



NORTHWEST

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## Aveda sites are leafleted in six cities, while in Portland, pickets follow a brief occupation

By DON McINTOSH  
Associate Editor

Local unionists in six cities turned up public pressure on Dosh Salon Spa Feb. 7 — several days after the National Labor Relations Board (NLRB) accused the company of multiple violations of federal labor law.

Dosha is an Aveda-branded salon with five Portland-area locations. Last March its employees voted to join Communications Workers of America (CWA) Local 7901. But Dosha hired former Oregon Republican Party chair Bob Tiernan to handle negotiations over a first union contract, and no contract is yet agreed to after over eight months of meetings with Tiernan associate Al Orheim.

So on Feb. 7, union staff, members, and supporters leafleted outside Aveda's Minneapolis headquarters, at Aveda locations in Chicago, Los Angeles, Atlanta, Washington, D.C., and at all five Dosha stores.

Unionists also picketed Dosha's Northwest Portland location and briefly occupied Aveda Institute Portland, a



**Aveda Institute Portland was the site of a brief labor rally Feb. 7. The institute was targeted because its owner, Ray Motameni, is also co-owner of Dosh Salon Spa, which stands accused by the National Labor Relations Board of numerous labor law violations before and after its workers unionized last year.**

beauty school which is owned by Dosha co-owner Ray Motameni.

Four days before the blitz, the NLRB issued a complaint against Dosha, and set a March 20 date for an administrative law judge to hear the charges. Most of the alleged labor law violations involve management mis-

conduct before and after the union election — threats, inducements, surveillance and discipline — all to discourage workers from voting for the union, or to dampen hopes for a first contract after workers voted to unionize anyway.

Management also installed several

surveillance cameras at the Hawthorne location, where support for the union is most active. Cameras are aimed not at cash registers but at areas where employees meet and discuss. Local 7901 President Madelyn Elder says managers are using them to monitor pro-union workers, with chilling effect.

The NLRB also objected to numerous rules in Dosha's employee handbook that unlawfully restrict employees rights to discuss wages and working conditions with each other.

Some violations listed in the complaint could be resolved if Dosha posts a notice promising not to do those things. But the complaint also includes a more serious charge: that Dosha fired massage therapist Mary Christ because of her support for the union.

Soon after she was hired, Christ joined her new co-workers in demonstrating support for the union by wearing red feathers in their hair. After that, Christ says, she was called into the office for several intimidating meetings with managers, and ultimately, terminated on Sept. 12.

"I don't regret it at all, because [showing the union colors] was the right thing to do, and it's what I believe in."

Christ is a 27-year-old single mom with a two-year-old son to support and \$14,000 in student debt from Ashmead School of Massage to pay down. She would have made \$11 to \$13 an hour at Dosha, but says because she agreed to do massage 35 hours a week, they paid her \$15 an hour. Now, she's at Hand and Stone massage in Happy Valley,

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## Some unions call it 'A vicious attack on workers' rights'

# FAA funding bill includes changes to Railway Labor Act

In what some in labor are calling "a vicious attack on workers' rights," Congress, for the first time since 1981, has amended the Railway Labor Act (RLA). The RLA is a federal law that governs labor relations in the rail and airline industries.

[The Railway Labor Act was enacted in 1926 with the active support of labor and management in the railway industry. It was amended in 1934 to establish the National Mediation Board (NMB) to oversee the law and to conduct union elections. The Board is an independent agency in the Executive Branch that consists of three board members appointed by the president, with the consent of the Senate. In 1936, the Act was extended to include the U.S. airline industry. It was amended again in 1951 to permit union-shop agreements, followed by legislation in 1981 to include public commuter railroads.]

The 2012 amendments to the RLA were not part of a stand-alone bill, but rather, were attached to a Federal Aviation Administration (FAA) funding reauthorization bill that has been held up in Congress for more than a year.

The amendments were pushed by anti-union Republicans, favored by major airlines — and strongly opposed by 18 international unions because they had nothing to do with FAA funding.

"It's a vicious attack on workers' rights," the 18 international union presidents wrote in a letter to Congress prior to a vote in the Senate.

The revisions, they say, create new roadblocks for employees seeking union representation, take away secret ballot rights, increase the threshold needed to call for a union election from 35 percent of employees signing cards to 50 percent, make collective bargaining more difficult, and limit the safe-

guards provided by the NMB.

The union leaders asked that the amendments to the FAA Modernization and Reform Act of 2012 (HR 658) be deleted and that Congress pass a "clean FAA reauthorization that all concerned recognize this country sorely needs and supports."

HR 658 does include safety measures that bring the air traffic control system into the 21st century, as well as funding through 2014, which could result in airport construction projects that create up to 100,000 jobs.

There was enough good in the bill that the National Air Traffic Controllers Association (NATCA) and the Air Line Pilots Association (ALPA) supported it.

NATCA President Paul Rinaldi praised its section governing collective bargaining for his members that prevents a future Administration from unilaterally declaring impasse and impos-

ing a contract.

"The measure has an essential collective bargaining provision which addresses personnel management issues that permeated the FAA and soured its relationship with its workforce for much of the past decade," said Rinaldi. "This critical provision ensures the entire FAA workforce will never again have work and pay rules imposed upon them."

ALPA President Capt. Lee Moak agreed, but conceded: "There's no doubt this bill could have been improved by omitting provisions unrelated to aviation safety. That compromise was necessary to set the stage" for the bill's approval.

Senate Democratic leadership and House GOP leaders touted HR 658 as a "compromise" bill. That's because House Republicans originally had sought an amendment to the bill to overturn a rule implemented in 2010

by the NMB that called for a "majority-rules election process" for railway and airline workers wanting to unionize. Before 2010, workers who did not cast a ballot in a union election were counted as a "no" vote.

As the Washington State Labor Council noted: "This uniquely undemocratic practice was ended and replaced with normal majority-rules elections, the same ones that exist for all other American workers, and in fact, are the standard for all elections from local school boards to the presidency."

The new rule, however, infuriated airline and transportation corporations. After losing a federal lawsuit to have the new rule overturned, corporate bosses went to Republicans in Congress, who inserted a provision to do so in the FAA reauthorization bill.

Democrats opposed it, agreeing

(Turn to Page 7)

# ILWU #21 ratifies 5-year contract at EGT in Longview

LONGVIEW — The International Longshore and Warehouse Union (ILWU) signed a five-year collective bargaining agreement with EGT, LLC Feb. 10 covering land-side and ship-side operations at the multinational corporations new grain terminal at the Port of Longview.

The agreement, covering both production and maintenance work, establishes guidelines for a regular Longshore workforce at the facility for day-to-day operations and creates a select pool of employees who will work as needed to service incoming vessels, barges, trains, and other operations at the facility, the ILWU said.

Neither side would disclose any other details about the contract.

Thus ends a bitter year-long, high stakes battle — in court and on the docks — between the union and company over whether EGT would employ ILWU members at its new \$200 million grain terminal. It all started Jan.

23, when Washington Governor Chris Gregoire announced a settlement after secretly meeting with the two sides on more than a dozen occasions.

Since that announcement, Longview-based ILWU Local 21 opened up its hiring hall to EGT, which hired a group of ILWU members — 25 to 35 of them, according to the Longview Daily News. Then on Jan. 30 and 31, the union submitted cards signed by a majority of the workers saying they want to be represented by ILWU Local 21. An arbitrator verified that the cards were authentic on Feb. 1, at which point EGT “voluntarily” recognized ILWU Local 21 as the workers’ bargaining representative.

All this appeared to satisfy legal concerns EGT had expressed when it sued the Port of Longview last year in federal court. A clause in the Port’s lease with EGT said that the company was obligated to observe the Port’s working and wage agreement with

ILWU, but EGT argued that was a “pre-hire” agreement, which would run afoul of the National Labor Relations Act.

Under the terms of Gregoire’s settlement, the Port agreed to drop that clause from the lease, and ILWU and EGT agreed to drop unfair labor practice charges before the National Labor Relations Board. Over the course of the last year more than 200 union members and activists were arrested for blocking EGT-bound trains and for clashes with police. ILWU also agreed to call off a massive protest it was planning for when the first ship arrived to export grain.

On Feb. 7, Hong Kong-flagged MV Full Sources became the first ship to dock at the EGT terminal, to be loaded with wheat bound for Korea. The two sides were still negotiating details of the collective bargaining agreement when it arrived, but ILWU agreed that members would begin loading the ship in a show of good faith. Three days later, a five-year collective bargaining agreement had been ratified.

In a joint press release, EGT’s CEO Larry Clarke called the agreement “unique on the West Coast,” adding that it “provides us the dedicated workforce and the flexibility to run this 21st century facility efficiently and safely.”

ILWU President Robert McEllrath said, “The men and women of the ILWU have crafted hundreds of collective bargaining agreements over the past several decades that have made many companies profitable while also

providing family-wage jobs for communities like Longview. This agreement was crafted with the goals of safety, productivity, good jobs for the community, and stability for the grain industry in mind.”

## QUOTE OF THE WEEK

“Folks in this country have to begin to ask themselves whether democracy is still working, or, as I believe, that we have fallen into a plutocracy. Gridlock

is just a game being perpetrated in Washington to maintain the status quo of wealth for the few.”

**ARLENE VIOLET**  
FORMER RHODE ISLAND AG  
HAVE WE BECOME A PLUTOCRACY?  
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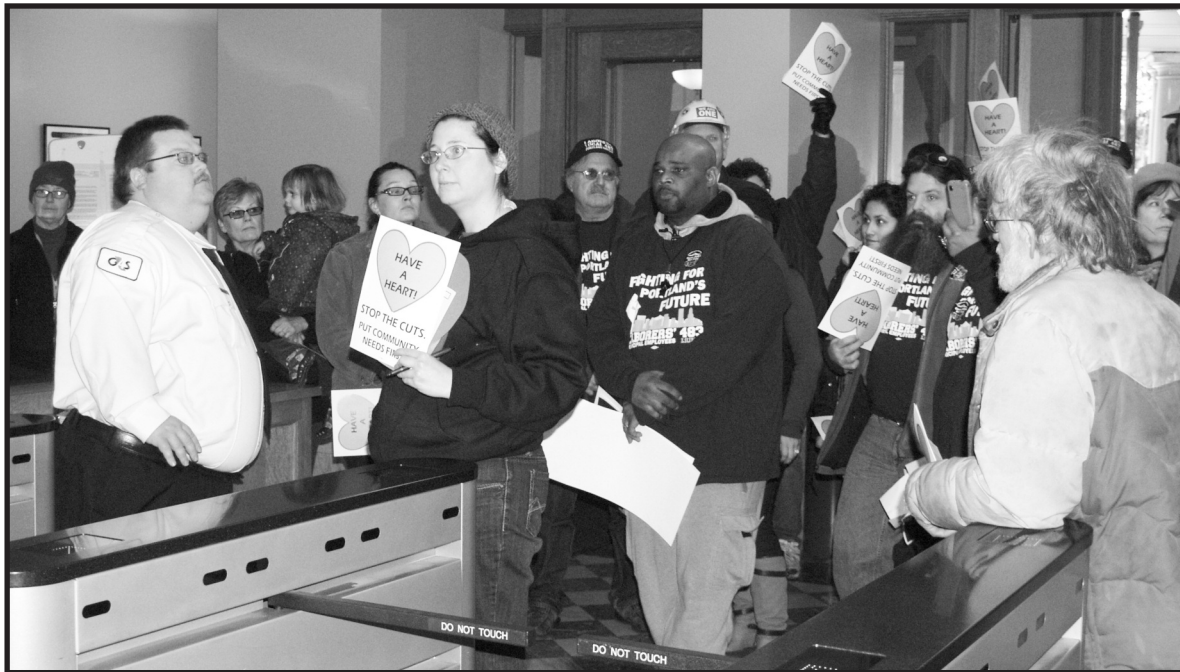
To be your best, it's important to have a strong partner. Kaiser Permanente's Salem-area service director, Gena Bailey, was recently recognized by the Oregon Chapter of the Labor and Employment Relations Association with its annual Management Practitioner Award. The award goes to managers whose accomplishments and approach to labor relations are widely admired by labor, management, and neutrals.

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## 'We have these Valentines to deliver...'

Above, a group of about 80 activists with Portland Jobs with Justice drop by for an unannounced visit to Portland City Hall Feb. 7, demanding a halt to proposed city worker layoffs and to fines levied against a homeless encampment. The visit was one of seven stops made by two busloads of union supporters during a six-hour roving protest.

At City Hall, "have a heart" was the message delivered to City Commissioner Nick Fish. Fish agreed to an impromptu meeting, and responded, basically, that he *has* a heart; it's his pocketbook that's shriveled up. But Fish told the activists he's all ears when it comes to suggestions on how to avoid the cuts. [A day earlier, ABC News released poll results showing that 72 percent of Americans support raising taxes on incomes over \$1 million. No word on when that proposal will come to City Hall.]

Other stops:

- The First Student school bus yard for the Gresham-Bar-

low School District — school bus drivers there are still trying to get a first contract more than 18 months after they voted to join Oregon School Employees Association.

- The Neighbors United worker center in Gresham, a community organizing space developed by the group We Are Oregon.

- University Station post office, for a rally to save the postal service.

- Legacy Health System HQ, for a short protest against 400 layoffs.

- Aveda Institute Portland and Dosha Salon Spa at NW 23rd and Glisan, to demand a contract for a group of hair stylists, nail techs, and massage therapists. [See Page 1]

The afternoon of protest was part of Portland JwJ's "Portland Rising" campaign, which calls for good jobs and no cuts. It was the group's second bus-borne day of action; the first took place June 30, 2011.

# ...Pressure on at Dosha

(From Page 1)

where she says employees are paid and treated better than at Dosha.

Christ says Dosha HR manager Tricia McMackin — the same manager who fired her in September — called Jan. 26 to offer \$500 to \$1,000 if she'd drop her case at the NLRB. If she didn't accept the offer, McMackin told her, going to court could take up to a year to finalize.

"I said, 'No, I want what the NLRB has determined is rightfully mine: my job back plus back pay,'" Christ said.

To help publicize wrongdoing by Dosha, CWA reached out to other unions for support. On Feb. 7, local central labor councils mobilized leafleters in other cities, while in the Portland area, the Oregon AFL-CIO dispatched about 40 unionists for three hours of leafleting outside all five Dosha locations. Leafleters included staff and members of CWA, American Federation of Teachers-Oregon, the Oregon School Employees Association, the Oregon Nurses Association, AFSCME, Machinists, and Working America. They also collected 100 signatures on support petitions.

The day's most heated interaction wasn't at one of the Dosha salons, however, but at Aveda Institute Portland, where a group of about 80 protesters encountered Dosha co-owner Ray Motameni and several managers. For a noisy 10 minutes, the school — many of whose graduates go on to work at Dosha — was invaded by supporters of

Portland Jobs with Justice who were shuttling around the Portland area on buses for an afternoon of protests.

At one point, Elder — the Local 7901 president — addressed students via bullhorn. Several students yelled back that Aveda is not the same as Dosha, while others yelled "let her speak." The problem, Elder tried to explain, was that the students may graduate \$10,000 in debt only to make starting wages at Dosha of not much over minimum wage. CWA is seeking wage increases in its negotiations with Dosha.

Moments into the beauty school takeover, Aveda Institute Portland managers called police, and a squad of five officers arrived as demonstrators were re-boarding their buses. Managers spoke emotionally about "scare tactics," declared that the union should confine itself to the bargaining table, and said they wanted to press charges for trespassing. Protesters, meanwhile, denied that they'd heard any order to leave in the din of chanting and yelling. In the end, no arrests were made.

Elder says Dosha has implemented several union proposals so far, including a safety committee, biohazard training procedures, and hepatitis B vaccinations. And Dosha agreed to reimburse employees for bank fees they incurred after a rash of bounced paychecks in September. Elder said Dosha paychecks bounced for at least 20 workers, and then at least 7 workers two weeks later. Ironically, direct deposit of paychecks was one of the first union proposals in bargaining, to which Dosha did not agree.

In December, the NLRB dismissed a separate charge in which CWA said it was unlawful for Dosha to change its health care plan without the agreement of the workers. CWA is appealing the dismissal of the charge.

[Visit [nwlaborpress.org](http://nwlaborpress.org) for video and images of the protest.]

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# OFFICIAL NOTICES

## AUTO MECHANIC 1005

Members meet 10 a.m. Saturday Feb. 18, preceded by a 9 a.m. shop steward training class. Shop stewards must attend training class and regular meeting to be compensated.

Executive Board meets Wednesday, March 14, at 4:30 p.m.. All meetings and elections are held at our Union Hall, 25 Cornell, Gladstone.

**PLEASE NOTE:** Rochelle Conrad will be available from 8 a.m. to noon during the regular lodge meeting to answer any questions you have concerning health, welfare and pension plans.

## BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS 114

Executive Board meets 8:30 a.m. Tuesday, Feb. 28, followed by a 9 a.m. general membership meeting, in the meeting room at 7931 NE Halsey, Suite 205, Portland.

## BRICKLAYERS AND ALLIED CRAFTWORKERS 1

**PLEASE NOTE:** The February meeting has been canceled.

## CEMENT MASONS 555

Members meet 7 p.m. Thursday, March 15, at 12812 NE Marx St., Portland.

## COLUMBIA-PACIFIC BUILDING TRADES

Delegates meet 10 a.m. Tuesdays, Feb. 21 and Feb. 28, in Kirkland Union Manor II, 3535 SE 86th, Portland.

## ELECTRICAL WORKERS 48

Your Business Manager Meeting, Saturday, Feb. 18, in the Meeting Hall. Call Nancy Reames at 503-251-9681 for an appointment.

Bylaws Committee meets 5:30 p.m. Monday, Feb. 20, in the Executive Boardroom.

Electrical Workers Minority Caucus meets 5 p.m. Tuesday, Feb. 21, in the Executive Boardroom.

General Membership Meeting meets 6:30 p.m. Wednesday, Feb. 22, in the Meeting Hall. Doors open at 5:30 p.m.

Marine Unit meets 5 p.m. Monday, Feb. 27, in the Meeting Hall.

Meetings are at 15937 NE Airport Way, Portland, unless otherwise noted.

**DEATH ASSESSMENTS:** There are no deaths to report in February.

## ELECTRICAL WORKERS 280

Executive Board meets 4:30 p.m. Wednesday, Jan. 4, at 32969 Hwy. 99E, Tangent, OR.

Bend Unit meets 5:30 p.m. Thursday, Jan. 12, at the IBEW/UA Training Center, 2161 SW First St., Redmond.

Eugene Unit meets 5:30 p.m. Wednesday, Jan. 18, at the LU 290 Training Center, 2861 Pierce Parkway, Springfield.

Salem Unit meets 5:30 p.m. Thursday, Jan. 19, at Salem Heights Community Center, 3505 Liberty Rd. S., Salem.

## ELEVATOR CONSTRUCTORS 23

Members meet 6 p.m. Thursday, March 8, preceded by a 5:30 p.m. Executive Board meeting, at Kirkland Union Manor II, 3535 SE 86th, Portland.

## FIRE FIGHTERS 452

Members meet 6 p.m. Wednesday, March 7, at 2807 NW Fruit Valley Rd., Vancouver, Wash.

## GLASS WORKERS 740

Executive Board members meet 6 p.m. Thursday, March 1, at 11105 NE Sandy Blvd., Portland.

Portland area members meet 7 p.m. Thursday, March 1, at 11145 NE Sandy Blvd., Portland.

Eugene area members meet 5 p.m. Monday, Feb. 27, at Holiday Inn Express, 3480 Hutton St., Springfield. **PLEASE NOTE DATE CHANGE.**

Salem area members meet 5 p.m. Tuesday, Feb. 28, at Candalaria Terrace, Suite 204, 2659 Commercial St. SE, Salem. **PLEASE NOTE DATE CHANGE.**

## INSULATORS 36

Executive Board meets 6 p.m. Wednesday, March 7. Members meet 7 p.m. Friday, March 9.

Meetings are at 11145 NE Sandy Blvd., Portland.

## IRON WORKERS 29

Members meet 7 p.m. Thursday, March 1, preceded by a 5:30 p.m. Executive Board meeting, at 11620 NE Ainsworth Circle #200, Portland.

## IRON WORKERS SHOPMEN 516

Members meet 6 p.m. Thursday, Feb. 23, at 11620 NE Ainsworth Circle #200, Portland.

Executive Board meets 6 p.m. Thursday, March 8, at 11620 NE Ainsworth Circle, #300, Portland.

## LABORERS 320

Members meet 7 p.m. Thursday, March 8, at Joe Edgar Hall, Teamsters' Complex, 1850 NE 162nd Ave., Portland.

## LABORERS 483

### MUNICIPAL EMPLOYEES

Members meet 6:30 p.m. Tuesday, Feb. 21, preceded by a 5:30 p.m. stewards' meeting, at the Musicians Hall, 325 NE 20th Ave., Portland.

## LABORERS/VANCOUVER 335

Members meet 7 p.m. Monday, March 5, preceded by a 6:15 p.m. Executive Board meeting, at the Vancouver Labor Center, 2212 NE Andresen Rd., Vanc., Wash.

## LANE COUNTY LABOR COUNCIL

Delegates meet 7:30 p.m. Wednesday, Feb. 22, at 1116 South A St., Springfield.

## LANE, COOS, CURRY & DOUGLAS BUILDING TRADES

Delegates meet at noon Wednesday, Feb. 22, at the Springfield Training Center, 2861 Pierce Parkway, Springfield.

## LINN-BENTON-LINCOLN LABOR COUNCIL

Delegates meet 7 p.m. Wednesday, March 7, preceded by a 6:30 p.m. Executive Board meeting, at 1400 Salem Ave., Albany.

## LINOLEUM LAYERS 1236

Portland area members meet 6 p.m. Thursday, Feb. 23, at 11105 NE Sandy Blvd., Portland.

Executive Board meets 5:30 p.m. Monday, March 5, at 11105 NE Sandy Blvd., Portland.

## MACHINISTS 63

Executive Board meets 4 p.m. Wednesday, March 7. Members meet 10 a.m. Saturday, March 10, preceded by a 9 a.m. stewards' meeting. **PLEASE NOTE:** Nominations for Conductor-Sentinel and one (1) Executive

Board position-at-large will be held at this meeting. Elections in April if necessary.

Meetings are at 25 Cornell, Gladstone.

## MACHINISTS 1432

Swing and graveyard shift members meet 11 a.m. Monday, March 12

Regular membership meets 6 p.m. Wednesday, March 14.

Shop stewards' training session 9 a.m. Saturday, Feb. 18.

Meetings are at 25 Cornell, Gladstone.

## METAL TRADES COUNCIL

Delegates meet 5 p.m. Tuesday, Feb. 28.

Executive Board meets 10 a.m. Thursday, March 8. Meetings are at the IBEW Local 48 Hall, 15937 NE Airport Way, Portland.

## MULTNOMAH COUNTY

### EMPLOYEES 88

Executive Board meets 6:15 p.m. Wednesday, March 7.

General membership meets 7 p.m. Wednesday, March 21, preceded by a 6 p.m. stewards' meeting. Meetings are at 6025 E. Burnside, Portland.

## NORTHWEST OREGON LABOR COUNCIL

Delegates meet 7 p.m. Monday, Feb. 27, at IBEW #48 Hall, 15937 NE Airport Way, Portland.

## OFFICE AND PROFESSIONAL EMPLOYEES 11

Members meet 7 p.m. Tuesday, March 13, at the OPEIU Local 11 meeting room, 3815 Columbia St., Vancouver. (From I-5 take exit 2 to 39th street, go west about ½ mile to Columbia St., 3rd light) The purpose of the meeting is to conduct general business and accept nominations for open offices. Please note: Nominees must be present to accept or have written acceptance of nomination submitted at this meeting.

## PAINTERS & DRYWALL FINISHERS 10

Members meet 6 p.m. Wednesday, March 14, at 11145 NE Sandy Blvd., Portland. Website: www.iupat-local10.org.

## PLASTERERS 82

Members meet 5 p.m. Wednesday, March 7, at 12812 NE Marx St., Portland.

## PORTLAND CITY & METROPOLITAN EMPLOYEES 189

General membership meets 6:15 p.m. Tuesday, Feb. 28.

Executive Board meets 6:15 p.m. Tuesday, Feb. 13.

Meetings are at 6025 E. Burnside, Portland.

## ROOFERS & WATERPROOFERS 49

Executive Board meets 7 p.m. Thursday, March 1. Members meet 7 p.m. Thursday, March 8.

Meetings are at 5032 SE 26th Ave., Portland.

## SHEET METAL WORKERS 16

Portland area VOC meets 6 p.m. Wednesday, March 7, at the Sheet Metal Training Center, 2379 NE 178th Ave., Portland.

Portland members meet 6 p.m. Tuesday, March 13, at the Sheet Metal Training Center, 2379 NE 178th Ave.

Medford area members meet 4 p.m. Wednesday, March 14, at Wild River Pizza, 2684 N. Pacific Hwy.

Eugene area members meet 6 p.m. Thursday, March 8, at the Local 16 Hall, 1887 Laura St., Springfield.

Coos Bay area members meet 4 p.m. Thursday, March 15, at Abby's Pizza, 997 First St., Coos Bay.

## SIGN PAINTERS & PAINT MAKERS 1094

Members meet 3:30 p.m. Monday, Feb. 20, in the District Office, at 11105 NE Sandy Blvd., Portland.

## SOUTHWEST WASHINGTON LABOR COUNCIL

Delegates meet 6 p.m. Thursday, Feb. 23, preceded by an Executive Board meeting, at the ILWU Local 4 Hall, 1205 Ingalls St., Vancouver, Wash.

## SOUTHWESTERN OREGON CENTRAL LABOR COUNCIL

Delegates meet 6 p.m. Monday, March 5, at the Bay Area Labor Center, 3427 Ash, North Bend.

## UNITED ASSOCIATION 290

Portland area members meet 7:30 p.m. Friday, Feb. 17, at 20210 SW Teton Ave., Tualatin.

Astoria area members meet 6 p.m. Thursday, Feb. 23, at the Astoria Labor Temple, 926 Duane St., Astoria.

Bend area members meet 6:30 p.m. Tuesday, Feb. 21, at the Local 290 Training Center, 2161 SW First, Redmond.

Brookings area members meet 5:30 p.m. Tuesday, Feb. 28, at Curry County Search and Rescue, 517 Railroad St., Brookings.

Coos Bay area members meet 6 p.m. Tuesday, Feb. 21, at the Coos Bay Training Center, 2nd & Kruse.

Eugene area members meet 6:30 p.m. Monday, Feb. 20, at the Springfield Training Center, 2861 Pierce Parkway, Springfield.

Klamath Falls area members meet 5 p.m. Tuesday, Feb. 21, at 4816 S 6th St., Klamath Falls.

Medford area members meet 6:30 p.m. Thursday, Feb. 23, at 950 Industrial Circle, White City.

Salem area members meet 6 p.m. Monday, Feb. 20, at 1810 Hawthorne Ave. NE, Salem.

The Dalles area members meet 6 p.m. Tuesday, Feb. 21, at the United Steelworkers Local 9170 Union Hall.

Humboldt-Del Norte Co. area members meet 6 p.m. Tuesday, Feb. 21, at the Eureka Training Center, 634 California St., Eureka, Calif.

## UNITED STEELWORKERS 1097

Members meet 7:15 p.m. Wednesday, March 7, preceded by a 6:15 p.m. Executive Board meeting, in the union office building, Westport.

## Public employee unions plan 'Day of Action' rally in Salem Feb. 20

**SALEM** — Education and public service unions, the Oregon PTA, the Oregon League of Conservation Voters and many other groups will join forces for a "Day of Action" rally at the State Capitol on Monday, Feb. 20 — President's Day.

The Oregon Education Association is spearheading the event, but AFSCME, the Service Employees International Union, and the Oregon School Employees Association-American Federation of Teachers, also are involved.

Funding for schools will be a focal point, but all the unions are cooperating to make sure the rally emphasizes all state budgets and doesn't pit one group against the other.

The rally starts at noon on the front steps of the State Capitol in Salem. Several unions are providing transportation and lunch.

For more information, contact your respective union, or call Jesse at the Oregon AFL-CIO at 503-232-1195, extension 114.

## New coalition to advocate for universal health care in Oregon

Seven labor unions joined with 21 community organizations to form a new coalition that will advocate for universal health care in Oregon and the U.S. A founding meeting was held in Portland Jan. 27.

The coalition grew out of a partnership between Health Care for All-Oregon, Portland Jobs with Justice, Mad As Hell Doctors, and Physicians for a National Health Program. Two years ago those organizations formed the Oregon Single Payer Campaign (OSPC), which last year held a conference in Portland attended by 500 people. OSPC also spearheaded the introduction of HB 3510 last year in the Legislature to create a single-payer financing system that guaranteed universal access to health care for all Oregonians.

The unions signing on to the coalition's founding are: American Federation of Government Employees Local 2157; Communication Workers of America Local 7901; Laborers Local 483; the National Association of Letter Carriers Branch 82; the National Association of Social Workers-Oregon; the Oregon Nurses Association; and Service Employees Local 49.

The coalition plans to meet again soon to elect a board of directors, develop a strategic plan, and finalize the selection of a name.

# Retiree Meeting Notices

## ALLIANCE FOR RETIRED AMERICANS OREGON CHAPTER

Retirees meet from 10 a.m. to 3 p.m. Saturday, March 10, at Madison's Grill, 1109 SE Madison St., Portland, for the State Convention. Cost is \$20/per person and includes registration, morning break, lunch, dessert, beverage, and gratuity. This year's theme is "Whence the Middle Class ..." Speakers will be Dan Torres of SEIU on retirement security; someone from the Oregon Center for Public Policy, and former AFL-CIO president Tim Nesbitt. We are taking donations of peanut butter and tuna fish for union-needy families. Scholarships are available by contacting Scott @ 503-675-7764. All are welcome to attend.

## BAKERS 114

Retirees meet 11:30 a.m. Thursday, Feb. 23, at Izzy's, 1307 NE 102nd Ave, Portland.

## ELEVATOR CONSTRUCTORS 23

Retirees meet 11:30 a.m. Wednesday, March 7, at Denny's Restaurant, 12101 SE 82nd Ave., Happy Valley.

## ELECTRICAL WORKERS 280

Retirees meet between 11:45 a.m. Monday, March 12, at HomeTown Buffet on Lancaster in Salem. For more information, call Don Ball at 541-327-3388.

## INSULATORS 36

Retiree breakfast 9 a.m. Thursday, March 1, at the Dockside Restaurant, 2047 NW Front Ave., Portland.

## FLOOR COVERERS 1236

Retirees meet 11:30 a.m. Friday, Feb. 17, at Izzy's Pizza, 1307 NE 102nd Ave., Portland.

## MACHINISTS

Retired Machinists meet 10 a.m. Wednesday, March 1, at 25 Cornell, Gladstone.

## NORTHWEST OREGON LABOR RETIREES COUNCIL

Business meeting from 10 a.m. to 11 a.m. Monday, March 12, in the Board Room, at 1125 SE Madison, #103B, Portland.

## OREGON AFSCME

Retirees meet 10 a.m. Tuesday, March 20, at the AFSCME office, 6025 E Burnside St., Portland. Call Michael Arken for information at 1-800-521-5954 ext. 226.

## UNITED ASSOCIATION 290

Rusty Pipes meet 2 p.m. Thursday, March 1, at the Eugene Training Center.

Salem retirees meet 12 noon Wednesday, March 14, at Almost Home Restaurant, 3310 Market St. NE, Salem.

Retirees meet 10 a.m. Thursday, March 15, at 20210 SW Teton Ave., Portland.

# Unions promote home fire safety at hockey game



Apprentices from Plumbers and Fitters Local 290 and members of Fire Fighters Local 43 slogged to a 0-0 tie at the annual "Broom Ball" match held during intermission of the Portland Winterhawks hockey game Feb. 4 at Portland's Memorial Coliseum. In Broom Ball, contestants don tennis shoes and plastic sticks and try to slap a foam ball into the net.

The event is used to increase fire safety awareness and promote residential fire sprinkler safety. Local 290 offers a training program for residential fire sprinkler system installation that is endorsed by the Portland Fire Bureau and the Oregon Building Codes Division.

Local 290 owned the Broom Ball Cup (pictured above with team members) going into the Feb. 4 match. Because of the tie, the Plumbers and Fitters retained the cup for another year. Fire Fighters owned the Cup for three years from 2008

to 2010.

Local 290 team members are, standing from left to right: Evan Sargent, Paul Nadeau, Phil Card, Tyler Kleser, Curtis Larson, Blake Johnson, Nichet Newsome, and Chris Anderson; kneeling from left to right: Corby Campbell, Zach Wright, and Shane Halifax.

Team Fire Fighters (pictured below right) was comprised of Mike Schutz, Shon Christensen, Isaac McLennen, Andy Ligatich, Stu Johnson, Mike Wight, Jeff Ripley, Tom Chips, Zach Parish, Ryan Johnson, and Rob Hartsock.

Local 290 is a major season sponsor of the Winterhawks. During the season it awards \$100 to a "Player of the Month." On Feb. 4, goalie Mac Carruth was presented a check by Jed Scheuermann, assistant apprenticeship training coordinator, and Shane Halifax, a former Winterhawks player, now an apprentice steamfitter.



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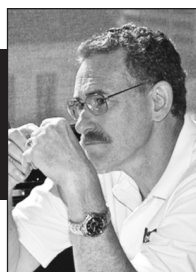
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## Who's On Our Side?

By Tom Chamberlain



Many, including myself, will look back on the compromises made to reauthorize the Federal Aviation Administration (FAA), including a provision that makes it more difficult for a worker to join a union, as another example of the old idiom: "Democrats love unions at election time but are more than willing to throw workers under the bus between elections." Time after time, some Democrats have been quick to ignore workers and the unions that represent them. The failure of the U.S. Congressional Democrats to prioritize the Employee Free Choice Act in 2010 is the perfect example.

While many Democrats are, at best, passive on our issues, the alternatives can be far worse. If you disagree, you haven't been watching the 2012 Republican presidential debates. The candidates all seem to be running on platforms that would decimate unions as we know them, reminiscent of the anti-union legislation that has been passed or introduced in state after state.

Given the choice between backing out of the political process and letting these candidates destroy the middle class, I'll take the passive supporters.

But there is another option.

Truth be told, I don't care about political party. I only care whether or not a candidate supports workers, believes that workers have an unfettered right to choose to join a union,

and understands that the wealth imbalance between the 1% and the 99ers is destroying the middle class and pushing the poor to the brink.

There are politicians who care. U.S. Senator Jeff Merkley (D-Ore.) is one of them. When he served in the Oregon Legislature he not only supported workers, he was a champion. As speaker of the Oregon House in 2007, he ushered through the most progressive workers' agenda in the nation. As a U.S. senator, Merkley has become an even stronger advocate for workers, and he and his staff regularly communicate with workers in Oregon.

I cannot think of a major issue that impacts workers — whether it is trade, implementing or removing tariffs, or the recent FAA budget, where I haven't received a call from Sen. Merkley or his staff asking for our input in his decision making process. Congressmen Earl Blumenthauer, Peter DeFazio and Kurt Schrader maintain similar relationships with Oregon workers.

Sen. Merkley's honesty and respect for Oregon workers is clear. What he tells you in Oregon is reflected in his positions and votes in Washington, D.C. When he voted against the FAA budget because it degraded workers' rights, he went against U.S. Senate Democratic leadership. He went against Senate Majority Leader Harry Reid and stood up for workers' rights. His po-

sition took courage and a deep-seated belief that workers aren't bargaining chips in a high stakes political poker game.

To elect more Jeff Merkleys, we cannot afford to endorse candidates based solely on a political party. We must look at candidates' history and their positions. When candidates refuse to state, on the record, their position on workers' issues, they do not deserve our endorsements.

Last November I was reading questionnaires from candidates in House District 36. One candidate answered the bulk of the questions with "yes" or "no" responses. While her responses weren't anti-worker, they lacked commitment. Her opponent, Jennifer Williamson, wrote elaborate answers and committed to sponsor key bills. Williamson's commitment to workers was evident.

As union members, our endorsements and our political campaigns are often the margin of victory in close races. We must support pro-worker candidates and hold elected officials accountable, not just for their votes, but for the relationships they build with Oregon workers.

The candidates who will be on our side will be ready to make the extra effort.

*Tom Chamberlain is president of the Oregon AFL-CIO.*

# Washington State Labor Council backs Rep. Inslee for governor

## The early endorsement comes as Republican McKenna leads in the polls

OLYMPIA — The Washington State Labor Council, AFL-CIO, has endorsed Democrats Jay Inslee for Washington governor, Bob Ferguson for attorney general, and Maria Cantwell for re-election as U.S. senator.

The decision to endorse was ratified by delegates to a Feb. 9 legislative conference in Olympia, and comes quite early in the election calendar: Candidates won't officially file for office until May 14, and the primary is not until August. Washington has an open "top-two" primary, in which the top two vote-getters, regardless of party, advance to the November general election ballot.

Early action was taken because the stakes are high for statewide races, said WSLC spokesperson David

Groves, and because it's clear who the candidates are.

State Attorney General Rob McKenna is the only well-known Republican to have announced for governor, and several polls have shown him to be ahead of Inslee.

Inslee, a seven-term congressman representing the First District (North of Seattle), has a lifetime COPE (Committee on Political Education) rating of 89 percent from the national AFL-CIO. [One area of disagreement: Inslee, like all of Washington's Congressional delegation, is a free trader. He voted for NAFTA in 1993 and all but two NAFTA-style trade treaties since then.] He ran for Washington governor once before, in 1996, and came in fifth in the Democratic primary.

Chris Gregoire, Washington's current governor, is not running for a third term. Gregoire is a Democrat.

The race for Washington attorney general will be a match between two members of the King County Coun-

cil: Ferguson, a Democrat; and Reagan Dunn, a Republican. Dunn, son of former Washington Congresswoman Jennifer Dunn, is named for then-California governor Ronald Reagan.

Groves said the labor movement hasn't always considered the attorney general's office as a priority, but McKenna's two-term tenure has shown what a labor opponent can do in that office: He joined a multi-state lawsuit seeking to overturn health care reform legislation signed into law in 2010 by President Obama and tried to block an automatic minimum wage increase that voters approved.

Cantwell is not expected to have a tough time against her opponent, a one-term Republican state representative from Eastern Washington.

Groves said no Republican candidates accepted WSLC's invitation to speak to delegates or returned WSLC's candidate questionnaire.

WSLC will decide further political endorsements at a convention in May.

## Free work-themed comedy show in Portland Feb. 19

In coordination with the new Work Connects Us All media campaign, the Oregon AFL-CIO is sponsoring a free comedy show Sunday, Feb. 19, at Helium Comedy Club, 1510 SE 9th Ave., Portland. The show starts at 7 p.m.

The national touring company Laughing Liberally and some of Portland's own local talent will joke about work, politics (and other topics that

usually make you groan).

Laughing Liberally features comedians from Comedy Central (Negin Farsad), Showtime (Lee Camp), and MSNBC (Katie Halper).

Admission is free, but you must be 21 or over to get in. Food and drinks will be available for purchase.

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# ...FAA funding bill includes changes to Railway Labor Act

(From Page 1)  
with labor that the vote should be on a "clean" FAA bill.

Republicans refused, and let a temporary FAA funding measure expire, which shut down the agency last sum-

mer. Eventually, Republicans backed down and authorized another round of temporary funding, but not before furloughing 4,000 FAA employees, idling some 90,000 construction workers on airport projects, and costing the government some \$400 million in uncollected airline ticket taxes.

As the latest round of temporary funding was about to expire in late January, Congressional leaders from the House and Senate announced a "compromise" to move the bill forward. FAA would be funded for four years in exchange for the anti-union amendments to the Railway Labor Act. House Republicans agreed to drop the revision to the majority-rule election process. (However, that provision can be changed any time by NMB members.)

The leaders of the 18 unions who opposed the amendments said the "compromise" was worse than what was in place before; that it actually increases the weight of those with no opinion on unionization to the extent that they can prevent a vote from happening at all.

"That's a step back, not a compromise," noted Tom Buffenbarger, president of the International Association of Machinists.

"This should have been a jobs bill, not the opportunity for an ideological assault by the 1 percent," said the Communications Workers of America. "Workers shouldn't have to choose between jobs and their rights on the job."

Despite their strong objections, the Senate on Feb. 6 passed the reauthorization bill with the amendments at-

tached, 75-20. All but 17 Democrats and three Republicans supported the legislation. Democrat Jeff Merkley was the lone senator from Oregon and Washington to vote against it.

Sen. Tom Harkin (D-Iowa), called the changes to the Railway Labor Act "less detrimental" than the original language, but he still voted against the bill.

"My vote is to stand up against the notion that a federal agency (the National Mediation Board) and the American workers it is charged to protect should be punished for doing what is right, what is fair, what is within their jurisdiction, and to stand up against a process that allows the few and the powerful to hijack this body, to change the rule of the game in their favor," he said.

"The only entity that (the old union vote system) apparently doesn't work for is the management of a few powerful airlines," Harkin said. "These powerful companies don't want workers to have representation. They don't want to engage in collective bargaining with their workers. They're deeply concerned, I guess, that at some point in the future they just might have to put a few additional dollars into middle class workers' pockets."

A 248-169 House vote on Feb. 3 was mostly along party lines. Some of the Democrats voting against it included Earl Blumenauer and Peter DeFazio of Oregon, and Norm Dicks and Jay Inslee of Washington.

President Obama is expected to sign the bill, but had not at press time.

(Editor's Note: Press Associates Inc. and Washington State Labor Council's *The Stand*, contributed to this report.)

## RAILWAY LABOR ACT AMMENDMENT IN HR 658

### RULES AND REGULATIONS:

The Mediation Board shall have the authority from time to time to make, amend, and rescind, in the manner prescribed by section 553 of title 5, United States Code, and after opportunity for a public hearing, such rules and regulations as may be necessary to carry out the provisions of this Act.

The requirements shall not apply to any rule or proposed rule to which the third sentence of section 553(b) of title 5, United States Code, applies.

### RUNOFF ELECTION RULES:

The Railway Labor Act is amended by inserting after the fourth sentence the following: "In any such election for which

there are 3 or more options (including the option of not being represented by any labor organization) on the ballot and no such option receives a majority of the valid votes cast, the Mediation Board shall arrange for a second election between the options receiving the largest and the second largest number of votes." [Prior to that, the runoff election would include the top two union choices, even if the "no union" option received more votes than one of the union choices.]

### SHOWING OF INTEREST FOR REPRESENTATION ELECTIONS:

The Mediation Board, upon receipt of an application requesting that an organization or individual be certified as the representative of any craft or class of employees, shall not direct an election or use any other method to determine who shall be the representative of such craft or class unless the Mediation Board determines that the application is supported by a showing of interest from not less than 50 percent of the employees in the craft or class." [Previously, the threshold was 35 percent.]

### EVALUATION AND AUDIT OF NMB:

In order to promote economy, efficiency, and effectiveness in the administration of the programs, operations, and activities of the Mediation Board, the Comptroller General of the United States shall evaluate and audit the programs and expenditures of the Mediation Board. Such an evaluation and audit shall be conducted not less frequently than every 2 years, but may be conducted as determined necessary by the Comptroller General or the appropriate congressional committees.

In carrying out the evaluation and audit required, the Comptroller General shall evaluate and audit the programs, operations, and activities of the Mediation Board, including, at a minimum, information management and security, including privacy protection of personally identifiable information; resource management; workforce development; procurement and contracting planning, practices, and policies; the extent to which the Mediation Board follows leading practices in selected management areas; and the processes the Mediation Board follows to address challenges in initial investigations of applications requesting that an organization or individual be certified as the representative of any craft or class of employees; determining and certifying representatives of employees; and ensuring that the process occurs without interference, influence, or coercion.

Not later than 180 days after the date of enactment of this section, the Comptroller General shall review the processes applied by the Mediation Board to certify or decertify representation of employees by a labor organization and make recommendations to the Board and appropriate congressional committees regarding actions that may be taken by the Board or Congress to ensure that the processes are fair and reasonable for all parties. Such review shall be conducted separately from any evaluation and audit under subsection and shall include, at a minimum: an evaluation of the existing processes and changes to such processes that have occurred since the establishment of the Mediation Board and whether those changes are consistent with congressional intent; and a description of the extent to which such processes are consistent with similar processes applied to other Federal or State agencies with jurisdiction over labor relations, and an evaluation of any justifications for any discrepancies between the processes of the Mediation Board and such similar Federal or State processes.

## Local Motion

### January 2012

A list of Oregon and Southwest Washington workplaces deciding whether to be union-represented – as reported by the National Labor Relations Board and the Oregon Employment Relations Board.

### Voting in union elections

Date	Workplace (Location) Union	Yes	No	
1/10	<b>Akzo Nobel Coatings</b> (Salem) Teamsters Local 324 <b>DECERT</b>	13	14	☞
1/13	<b>MetroWest Ambulance</b> (Hillsboro) Teamsters Local 223	76	124	☞

### Unionizing by majority sign-up

Date	Workplace (Location) Union	Number of workers in unit
1/18	<b>City of Myrtle Creek</b> maintenance (Myrtle Creek) IBEW Local 659	12

### Requesting a union election

Workplace (Location) Union	Number of workers in unit
<b>Oregon Child Development Coalition</b> (Wilsonville) Laborers Local 320 <b>DECERT</b>	90

#### LEGEND

☞ : workers will be union-represented    ☞ : workers will be on their own

**DECERT** : A decertification election occurs when some union-represented workers declare that the union no longer has majority support. A 'yes' vote is a vote for the union.

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# Worker strikes in U.S. were up in 2011, but still extremely rare

Large-scale strikes and lockouts rose slightly in 2011, according to the latest numbers from the U.S. Bureau of Labor Statistics. The bureau releases data once a year on what it terms "work stoppages" involving at least 1,000 workers that last at least one day. There were 19 such work stoppages in 2011, up from 11 the previous year.

The 2011 strike with the biggest impact, in terms of lost workdays, was the 10-day strike at Verizon by 45,000 members of Communications Workers of America. Also of note was the four-month lockout by the NFL of 1,900 members of National Football League Players Association.

While an increase from 11 to 19 strikes is a 72 percent increase, it doesn't buck the trend: Strikes have almost disappeared in the United States since 1980. The 1950s averaged 352 large-scale work stoppages a year, a record which fell to 283 a year in the 1960s, and 289 a year in the 1970s. Work stoppages then plummeted to 83 a year on average in the 1980s, 35 a year in the 1990s, and 17 a year in the first decade of the 21st century.

And that's just the *number* of work stoppages. Strike activity from the 1950s to 1970s also involved more workers, and lasted longer: In a typical year, one to two million workers took part in work stoppages which lasted on average 20 days. Last year's

major work stoppages, by contrast, involved 113,000 workers, who stayed out nine days, on average. Eleven of the 19 large-scale work stoppages last year lasted a week or less, including five hospital strikes that lasted just one or two days.

Two of the 19 large-scale work stoppages in the BLS list were in the Pacific Northwest — an eight-day strike by 1,900 teachers in Tacoma, Washington, and a purported 11-day strike in April by 1,500 members of Oregon-headquartered United Association of Plumbers and Steamfitters Local 290.

But details of the Local 290 work stoppage cast doubt on BLS figures. Al Shropshire, elected Local 290 business manager this January, said intermittent pickets were put up at just three contractors after a multi-employer agreement expired. Picketing occurred on just four or five days, with fewer than 50 members impacted — far less than the 1,500 members covered by the contract. Subsequently, the employer group's contract offer improved, and a new labor agreement was approved on a close vote.

Most of the time, a work stoppage is a strike by employees. But as the New York Times noted Jan. 22, lockouts — once rare — are increasingly being used by employers to squeeze concessions out of their unionized workers.

Two work stoppages that began last year — both lockouts — continued into 2012:

- In late November, Cooper Tire and Rubber Company locked out 1,000 members of United Steel Workers Local 207L at its plant in Findlay, Ohio, after they rejected a second round of wage and benefit concessions. The company operated the plant with replacement workers brought in from elsewhere, but locked-out workers were ruled eligible for unemployment benefits. In January, workers ratified a new contract and went back to work.

- A lockout continues for 1,300 members of Bakery, Confectionery, Tobacco Workers and Grain Millers in Minnesota, Iowa, and North Dakota. Their employer, American Crystal Sugar Company, is the country's largest sugar-beet processor.



Laurie Kelly, Megan Rivas and Renae Miller, union reps for United Food and Commercial Workers Local 555, were among 250 attendees at the 16th annual Oregon Labor Law Conference in Portland.

## Labor Law forum draws 280 union reps, shop stewards

Another sellout crowd of 280 participants attended the 16th annual Oregon Labor Law Conference Jan. 27 in Portland.

Coordinated by Norm Malbin, general counsel for the International Brotherhood of Electrical Workers Local 48, the day-long conference is all about educating union reps, shop stewards, and elected officers on the latest labor laws so they can better represent their members.

A host of labor law experts were brought in to lead workshops. Among the presenters were retired National Labor Relations Board (NLRB) regional director Richard Ahern; Oregon Employment Relations Board chair Paul Gamson; and labor attorneys Liz Joffe, John Bishop, Nelson Hall, Barbara Diamond, Mike Tedesco, and Cheryl Coon.

The luncheon's keynote speaker was Labor Commissioner Brad Avakian.

In a morning plenary session, management-side attorney Rick Liebman provided an overview of recent employment law court decisions, as well as an update of new statutes and regulations.

One topic Liebman touched on was a new NLRB regulation that has caused a management uproar. The rule requires all private-sector employers to display a poster that explains workers' rights to form a union under the National Labor Relations Act. The regulation originally was to go into effect Dec. 21, 2010, but the backlash by big business was so intense (the National Association of Manufacturers sued to block it), that it was postponed — twice. It now is set to go into effect April. 30.

"I break ranks with most of my management colleagues in that I



Bob Bussel, director of the Labor Education and Research Center at the University of Oregon, conducts a hands-on workshop that focused on the national assault on public employees.

see nothing wrong with it," Liebman told the union audience. "It's nothing more than what employers have posted for years. We've got an OSHA (Occupational Safety and Health Administration) poster; we've got an OFLA/ FMLA (Oregon Family Leave Act/Family Medical Leave Act) poster; we've got an EEOC (Equal Employment Opportunity Commission) poster; we've got a BOLI (Bureau of Labor and Industries) poster on wage and hours; a Department of Labor poster — why would this be any different? All it does is tell employees what their rights are."

Liebman actually advocates for the posting requirement, saying it possibly could ward off a unionizing drive by nipping in the bud early whatever problem a worker(s) might have.

Liebman believes the third time will be the charm. "I suspect this time it will get posted. Most employers have gotten used to the fact that it is coming," he said.

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