandate of 2006. (H.R. 2382). Thank you to all of you who did so!

The conference came to a crescendo on Saturday with a statement and press conference with APWU President Mark Dimondstein. He fielded questions from attendees ranging from privatization to interest arbitration. I asked Dimondstein what he believes

his gut feeling is on what Postmaster General Brennan will target in her upcoming "business plan" to congress to cover an approximate \$125 million shortfall over a 10-year period? "I think they will go after moving to five-day delivery or less; closing processing plants and undermining the network even more; closing post offices; and primarily using cluster boxes." He lamented that postal leaders don't look at creating new or expanding postal services as new sources of revenue. He stressed that we need to meet with or contact our Members of Congress and tell them that they need to eliminate the prefunding mandate first and then work on a "business plan." "Then, let the Post Office be the Post office," he said.

The conference ended with the traditional awards banquet on Saturday night. The Des Moines Local earned two awards. Mark Sarcone, Editor of *DMI News and Views*, won First Place Best Editorial for: "Point in Time. Fake News" and Honorable Mention for Best Photo.

The DMI-APWU Membership Appreciation Day

will be held on
Saturday,
September 7, 2019
11:00 a.m. – 6:00 p.m.

LABOR PARK
4640 Morningstar Dr.
Des Moines, IA.

There will be kid's activities, crafts,
free ice cream truck, music,
COPA prizes, Auxiliary raffle,
and plenty of food.

We need volunteers for set-up and clean-up.
TO VOLUNTEER CONTACT:
Viola Geger, 265-7371 or Cindy Housh, 669-9518



Official Publication of the Des Moines, Iowa Area Local #44, APWU

EDUCATE TO ORGANIZE

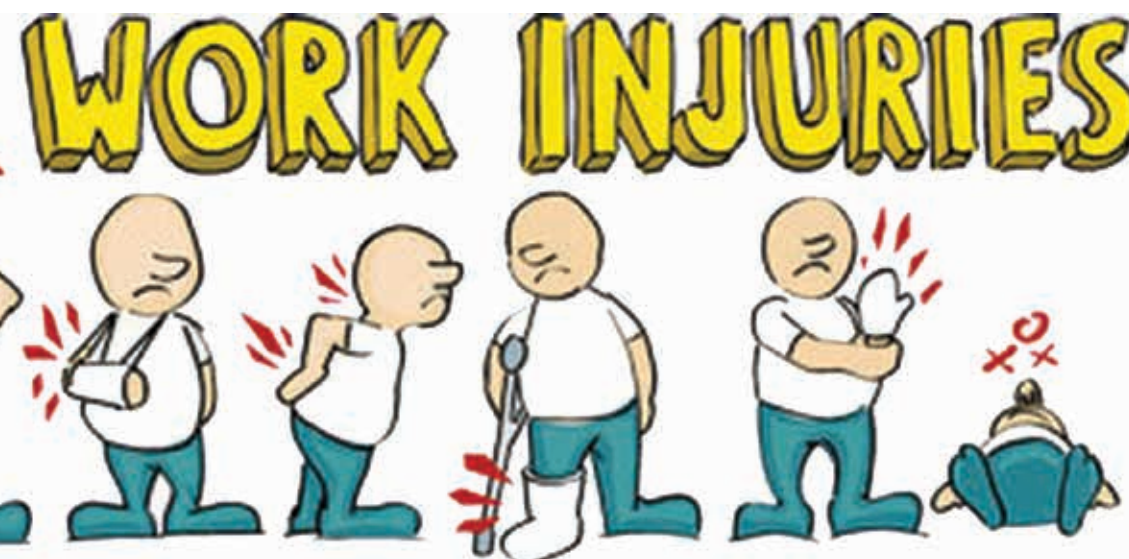
DMI-APWU AUXILIARY OFFICERS

PRESIDENT Christine Sarcone	 AUXILIARY	TREASURER Vancee Ringleb
VICE PRESIDENT Cindy Weems	EDITOR Janice Gillespie	RECORDING SECRETARY Karen Tallman

Injured On The Job? Hope This Helps!

by David Bostwick,
DMI Local 44 Steward

I have been contacted by several APWU members trying to find a doctor that will help them file for Workers Compensation benefits because they feel they were injured on the job at the USPS. Unfortunately, in central Iowa, there are simply not very many doctors willing to help postal workers to try to get a Workers Compensation claim accepted as being caused by their



USPS employment.

I have recently found out that Concentra does have doctors that

have been trying to help postal workers file for USPS Workers Compensation benefits. Concentra has two facilities in Omaha, Neb. And two facilities in Des Moines. The only Concentra that I am sure have tried to help postal workers is the facility located at 2100 Dixon Avenue,

Des Moines, Iowa 50316. Phone number: 515-265-1020. I am not sure if the other facilities would be willing to help or not.

There is a lot to know regarding federal workers compensation. I recommend you educate yourself prior to going to a doctor for help. I can try to give members advice, if

needed. My email address is: **david-bostapwu@yahoo.com** (this is the correct email address). If you email me, please put "OWCP Question" or something similar in the subject header because I will not open emails from people that I do not know. HOPE THIS HELPS!

Postal Workers And Allies Flood Congress With Calls For "Postal Service Fairness"

Thousands of APWU members joined our nationwide phone action on Tuesday, July 23 to tell Congress to fix a bad law that has put our public Postal Service in jeopardy.

More than 5,000 postal workers, allies, and community supporters called their Representative in Washington, DC and asked them to cosponsor the USPS Fairness Act (H.R. 2382) – following a call to action from APWU President Mark Dimondstein and Legislative & Political Director Judy Beard.

The legislation would repeal the Postal Accountability and Enhancement Act's (PAEA) burdensome pre-funding mandate for retiree health care. That burdensome mandate is pulling billions of dollars out of the Postal Service, which has caused job and service cuts across the USPS.

The USPS Fairness Act would do a lot to put the US Postal Service back on the road to sustainability.

Calls Made All Over the Country

In one day, APWU members contacted all 435 House Representatives. "When we speak up together, there is power in our collective voice," said APWU Legislative and Political Director Judy Beard. "A special shout to the Central region for making the most calls!"

As the day drew to a close, seven new members of the House of Representatives had signed on as cosponsors of the USPS Fairness Act, and five more became cosponsors on Wednesday, July 24. More are saying they will add their names.

"The fact is that, in 2006,

Congress damaged our public Postal Service. We are working hard to pressure them to undo that damage," said President Dimondstein. "Too often, big moneyed interests and corporate lobbyists roam the halls of Congress wielding undue influence over the people we elect to represent us. That's why it's so important that they hear from working people. If we don't speak up, then the privatizers who want to sell off our public Postal Service will go unanswered."

As of July 26, 207 Representatives have signed on to support the bill.



2019 COPA Picnic Prizes!!!



**Buy
Your
COPA
Tickets
Now!!!**

See any officer or steward in the steward's area at the Main Post Office or come to the Union Hall, 1200 E. Euclid Ave., or contact Cindy Housh at (515) 669-9518.

1 Ticket for \$1.00 or 6 Tickets for \$5.00

Prizes to be given away at the DMI-APWU Membership Appreciation Day on September 7th, 2019. Any member buying \$25.00 or more will be entered into our "Christmas Cash" drawing to be held in December.

GRAND PRIZE: \$250.00

1-Night Stay @ Prairie Meadows w/ a \$50.00 Gift Card to AJ's

TLC * Roku Smart T.V.

LASKO 18" Fan

Anchor 4-canister set

IGLOO 62-Qt. Cooler

2 - Chaise Chairs w/ Pillows

Baking Pans & Roaster

Libbey 4-ct. Wine Glasses

"Iowa" Cutting Board

Longaberger Basket 2 - Union (Auxiliary) Bags

18-Piece Glass Snapware

Iowa State Fair Wine/Holder/Glasses

Framed Marilyn Monroe Picture

Mr. Jelly Belly Bean Machine/jelly beans

Numerous \$25 & \$50 Gift Cards

Framed "Bouquet of Flowers" Picture

100 ft., 5/8" Garden Hose

12 Gal., 5.5 HP Shop*Vac

10, T-Shirts & 2, Hall Rental Certificates

Wine Basket (2 bottles Summerset wine/6 wine glasses/cork screw)

Bloody Mary Basket (mix/vodka/Anchor 4-pc., 16oz. glasses/4 pc. bar set/coasters)

COPA YES!

Doing Our Part to Build a Better Future

— What? No Grievance? —

by Janice Gillespie,
DMI Local 44 Auxiliary Editor

"Sorry, you have no grievance."
"Management has the right to mis-manage." "You must be timely."

Have these statements ever made you angry? I mean seriously, what are the stewards doing? They have to make management do what's right, don't they? Especially, what's right for you, right now? I get it. I hated that management could just go around messing things up. I resented that it was OK for them to make bad decisions. I mean, it's not as if they ran the company. Oh, wait a minute, they did. They still do.

We have a contract. An agreement that has been agreed upon by both sides. If the powers that be do not abide by the rules they've consented to then you have a right to file a grievance. That is where your union steward steps in. This is a person who has volunteered, stepped up, and offered to give their time and energy to assist you. They know the contract. They deal with it every day. Most employees have not read or even looked at this agreement. The best the average employee can do is to say they "thought" or "they heard" that management can't do this or must do that. Now these supervisors, managers, and

postmasters often do things that are not right. They make decisions that mess with your jobs, your schedules, your pay, or time off. They give orders that are just plain wrong. There is a huge difference between right, wrong, and contractual. Stewards cannot fix stupid. They cannot right the wrongs. Wrong is wrong, but it might be contractual. A steward's job is to see that management follows the contract. They can't make them be smart.

As much as you do not like hearing that you have no case against management, I assure you, your union reps hate having to tell you that even more. You see, when some people do not get the answers they feel they are entitled to, they attack the messenger. The same person who will defend them in a minute when it's appropriate. Often, the very one who has fought and won for them before. We frequently forget the wins, but never the losses.

They do understand your frustration. Each and every one of them has had personal grievances denied, they've had to rebid, or they've lost money in the way of lost overtime, for example. Were they unhappy? Of course. Did they stop defending themselves

and others? No. The dedication I see in the APWU officers and stewards is commendable and unending.

How much do you know about the contract or about the recent plans for your

area? How much do you rely on hearsay rather than going to meetings to get the facts? How quick are you to condemn those who give up their time to protect you so you don't have to?

All union members have the opportunity to be a steward or run for office. All are encouraged to go to the meetings. Very few run. Very few go.

The definition of union is a blending, a merger, and an alliance of those

with a common interest. All members make up one union. One body of people. Employees who have come together for the good of the whole. If there is adversity among us then we are weak. Together is the only way to be strong. Instead of fighting with those who are there for you, try helping them out. First of all, file right away when a violation has occurred. That could make a difference of the steward having plenty of time to write up a good case or barely the time to jot something down. Find out what is and isn't contractual. Ask, but accept the answer. If you have a grievance, get the documentation that is needed to win your argument. Get your statements in on time. Follow the guidance of the ones who deal with these issues all of the time. Yes, all of the time. On their breaks, at lunch, even on their vacations, they talk, work, and live "union." They are the experts. Does each and every one of them know everything? No, but they use the contract, past cases, and each other as resources. They do their research. They do all they can. For you.

So how about sticking together? Keep our forces strong. Fight what we can and try to change what needs to change. The union has your back.

In Solidarity.



Come join the fun . . . APWU Fall Retiree Meeting

Retiree Members & Their Spouse or Significant Other Only

You must make a lunch reservation for you and your guest prior to September 17th. If for any reason you need to cancel your reservation, please let us know as soon as possible since the retiree chapter has to pay for each person that is registered for lunch, whether or not, you attend. If you are not a member, sign up today by calling 265-7371 or sign up the day of the meeting.

TUESDAY, September 17th, 10:00 A.M.
at Union Hall, 1200 E. Euclid

Lunch will be served by the DMI APWU Local 44 Auxiliary.
MENU: sandwiches, soups, salads, desserts

SPEAKER: Representative Jennifer Konfrst
Iowa House of Representatives – House District 43

DOOR PRIZES

MAKE YOUR LUNCH RESERVATION BY SEPTEMBER 12TH

Cindy Housh, Retiree Chapter President
Email: cindermarie@msn.com

Workers' Health, Safety, And Pay Are Among The Casualties Of Trump's War On Regulations

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On January 9, 2017, the Occupational Safety and Health Administration published its final rule on occupational exposure to beryllium and beryllium compounds, which was promulgated to protect employees exposed to beryllium from significant risks of chronic beryllium disease and lung cancer.²⁶ Under the Trump administration, OSHA proposed to rescind provisions of the rule intended to protect workers in the construction and shipyards sectors.²⁷ DOL announced that OSHA will not enforce these January 9, 2017, shipyard and construction standards until further notice while this new rulemaking is underway.²⁸

About 62,000 workers are exposed to beryllium in their workplaces, including approximately 11,500 construction and shipyard workers.²⁹ The Trump administration's proposal would rescind important protections in the new rule, which was issued after decades of effort and study that uncovered overwhelming evidence that OSHA's 35-year-old beryllium standard did not protect workers from severe lung disease and lung cancer.³⁰ Under Trump's proposal, employers would no longer have to measure beryllium levels or provide medical testing to workers at risk of fatal lung disease. This proposal is another example of Trump's willingness to abandon workers' rights to come home safe and healthy at the end of the day, in favor of corporate profits.

Proposing to weaken the inspection rule for metal and nonmetal mines

In September 2017, the Trump DOL's Mine Safety and Health Administration (MSHA) proposed to weaken metal/nonmetal mine safety inspection requirements that went into effect at the end of January 2017. Under the Obama-era rule, mine safety inspectors were allowed to conduct a safety examination at any time, including during the mineworkers' shifts, which allows inspectors to spot unsafe practices and stop them before someone gets hurt. But in response to pressure from mine operators, Trump's appointees have issued a proposed rule that would permit a mine safety inspection to occur only before or right as workers are beginning their shift in the mine.³¹

The proposed rule puts workers in danger and allows unscrupulous mine operators to conceal safety hazards. If mine safety inspectors are only permitted to evaluate a mine before or at the beginning of a shift, the safety inspectors will never discover unsafe working conditions or unsafe mining procedures that occur during the shifts themselves. A mine operator could easily tell his employees to wait until after the inspection at the beginning of the shift before commencing unsafe mining practices for the remainder of their workday.

In addition, the Obama-era rule required mine operators to record all hazardous conditions found by inspectors,

even if they are immediately corrected. Under the Trump administration's proposed rule, only hazardous conditions that are not immediately corrected would have to be recorded. This would significantly cut down on the evidence and documentation needed by MSHA, workers, and mine operators to identify and fix patterns of unsafe mining practices.

This proposal to prohibit mine safety inspectors from performing critical workplace examinations means more miners will be exposed to unsafe work conditions. From January 2010 through mid-December 2015, 122 miners were killed in 110 accidents at metal and nonmetal mines.³² Another 16 died in 2016,³³ and another 13 died in 2017.³⁴

Considering a proposal to increase poultry line speeds, endangering workers

The Trump Department of Agriculture has indicated that it is open to relaxing existing regulations of line speeds in poultry plants, placing poultry slaughter and processing workers at increased risk of injury, illness, or death.³⁵ Regulations issued in 2014 stated that line speeds in poultry plants should not increase beyond the already fast rate of 140 birds per minute.³⁶ Under existing regulations, the poultry industry's own data show that poultry workers are injured at twice the rate of the national average. And these statistics likely undercount the number of injuries. The USDA itself has recognized "systemic underreporting of work-related injuries and illnesses" that makes it difficult to accurately evaluate the extent to which poultry workers suffer injuries.³⁷ Regardless, it is clear that poultry workers face great risk in their jobs and that increasing line speeds would only increase those risks.

Proposing to weaken protections for farmworkers

The Trump Environmental Protection Agency proposed weakening regulations protecting farmworkers from harmful effects of pesticide exposure.³⁸ The regulations prohibit workers younger than 18 from handling pesticides, require that other workers receive annual safety training on handling pesticides, and require employers to post warning signs around pesticide-treated areas.³⁹ The EPA proposed these standards in 2014, and many of the protections have already gone into effect.⁴⁰ The EPA itself has estimated that roughly 2,000–3,000 cases of acute pesticide exposure occur among farmworkers every year,⁴¹ with health effects ranging from rashes, nausea, blisters, and respiratory issues to Parkinson's disease.⁴² Rolling back these standards exposes farmworkers to additional risks of illness and death.

Deregulation casualty #2:

Workers' wages

Proposing to make it legal for em-

ployers to take workers' hard-earned tips

On December 5, the Trump administration took its first major step toward allowing employers to legally take tips earned by their employees. The current restrictions on "tip pooling," instituted by the Department of Labor in 2011, allow restaurants to pool the tips servers receive but stipulate that the employer may only share pooled tips with other workers who customarily receive tips, such as bussers and bartenders.⁴³ Employers are prohibited from retaining any of the pooled tips themselves. But the Trump Department of Labor has proposed rescinding those restrictions.⁴⁴

At first glance, the proposed rule seems benevolent: restaurants would be able to pool the tips servers receive and share them with untipped employees, such as cooks and dishwashers, in addition to tipped employees. But, crucially, the new rule would mean that employers are not required to distribute pooled tips among their workers: as long as tipped workers earn at least the minimum wage, the employer can legally pocket their tips. And basic economic logic dictates that it is highly unlikely that back-of-the-house workers will get more pay. There is currently no limit to what these workers can be paid, so employers are already paying their nontipped workers what they need to pay to attract workers willing to work in those jobs. Thus, if employers do share some tips with them, the extra cash would likely be offset by a reduction in their base pay, leaving their take-home pay unaffected.

We estimate that under Trump's proposed rule, employers will likely pocket \$5.8 billion of their workers' hard-earned tips each year — around \$1,000 a year per tipped worker.⁴⁵ And because women are both more likely to be tipped workers and to earn lower wages, this rule would disproportionately harm them. We estimate that of the \$5.8 billion, nearly 80 percent — \$4.6 billion — would be taken from women working in tipped jobs.⁴⁶

Taking money out of workers' pockets by weakening the overtime rule

In 2016, after years of work, the Department of Labor (DOL) updated the "overtime pay" rule, raising the salary threshold below which workers are automatically eligible for overtime pay to \$47,476⁴⁷ and giving 12.5 million people new or strengthened overtime protections.⁴⁸ Because the threshold had not been adequately updated over the last few decades, it had eroded dramatically with inflation. The percentage of full-time salaried workers automatically eligible for overtime based on their pay dropped from more than 60 percent in 1975 to less than 7 percent in 2016.⁴⁹ Prior to the 2016 rule, low-level managers at retail and fast-food outlets who made only \$23,660 a year — lower than the poverty rate for a family of four —

could be required to work long hours without any extra pay for the extra hours worked.⁵⁰

The 2016 updated overtime pay rule would have helped ensure that middle-class Americans who work hard get a fair return on that work — putting money in people's pockets and giving them the chance to spend more time with their families. However, the Obama administration DOL's overdue attempt to restore lost pay to America's workers was blocked in the courts by corporate interests, and, on October 30, 2017, the Trump administration made clear that it would not defend the rule. The Trump administration has signaled that it is going to undermine the rule, once again siding with corporate interests over workers.⁵¹

Deregulation casualty #3:

Workers' savings

Rolling back rules that made it easier for workers to save for retirement

On April 13, 2017, Trump signed two resolutions blocking DOL rules that assisted local governments that create Individual Retirement Account (IRA) programs for private-sector workers. Many municipalities have sought to establish initiatives requiring employers that do not offer a workplace retirement plan to automatically enroll workers in payroll-deduction IRAs administered by the local government. The DOL rule paved the way for these initiatives by simply clarifying that these plans are not covered by the Employee Retirement Income Security Act (ERISA), the federal law governing private-sector employer-sponsored plans, addressing localities' concerns that they may be subject to certain liabilities under ERISA.⁵² The Government Accountability Office warned that such legal uncertainties could delay or deter states' efforts to expand coverage.⁵³

By blocking this rule, Trump blocks a path for retirement savings for the roughly 55 million private-sector wage and salary workers ages 18–64 who do not have access to retirement savings plans through their employers. Local payroll-deduction savings initiatives encourage workers to contribute to tax-favored IRAs through automatic deduction. These savings initiatives provide important assistance to workers in saving for retirement, as few workers contribute to a retirement plan outside of work. Without innovations like these, fewer workers will be able to afford retirement.⁵⁴

Delaying a rule providing protections for retirement savers

The Trump administration's Department of Labor is actively working to weaken or rescind the "fiduciary" rule.⁵⁵ The latest step in these efforts is an 18-month delay of key provisions of the rule.⁵⁶ The rule simply requires financial advisers to provide what most clients probably already think they are

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Workers' Health, Safety, And Pay Are Among The Casualties Of Trump's War On Regulations

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receiving: advice about their retirement plans untainted by conflicts of interest.⁵⁷ It would prohibit common practices such as steering clients into investments that provide lower rates of return for the client but higher commissions for the adviser. The financial industry strongly opposes this rule because it wants to preserve a system that allows financial advisers to give their clients advice that is in the adviser's interest rather than the client's.

Conflicted advice leads to lower investment returns,⁵⁸ causing real losses for the clients who are victimized.⁵⁹ We estimate that retirement savers who will get or have gotten bad advice during the various delays imposed by the Trump administration will lose a total of \$18.5 billion over the next 30 years.⁶⁰ Further, the rule is being delayed with the clear intent of never fully implementing it. Instead, the Trump administration is buying time until they can permanently dismantle key elements of the rule. People who have worked hard to save for retirement need and deserve the fiduciary rule to be fully implemented and enforced.

Deregulation casualty #4:

Workers' safety nets

Rolling back a rule ensuring that unemployment workers can access earned benefits

Congressional Republicans approved and Trump signed a resolution that blocked a regulation establishing rules for drug testing applicants for unemployment insurance (UI) benefits.⁶¹ As part of the deal, states were permitted to drug test only those UI applicants who had been discharged from their last job for drug use or whose only suitable work opportunity is in a field that regularly drug tests workers. The rule directed the secretary of labor to determine which occupations regularly drug test workers. The Department of Labor issued a rule defining such "occupations" as those that are required, or may be required in the future, by state or federal law, to be drug tested.⁶²

This rule would have clarified circumstances under which individuals filing for unemployment benefits may be subjected to drug testing. Mandatory drug testing for UI applicants is arguably unconstitutional and unnecessarily stigmatizes jobless workers. Conditioning receipt of UI benefits on this type of requirement fundamentally challenges our nation's UI system, creating the perception that workers do not earn unemployment insurance. But workers do earn the right to unemployment insurance benefits through their prior participation in the workforce. Workers only access their earned benefits when they lose their jobs and are actively working to find new ones; this insurance is intended to help cover workers' basic needs during this gap period between jobs. The repeal of this rule will hurt workers when they are at their most

vulnerable, while benefiting companies seeking to reduce their tax obligations.

Deregulation casualty #5: Pay equity

Putting the EEO-1 pay data rule on hold

The EEO-1 pay data collection rule was an Obama-era rule intended to identify and fix pay disparities in America's workplaces. The rule would have required large companies (with 100 or more employees) to confidentially report to the EEOC information about what they pay their employees by job category, sex, race, and ethnicity.⁶³ The goal of this rule was to help employers, the public, and the government identify and remedy gender and racial/ethnic pay inequities. But the Trump administration has put the EEO-1 pay data collection rule on hold.⁶⁴

By putting the equal pay data rule on hold, the Trump administration is making it harder for employers and federal agencies to identify pay disparities and root out employment discrimination. Further, this decision ignores what the research shows — inequities have gotten worse, not better. Even among workers with the same level of education and work experience, black-white wage gaps are larger today than nearly 40 years ago⁶⁵ and gender pay disparities have remained essentially unchanged for at least 15 years.⁶⁶ In both cases, discrimination has been shown to be a major factor in the persistence of those gaps.

When this rule was first announced, former EEOC Chair Jenny R. Yang stated, "Collecting pay data is a significant step forward in addressing discriminatory pay practices. This information will assist employers in evaluating their pay practices to prevent pay discrimination and strengthen enforcement of our federal anti-discrimination laws."⁶⁷ By staying this rule, the Trump administration has shown that it does not value equal pay for equal work.

Proposing to roll back an SEC rule that requires disclosure of CEO-to-employee pay ratios

The Trump administration has proposed rolling back the 2015 Securities and Exchange Commission rule requiring that public companies disclose the ratio of compensation of its chief executive officer (CEO) to the median compensation of its employees.⁶⁸ The rule was mandated by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010.⁶⁹

Rolling back the rule will simply deny workers and shareholders information necessary for them to evaluate CEO compensation and performance and determine the fairness of their own compensation structure. This allows corporate interests to operate behind closed doors with less accountability to the public and to workers. CEO pay continues to be very, very high and has grown far faster in recent decades than typical worker pay. CEO compensation

has risen by 807 or 937 percent (depending on how it is measured — using stock options granted or stock options realized, respectively) from 1978 to 2016. In 2016 CEOs in America's largest firms made an average of \$15.6 million in compensation, or 271 times the annual average pay of the typical worker.⁷⁰

Deregulation casualty #6: Workers' rights to organize and join a union

Rolling back a transparency rule that would allow workers to know when their employer has hired outside anti-union consultants during a union election

The rights of most workers to organize and bargain collectively with their employers are protected under the National Labor Relations Act (NLRA) of 1935. But when workers seek to exercise these rights, employers often hire union avoidance consultants — also known as "persuaders" — to orchestrate and roll out anti-union campaigns. Union avoidance consultants may engage with workers directly, for example, delivering their anti-union presentations in face-to-face meetings. Or they may influence workers indirectly by providing management with ammunition for campaigns, including anti-union flyers, speeches, videos, and other materials.⁷¹ The Trump DOL has proposed rolling back an important rule (the "persuader rule") that ensured workers would have accurate information about their employer's use of anti-union consultants surrounding union election campaigns.⁷²

The rule Republicans are rolling back closed a massive reporting loophole that has allowed employers to keep indirect persuader activity secret. Disclosure of the large amounts of money employers pay to anti-union consultants — sometimes hundreds of thousands of dollars — would allow workers to know whether the messages they hear are coming directly from their employer or from a paid, third-party consultant.⁷³ Seeing how much money employers are paying out to these consultants would provide important perspective on employers' frequent argument that they cannot afford to pay union wages, and it would give workers the information they need to make informed choices as they pursue their right to organize. This disclosure rule would have helped level the playing field for workers who want to join together to negotiate with their employers for better pay and working conditions.

Almost half (48 percent) of workers polled said they'd vote to create a union in their workplace tomorrow if they got the chance.⁷⁴ However, the intensity with which employers have opposed organizing efforts,⁷⁵ and the continuing tilt of the legal and policy playing field against workers seeking to bargain collectively, have led to a decline in union membership. DOL's rescission of the persuader rule is just one more indica-

tor that the Trump administration is working on behalf of corporate interests to further rig the system against working people.

Rolling back rules to modify and streamline union elections

On December 12, 2017, the National Labor Relations Board (NLRB) took the first step toward rolling back a 2014 rule that simplified the union election process by which working people can join together to bargain for better wages and working conditions. The NLRB announced the issuance of a Request for Information (RFI) asking for public input on the 2014 election rule — indicating that Trump's appointees to the NLRB plan to alter the rule.⁷⁶ The election rule, which has been upheld by a federal court of appeals, includes a series of reforms that eliminate unnecessary delay in the election process and modernize agency procedures.

The NLRB protects the rights of most private-sector employees to join together, with or without a union, to improve their wages and working conditions. Employees covered by the National Labor Relations Act are guaranteed the right to form, join, decertify, or assist a labor organization; to bargain collectively through representatives of their own choosing; or to refrain from such activities. The NLRB's decision to reexamine the rule demonstrates that the Trump board majority has little interest in maintaining an efficient election process for this nation's workers. Ironically, the NLRB will accept electronic responses to the RFI for the election rule that, if rolled back, will affect the ability of workers to file electronic election petitions.

Deregulation casualty #7:

Consequences for employers who violate workers' rights

Rolling back the Fair Pay and Safe Workplaces rule

Senate Republicans approved a resolution that President Trump signed that rolled back a rule that required federal contractors to disclose workplace violations — specifically violations of federal labor laws and executive orders that address wage and hour, safety and health, collective bargaining, family medical leave, and civil rights protections.⁷⁷ The rule had directed that such violations be considered when awarding federal contracts. In addition, the rule had also mandated that contractors provide each worker with written notice of basic information including wages, hours worked, overtime hours, and whether the worker is an independent contractor. Finally, the rule had prohibited contractors from requiring workers to sign predispute arbitration agreements for discrimination, harassment, or sexual assault claims.

Currently, there is no effective system to ensure that taxpayer dollars are not awarded to contractors who violate

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Great Walls And Great Falls

by Frank Sample, Secretary

Archeologists still can't explain the purpose of many of the ancient structures of the past among which are strange meandering walls seem to end up nowhere.

The great wall of China was an expensive and awesome burden on those who were enslaved or otherwise motivated to build it. Was it to keep the northern Asians from moving South or the Southern Asians from moving North. Or was it a religious fortress to channel the Chi, to strengthen the spirits of the Chin or other untrumpeted Asian Royalty? No one seems to remember. Of course those whose sacrifice of labor (perhaps slavery) and life, resources, family, heritage and ability to move freely, have been relegated to the dusts of time.

The Romans used slaves and probably some Romans to construct Hadrian's Wall, supposedly to keep the Scottish and or Picts from raiding the Roman occupied lands of Britain. Not much left of the Roman empire. Just history.

I just read the US Supreme Court sided with President Trump's effort to transfer the funds Congress allocates for Military Pay, to be used to fund more of the "Wall", to keep central Americans from being encouraged to come to the land of the free and the home of the brave. The Trump Think America is a gated community. A big Mar-a-Lago, Uniformed Doormen in front of every house and building.

Just call those with a skin of a darker hue rapists, murderers, and drug dealers. None of which are just frightened children. None of which are average Juans and Juanita's who are extorted by gangs in their homeland just for being in business or going to work or home through turf. None of which whose children are forced by lawless gangsters to take drugs, drop out of school, join the drug gangs, and submit to sexual control of the drug gangs. Who just might want to flee to somewhere that has less corrupt law enforcement, a more educated citizenry, and a government that does not jail women for family planning. The Trump Think they are bad people. All very bad people. Oh some of which are good people, but, by coming to ask for salvation from the miseries of a culture which patriarchy,

concentration of wealth, government corruption, and lack of education, are by virtue of coming here, now criminals." Trump Think that putting out the word, come here uninvited? Lose your kids. That should put the word out. No poor. No unfortunate. No excuses. United States is for those like Trump, or those who would like Trump and money is most welcome, much more so than yearning to breathe free. We can't have a lot of people breathing free. You can't dominate those sub-class types if they are breathing free. They need to stay south of the border providing the 50 cent an hour labor for the sake of Corporate Profits. Corporations profits can't afford most of the high priced Labor on the northern shore of the Rio Grande.

We all know the level of decency of the profit motive. It has been behind every unkindness in Christendom. Yet by wrapping profit into the social fabric of society, with media, slick magazines now electronic media, focused on the privilege of wealth far above the average urban wage earner and certainly part time youth and multi employer service workers it becomes in a sad way a fantasy escape for the part time youth and multi employer service workers to dream they will leave behind their drab unrewarding existences to enter the realm of privilege, and even attention of the media. While Hollywood and Sports Star Teams offer opportunity to

tens of thousands of people in those "industries," Tens of millions more only dream, but still imitate, and in their own lives characterize those on whom the camera has focused.

If any of the women Trump has utilized for his "association" are similar to the victims of the Latino rapists and drug dealer, it is masked by the trappings of wealth, and an upscale opportunity to be in the presence of the American Aristocracy. So Trump Think those women are not victims, they are so well cared for, and if there is a complaint, they are paid off "equitably" with a few hundred thousand US Dollars. Just the cost of a good time. So who has a problem with that? If you've got it you flaunt it. The only one's who can get in trouble are the ones who look for those too young or don't have the dough to make skeptics lose their sympathy for the paid off to go away. That is the new Trump Class Act. If you don't like it, it is just jealousy that you can't play in the big time. The word is just get you some big money bags and you do what you please.

So what happened to the Conservative Christian Reform Movement? Boring, and they got big tax cuts, took their payoff and are busy counting their money just like the girls Trump paid off. Everyone has their price, right?

So Trump has a good buddy in Russia. Vladimir! Where are those Hilary Clinton E-mails? I hope Russia is listen-

ing! What a coincidence; Wikileaks, a Russian Lady Lawyer; Dirt on Hillary Clinton; Democratic Computer Servers Hacked! Donald Jr.; Jarred; Paul Manafort; Jeff Sessions; Michael Cohen; Roger Stone; (The Boss Has Your Back) Fancy Bear; Disloyal FBI Director; Press Secretary; Jeff Sessions; Hope Hicks; (You Are Fired;) Hire Giuliani, Hire Sarah Huckabee; No Collusion; Robert Mueller; Get Jeff to Fire Mueller; No wait; Fire Jeff; No collusion; Build a wall; Separate the kids; Give Jerusalem to Israel; Send them back; Robert Mueller testifies in Congress. Chris Wallace of *Fox News* says "Disaster for Democrats," "Trump says Democrats should be ashamed."

Will Trump have a great Fall, or will Trump have a great Fall off the Wall in the Fall? The reason Americans may not want to impeach Trump is what would they do for entertainment if Trump is not President? Mike Pence President? Much too boring.

What would they have left? Hot button arguments? Ted Cruz? Maybe his Dad assassinated Kennedy? Just no entertainment there. The question is why impeachment only works when Republicans do it? Remember, Republicans only needed a sexy scandal to impeach President Clinton. Well we have to admit Trump isn't sexy enough; he is just old and pathetic and rich as long as he doesn't have to pay back Deutsche Bank.

Local 7027 Meeting Minutes

JULY 19TH – 17TH, 2019

Call to Order: Tuesday, July 16th 1:30 p.m., 4:00 p.m. Wednesday, July 17th: President Rob Moyer presiding.

Roll Call: Members signed in.

Treasurer Report: May and June Financial reports were presented to the meeting attendees. 2 get well/sympathy fruit baskets sent to members in May and 1 sent in June, 1 retiree gift card presented to retiree in May and 1 in June; The regular monthly billings for May and June for rent, copier lease, Bank, check copy, broadband, utilities, phone, office supplies, officer salaries and taxes, affiliates per capita expenses, credit card.

Membership: Congratulations to Joesetta Howell. She joined the APWU.

Officer's Reports: President Rob Moyer discussed the administrative camps in APWU headquarters. New protocols are in place which limit access of Craft Officers to Executive Floor. The National Officers election will be conducted by mail in August with ballots due for mail return and counting in September. Rob asked all members to participate by voting in the national APWU Officer election. Rob discussed the dynamics of the 2 main partisan camps in the APWU National Election. The Dimondstein Together We Win camp featuring Jonathan Smith

who has vowed secrecy and loyalty to President Dimondstein as a strategy to avoid any appearance of division in the ranks. Rob recalled Jonathan Smith had brought a motion to the convention floor to award presidential authority to name replacements to vacant craft officer positions which would eliminate the seniority provision of the current constitution to replace vacant craft officer positions with the movement of the current craft officer pecking order which Rob felt was a power grab by President Dimondstein to descend into crony reward politics. Dimondstein has reversed a prior commitment to keep

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Des Moines Bulk Mail Center Local 7027 APWU

PRESIDENT

Robert D. Moyer

VICE-PRESIDENT

Steve Allen

SECRETARY

Frank Sample

TREASURER

Teresa Daleske

CLERK CRAFT DIRECTOR

Cyndi Miller

MAINTENANCE CRAFT DIRECTOR

acting Rob Moyer

MOTOR VEHICLE CRAFT DIRECTOR

acting Andrew P. Tuttle

EDITOR

Mark Clifford

TRUSTEES

Chris Strait

Mike Cope

Richard Schneider

STEWARDS

Maintenance

Mark Clifford

Clerk

Dave Hefel

Meetings on Third Tuesday
of every month at
5806 Meredith Drive, 276-5272

BMC Local 7027 Meeting Schedule

Tuesday

September 17, 2019

1:30 PM & 4:00 PM

Wednesday

September 18, 2019

8:00 AM

Tuesday

October 15, 2019

1:30 PM & 4:00 PM

Wednesday

October 16, 2019

8:00 AM

Tuesday

November 19, 2019

1:30 PM & 4:00 PM

Wednesday

November 20, 2019

8:00 AM

August Door Prize Drawing \$40

LOCATION

8435 University Boulevard

Suite 1

Clive, IA 50325

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the now defunct Temporary Agreement to publicly reveal the temporary agreement Offer which had 1 raise offer, a COLA, but other raises would require Arbitration. The John Marcotte for President Fighting 4U camp promised to include the craft officers in any negotiations, and has featured current Executive Vice President Debby Szeredy, and the 2 Clerk Craft Director Candidates Lynn Pallas-Barber and LaMont Brooks who objected to President Dimondstein attempting to negotiate a National Agreement without Craft Officers involvement which Brooks alleged would result in a concessionary contract to permit supervisors to perform bargaining unit work, PTF hours would be reduced permitting supervisors to work the PTF positions operations, to reduce the Line H provisions by employee leave hours, an extension of an excessing radius agreement not made permanent in the contract. Brooks complained the Temporary Agreement was agreeing to provisions making the Contract unenforceable. It was alleged that President Dimondstein had solicited opponents for the officers who objected to President Dimondstein's proposed National Temporary Agreements alleged shortcomings and concessions. The National Union is in the process of soliciting the 2 parties arbitrators. Those 2 arbitrators once signed on to the docket will determine the Neutral Arbitrator who will hear the arguments in Contract Arbitration Hearings.

Clerk Craft: Rob was informed of clerk duty assignments pending management action. Posting expected "within weeks." Custodial Staffing package will be due this fall.

Maintenance: Rob Moyer has been investigating management's allocation of custodial assignment hours. Subcontracting is being investigated. Management has attempted to dictate a new maintenance trike assignments. 1 maintenance member has had his promotion date adjusted to the correct date for corrected pay. Custodial task times are far below the time needed to properly clean the areas assigned. MOS clerks duty assignment start times, tours and SDOs have been reposted. 2 maintenance employees are performing 204B supervisor assignments. Rob is waiting on a Line H grievance answer from step 2. TL-5 cleaning processes and approved cleansers are being augmented by clandestinely provided Non-TL-5 Bleaches, and Anti-bacterial agents which are being used to mask the facts that the TL-5 cleansers and custodial cleaning assignment durations and custodial staffing are inadequate and do not provide acceptable cleanliness. Members noticed different overtime rules in different groups. Union had objected to the implementation of TL-5. Reports OIG is evaluating the TL-5 process. One mem-

ber reported 204B Supervisor allegedly relying on his employee(s) to tell him how to make assignments. Members report Maintenance Seniority Lists are incorrect. Rob discussed supervisors performing tool and parts craft work.

Motor Vehicle: A duty assignment is being considered for start time and SDOs. Management is supposed to be in contract.

Safety: Submitting PS Form 1767s are appropriate for notifying and recording uncleaned facilities, chronic residues, and odors. Management approved cleaning agents and limited cleaning work durations are not adequate to properly and healthfully provide necessary levels of cleanliness. Lack of cleaning should be addressed with PS 1767 report submissions

T-Shirts: Won by Rob Moyer and Ron Sutherland.

Cups: Won by Darlene Steinbach and Mike Cope.

Cup for member at the plant: Won by Diem Carpenter (On military Duty).

Door Prize: \$20.00 – Not Won. Rhonda Jorgensen did not attend.

Recesses Tuesday at 2:35 & 4:35 p.m. Discussion:

Adjournment: Wednesday 8:40 a.m.

AUGUST 20TH – 21ST, 2019

Call to Order: Tuesday August 20th 1:30 pm, 4:00 pm

Wednesday August 21st,: President Rob Moyer presiding.

Roll Call: Members signed in.

Membership: Congratulations To Jeff Silzer on his pending retirement at the end of the month.

Officer's Reports:

President Rob Moyer reported an arbitrator's contract award for National Rural Letter Carriers Association with retro active raises, COLA, but increased health plan premiums for the employees. Rob noted in the National APWU Election campaign controversies, a debate posed by President Dimondstein supporters that the Rank and File committee allegedly had deprived the APWU membership from accepting the proposed contract agreement President Dimondstein had brought to the Rank and File committee for review, which had been rejected by the Rank and File committee as unacceptably concessionary to the employer. More National APWU Election campaign controversies revolve around allegations President Dimondstein had excluded some or all National APWU Craft Directors from contract proposal review prior to presenting the USPS/ President Dimondstein contract proposal to the Rank and File committee; Allegations President Dimondstein had utilized the APWU negotiation report for his re-election campaign in an effort to disparage the Rank and File committee; That funds from excessively increased APWU health plan premi-

ums were being utilized for President Dimondstein non-health plan initiatives; That President Dimondstein had made ultimatums to currently elected National Officers that they must either run on and support his "Together we win reelection Ticket" group and personally make the customary \$5K mailing contribution to the "Together we win Dimondstein reelection ticket", or face the President Dimondstein "political machine" promoted opponent which would be solicited to run against any National Officer who did not support the President Dimondstein "Together we win" reelection campaign; That President Dimondstein's alleged contract extension was not an extension of a the entire current agreement but had newly negotiated language and concessions to the USPS rendering contract provisions "unenforceable with 50 mile excessing MOU not permanently in the CBA;" That President Dimondstein had invested some of his own personal fortune to promote the "Together We Win" campaign material to a degree beyond the salary of the Office of President; That President Dimondstein vowed he would not provide the National Contract negotiation effort "temporary agreement" records to the APWU membership but then cited material from that process to try to show the virtue of his reelection candidacy;

Rob reported that Arbitrator Goldberg had been chosen for the upcoming APWU Contract Arbitration and that the opening of arbitration hearings were expected to begin in early September.

Clerk Craft: Clerk Craft Director Cyndi Miller discussed duty assignment start time changes management implemented. A survey is being conducted to attempt to redirect bidholders whose start time has been altered to a more providential time noting management has assigned numerous PSEs to the times some bidholders would prefer. Rob Moyer noted that nearly every clerk bid vacancy was being reverted. MDO Maureen Tuttle and Supervisor Krista Martley are reportedly confronting employees and demanding to be told if the employees are filing grievances against them. Such practices are in conflict with the NLRA and could result in sanctions against management for NLRA violations.

Maintenance: Maintenance Craft Director Steve Allen provided a written report for members at the meeting and fielded questions from members. The National APWU Maintenance director Idowu Balogun has made arrangements for Des Moines BMC maintenance employee to testify in National Arbitration Hearings. Rob Moyer reported the 2018 Line H grievance had been denied by management at step 1 and step 2, and was being appealed to the step 3 level. Manage-

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Workers' Health, Safety, And Pay Are Among The Casualties Of Trump's War On Regulations

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basic labor and employment laws. As a result, the federal government awards billions of dollars in contracts to companies that break the law.⁷⁸ This rule would have helped ensure that federal contracts (and taxpayer dollars) are not awarded to companies with track records of labor and employment law

violations. Workers, taxpayers, and law-abiding contractors would have benefited from this rule. Contractors with records of cutting corners by violating labor and employment laws will benefit from the congressional resolution blocking this rule. What's more, by repealing this rule, the federal government will be rewarding companies that

force workers to waive their rights to go to court and instead sign agreements requiring them to resolve claims of sexual harassment or discrimination in private arbitration.

Conclusion

Regulations establish the rules of the game and assure important protections for working people. Corporations and wealthy special interests have demonstrated that — if there's nothing stopping them — they will do what they can to squeeze out more profits for themselves, even if it means jeopardizing workers' health and safety and retirement funds. The Great Recession is proof that it is dangerous to assume that corporations and Wall Street will police themselves. American workers deserve a fair system — with rules that serve

their interests as opposed to deregulating to rig the system so that corporate interests can rake in ever-larger profits at the expense of workers. The Trump administration and congressional Republicans have spent an enormous amount of time and political capital in their first year in control doing exactly that — by painting regulations as the “problem.” It is time to end this deception and return to defending the rules that protect workers, consumers, and public health.

Endnotes

1. White House Office of the Press Secretary, “Remarks by President Trump on Deregulation” [transcript], December 14, 2017.
2. Economic Policy Institute, Policy Watch (Perkins Project on Worker Rights and Wages), www.epi.org/policywatch.
3. Office of Management and Budget, 2016 Draft Report to Congress on the Benefits and Costs of

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ment has changed all the MOS clerk start times. Custodians are advised to utilize the TL duty regimen and to not resort to using non-postal cleaning methodology. Custodians are advised to accurately log their actual task completion progress, and to not claim completion for cleaning they were not permitted to complete. Trash routes are spelled out in the TL process and custodians should not deviate from the TL assignment specifications. Rob and Steve discussed members Level 7 assignments. Management is attempting to strong arm employees into training assignments which are not part of their position. Rob discussed 2006 dispute resulting in managements current practice of not cleaning when employee safety and health is not deemed to be at stake. Conveyor belt tensions are reduced to permit damaged belting replacement to be put off. PMs management has deferred resulted in numerous rebuilds required on singulator “shoe” device. Supervisor Kyle allegedly rendered the paint sprayer unrepairable. Cabling subcontracting was discussed. Maintenance MS-1 proposed staffing changes and reductions are pending for maintenance.

Motor Vehicle: a duty assignment has been posted for VOA Saturday- Friday Tour 3.

Safety: EAP office door in lobby is being left unsecured and Supervisor Shinette Sims is allegedly spending time with confidential EAP record access there. Power washing of Restrooms resulted in damaging electrical fixtures. Maintenance 204B supervisor Alex has confronted an employee multiple times obstructing route of travel of the employee.

Motion Made: Chris Strait proposed that the Local retiree gift card amount be increased by \$25 to \$75 when a member retires.

Motion Made: Steve Allen proposed that now the Des Moines BMC Local 7027 Maintenance Craft has achieved 100% membership that all current Local 7027 Maintenance Craft Members will be provided a Union Made Maintenance Craft Logo T-Shirt.

Motion Made: Lynn Rumbaugh proposed APWU members who are cancer survivors will be given a Union Made Cancer Awareness type Logo T-Shirt.

T-Shirts: Won by Will Davis and Roger C McGee.

Cups: Won by Lynn Rumbaugh and

Steve Allen.

Cup for member at the plant: Won by Melissa Farhat

Door Prize: \$40.00 – Not Won. Wesley Maddock did not attend.

Recesses & Adjournment: Tuesday at 2:35 & 4:35 pm

Discussion: Wednesday 8:40 am.

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Workers' Health, Safety, And Pay Are Among The Casualties Of Trump's War On Regulations

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Federal Regulations and Agency Compliance with the Unfunded Mandates Reform Act, 2016; see also Heidi Shierholz and Celine McNicholas, Understanding the Anti-Regulation Agenda: The Basics, Economic Policy Institute, April 11, 2017.

4. John Irons and Isaac Shapiro, Regulation, Employment, and the Economy: Fears of Job Loss are Overblown, Economic Policy Institute, April 12, 2011.

5. John Irons and Isaac Shapiro, Regulation, Employment, and the Economy: Fears of Job Loss are Overblown, Economic Policy Institute, April 12, 2011.

6. Josh Bivens, "Testimony before the Judiciary Subcommittee on Regulatory Reform, Commercial and Antitrust Law," February 24, 2016; John Irons and Isaac Shapiro, Regulation, Employment, and the Economy: Fears of Job Loss are Overblown, Economic Policy Institute, April 12, 2011.

7. U.S. Bureau of Labor Statistics, "Extended Mass Layoffs in 2012," BLS Reports, September 2013.

8. Heidi Shierholz and Celine McNicholas, Understanding the Anti-Regulation Agenda: The Basics, Economic Policy Institute, April 11, 2017.

9. Heidi Shierholz and Celine McNicholas, Understanding the Anti-Regulation Agenda: The Basics, Economic Policy Institute, April 11, 2017, citing Christopher Cox, testimony before the House Committee on Oversight and Government Reform, October 23, 2008.

10. White House Office of the Press Secretary, "Presidential Executive Order on Reducing Regulation and Controlling Regulatory Costs," January 30, 2017; Economic Policy Institute, "Executive Order on Reducing Regulation and Controlling Regulatory Costs: EO 13771," Policy Watch (Perkins Project on Worker Rights and Wages), January 30, 2017.

11. White House Office of the Press Secretary, "Remarks by President Trump on Deregulation" [transcript], December 14, 2017.

12. Office of Information and Regulatory Affairs, Office of Management and Budget, Executive Office of the President, "Regulatory Reform: Two-for-One and Regulatory Cost Caps," accessed January 25, 2018, at www.reginfo.gov/public/do/eAgendaEO13771.

13. Office of Information and Regulatory Affairs, Office of Management and Budget, Executive Office of the President, "Current Regulatory Plan and the Unified Agenda of Regulatory and Deregulatory Actions," accessed January 25, 2018, at www.reginfo.gov/public/do/eAgendaMain.

14. Eric Lipton and Jasmine C. Lee, "Which Obama-Era Rules Are Being Reversed in the Trump Era," New York Times, May 18, 2017. A CRA resolution either blocks a rule from taking effect or, if the rule has already taken effect, it prohibits the rule from continuing to be in effect. It also blocks any agency from issuing a new rule in "substantially the same form" as the disapproved rule — thus limiting options for restoring lost protections. (Technically, a disapproved rule could be reissued if Congress passed a bill specifically authorizing an agency to reissue the rule, but this is unlikely.)

15. Stuart Shapiro, "The Congressional Review Act, Rarely Used and (Almost Always) Unsuccessful," The Hill, April 17, 2015; Eric Lipton and Jasmine C. Lee, "Which Obama-Era Rules Are Being Reversed in the Trump Era," New York Times, May 18, 2017.

16. H.J. Res. 83, 115th Congress (2017); PL 115-21.

17. AKM LLC dba Volks Constructors v. Secretary of Labor, 675 F.3d 752 (D.C. Cir. 2012).

18. Clarification of Employer's Continuing Obligation to Make and Maintain an Accurate Record of Each Recordable Injury and Illness, 81 Fed. Reg. 91792 (December 19, 2016).

19. As noted on the informational page about the May 2016 final rule on OSHA's website, "Behavioral economics tells us that making injury information publicly available will 'nudge' employers to focus on safety" (U.S. Department of Labor, Occupational Safety and Health Administration, "Final Rule Issued to Improve Tracking of Workplace Injuries and Illnesses" [webpage], accessed January 25, 2018, at www.osha.gov/recordkeeping/finalrule). For the full text of the May 2016 rule, see Improve Tracking of Workplace Injuries and Illnesses, 81 Fed. Reg. 29624 (May 12, 2016).

20. In June 27, 2017, OSHA proposed to push back the compliance date to December 1, 2017. On November 22, 2017, OSHA announced a further delay, to December 15, 2017. Finally, on December 18, 2017, OSHA announced that it would "not take enforcement action against those employers who submit their reports after the December 15, 2017, deadline but before December 31, 2017, final entry

date." See U.S. Department of Labor, Occupational Safety and Health Administration, "US Labor Department's OSHA Proposes to Delay Compliance Date for Electronically Submitting Injury, Illness Reports" [news release], June 27, 2017; U.S. Department of Labor, Occupational Safety and Health Administration, "U.S. Department of Labor's OSHA Extends Compliance Date for Electronically Submitting Injury, Illness Reports to December 15, 2017" [news release], November 22, 2017; U.S. Department of Labor, Occupational Safety and Health Administration, "U.S. Labor Department's OSHA Accepting Electronically Submitted Injury, Illness Reports through December 31" [trade release], December 18, 2017.

21. U.S. Department of Labor, Occupational Safety and Health Administration, "U.S. Department of Labor's OSHA Extends Compliance Date for Electronically Submitting Injury, Illness Reports to December 15, 2017" [news release], November 22, 2017; Improve Tracking of Workplace Injuries and Illnesses: Delay of Compliance Date, 82 Fed. Reg. 55761 (November 24, 2017).

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