

Iowa Federation of Labor AFL-CIO

**64th
Annual Convention**

August 26-27 2020

Via Zoom



**Improving the
lives of working
people everywhere**

SMITH & McELWAIN

— LAW OFFICE —

Attorneys:

*Dennis McElwain - Jay Smith
Of Counsel—MacDonald Smith*



Labor Law



**Workers'
Compensation**

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**Representing the Interests of Labor Unions and
Individual Workers For Over 65 years**



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Three steps to finding your PCP:

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Any specialists you see



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**THE IOWA DEMOCRATIC PARTY IS PROUD TO
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64th Annual Iowa AFL-CIO Convention

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64th Annual Iowa AFL-CIO Convention

AGENDA

Wednesday, August 26th, 2020

9:00 AM - START OF CONVENTION

- **PLEDGE OF ALLEGIANCE**

- **INVOCATION**

*Mike McCarthy, Permanent Deacon
St. Ambrose Cathedral, Des Moines
President, Iowa ARA
AFSCME 3450 Retiree*

- **MOMENT OF SILENCE FOR DECEASED SISTERS AND BROTHERS**

- **GREETING**

Kelli Harrison, UAW

- **OFFICIAL OPENING OF CONVENTION & CODE OF CONDUCT**

*Charles J. Wishman
President, Iowa Federation of Labor, AFL-CIO*

- **RULES COMMITTEE REPORT**

*Peter Hird,
Secretary-Treasurer, Iowa Federation of Labor, AFL-CIO*

- **ROLL CALL OF DELEGATES PRESENT**

Credentials/Roll Call Chair

64th Annual Iowa AFL-CIO Convention

Wednesday, August 26th, 2020 (continued)

CONSTITUTION COMMITTEE REPORT

Constitution Committee Chair

10:00 - NOMINATIONS FOR OFFICES

LOCAL UNION COMMUNITY CHARITIES

Rick Moyle, Executive Director, Hawkeye Area Labor Council

REPORT OF THE CREDENTIALS COMMITTEE

Allison Ritchie, AFSCME

BREAK

LEGAL REPORT

Jay Smith, Smith & McElwain

COMMON GOOD IOWA: BUILDING ON THE LEGACY OF THE IOWA POLICY PROJECT

Mike Owen, Deputy Director

UNIVERSITY OF IOWA LABOR CENTER

Jennifer Sherer, Executive Director

NATIONAL AFL-CIO REPORT

Stephen Cousins, Midwest Region Director

LABOR 2020

Julianne Frosolone, IFL Political Director

US SENATE

Theresa Greenfield

**** RECESS DAY ONE ****

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AGENDA

Thursday, August 27th, 2020

9:00 AM - GREETING

Jesse Case, Teamsters Local 238

SECRETARY TREASURER'S REPORT

Peter Hird, IFL Secretary/Treasurer

IOWA HOUSE MINORITY LEADER

Representative Todd Prichard (D-Charles City)

HOUSE SENATE MINORITY LEADER

Senator Janet Petersen (D-Des Moines)

CONGRESS - CD-1

Congresswoman Abby Finkenauer

CONGRESS - CD-2

Fmr. Iowa Senator Rita Hart

CONGRESS - CD-3

Congresswoman Cindy Axne

CONGRESS - CD-4

Mr. J.D. Scholten

BREAK

64th Annual Iowa AFL-CIO Convention

Thursday, August 27th, 2020 (continued)

11:00 - ELECTIONS/OATH OF OFFICE

Liz Shuler, Secretary Treasurer of the AFL-CIO

SECRETARY TREASURER OF THE AFL-CIO

Liz Shuler, Secretary Treasurer of the AFL-CIO

2020 US PRESIDENTIAL ELECTION

Vice President Joseph Biden (By Video)

Speaker - TBD

FINAL REPORT OF THE CREDENTIALS COMMITTEE

Allison Ritchie, AFSCME

STATE HOUSE ENDORSEMENTS

CLOSING REMARKS

- Iowa Federation of Labor President

ADJOURNMENT

(WHEN ALL BUSINESS IS COMPLETED)

64th Annual Iowa AFL-CIO Convention

SAVE THESE DATES!



65th Iowa Federation of Labor Convention

August 25-27, 2021



IFL Hall of Fame Ceremony

August 26th, 2021



Iowa Federation of Labor Legislative Conference

March 1-2, 2021

**Subject to change depending on the circumstances of local, state, and national health conditions.*

64th Annual Iowa AFL-CIO Convention



NATIONAL OFFICERS OF THE AFL-CIO



President
Richard Trumka
UMWA

Secretary-Treasurer
Liz Shuler
IBEW



Executive Vice President
Tefere Gebre
UFCW

64th Annual Iowa AFL-CIO Convention



Iowa Community Service Labor Liaisons

Cedar Rapids

United Way of East Central Iowa
317 7th Avenue SE, Suite 401
Cedar Rapids, IA 52401
uweci.org

Hawkeye Area Labor Council

Jay Larson (IAMAW)
jlarson@uweci.org
Office: 319-398-5372 Ext 816
Cell: 319-431-0184



Des Moines

United Way of Central Iowa
SCIFL 2000 Walker Suite #1
unitedwaydm.org

South Central Iowa Area Federation of Labor

Holly Sagar (AFSCME)
holly@scifl.org
Office: 515-265-1862
Cell: 515-918-8972

Sioux City

United Way of Siouxland
701 Steuben Street
Sioux City, IA 51101-2044
unitedwayssiouxland.com

Western Iowa Labor Federation

Bryan Marshall (AFT)
bmarshall@unitedwaysiouxland.com
Office: 712-255-3551
Cell: 712-989-9826



Quad Cities

United Way of the Quad Cities
825 Middle Road, Suite 401
Bettendorf, IA 52722
unitedwayqc.org

Quad Cities Federation of Labor

Cecilia O'Brien (UA)
4600 46th Ave. Suite 4
Rock Island, IL 61201
cobrien@unitedwayqc.org
Office: 561-344-0319
Cell: 309-756-7709



64th Annual Iowa AFL-CIO Convention



Brad D. Greve
(USW)

GRALF President
Office: 563-355-1182
Cell : 563-343-7652
greatriveralf@gmail.com
USW Local 105 Hall
880 Devils Glen Road
Bettendorf, IA



Julia McMeekan
(UA)

GRALF Community
& Field Engagement Coordinator
Cell: 309-738-1446
juliamcmeekan@yahoo.com
USW Local 105 Hall
880 Devils Glen Road
Bettendorf, IA



Clinton Labor Congress (<i>Clinton</i>)	226 22nd Place, Clinton, IA
Dubuque Federation of Labor	1610 Garfield Avenue, Dubuque, IA
Des Moines/Henry County Labor Alliance (<i>West Burlington</i>)	Machinists Lodge 1010 Hall, 16452 US 34, West Burlington, IA
Lee County Labor Council (<i>Keokuk</i>)	Lee County Labor Temple, 301 Blondeau Street, Keokuk, IA
Quad City Federation of Labor (<i>Quad Cities</i>)	UA 25 Hall, 4600 46th Avenue, Rock Island, IL

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Kelly Steinke
(NALC)
HALC President
Office Phone: 319-396-8461
kellysteinke@ymail.com
IBEW Local 405 Hall
1211 Wiley Blvd. SW
Cedar Rapids, IA



Rick Moyle
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Hawkeye Area Labor Council
Executive Director
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IBEW Local 405 Hall
1211 Wiley Blvd. SW
Cedar Rapids, IA



Jerry Hageman
(CWA)
Hawkeye Area Labor
Council Field Organizer
Cell : 319-230-3757
slinky1.jh@gmail.com
Black Hawk
Labor Temple
1695 Burton Ave

Black Hawk Assembly (<i>Waterloo</i>)	Labor Temple, 1695 Burton Avenue,
Iowa City Fed Assembly (<i>Iowa City</i>)	940 S. Gilbert Court, Iowa City, IA
North Iowa Nine Assembly (<i>Mason City</i>)	510 N Pennsylvania Ave, Mason City
Iowa River Labor Coalition (<i>Marshalltown</i>)	UAW Local 893, 411 Iowa Ave W, Marshalltown
Hawkeye Area Labor Council	1211 Wiley Blvd. SW, Cedar Rapids

64th Annual Iowa AFL-CIO Convention



Mark Cooper
(GCC-IBT)

SCIFL President
Office: 515-265-1862
Cell : 975-5627
mark@scifl.org
Machinists Hall
2000 Walker Street
Des Moines, IA



Heidi Miller
(CWA)

Office Manager
SCIFL President
Office: 515-265-1862
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Machinists Hall
2000 Walker Street
Des Moines, IA



South Central Federation of Labor (Des Moines)	2000 Walker Street, Des Moines, IA
Southern Iowa Labor Chapter (Ottumwa)	609 Church Street, Ottumwa, IA

64th Annual Iowa AFL-CIO Convention



Scott Puntenev

(BCTGM)

President

Cell: 402-657-1007

spuntenev@wilfafcio.org

UFCW Local 222 Hall

3038 Lakeport

Sioux City, IA



Northwest <i>(Sioux City)</i>	UFCW Local 222, 3038 Lakeport, Sioux City, IA
Southwest <i>(Council Bluffs)</i>	IAFF 15 Hall, 1827 S. 8th St., Council
North Central <i>(Fort Dodge)</i>	UFCW 6 Hall, 1200 3rd Ave NW, Ft

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DIRECTORY

2000 Walker Street, Suite A, Des Moines IA 50317 - 515-262-9571

IFL DIRECTORY			
Charlie Wishman	President	515-664-5197 cell	charlie@iowaaflcio.org
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Ben Murry	ALF Outreach Director	515-205-2595 cell	ben@iowaaflcio.org
Jamie Miller	Bookkeeper	515-262-9571	jamie@iowaaflcio.org
IOWA		ARA	
Mike McCarthy	President	515-360-2661	iowa.alliance@gmail.com
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South Central IA	Holly Sagar	515-265-1862	holly@scifl.org
Quad Cities	Cecile O'Brien	309-756-7709	cobrien@unitedwayqc.org
ALF FIELD STAFF			
Hawkeye Labor Council	Jerry Hageman	319-230-3757	slinky1.jh@gmail.com
Great River	Julia McMeekan	309-738-1446	juliamcmeekan@yahoo.com
Western IA Labor Fed	Scott Punteney	402-657-1007	spunteney@wilaficio.org

64th Annual Iowa AFL-CIO Convention

IOWA FEDERATION OF LABOR, AFL-CIO

Constitution and By-Laws



"Working Together For All Iowans"

Approved by the National AFL-CIO
November 15, 2018

64th Annual Iowa AFL-CIO Convention

PREAMBLE

This Federation was established as an expression of the hopes and aspirations of the working people of the State of Iowa.

We seek the fulfillment of these hopes and aspirations through democratic processes within the framework of our constitutional government and consistent with our institutions and traditions.

At the collective bargaining table, in the community, in the exercise of the rights and responsibilities of citizenship, we shall responsibly serve the rights of all the American people.

We pledge ourselves to the more effective organization of working men and women; to the securing to them of full recognition and enjoyment of the rights to which they are justly entitled; to the achievement of ever higher standards of living and working conditions; to the attainment of security for all the people; to the enjoyment of the leisure which their skills make possible; and to the strengthening and extension of our way of life and the fundamental freedoms which are the basis of our democratic society.

We shall combat resolutely the forces which seek to undermine the democratic institutions of our State and Nation and enslave the human soul. We shall strive always to win full respect for the dignity of the human individual whom our Unions serve.

Grateful for the fine traditions of our past and confident of meeting the challenges of the future, we proclaim this Constitution.

CONSTITUTION

ARTICLE I

Name and Headquarters

This Organization shall be known as the IOWA FEDERATION OF LABOR, AFL-CIO, with office and headquarters in Des Moines, Iowa, where the President and Secretary-Treasurer shall be located to carry on the work of the Organization.

ARTICLE II

Objectives and Principles

The objectives and principles of this Federation are:

1. To aid workers in securing improved wages, hours and working conditions with due regard for the autonomy and integrity of affiliated Unions.
2. To aid and assist affiliated Unions in extending the benefits of mutual assistance and collective bargaining to workers and to promote the organization of the unorganized into Unions of their own choosing for their mutual aid, protection and advancement, giving recognition to the principle that craft, industrial, service and public sector Unions are appropriate and necessary as methods of Union organization. This State Federation will not participate in any organizing campaign where there is more than one International Union which is affiliated with the National AFL-CIO seeking the same bargaining unit.
3. To encourage all workers, without regard to race, creed, color, sex, national origin, religion, age, disability or sexual orientation to share in the full benefits of Union organization.
4. To undertake all reasonable efforts to ensure diversity of representation at every level.
5. To secure legislation which will safeguard and promote the principle of free collective bargaining, the rights of workers, farmers and consumers and the security and welfare of all people.
6. To aid and encourage sale and use of Union-made goods and Union services through the use of the Union Label and other symbols, to promote the Labor Press and to carry on a sound and responsible public relations program with all other segments of our society and any other means of furthering the education of the Labor Movement.
7. To protect the Labor Movement, both from within and without, from any and all corrupt influences and from the undermining efforts of authoritarianism, totalitarianism, terrorism and all other forces that suppress individual liberties and freedom of association and oppose the basic principles of our democracy and of free and democratic unionism.
8. While preserving the independence of the Labor Movement from political control, to encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship and to perform their rightful part in the political life of their local, state and national communities.

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ARTICLE III

Affiliation and Jurisdiction

Section 1. This Federation shall be affiliated with the National AFL-CIO in accordance with the terms of the charter granted by the National AFL-CIO.

Section 2. The Iowa Federation of Labor, AFL-CIO shall be composed exclusively of such of the following organizations within the State of Iowa as shall conform to this Constitution and the rules and regulations adopted pursuant thereto:

(a) Local Unions of National and International Unions and Organizing Committees affiliated with the AFL-CIO and Local Unions chartered directly by the AFL-CIO.

(b) Area Labor Federations and chapters chartered by the AFL-CIO.

(c) Local and State Councils chartered by the Trade, Industrial and Public Employee Departments of the AFL-CIO.

(d) Joint Boards, District Councils and similar subordinate organizations which are duly chartered by an affiliate of the AFL-CIO.

(e) Iowa Alliance for Retired Americans.

(f) State chapters of AFL-CIO constituency groups and/or local chapters of such groups if there is no state chapter and they have been designated by the national constituency group.

Section 3. No organization or person that has seceded, has been suspended or has been expelled by the American Federation of Labor, the Congress of Industrial Organizations or by any national or international organization connected with this Federation shall, while under such penalty, be allowed representation or recognition in this State Federation of Labor. No organization officered, controlled or dominated by persons whose policies or activities are consistently directed toward the achievement of the program or purpose of authoritarian, totalitarian, terrorist or other forces that suppress individual liberties and freedom of association shall be permitted as affiliates of this Federation of Labor.

ARTICLE IV

Officers and Executive Council

Section 1. The Officers of this Federation shall consist of the President, Secretary-Treasurer, (17) Seventeen Vice Presidents at Large, one Vice President representing each Area Labor Federation, one Vice President representing the Iowa Alliance for Retired Americans, and one Next-Up Vice President representing young workers meeting AFL-CIO's "Next Up" criteria. Additionally, in areas with one or more viable AFL-CIO constituency groups, the combined constituency groups affiliated with the Iowa Federation of Labor shall be entitled to one voting seat on the Executive Council. These Officers shall constitute the Executive Council. No full-time officer of the Iowa Federation of Labor, AFL-CIO may hold any other full-time elective or appointive office.

Section 2. Anyone, after being elected to the Executive Council of this Federation, must become a legal resident of the State of Iowa. No more than one delegate from any one International Union shall serve as President, Secretary-Treasurer or any of the seventeen Vice Presidents at Large.

Section 3. No more than two delegates from any one International Union shall serve on this Executive Council, which shall carry out the business of the State Federation between Conventions.

Section 4. The Executive Council shall meet quarterly. Available technology, such as teleconferencing, skype, and other tools will be used to allow the broadest participation by Executive Council members, provided, however, that votes cast on motions to raise per capita tax or fees, and for the casting of votes to fill an Officer or Executive Council vacancy, may only be carried out in person. Special Council Meetings may be called by the President, Secretary-Treasurer or by a request of the majority of the Executive Council members.

Section 5. A quorum of the Executive Council shall be 50% + 1 of its members.

Section 6. Notification of all meetings of the Executive Council shall be in writing at least ten (10) days prior to such meeting date.

Section 7. A special convention of this Federation may be called by a two-thirds (2/3) majority vote of the entire Executive Council.

Section 8. In the event an elected Officer of this Organization is absent from two (2) consecutive meetings of the Executive Council, without an acceptable excuse to said Council that office shall be declared vacant and filled by the Executive Council, until an election can be held at the next regular scheduled convention of the Iowa Federation of Labor, AFL-CIO.

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Section 9. The President shall appoint five members of the Executive Council to a standing Ethical Practices Committee. The Iowa Federation of Labor shall adopt and conform to the Ethical Practices Code of the AFL-CIO. Said Code shall be made part of this Constitution. All officers and managerial employees of the state Federations shall comply with said Ethics Practices Code. All officers and staff must pledge to abide by the anti-harassment and anti-discrimination policy and code of conduct by the Iowa Federation of Labor.

ARTICLE V

Duties of Officers & Executive Council

Section 1. The President shall be the Chief Executive Officer of this Federation, and shall preside at all meetings of this Federation, preserve order and appoint all convention committees, with approval of the Executive Council, other than the Credentials/Roll Call, Rules and Resolutions Committees, which shall be at his or her discretion.

THE PRESIDENT SHALL:

- (a) Issue the call for the annual convention of the Federation at least sixty (60) days prior to the opening of the Convention.
- (b) Be the legislative representative and the fraternal delegate to conventions of neighboring State Federations of Labor and delegate to the American Federation of Labor and Congress of Industrial Organizations Conventions.
- (c) In the event it is impossible to serve as fraternal delegate, the President may appoint a member of the Executive Council to represent the Federation.
- (d) Provide for membership and public education and the research necessary for the performance of the Federation's proper functions and shall have authority, with the approval of the Executive Council, to employ such educational and research assistance as is deemed necessary and to pay for the same out of the funds of the Federation.
- (e) As legislative representative be knowledgeable with all matters pertaining to labor legislation.
- (f) Have authority, with approval of the Executive Council, to employ such legislative assistance as is deemed necessary during the sessions of the Iowa State Legislature and to pay same out of the funds of the Federation.
- (g) Interpret the Constitution and direct and exercise general supervision of the work of the Federation between conventions, subject to the approval of Executive Council. At the end of the official term turn over all books, papers and other property belonging to this Federation to successor in office.
- (h) The President's compensation shall be determined by the Iowa Federation of Labor, AFL-CIO Executive Council at the council meeting prior to the annual convention. Other compensation shall be forty-two dollars per day (\$42.00), or the I.R.S. allowable per diem when traveling out of state, plus hotel room, with receipt attached while away from the home office, plus cents per mile in the amount allowable by the I.R.S. when using own transportation, otherwise, actual expense of any other type of transportation. Any other expense incurred by the President shall be submitted in an itemized form for approval by the Executive Council.
- (i) The President shall be empowered with the approval of the Executive Council, to employ regular employees necessary to carry out the work of the Federation and be empowered to employ such part-time or temporary employees as are necessary to carry out the work of the office.

THE SECRETARY-TREASURER SHALL:

- (a) Keep a record of the proceedings of this Federation and shall cause the same to be printed and distributed.
- (b) Not later than the twentieth (20th) day of January and July of each year, forward to the Executive Council a statement of receipts and expenditures for the preceding six (6) months together with the number of Unions admitted, withdrawn and suspended.
- (c) Forward to the mail receiving officer of each affiliated Local Union, suitable blanks for the purpose of ascertaining the name and address of the president and secretary thereof, and the number of members on which per capita tax is being paid monthly.
- (d) Cause all money belonging to the Federation to be deposited in such banks as designated by the Executive Council and cause records to be kept of each deposit made.
- (e) Cause a complete set of books and records to be kept in the Federation office as prescribed by the Executive Council. Pay out no money without a proper bill. All payments shall be made by check, countersigned by the President.
- (f) Furnish canceled checks for each item of expense to the Auditors.
- (g) Pay travel or other expense of officers or staff employees upon presentation of properly executed vouchers.
- (h) Be the Acting Education and Research Director of the Federation.
- (i) Be responsible to promote the political and legislative program under the direction of the President and the Executive Council.
- (j) Spend full time, if possible, at the State House when the State Legislature is in session.

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(k) Keep an accurate record of the vote of each State Senator and Representative and members of Congress on bills and amendments to bills of interest to labor. Such records shall be summarized and printed in proper form and distributed to the affiliated organizations.

(l) Have printed in suitable form, the reports which are required of the Officers.

(m) At the end of the official term deliver to successor in office, all books, funds, and property belonging to the Federation.

(n) Perform such other duties as may be required by the President and Executive Council.

Section 3. The Federation vice presidents shall be elected positions. Executive Council compensation shall be per section 10 below.

The Executive Council members shall:

(a) Attend all meetings of the Iowa Federation of Labor, AFL-CIO

(b) Approve audits as otherwise stated in this Constitution

(c) Approve budgets as otherwise stated in this Constitution

(d) Approve convention committee assignments, unless otherwise stated in this Constitution

(e) Approve distribution of per capita tax to Iowa Federation of Labor funds

(f) Fill vacancies of officers as otherwise stated in this Constitution

(g) Serve as members of the News Board

(h) Approve convention city

(i) Review convention resolutions

(j) Approve exoneration of local unions as otherwise stated in this Constitution

(k) Approve staffing for educational and research assistance

(l) Discuss suspension and reinstatement matters as otherwise stated in this Constitution

Section 4. Duties of District VP

a) Convene a District meeting of affiliate and ALO/CLC leaders at least twice yearly to plan & implement political and legislative activity, and for training.

b) Collect and report issues and priorities from District leaders to provide to the State Federation Executive Council, and report state issues and priorities to District leaders after Executive Council meetings.

Section 5. Effective July 1, 2002, the Iowa Federation of Labor, AFL-CIO will participate in the AFL-CIO Staff Retirement Plan for all full-time employees.

Section 6. In the event of a vacancy in the Office of the President, by reason of death, resignation or recall, the Office will be filled by the Secretary-Treasurer temporarily. The Secretary-Treasurer shall, within ten (10) days of the date of the vacancy, call a meeting of the Executive Council, who will appoint a successor until an election can be held at the next regular scheduled annual convention of the Iowa Federation of Labor, AFL-CIO. Any subsequent vacancy on the Council may be filled by the Executive Council at the same meeting.

Section 7. In the event of a vacancy in the Office of Secretary-Treasurer, Vice President at Large or Auditor, by reason of death, resignation or recall, the vacancy shall be filled by the Executive Council until an election can be held at the next regular scheduled annual convention of the Iowa Federation of Labor, AFL-CIO.

(a) The President shall call a meeting within ten (10) days of the date of the vacancy to fill such vacancy. Any subsequent vacancy on the Council may be filled by the Executive Council at the same meeting.

Section 8. In the event of a vacancy in the Office of ALF/District Vice President, the Executive Council shall have the power to fill the vacancy for the period of the unexpired term. Such successor will be chosen from the district from which the vacancy occurred, with recommendation from the district involved until an election can be held at the next regular scheduled annual convention of the Iowa Federation of Labor, AFL-CIO.

Section 9. The Auditors shall examine the books and accounts of the Federation in January, April, July, and October of each year and shall certify as to the correctness of the accounts. They shall furnish the Executive Council of the Federation with a copy of their report and statements which shall include all financial assets of the Federation. In the event of a change in the Office of the Secretary-Treasurer, there shall be an immediate audit of all accounts.

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Section 10. As compensation for their services, all Council members, Committee members and Auditors -- with the exception of the full-time Officers and those Council members, Committee members and Auditors who are compensated by their Local Union and/or International Union -- shall receive twenty (\$20.00) per day or their lost time, whichever is greater, and twenty-five (\$25.00) per diem plus hotel room, with receipt attached, and cents per mile in the amount allowable by the I.R.S. when using their own transportation, otherwise, actual expense of the type of transportation used. Any other expense incurred by these members shall be submitted in an itemized form to be approved by the Executive Council. This shall be construed to mean that there will be no dual payment to any Council member, Committee member or Auditor.

Section 11. The Executive Council of this Federation is authorized to buy or lease automobiles for its full-time officers and to establish procedure for proper maintenance and use of these automobiles.

ARTICLE VI

Charges and Appeals

Section 1. The Executive Council shall have power to suspend or remove from office any officer found guilty of conduct unbecoming, malfeasance, or maladministration of his or her office or who may be found guilty of violating any of the provisions of this Constitution. The Executive Council shall exercise such power of discipline, suspension, or removal from office only after:

- (a) Filing written charges with the accused, and
- (b) Granting the accused adequate hearings before the Executive Council after due and proper notice.
- (c) A two-thirds (2/3) vote of the Council shall be required to suspend or remove from office.
- (d) Any officer so suspended or removed may appeal the action of the Council to the next regular convention of the State Organization, but shall remain suspended or removed until action is taken by the convention reversing the decision of the Executive Council.
- (e) The charging party shall have the right to appeal the decision of the Executive Council in the event discipline is not administered.
- (f) The parties shall have the right to appeal of the Executive Council's decision to the Iowa Federation of Labor, AFL-CIO annual Convention, provided that, if said convention is more than ninety (90) days after the decision in question, the parties may exercise their right of appeal under sub-section (g) below, instead of appealing to the convention.
- (g) Parties shall have the right to make a final appeal to the National President of the AFL-CIO, subject to the Constitution and other rules of the AFL-CIO.

Section 2. The Executive Council shall have the further authority to refuse to seat or to remove from office, by two-thirds (2/3) vote, any member of the Executive Council who is found by the Council to consistently pursue policies and activities directed toward the achievement of the programs or the purposes of authoritarian, totalitarian, terrorist or other movements that suppress individual liberties and freedom of association. The Executive Council must act only after written charges, notice and hearing.

ARTICLE VII

ALF/District Division

Section 1. For the purpose of the geographic Executive Council representation, the State of Iowa shall be divided into Districts coinciding with the four Area Labor Federation boundaries. The representation shall be subject to adjustment by the Executive Council at any time boundaries of Area Labor Federations change or are altered.

ARTICLE VIII

Finances

Section 1. The revenues of this Federation shall be derived through monthly per capita tax payments from affiliated organizations and from other authorized sources. Per capita tax payments must be received at least thirty (30) days prior to the convening of a convention in order to be credited for calculating voting strength at that convention.

- (a) Effective January 1, 2019 per capita tax of Local Unions shall be one dollar and ninety-one cents (\$1.94) per member per month on the total working membership. Each succeeding January 1st, the per capita tax of Local Unions shall be increased by the amount of increase as measured by the Consumer Price Index (Urban) as published by the U.S. Department of Labor and shall be based on the twelve month period beginning July 1st of each year and ending June 30th of the following year. The per capita tax shall be rounded to the next highest penny. The resulting increase in per capita tax shall be divided among the various funds by the Executive Council. The computed amount and the amount divided among the various funds by the Executive Council shall automatically be added to the stated per capita tax in Article VIII, Finances, Section 1 and Section 2 of the Constitution. Said per capita tax to be forwarded not later than the fifteenth (15th) day of the month on the membership of the previous month.

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(b) A Local Union paying per capita tax on less than its full dues-paying membership employed in the State of Iowa as required by the Rules of the AFL-CIO shall be subject to suspension by the Executive Council. Before taking such action, the Local Union shall be given written notice that such action is being considered and the Local Union shall be accorded an opportunity to be heard by the Executive Council of the Iowa Federation of Labor, AFL-CIO.

(c) Per capita tax payments shall be forwarded to the Federation by the affiliated organizations. However, State or District organizations may remit the tax for their respective Local Unions, in which case they shall supply the names of the Local Unions together with the number of members being reported on from each Local Union.

(d) State Organizations, Local Central Bodies, Local Trade Councils, Iowa Alliance for Retired Americans and AFL-CIO constituency groups shall pay a yearly membership fee of twenty-five dollars (\$25.00) payable in advance during the month of July.

Section 2. Twelve cents (.12) per member per month of all per capita tax payments shall be used for registration, education and get-out-the-vote.

(a) Fourteen cents (.14) per member per month of all per capita tax payments shall be placed in a Newspaper Fund to be administered by the Newspaper Corporation Trustees who are the Executive Council members of this Federation plus two additional members.

(b) Two cents (.02) per member per month of all per capita tax payments shall be used for Iowa Labor History Oral Project. This will remain in effect until project is completed.

(c) Sixteen cents (.16) per member per month will be placed in the Iowa Committee on Political Education, AFL-CIO Fund.

(d) All other revenues derived from sources provided for in this article or from all other sources, except Chapter funding provided for in Article XVI, shall be placed in a General Fund. The Executive Officers shall, at the first meeting of each calendar year, submit to the Executive Council for approval a proposed budget for the ensuing year. After adoption of such budget, it may be amended only by action of the Executive Council.

(e) If, at any time, the amount in the General Fund exceeds a sum necessary for the proper operation of the Federation, such excess shall be invested in United States Government Bonds, Certificates of Deposit, Money Market Account or a savings account in the bank (s) that the Federation does business with. Such bonds and CDs shall be placed in a safety deposit box rented for that purpose in the bank in which the Federation's funds are on deposit. Interest from these financial instruments shall become a part of the General Fund.

Section 3. The State Federation must obtain a bond in an amount equal to no less than 10% of its revenue in the prior fiscal year.

Section 4. The President, upon confirmation of the Executive Council, shall appoint two members of the Executive Council, who are not Trustees, to serve as signatories to the State Federation's checking account, in addition to the President and the Secretary-Treasurer. These two signatories shall serve only as needed, in the absence or infirmity of one of the two Principal Officers.

ARTICLE IX

Suspensions

Section 1. When an affiliated organization is in arrears in the payment of per capita tax or membership fees for a period of three (3) months, it shall be suspended. However, such organization in arrears shall have thirty (30) days notice before suspension becomes effective.

Section 2. A Local Union or other organization which has been suspended, or which has withdrawn from membership, may be reinstated by payment of all amounts due at the time of suspension or withdrawal and the current per capita tax or annual fee. This amount shall not exceed three (3) months per capita tax plus the current month. With the approval of the Executive Council, the President may allow a Local Union to re-affiliate by paying the current month only. However the average membership of a reinstated local union for purposes of roll call voting shall be computed from the date of reinstatement as if it were a newly affiliated local union. A union that has been suspended for nonpayment of per capita tax may pay only the amounts in arrears but cannot pay for additional months to increase voting strength.

ARTICLE X

Strikes and Benefits

Section 1. Where Local Unions are unable to pay per capita tax due to strike, lockout, lay-off, or for any other reason, such local unions shall be exonerated from per capita tax payments to the State Federation for a reasonable period of time, upon approval of the Executive Council and subject to approval by the respective International Union, AFL-CIO. Exonerated members shall be regarded, for purposes of this Constitution, as paid up members for the period of exoneration. The voting strength of a Local Union on roll call votes for months that it has been exonerated, shall be the average number of members on which per capita tax has been paid to this Federation over the one (1) year immediately preceding the exoneration.

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Section 2. The Iowa Federation of Labor shall not take part in any collective bargaining activities or in any dispute, including strikes, except upon the request or consent of the aggrieved union or organizing committee or in the case of a local union directly affiliated to the AFL-CIO, except upon the request or consent of the AFL-CIO President.

Section 3. The Iowa Federation of Labor shall have no power or authority to initiate a boycott. The Iowa Federation of Labor can endorse and provide support for a boycott campaign of an affiliate. The Iowa Federation of Labor can place an employer on an "unfair" or "do not patronize" list, if the proper conditions apply as outlined in the regulations below, and that all such action be taken only on written request of the aggrieved union or in response to an action of the AFL-CIO.

When such action is requested by an aggrieved union, the Iowa Federation of Labor shall be governed by the following regulations:

- a) The Secretary-Treasurer of the AFL-CIO, or her/his designated agent shall be notified in writing of all boycott requests, whether local, regional or national in scope.
- b) Disputes affecting contractual interest of other unions – if the requested action is directed against an employer which has a contract or working agreement with any union or unions affiliated with the AFL-CIO, other than the aggrieved union, then the written consent of such other union or unions shall be required. If such consent is not given, no further action shall be taken by the Iowa Federation of Labor except as authorized by the President or by the Executive Council of the AFL-CIO.
- c) Local Disputes – If the requested action is directed against an employer for a dispute arising within the area of jurisdiction of the Iowa Federation of Labor which does not involve the contractual interest of other AFL-CIO unions, the Iowa Federation of Labor may take the requested action if, in its judgment, such action is warranted and shall provide written notice to Secretary-Treasurer of the AFL-CIO when a boycott is terminated.
- d) Disputes in areas of other area labor council or central councils – If the requested action is directed against an employer for a dispute arising wholly outside the jurisdiction of the Iowa Federation of Labor, no action shall be taken unless the AFL-CIO and the area labor council, central labor council or state central council in whose area the dispute arose has first acted favorably on the request of the aggrieved union in keeping with applicable rules.
- e) National and regional disputes – if the requested action is directed against an employer for a dispute which is national or regional in scope, no action shall be taken by the Iowa Federation of Labor unless the affiliated national or international union involved has first secured approval of the AFL-CIO.

ARTICLE XI

Communications

Section 1. The President, in cooperation with the Executive Officers, with due regard to finances available, shall carry out through any medium available a program which shall assist and promote the objects and principles to which Organized Labor is dedicated.

Section 2. In an effort of communication the Executive Council shall produce a political report on the Iowa Legislature and the Iowa Federation of Labor's efforts and opinions of current legislation. The Report will be published in the Iowa AFL-CIO News.

ARTICLE XII

Conventions

Section 1. The regular conventions of this Federation shall be held annually. The convention shall be held during the months of July, August, September or October. In the even-numbered years (national and state election years), a one (1) day Committee on Political Education (C.O.P.E.) convention shall be held prior to the Iowa Primary Election day. The Executive Council shall select the city in which the convention will be held. Delegates wishing the convention to be held in their city shall furnish proof in writing that such facilities needed are available to take care of all delegates and the convention. The Executive Council may change the city in case of emergency. All conventions must be held in Union establishments if available.

Section 2. Representation. No person shall be eligible to serve as a delegate to conventions of this Federation unless he or she is a member of a Local Union affiliated with this Federation. Further, no delegate shall be seated except upon presentation of proper credential from an affiliated organization in good standing, which credential shall be examined and attested to by the Credentials Committee as to the eligibility of the delegate and the standing of the organization sending the delegate.

- (a) The basis of representation and the allowed voting strength in the convention of this Federation shall be:

- From State Organizations - - one delegate with one vote.
- From Area Labor Federations - - one delegate with one vote.
- From Local Trade or Industrial Councils - - one delegate with one vote.
- From Iowa Alliance for Retired Americans - - one delegate with one vote.
- From AFL-CIO constituency groups - - one delegate with one vote.
- From Chapters - one delegate with one vote.

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(b) Each Local Union shall be entitled to the number of delegates according to the following scale:

Members	Delegates
1 – 149	1
150 – 249	2
250 – 349	3
350 – 449	4
450 – 549	5
550 – 649	6
650 – 749	7

(c) One (1) additional delegate for each one hundred (100) members thereafter.

(d) The voting strength of a Local Union on roll call votes shall be the average number of members on which per capita tax has been paid to this Federation over the one (1) year immediately preceding the issue of the Convention Call. The average membership of the Local Union, which has affiliated within the past year, shall be computed from the month of affiliation and shall be determined by dividing the total per capita tax for all months affiliated by twelve (12).

(e) The votes of a Local Union shall be divided among all of its registered delegates and each delegate present shall be entitled to cast only the assigned number of votes except that, to facilitate the calling of the roll, one delegate may be designated to cast all of the votes of the delegates representing his or her Local Union provided that, if any delegate from that Local Union shall challenge the correctness of the votes so cast, the individual delegates of that Local Union shall be polled. If any Local Union fails to designate the number of votes assigned to each of its delegates from said Local Union, the Secretary-Treasurer of the Iowa Federation shall divide the total number of votes of said Local Union as equally as possible among the registered delegates of that Local Union.

(f) Delegates shall only represent the local union in which the delegate is a member in good standing, unless the delegate was selected to represent local bodies chartered by the trade and industrial departments of the AFL-CIO, or state or local chapters of the AFL-CIO constituency groups within the geographical limits of the council that are chartered by a national AFL-CIO constituency group.

(g) No delegate shall be permitted to cast the proxy of another delegate and no delegate shall be allowed to represent more than one organization.

(h) Except on roll call votes, each delegate shall be entitled to one vote.

(i) A delegate from a Local Union may carry the vote of any city, county or state organization if the delegate is a member of a Local Union affiliated with such body.

(j) Should any registered delegate be required to leave the convention under emergency conditions, he or she may -- upon notification to the Credentials Committee -- be empowered to assign his or her votes to the remaining delegates of his or her Local Union. Such action shall be reported to the convention by the Credentials Committee.

(k) The time will be set for the closing of registration at 5 p.m. on the first day of the convention, except in case of emergency -- then the registration may be made at the discretion of the delegates assembled.

(l) Fraternal delegates shall be honorary members of all conventions of this Federation provided that they are members in good standing of bona fide Labor Organizations.

(m) All Local Unions affiliated with this Federation are urged to also affiliate with the Local Central Body and their respective Trades Council where such exist, provided that said Local Trades Councils are directly chartered by the National Trades Council in their respective departments of the American Federation of Labor and Congress of Industrial Organizations.

Section 3. Resolutions.

Resolutions may be submitted to the convention by the Executive Council and shall bear the signature of the President and Secretary of the Federation. Resolutions may be submitted by an affiliated body of the State Federation of Labor providing that such resolutions -- properly signed by the President and another principal officer of the affiliated organization -- are received by the State Federation of Labor twenty-one (21) days prior to the convening of the convention; all resolutions as received shall be placed in the hands of the Executive Council.

(a) All Resolutions submitted by the deadline and not in conflict with the National AFL-CIO Constitution and Rules will be stamped with the name of the standing committee to which they are tentatively assigned. All committee changes will be reported to the convention. The appropriate committees will consider the Resolutions before them and report to the convention with their recommendation.

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(b) Any person or persons wishing to submit a resolution after the convening of the convention must have the consent of two-thirds (2/3) of the delegates assembled. State Organizations or Councils may submit resolutions during the first day of the Iowa Federation of Labor, AFL-CIO Convention before the hour of Noon.

Section 4. Standing Rules

(a) Thirty percent (30%) of delegates present may demand a roll call vote on any question before the convention. Election of Officers shall be by roll call when there is more than one candidate for each vacancy.

(b) Robert's Rules of Order, in its latest edition, shall be considered as authority on all questions of order not covered by the rules submitted to and accepted by the convention by the Rules Committee.

(c) Visitors may be excluded from the hall by a majority vote of the delegates present.

(d) The Executive Board of the Iowa Federation of Labor shall approve the hours of the convention.

(e) Each delegate when asking for the floor must give his or her name, city, Local Union number and National or International Union.

(f) On motion, the regular order of business may be suspended by a two-thirds (2/3) vote of the members at any time to dispose of any urgent business.

Section 5. Credentials. Delegates' credentials to the convention of this Federation, should be forwarded to the Federation not later than twenty-one (21) days prior to the time of the convention.

(a) Each duly accredited delegate to the annual convention shall be assessed a registration fee, the money to be placed in the general fund to help defray the cost of the convention. Registration fee must accompany credentials when completed and returned to the Federation. Each January, the Executive Council will establish the registration fee for the following annual convention, taking expenses of the convention into consideration.

(b) CREDENTIALS NOT RECEIVED WITHIN THE PRESCRIBED TIME WILL BE ACCEPTED ONLY BY A MAJORITY VOTE OF THE DELEGATES SEATED.

All credentials shall be properly signed by the President and Secretary or authorized Officers of the organization they are to represent. Duplicate credentials shall be placed in the hands of the delegates for presentation at the convention. The credentials of delegates at large from State Organizations and Local Central Bodies must contain the name of the Local Union and the number of the same of which the delegate is a member.

(d) A Credentials Committee of five (5) shall be appointed by the President from among the delegates elected. Said committee, together with the Secretary-Treasurer, shall meet on the day previous to the convention in the convention city. They shall examine the credentials and submit their report at the opening of the first session.

Section 6. Committees. There will be two types of committees: Convention Committees and Standing Committees.

The President shall appoint the Chairperson and delegates for each Convention Committee, with approval of the Executive Council, unless otherwise stated in this Constitution, the following convention committees:

1. Committee on Appeals and Grievances
2. Committee on Credentials/Roll Call
3. Committee on Constitution
4. Committee on Resolutions
5. Committee on Rules
6. Sergeant at Arms

Convention Committees will meet strictly to conduct the business of the convention. Convention Committees will only meet if they have business to conduct regarding the convention. These committees will be made up from delegates and the IFL President will appoint the Chair of each committee.

In addition to the Convention Committees, the Federation Standing Committees shall include:

1. Building Trades Committee
2. Community Services Committee
3. Ethical Practices Committee
4. Federal Unions
5. Human Rights
6. Industrial/Private Sector Unions Committee
7. Organizing Committee
8. Public Employees Committee
9. Veterans Committee

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Standing Committees will meet throughout the year prior to convention. They will not meet during convention unless committee determines a need. These committees will provide a written report that will be presented at convention and printed in the convention book. The Chairs of these committees will be appointed by the IFL President. Standing Committee members do not have to be delegates to the convention and should include rank and file members. To be appointed to a Standing Committee you must present a letter of recommendation from your President/Business manager. Additional Standing Committees can be added if there is a need and the group is willing to meet throughout the year. New committees must be approved by the President and Executive Council.

(a) All committees shall have a Chairperson and Secretary.

(b) It shall be mandatory for all convention committees, with the exception of the Credentials Committee and the Rules Committee, to meet the first day of convention and take action on any matters referred to them for their report to the convention. It shall be the duty of the Chairperson of each Committee to call his or her meeting at a place designated by that Chairperson.

(c) Any Committeepersons called in early to work on a committee will be compensated the same as a member of the Executive Council for service prior to starting the convention.

Section 7. Parliamentarian. Immediately after the convening of any regular or special convention of the Iowa Federation of Labor, AFL-CIO, the Chairperson of the convention shall appoint a Parliamentarian to assist in the parliamentary procedures necessitated by the actions and circumstances of such convention.

ARTICLE XIII

Nominations and Elections

Section 1. The President shall appoint an Election Committee composed of ten (10) delegates prior to the election subject to the approval of the convention. No candidate for any office shall be eligible to serve on the Election Committee.

Section 2. Candidates for the Office of President, Secretary-Treasurer, Ten Vice Presidents at Large, three Auditors, and Next-Up Vice President shall be placed in nomination on the first day of the convention at 11 a.m.

Section 3. Nominations for the Office of President, Secretary-Treasurer, Ten Vice Presidents at Large, three Auditors, and Next-Up Vice President shall be made from the floor of the convention and nomination speeches shall be limited to five (5) minutes. After the nominations are closed, the Election Committee shall take charge of the election. The election of Officers shall be held on the Convention floor at 9:30 a.m. on the third day of the convention. Where there is only one candidate for any office, he or she shall be elected by acclamation.

(a) If more than two delegates are nominated for any office and none of the nominees receives a majority of the votes cast for said office, then all but the two receiving the highest number of votes shall be eliminated and a run-off election shall be held under the direction of the Election Committee in the same manner as the original election.

(b) Immediately after the roll call votes have been counted in either the final or run-off election, the Chairperson of the Election Committee shall announce the results. In the event of a tie vote for any office, the Election Committee shall immediately recount the votes in dispute and the Chairperson shall again announce the results. Wherever the results show a tie, the Election Committee shall immediately prepare a new roll call, involving the names of the candidates involved in the tie, together with the office they are seeking in election and proceed with the run-off election and announce the results at the earliest possible moment. In the event of a second tie, the outcome shall be determined by the toss of the coin to resolve a tie if the rerun results in a second tie.

(c) After the election, the Chairperson of the Election Committee shall request of the convention whether or not there is any delegate who did not receive his/her proper number of votes in said election. At that time delegates will have an opportunity to raise any objections they may have. If none are raised, the Chairperson shall close such business, and no further discussion will be held on the matter.

(d) Delegates from State Organizations, Councils, Iowa Alliance for Retired Americans, Area Labor Federations and chapters thereof, and AFL-CIO constituency groups shall cast such votes only for the Offices of President, Secretary-Treasurer, ten (10) Vice Presidents at Large, three (3) Auditors, and Next-Up Vice President.

(e) The delegates of the Four Districts shall meet following the announcement of the final election results, or sooner if possible, for the purpose of selecting the representative of their respective group. No District meeting shall be called with less than two hours notice. Such notice shall be given to the delegates from the convention floor. They shall elect their representative by credentials in each district.

(f) The Secretary-Treasurer shall notify each local union when their credentials are mailed for the convention call, how many votes they may cast in each district, based on the computerized mailing list at least sixty (60) days, but not more than ninety (90) days prior to convention. A Local Union shall be able to cast one vote for each member that resides in the district for whom per capita tax is paid to the Iowa Federation of Labor, AFL-CIO. For those members who reside outside of the State of Iowa, a Local Union may cast one vote for each member for whom per capita tax is paid to the Iowa Federation of Labor, AFL-CIO, in the district which is directly across the state line (i.e. those who reside in Rock Island, Illinois would vote in the same district as Davenport, Iowa).

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(g) If more than two delegates are nominated for any office and none of the nominees receives a majority of the votes cast for said office, then all but the two receiving the highest number of votes shall be eliminated and a run-off election shall be held under the direction of the Election Committee in the same manner as the original election. The candidate receiving the highest number of votes shall be declared elected. At the convening of the convention on the last day, each District shall submit to the convention the name of the representative of their group for approval or rejection. If any District fails to submit to the convention the name of their representative, then such vacancy shall be filled as provided in Article V, Section 6.

(h) Nominated candidates for District Vice President shall be:

(a) In good standing in their Local Union.

(b) A resident of or work within the District from which they are nominated.

(i) If an Area Labor Organization chartered by the National AFL-CIO in the state of Iowa does not provide a policy or process in its constitution for choosing the organization's representative to the IFL Executive Board, the Principal Executive Officer of the Area Organization will serve in this capacity. If he/she is unable to serve, or declines to serve, the Area Organization delegate body will elect its representative in accordance with the organization's constitutional election procedures. All the Area Organizations' representatives shall be submitted as nominees to the IFL Convention and their nominations will be acted upon in the same manner as other nominees to the board.

(j) The delegates who are also officers or board members of the Iowa Alliance for Retired Americans shall meet following the announcement of the final election results, for the purpose of selecting their representative, who shall be a member of a union affiliated with the Iowa Federation of Labor, AFL-CIO, and shall also be one of the highest eligible officers of the Iowa Alliance for Retired Americans such as a President, Vice-President, Secretary, Treasurer or executive board member. At the conclusion of this meeting, they shall submit to the convention the name of the representative of their group for approval or rejection.

(k) In order to comply with this Constitution in the selection of not more than one member from any International Union to the office of President, Secretary-Treasurer, and ten Vice Presidents at Large and no more than two members of an International Union to the Executive Council, the following order of sequence in determining who shall be a member of said Council shall govern:

(l) President, Secretary-Treasurer, Vice Presidents at Large, the Area Labor Federation/District Vice Presidents, the Vice President representing the Iowa Alliance for Retired Americans, and the Next-Up Vice President. The sequence for which the District Vice Presidents will be reported and elected, shall be determined by the drawing of numbers of their respective districts.

(m) When two members of the Council from any International Union have been elected or selected, no further names of members of that International Union shall be accepted to be members of the Executive Council.

(n) The election of Officers to the Iowa Federation of Labor, AFL-CIO shall be held at the annual convention every four years beginning in 1973.

(o) The official term of all the elected Officers shall begin at the close of the Convention at which they are elected and shall continue for four (4) years or until their successor or successors are duly elected and qualified. Full-time Officers of the Federation shall receive their full pay and benefits until the end of the month in which they are defeated or retire.

(p) The Executive Council will serve as the first level of protest of an election. The Election Committee Chair shall have custody of the ballots and other election records until any appeal period is exhausted or until the National directs to the contrary.

(q) The Officers and Auditors shall be delegates to the Iowa Federation of Labor, AFL-CIO conventions, and they shall be compensated for attending such convention, as provided elsewhere in this Constitution and By-Laws. All Officers and Auditors of the Iowa Federation of Labor, AFL-CIO shall carry one vote by virtue of their office, with full rights.

(r) Individuals designated as President Emeritus shall be convention delegates and each shall carry one vote.

ARTICLE XIV

Oath of Office

Section 1. I, (giving name), do solemnly pledge my word and honor before these witnesses that I will, to the best of my ability, perform the duties of the Office to which I have been elected. I pledge to abide by the ethical practices code of the AFL-CIO and the anti-harassment and anti-discrimination policy and code of conduct of the Iowa Federation of Labor. At the close of my official term, I will turn over all books, papers and all other property of the Federation to my successor.

ARTICLE XVI

Chapters

Section 1. Chapters may be constituted by the Executive Council of the Iowa Federation of Labor, or by an Area Labor Organization or Central Labor Council, if one of these bodies determines an organization presence is needed in a specific geographic area within its jurisdiction.

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Section 2. Chapters shall have the right to one delegate and one vote at the State Federation convention.

Section 3. Chapters may be authorized by their parent body to enact bylaws consistent with their parent body's constitution and policies; elect a chapter president and secretary-treasurer; hold meetings of representatives of local unions within the chapter's geographic jurisdiction and make recommendations to the Chapter's parent body (State Federation, Area Labor Organization, or Central Labor Council), to the extent that the parent body makes provision for such actions.

Section 4. Chapters may not assess a per capita or membership fee. The Iowa Federation of Labor may solicit earmarked contributions for the purpose of assisting Chapters of the State Federation. The State Federation will deposit such contributions in the general fund, but will maintain and report on a separate budget line item for the dedicated income and expenses for the Chapters.

Section 5. In accordance with the endorsement procedure, for the Iowa Federation of Labor, the chapter may endorse candidates running for local public office (city, county, and school board offices) and local issues within the chapter's geographic jurisdiction and may screen, interview, and recommend to its parent body, candidates for state and federal office but such recommendation is not binding on the parent body.

Addendum A: Ethical Practices Code for AFL-CIO Officers and Representatives

1) Every AFL-CIO officer and managerial employee, whether elected or appointed, has a high fiduciary duty and sacred trust to serve the best interests of the members honestly and faithfully.

2) No AFL-CIO officer or managerial employee should own or have a personal financial interest which conflicts with the full performance of his or her fiduciary duties. In particular:

A) No AFL-CIO officer or managerial employee shall have any substantial financial interest in any firm which bargains collectively with the AFL-CIO or with any directly affiliated local union of the AFL-CIO ("DALU").

B) No AFL-CIO officer or managerial employee shall own or have a substantial financial interest in any firm which does business or seeks to do business with the AFL-CIO or any DALU.

C) For purposes of these rules, a "substantial interest" is one which either contributes significantly to the individual's financial well-being or which enables the individual to affect or influence the course of corporate decision making. A substantial interest does not include stock in a purchase plan, profit-sharing plan or ESOP.

D) An AFL-CIO officer or managerial employee shall not be deemed in violation of these prohibitions with respect to any investments, which are held in a mutual fund or a blind trust.

3) No AFL-CIO officer or managerial employee shall accept any *non-de minimis* personal payment of any kind from an employer which bargains collectively with the AFL-CIO or any DALU, or from a business or professional enterprise which does business or seeks to do business with the AFL-CIO or any DALU, other than regular pay and benefits for work performed.

4) No AFL-CIO officer or managerial employee shall receive compensation of any kind from a fund established for the provision of retirement, health or welfare benefits for serving as an employee representative or labor-designated trustee on such employee benefit fund or plan, except for reasonable reimbursement of expenses provided uniformly to such representatives or trustees. A benefit "fund" or "plan" for purposes of this provision means a fund or plan sponsored by the AFL-CIO or a DALU, or in which the AFL-CIO or a DALU participates. It is not a violation of this provision for an officer or managerial employee who is not a full-time employee of the AFL-CIO to be a lawfully paid employee of a retirement, health or welfare fund.

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- 5) No AFL-CIO officer or managerial employee who serves in a fiduciary position with respect to, or who otherwise exercises responsibilities or influence in the administration of, a retirement, health or welfare benefit fund or plan shall have any substantial financial interest in any investment manager, insurance carrier, broker, consultant or other firm doing or seeking to do business with the fund or plan. A benefit "fund" or "plan" for purposes of this provision means a fund or plan sponsored by the AFL-CIO or a DALU, or in which the AFL-CIO or a DALU participates.
- 6) No AFL-CIO officer or managerial employee shall convert any property belonging to the AFL-CIO to the individual's personal advantage.
- 7) Every AFL-CIO officer and managerial employee shall carry out his/her AFL-CIO office or appointment in a manner that gives full recognition, in connection with affairs of the AFL-CIO, to the right of union members to assemble freely, attend AFL-CIO meetings, express views, arguments and opinions, nominate candidates for AFL-CIO office, run for AFL-CIO office and vote in AFL-CIO elections, except to the extent such rights are limited by provisions in the constitution and laws of the AFL-CIO and/or relevant AFL-CIO entity. No AFL-CIO officer or managerial employee shall penalize, discipline or otherwise interfere with or retaliate against any union member for exercising such a right in connection with affairs of the AFL-CIO.
- 8) No person who is convicted of any felony involving the infliction of grievous bodily injury, any crime of dishonesty or any crime involving abuse or misuse of such person's position or employment in a labor organization or an employee benefit fund shall serve as an AFL-CIO officer or managerial employee.
- 9) This Code shall be enforced by the following process:
 - A) The President of the AFL-CIO shall appoint a standing Ethical Practices Committee (EPC) consisting of four members of the AFL-CIO Executive Council, serving on a rotating basis, and an elected AFL-CIO Executive Officer.
 - B) Charges of violations of this Code may be filed only by a member of a union affiliated with the AFL-CIO and must be accompanied by substantiating documentation. Such charges shall be referred to the EPC for review and recommended disposition. A charge alleging the existence of a substantial financial interest by a nonemployee officer of the AFL-CIO in violation of Section 2(a) or 2(b) of this Code shall be dismissed administratively where it is established that the individual in question recused himself or herself from any and all decision making with respect to the firm or firms involved.
 - C) The EPC shall have the authority to investigate and, where the EPC finds reasonable cause to believe that a violation of the Code has occurred, to bring the matter to an appropriate hearing before an impartial hearing panel drawn from within the AFL-CIO, if the matter is not otherwise resolved.
 - D) All charges and investigations shall be kept confidential unless and until the EPC finds reasonable cause to bring the matter to a hearing. The EPC shall adopt reasonable measures to ensure that confidentiality is maintained, including enforceable sanctions for breach of confidentiality.
 - E) Fundamental due process shall be afforded to the individual charged in connection with any such hearing.
 - F) Following completion of the hearing, the hearing panel shall issue a written decision containing its findings and recommendations to the AFL-CIO President and Executive Council.
 - G) Where a violation is found, the recommendations shall include an appropriate disposition and/or recommended penalty up to and including removal from service as an AFL-CIO officer (in accordance with procedures of the AFL-CIO Constitution) and/or employee.

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H) The Executive Council shall have the final decision in the matter and shall permit the individual charged a reasonable opportunity, upon request, to present his or her position to the Council prior to rendering a final decision.

I) There shall be no retaliation against any AFL-CIO officer, representative or employee for filing a charge alleging a violation of this Code.

No AFL-CIO off The substance and procedures of this Code shall be binding upon each AFL-CIO State Federation and Central Labor Council with respect to its own officers and managerial employees, subject to the following:

A) Wherever reference herein is made to the AFL-CIO, the corresponding reference shall be to the particular State Federation or Central Labor Council only.

B) References herein to a directly affiliated local union of the AFL-CIO (DALU) shall not apply.

C) Each State Federation or Central Labor Council is responsible for enforcing the substance of this Code through its own Ethical Practices Committee and through procedures consistent with those set forth in paragraph 9 above, subject to review by the AFL-CIO pursuant to Article XIII, Section 3 of the AFL-CIO Constitution.

D) This Code is not intended to address the dealings and conduct of State Federation or Central Labor Council officers and employees in their other capacities as officers, representatives, employees or members of separate labor organizations, whether or not affiliated with the State Federation or Central Labor Council.

ADDENDUM B: “Approved by the AFL-CIO Executive Council – March 14, 2017

Anti-Discrimination and Anti-Harassment Policy and Complaint Procedure for AFL-CIO State, Area, and Local Central Bodies

Policy Statement

The Iowa Federation of Labor, AFL-CIO is committed to providing all its employees with a workplace free from discrimination and harassment. The Iowa Federation of Labor, AFL-CIO does not discriminate against or allow harassment of any employee because of the employee's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other basis prohibited by law, or based on the employee's protected activity under the antidiscrimination statutes (that is, opposition to prohibited discrimination or participation in the statutory complaint process).

The Iowa Federation of Labor, AFL-CIO reaffirms that it will not tolerate discrimination or harassment in any form.

This prohibition covers any discrimination or harassment in the workplace, regardless of whether the discrimination or harassment is committed by a supervisor, officer, co-worker or non-employee, such as a vendor, consultant, employee or officer of an affiliate, or invitee to an Iowa Federation of Labor, AFL-CIO -sponsored activity, event, or meeting.

Definitions

Discrimination

It is discrimination for an employer to base any decision regarding the terms or conditions of employment on an employee's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law.

Harassment

Harassment consists of unwelcome verbal, visual, or physical conduct that is based on another person's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law. It may include, but is not limited to, actions such as use of epithets, slurs, negative stereotyping, jokes, or threatening, intimidating or hostile acts that relate to sex, race, ethnicity, age, disability, or other protected categories. Harassment may also include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email, placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises or circulated in the workplace.

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Unwelcome conduct can constitute harassment if:

- It has the purpose or effect of unreasonably interfering with an individual's work performance;
- Creates an intimidating, hostile, or offensive working environment; or
- Submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment.

Sexual Harassment

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. It can involve conduct by a person of either gender toward a person of the same or opposite gender.

The following is only a partial list of sexually harassing conduct:

- Explicit sexual propositions
- Offering employment benefits in exchange for sexual favors
- Making threats or retaliating after a negative response to sexual advances
- Sexual innuendo or sexually suggestive or sexually degrading comments about a person's body, sex life, sexual prowess, or sexual deficiencies
- Sexually oriented jokes, derogatory comments, epithets, slurs, or catcalls
- Obscene language, letters, notes, or invitations (including by email)
- Physical contact such as touching or impeding movements
- Conduct such as leering or making sexual gestures
- Displaying or distributing pornography or other sexually suggestive objects, pictures, cartoons, or posters (including by email or viewed or shared on a work computer or other device)
- Sexual content in text messages

Unwelcome sexual conduct can constitute harassment if:

- It has the purpose or effect of unreasonably interfering with an individual's work performance;
- Creates an intimidating, hostile, or offensive working environment;
- Submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
- Submission to or rejection of the conduct by an individual is used as the basis for tangible employment actions taken toward her or him.

Complaint and Investigation Procedure

As a means of ensuring a workplace that is free from discrimination and harassment, the Iowa Federation of Labor, AFL-CIO has established a formal procedure for the handling of discrimination or harassment complaints. This procedure is intended to supplement – not to replace or supersede – the other procedures available to employees under any applicable collective bargaining agreement, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or any other applicable federal, state, or municipal fair employment practices law, or otherwise.

General Principles

The Iowa Federation of Labor, AFL-CIO strongly encourages you to come forward with a complaint at the earliest possible point. You should not wait to report harassment until it becomes severe and pervasive. The Federation is committed to stopping discrimination and harassment even if the conduct has not risen to the level of a violation of law.

If you feel comfortable doing so, you should respond to the discriminatory or harassing conduct in a way that demonstrates that the conduct is unwelcome. However, you are not required to complain directly to the offending individual.

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Efforts will be made to investigate and resolve complaints promptly, thoroughly and impartially, and in as confidential a manner as is possible consistent with proper investigation of the complaint.

If a person is accused of discrimination or harassment, he or she shall not play any role in administering or making decisions under this procedure.

If an individual is determined to have engaged in discrimination or harassment, appropriate corrective action will be taken promptly, and appropriate sanctions will be imposed, up to and including termination.

There will be no retaliation or other adverse action taken against an individual who makes a complaint, reports an incident of apparent discrimination or harassment, or who provides information in the course of the investigation of such a complaint or report. Any such retaliation can also be the subject of a complaint under this procedure. If retaliation in fact occurred, prompt and appropriate corrective action will be taken and appropriate sanctions imposed, up to and including termination.

Procedure

The procedure for dealing with complaints of discrimination or harassment is as follows:

If you believe that you have been the target of discrimination or harassment, the Iowa Federation of Labor, AFL-CIO encourages you to report the alleged incident(s) as soon after the incident occurs as possible to [designee], or any supervisor or manager. If the person accused of discrimination or harassment is [designee], you may submit your complaint to another officer, manager, or supervisor of the Iowa Federation of Labor, AFL-CIO to handle the complaint.

You are not required under this procedure to complain directly to the offending individual.

It is the responsibility of any manager or supervisor who receives a complaint to inform [designee] of the allegations so that a prompt investigation may be conducted.

Complainant shall provide [designee] with a description of the alleged discrimination or harassment in as much detail as possible, including description of what occurred and the dates, times, and places of the incident(s). Complainant also should provide the names of individuals who he or she believes have information relevant to the investigation. [Designee] may request that this information be provided in writing.

Where appropriate and possible, [designee] may attempt to resolve the matter informally.

If informal efforts are not appropriate or successful, [designee] will conduct an investigation to determine whether or not discrimination or harassment has occurred.

During the course of the investigation, [designee] will inform the individual alleged to have engaged in discrimination or harassment of the complaint, and will give her or him the opportunity to respond to the allegations and to submit the names of individuals who she or he believes have information relevant to the investigation.

The investigation may include meeting with the complainant, the accused, and other individuals who may have relevant information. Relevant documents may also be reviewed. The investigation will be conducted promptly, thoroughly and impartially, and in as confidential a manner as is possible consistent with proper investigation of the complaint.

If necessary, the Iowa Federation of Labor, AFL-CIO will take steps to ensure that discrimination or harassment does not occur during the period of investigation.

At the conclusion of the investigation, [designee] shall make a determination of whether discrimination or harassment occurred.

If the investigation establishes that discrimination or harassment has occurred, the Iowa Federation of Labor, AFL-CIO will take prompt and appropriate action. This may include corrective action designed to end and to remedy the discrimination or harassment and to prevent it from reoccurring. Action may include imposition of discipline on the discriminator/harasser, ranging from reprimand to discharge if that person is an employee. If the discriminator/harasser is an employee or officer of an affiliate, the Iowa Federation of Labor, AFL-CIO may inform the affiliate, including the affiliate's international, of the investigation and findings and request further disciplinary actions be taken by those entities. If the discriminator/harasser is a delegate to the Iowa Federation of Labor, AFL-CIO or otherwise would be subject to disciplinary procedures under the Iowa Federation of Labor, AFL-CIO Constitution or Bylaws or the Rules Governing AFL-CIO State Central Bodies/AFL-CIO Area Labor Councils and Central Labor Councils, those disciplinary procedures may be invoked. If the discriminator/harasser is an employee of a vendor, consultant, or any other employing entity, the Iowa Federation of Labor, AFL-CIO may inform that employing entity of the investigation and findings and request further disciplinary actions be taken by that entity. Iowa Federation of Labor, AFL-CIO will take all possible steps to ensure that the complainant is no longer subject to the discrimination or harassment.

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The Iowa Federation of Labor, AFL-CIO will inform both the complainant and the accused of the outcome of the investigation and in general terms of any measures taken to correct the discrimination or harassment.

If the investigation establishes that discrimination or harassment has occurred, [designee] will ensure that the discrimination or harassment has not resumed and that neither the complainant nor any other individual has been subjected to any retaliation for having complained of the discrimination or harassment, reported an incident of apparent discrimination or harassment, or provided information during the investigation.

This policy and procedure applies to all employees.

If you have any questions about this policy and procedure or if you want additional information concerning complaints of discrimination or harassment, the Iowa Federation of Labor, AFL-CIO encourages you to contact [designee].

If you believe you are the target of discrimination or harassment, you also may have a right to file a charge under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or other applicable federal, state, or municipal fair employment practices law. There are deadlines for filing charges of discrimination or harassment with the EEOC or state or municipal fair employment practices agencies. Those deadlines generally run from the last date of discrimination or harassment, not from the date the complaint to the Iowa Federation of Labor, AFL-CIO is resolved. Contact the EEOC or other applicable state or municipal fair employment practices agency if you want more information about filing deadlines.

If you have any questions or issues with the response to your complaint, you may contact the National AFL-CIO Governance Director or staff. Nothing in this Policy, however, shall create an employment relationship between the AFL-CIO and employees of the Iowa Federation of Labor, AFL-CIO.



Iowa Federation of Labor, AFL-CIO Organizational Report

There are 537 affiliated locals representing 35 international unions that make up the Iowa Federation of Labor.

New Affiliates: SMART Legislative Board

BLET Legislative Board

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2020 Officers and Executive Board Members

Iowa Federation of Labor Officers

Charlie Wishman, President

Pete Hird, Secretary/Treasurer

ALF Representatives

Mark Cooper, SCIAFL

Brad Greve, GRALF

Jeff Shudak, WILF

Kelly Steinke, HALC

Next Up Representative

Vacant

ARA Representative

Midge Slater

At-Large Representatives

Stacey Anderson

Jesse Case

Mark Fallis

J.D. Fitch

Richard Frauenholz

Bill Gerhard

Roger Grobstich

Bill Hanes

Kelli Harrison

John Herrig

Danny Homan

Kimberly Karol

Jeremy Maske

Doug Neys

Jerry Nowadsky

Dan Prymek

Bonnie Winther

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Charlie Wishman, President Iowa Federation of Labor, AFL-CIO AFT Local 716

Charlie Wishman became Secretary-Treasurer of the Iowa Federation of Labor, AFL-CIO, in January of 2012. Charlie is a member of AFT Local 716. He has also been a member of the International Association of Machinists and Aerospace Workers (IAMAW) as well as the American Federation of State County and Municipal Employees (AFSCME). He has worked as community liaison for the Food Bank of Iowa and first became a union member working as an organizer for Iowa Citizen Action Network in 2006. In 2009 he became a Communications Specialist for AFSCME Iowa Council 61. In the fall of 2011 he came to work for the Iowa Federation of Labor as Communications Director. Charlie also served as President of the Iowa Workers' Compensation Advisory Council and also serves on the Iowa Workforce Development Board, the Labor Advisory Committee of the University of Iowa Labor Center, United Way of Central Iowa, as well as other boards and working groups to advance the cause of Labor. Charlie graduated from the University of Northern Iowa in 2002. His family lives in Des Moines and he and his wife Kate have two children who attend Des Moines Public Schools, Isaac and Ivy.

OFFICER'S REPORT

Brothers and Sisters:

This has been a year like no other. I think that we knew 2020 would be difficult for so many reasons, but no one expected the set of challenges that the labor unions would face would be so daunting. Unemployment like most of us have never seen in our lifetimes, a

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a pandemic and a response that has been totally botched by our state and federal leaders, and a anti-worker trifecta holding on to its last bit of power yet ramming through things that most Iowans don't want or need, are just a few of the horrific things we've seen, and the year is not done. We've even seen an hurricane blow through out state, leaving our friends and neighbors, and many of us, without power, internet, or phones.

Building power for workers takes form in many different ways. It is not just through a political party, or a belief in a messiah candidate for any office. However, we must do our work, to the best of our ability in these times, in the political arena. Politically, we need to ensure that the anti-worker trifecta at the statehouse is broken. There is a very real chance of that happening this year, but we are hamstrung by the pandemic and our traditional ways of doing labor to labor communications. Most years this means going door to door, talking to union members. From what we know right now, it is unreasonable and unethical to send volunteers or release staff to possibly be infected by a deadly disease. This means a greater emphasis on safe ways to communicate with members, such as a higher degree of digital and mail programs, as well as phone banking.

This President is so far removed from reality, even if you agreed with some of his policy goals you cannot ignore the flat out lying to the American public that goes on, each week, and every day. But even beyond that, we have seen a strategy that played out in 2016 but is now on steroids in 2020. This is a strategy that is simple, and other candidates for President have tried before. Some have been successful in doing this, some have not. The strategy is simple, yet corrosive and rots the republic from the inside. That strategy is a simple bet.

The bet is this – let's divide the American people – get them to hate each other so much that we are divided into tribes and bet that your tribe is larger than the other one. Even if we see change at the Presidential level, it will take a long time for the next President to repair it. So much needs to be fixed from the damage done frIt is not impossible, but brothers and sisters we need to be a part of the solution. We need to be the ones reaching out and helping to repair this divide, no matter how hard that is.om the past four years, it will take a unified and herculean effort to repair the damage.

That is why we believe in the power of collective actions, unity, and the brotherhood and sisterhood of labor. That is why we believe in our nation, the most loving, flawed, wonderful work in progress and experiment in human relations this world has ever seen.

We will lead. All of us.

We will get through this time, and we will be stronger than ever.

In Solidarity,

Charles Wishman

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Pete Hird, Secretary-Treasurer Iowa Federation of Labor, AFL-CIO IBEW Local 704

Pete Hird became a member of the International Brotherhood of Electrical Workers Local 704 in 2005. After completing his apprenticeship to become a Journeyman Wireman he served his local on the Executive Board, as local Registrar, Health/Welfare and Pension Trustee, Apprenticeship Committee Trustee and Dubuque Federation of Labor Trustee. He also served as Vice-Chair for the Community Action Agency, Operation New View and on the local FEMA board in Dubuque. In 2014, he started his role as union organizer and worked with workers on multiple organizing drives including organizing two Dubuque hotels in 2019. On April 30th, 2020, Pete was elected by the Iowa Federation of Labor Executive Council to fill the position of Secretary-Treasurer.

OFFICER'S REPORT

Derecho, COVID-19, Trump, Reynolds and justified civil unrest are just a few in the list of headlines that 2020 will be known for. For my family, moving to Des Moines to serve in the role of Secretary-Treasurer will be on our list as well. Moving from a place like rural Jackson County, that sits on the Mississippi River, to a large city is a change but my family and I are adjusting well. I look forward to working with all of our members and partners from all around Iowa as we build a better Iowa for future generations.

This was my first year lobbying at the Capitol for the IFL. I have participated in the Legislative Conference Lobbying Days many times and I can say that experience came in handy. Although this year's session started with handshakes and ended with emails, we were still able to maintain effective communication with legislators and our labor partners.

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The General Session started out like many other years but suspended in March because of the dangers of COVID-19. When the legislature resumed in June many of the bills being discussed before the suspension were brought back up again but many immediate needs related to the pandemic were not addressed. The realities of COVID-19 exposed a lot of weaknesses in our economic system. We saw the need to provide gig workers and independent contractors emergency unemployment. Our state OSHA program, overseen by Governor Reynolds, lacked enforceable standards to protect workers from the dangers of COVID-19 exposure. We saw that all workers are truly essential to having a strong economy and deserve to be paid a living wage. For all of these reasons one might think that legislators would use this opportunity to correct some of these problems. That was not the case and in some ways the Republican controlled legislature doubled down on the very problems that the pandemic exposed. The Republican trifecta couldn't let one year go by without some poor legislation for the working class. The COVID-19 business liability immunity bill, an independent contractor bill aimed at truckers and voter suppression language were major disappointments. For some legislators there is a true lack of empathy for working class families.

Fortunately, there were some goals achieved due to the efforts of the labor lobby affiliates and partners. A really bad licensing bill was made better and anti-union bidding language was stopped. Our affiliates and partners who have lobbyists at the Capitol are an incredible team for working people in Iowa. I look forward to working with them all at the Capitol next year but the work never really stops after the session is over. We are all in constant contact with election updates and potential policy going forward. Just like in our workplaces and our communities, we are stronger when we work together.

Currently, the Governor has put her foot down and is in a standoff with local school boards. The state effectively scrapped the plans of school districts who had solutions for a hybrid of virtual/in-person education. The administration's plan allows for a hybrid education model but sets the community outbreak threshold so high that meeting those standards would put the community, students, and educational staff in real danger. Local school boards will now need to be the leaders for our communities. Some have already taken a stand to defy the Governor's orders and they will need the support of everyone as they do the right thing to protect the public.

I am incredibly honored to serve as Secretary-Treasurer for the Iowa Federation of Labor. The opportunity to voice the concerns and empower working people is a way of life for me whether I was on a jobsite or at Iowa's Capitol Building. I look forward to advancing the current labor movement and working with everyone in the future.

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Stacey Andersen, Vice President at Large International Staff Representative USW Local 459M

Stacey Andersen has been a full-time International Representative for the GMP since 2012, with the merger of the GMP with the United Steel Workers in January 2018, and maintains her role as an International Staff Representative for the USW. Andersen represents workers in Iowa, Minnesota, Wisconsin, Missouri and Kansas. She started in the trade in 1997, serving as Chair of the Business Committee, Recording Secretary for one term, and then President of GMP Local 459 in Cedar Falls, IA until becoming a full-time International Representative. Stacey has 2 children—Josh and Matty.

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Jesse Case, Vice President at Large Secretary-Treasurer, Teamsters Local 238

Jesse Case is the Secretary-Treasurer and Principal Officer of Teamsters Local 238 in Iowa - Iowa's largest local union. Jesse has over 30 years of experience leading organizing campaigns in more than 20 states in both the public and private sectors. Jesse has served as a National Campaign Coordinator with the International Brotherhood of Teamsters, Iowa Political Director for Teamsters Local 238, and held executive board positions of Trustee and Recording Secretary with Local 238 prior to becoming Principal Officer. Case is also the founder of the Teamsters Community Action Network (TeamCAN) and holds a position on the executive board of the Iowa Federation of Labor.

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Mark Cooper, South Central Iowa Area Federation of Labor President, SCIFL GCC-IBT Local 727-S

Mark Cooper has been a union member since the beginning of 1978 as a maintenance electrician. He has had the privilege of being in the following Unions: United Rubber Workers Local 164, United Steel Workers Local 164, Graphic Communications Union Local 727-S, and is now a member of the Graphic Communications Conference of the International Brotherhood of Teamsters Local 772-S. His current elected position is President of the South Central Iowa Federation of Labor, AFL-CIO. Mark currently serves on numerous community boards including Des Moines Corporation of Economic Development Board, Iowa Labor History Society Board, Iowa Citizens Action Network Board, University of Iowa Labor Center Advisory Board, Union Labor Park Board, and the Prairie Meadows Board.

OFFICER'S REPORT

This is a report of the South Central Iowa Federation of Labor, AFL-CIO for the year ending in 2019. We ended the year with 70 affiliate locals. We maintain jurisdiction in 23 counties in Central and South Central Iowa. We are currently talking with the UAW, Teamsters and Progress Iowa about affiliation.

One of the accomplishments we were able to help with and see completed was to encourage the Polk County Supervisors to draft and approve a resolution to, "ban the box" on employment applications. The box referenced in the approved ordinance is regarding a

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a question on most job applications. That question is typically referenced as, “Have you ever been convicted of a crime”. It has been shown that if a person answers yes to that question that their applications is usually, rejected without the applicant having a chance to explain the circumstances of their status in person.

We continue to stay involved in our community and the agency’s that help with outreach to workers who might be having issues that prevent them from being successful members of society. We were also involved in city and school board elections in 2019 and were successful in several races that we participated.

Going forward in 2020, we plan on helping the Iowa Federation regarding their political plan to get statewide candidates and labor friendly candidates elected. We will also be working to get labor friendly candidates elected in the counties within our jurisdiction.

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Mark Fallis, Vice President at Large Iowa State Association of Letter Carriers State Legislative Liaison NALC Branch 352

Mark Fallis is a 40 year member of the National Association of Letter Carriers (NALC) and has been serving as the IFL's Vice President At Large since 2010. Prior to that, he had served as IFL Auditor for two terms. Fallis currently serves as State Legislative Liaison for the Iowa State Association of Letter Carriers (ISALC). He is Past State President of ISALC. Prior to that he served as for 5 terms as Vice President. He also served as 3rd Congressional Liaison for ISALC for many years. He was a long-term Union Steward and Trustee for Branch #352. In 2015 he was inducted into the Iowa Federation of Labor, AFL-CIO Labor Hall of Fame. Also in 2015 he was inducted to the Iowa State Association of Letter Carriers Hall of Fame. He served 4 years in the United States Air Force as a Security Policeman and is a Vietnam Era Veteran. Mark is married and has two daughters and two grandsons and one granddaughter.

OFFICER'S REPORT

First of all it's my honor to serve as your Vice President at Large for the Iowa Federation of Labor AFL-CIO.

These are definitely trying times we are living in. Politically in the

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State of Iowa we have abundance of lack of leadership from Governor Kovid Kimmy! The GOP attack on women in the middle of the night to the voter suppression just goes to shows what they are really all about. GOP Governors across the country are putting profits over people. We've seen numerous states that reopened way to soon have huge spike in the virus. We have a sitting president who is the laughing stock of the world with his ignorance and I'm being polite.

The current administration is hell bent of destroying Unions. As a Postal Service retiree he's doing everything he can to destroy the USPS. His end goal is to bust the Unions so his buddies can pick off the cream and leave to rest of the county to suffer.

Labor 2020 is going to be a challenge, without door knocking which is an effective tool for Labor. Local Unions are going to have to step up their member to member programs. Get out the Vote is going to be crucial. Hopefully we can at minimum to literature drops and door hangers with voting locations. But I do want to encourage everyone who wishes to Vote by Mail, the NALC here in Iowa has been pushing to get this passed for years, the county auditors are on board they see the value. With the record voter turnout in the June primary it more than shows the people are in favor as well. Unfortunately Kovid Kimmy and her henchman in the GOP Senate and House want to make it hard to vote, hmm wonder why.

Mark D. Fallis Vice President at Large Iowa Federation of Labor

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**Richard Frauenholz, Vice President at Large
AFSCME Council 61 District 6 Vice President
President, AFSCME Local 12**

My first encounter with unions was a short one. I worked for Randalls' SuperValu in Iowa City, Iowa as a baker at the ripe age of 19. I helped to get the union started as a member of nine months. Shortly after I was promoted to manager of the bakery thus being forced out from the union. Then after six months I was fired! I was not involved in a union till I started working at the University of Iowa Hospital in 2000, joining shortly after my employment began. I did not get involved with the union activity till 2010 and then was elected to Local 12 E Board. Six years ago I was elected to be Executive Vice President and became more involved in all aspects of the union. I am married to wife Barbara, and we will celebrate 40 years in October. We have three daughters and seven grandkids.

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**Bill Gerhard, Vice President at Large
LiUNA-IOWA LECET Business Development Coordinator
President, Iowa State Building and Construction Trades Council
LiUNA Local 43**

Bill Gerhard has been a member in the Laborers' Union (LiUNA) since 1970. He was elected Business Manager of the Iowa City Local 1238 in 1976. He was elected Business Manager of the Iowa Nebraska South Dakota Laborers District Council in 1988, a position he held until 2001 when the North Central Illinois District Council and the Iowa Nebraska South Dakota District Council was combined to form the Great Plains Laborers' District Council. Bill Gerhard became Secretary/ Treasurer of the new Council. In 2010 Bill was elected the President of the Iowa State Building and Construction Trades Council – a position that he currently holds. In addition Bill is the Business Development Coordinator for Iowa LECET and Chairman for the Iowa Laborers Health and Welfare Fund.

OFFICER'S REPORT:

Over the past year the Iowa State Building and Construction Trades Council (ISBCTC) has been involved in a variety of activities.

* The ISBCTC has been promoting our Registered Apprenticeship Programs by: a partnership with Iowa College Access Network (ICAN) to educate high school counse-

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counselors, students, and parents about the options to college through our Registered Apprenticeship Programs where you earn while you learn. ICAN deals with every high school in the state.

* With the help of the University of Iowa Labor Center we have established our Multi Craft Core Curriculum (MC3) which creates a pre-apprenticeship program that helps recruit in our underserved communities. We reach out to people of color, women, veteran and others that might be interested in a career in the Skilled Trades and provide them with the training they will need to successfully apply to one of our Registered Apprentice Program. The ISBCTC is committed to diversifying our Trades and our worksites.

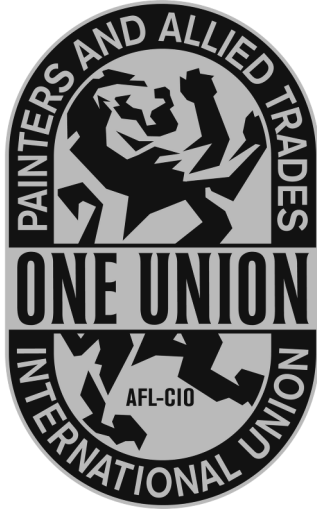
* We annually present a workshop on Registered Apprenticeship at the Iowa School Counselors Association Convention.

* The ISBCTC is part of the planning committee for the Annual Hawkeye On Safety Conference where there are more than 500 attendees and over 40 vendors to promote safety on the jobsite.

* We are heavily involved in Legislative and Political issues here in Iowa. We host a Friday morning conference call with Building Trades Political Leaders and Lobbyists to discuss upcoming legislation and current political issues and candidates. With the help of the ISBCTC lobbyist, Mike Gronstal and the other 7-8 individual Building Trades Lobbyists, we have made a difference at the Iowa Statehouse. Our goal now is to take back the Iowa House and elect other local, state and federal candidates that share our views and values.

Bill Gerhard

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J.D. Fitch, Vice President at Large
IUPAT District Council 81 Business Manager/Secretary Treasurer

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Brad Greve, Great River Area Labor Federation
President, GRALF
President, USW Local 105

Brad D. Greve is a 41 year member of the United Steelworkers (USW) Local 105, Brad became a union steward within a year of joining Local 105 and shortly later became a union safety representative. In 1997, Brad was elected the Hot Line Department committee person and in 2003 was elected to Vice President of Local 105. Brad was re-elected as President of USW Local 105 in April of 2018 and continues to serve in that roll.

In April 2019 Brad was re-elected to the position of President of the Great River Area Labor Federation. Brad is also a delegate to the Quad City Fed chapter and a member of their board.

OFFICER'S REPORT

The Great River Area Labor Federation, consists of 5 chapters, which include Dubuque Federation of Labor, Clinton Labor Congress, Quad City Federation of Labor, Des Moines Henry County Labor Alliance and Lee County Labor Council. A lot of hard work and collaboration went into making this change and we continue to work to make sure this transition is successful. One of the keys to our success is our field organizer, Julia McMeekan. Since coming on board in the fall of 2016 she has worked hard throughout the elections and now is focused on making sure we all stay connected and

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develop our political programs for the 2020 election.

USW Local 105 represents over 1800 production workers maintenance shops and general mechanics at “Arconic Inc.”. “Arconic Inc.” formerly “ALCOA Inc.” produces aluminum plate, sheet and coil products that that are used in aerospace, automotive, transportation and building applications. In April of 2020 our company split for the second time in 4 years. We are now officially Arconic Corp. Business was strong until the Coronavirus struck and disrupted our economy. On July 19th we are laying off 154 employees indefinitely and another 35 internally. With no leadership at the federal level we depend on state and local government to address the pandemic, but due to following the Trump administration actions and not following the science we continue to see an increase in cases in Iowa.

As we head toward the November election in our COVID 19 world, we will need to find new ways to motivate and educate workers and their families on who will represent their interests. Since we will not be face to face with voters as in the past, we will need to maximize the use of vote by mail. We had great turn out in vote by mail in the primaries and we need that to happen in the general election.

We need leadership in our state government and in the federal government. We have not seen the needed leadership in the pandemic or the civil unrest. Working families and our communities continue to suffer due to a government that continues to put corporate America ahead of the needs of American citizens. We all must vote in the November 3rd election and elect candidates that have working families interests in their actions.

Brad Greve, President
Great River Area Labor Federation

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Roger Grobstich, Vice President at Large International Vice President, RWDSU

Roger Grobstich currently is an International Vice President of the Retail, Wholesale and Department Store Union (RWDSU-UFCW) and President of the Central States Council of the RWDSU. He started his Union career in July 1977 working at the Quaker Oats plant in Cedar Rapids, Iowa, holding various key leadership positions in his almost 23 years at Quaker as an Officer of Local 110, such as Secretary-Treasurer, Vice President, Chief Plant Steward and Recorder before accepting his position with the RWDSU in January of 2000. Roger ran in House District 35 against former Speaker of the House Kraig Paulsen in 2004 and narrowly was defeated in that race. He currently serves on the Advisory Council(s) of the University of Iowa Labor Center and the UFCW International Union, as well as the Chairperson of the Linn County Civil Service Commission for Deputy Sheriffs. He was elected as a Vice President at Large for the Iowa Federation of Labor Executive Board in 2018.

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Bill Hanes, Vice President at Large IBEW Local 405 Business Manager/Financial Secretary

Bill Hanes has been a member of International Brotherhood of Electrical Workers since 1977 and is the Business Manager and Financial Secretary of Local 405. He serves as a Trustee on the Local 405 Pension Fund and the Health & Welfare Fund and is currently President of the Iowa State Electrical Workers Council and the IBEW, past President of the Iowa State Conference. He served as a panel member of the IBEW Council on Industrial Relations and in 2016 served on the IBEW Resolutions Committee for the 39th IBEW Convention. He is a past Chair of the Iowa State Electrical Apprenticeship Committee and the Cedar Rapids/Iowa City Electrical Apprenticeship Committee and served multiple terms on the Local 405 Executive Board.

OFFICER'S REPORT

As we continue to struggle with high unemployment and the pandemic in Iowa, it should be clear to everyone that the Republicans in this state just don't care about its workers. From laws exempting companies from liability due to the coronavirus to denying unemployment to those who choose the life and safety of their loved ones over an unsafe jobsite, the party in power has a very clear agenda. Workers in Iowa are expendable. We have seen time after time that the Governor changes her "metrics" to deflate and hide the numbers of coronavirus victims and refuses to let local governments make rules that would truly help to protect their citizens. The Department of Education has put children at risk throughout the state with the guidelines they developed. The party in charge has failed at every turn.

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We know that this election is going to be like no other in our history. Social distancing will force our contacts to be by mail, telephone, social platforms or virtual meetings. We need to make every effort to adapt to the new environment and turn our members out to vote and to vote for Democrats up and down the ticket.

This will be my last State Federation Convention. I am retiring in September and I want to thank all of you who served as my mentors and who have served the working people in Iowa with dedication and honor for many decades.

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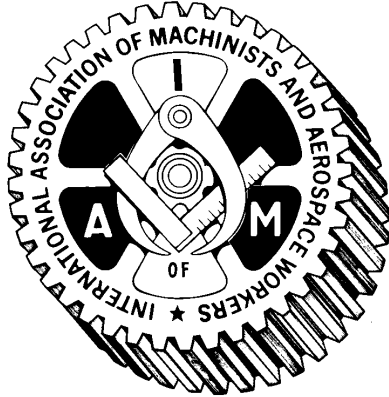
Kelli Harrison, Vice President at Large
UAW Political Coordinator
UAW Local 893

Kelli was hired at Mitsubishi Motors of North America plant in Normal, Illinois July 1989. She became a member of UAW Local 2488. Kelli was Financial Secretary for two terms when her plant closed June 2016. While at Mitsubishi she also served as a line coordinator, trustee, constitution delegate and participated on the Women's, Veterans, Citizen and legislation, Union Label committees.

In 2014, Kelli was selected to be a (LUDL) Labor Union Discussion Leader and received training at the Walter and May Reuther Training Center in Black Lake, Michigan. This training allows her to educate UAW members across the country.

Kelli was appointed by Director Ronald McInroy in April 2016 as UAW Region 4 Legislative Coordinator for Iowa, Wisconsin, Minnesota, Nebraska, North Dakota, South Dakota, Wyoming and Montana. Kelli was elected Vice-President At Large of the Iowa Federation of Labor and the Wisconsin AFL-CIO. She is also a Democrat SCC member as well as, 2nd Vice Chair Linn County Democrats. Kelli is married to Ben. They have two adult children Shana Crews and her husband Michael, son Benjamin. She resides in Marion Iowa.

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John Herrig, Vice President at Large President, Iowa State Council of Machinists IAMAW Local 1426

John Herrig, a 24-year member of the IAMAW served as the Iowa Federation of Labor's 5th District Vice President since 2005 and is currently 4th District Vice President.

Herrig became IAMAW District 6 Business Representative/Organizer in December 2004. He was elected as Directing Business Representative and President of the Iowa State Council of Machinists. Prior to going on the Machinist staff, he worked for more than 11 years as a CNC lathe operator at Prince Hydraulics Division in Sioux City, Iowa.

During his tenure on the shop floor he served on the Negotiation Committee, Shop Safety Committee and was Shop Committee Chairman. John served as Educator and Secretary-Treasurer of Siouxland Lodge 1426, as well as chair of several Local Lodge committees. He graduated from the University of Dubuque with a Bachelor of Science Degree in Safety Education in May of 1979.

OFFICER'S REPORT

At last report I commented, "It was a rough year." It would be an understatement to say that I am nostalgic for that "rough year" as we are now faced with the largest crises [plural] of my lifetime (and perhaps of all times). An uncontrolled coronavirus pandemic runs rampant mostly due to nonexistent leadership. There is widespread

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social discontent fueled by a racist squatter in the White House and stoked by a scared, doing nothing Senate majority. Bounties have been put on our military personnel by the Russians, while the commander-in-thief does nothing. Make no mistake, this is an emergency of epic proportions.

Interest in organized labor continues to pick up as we have had some successes in organizing new shops! Although we have had a few good contracts to celebrate, negotiations continue to be a hard as we are now faced with negotiating within the parameters of the “new normal” which many times prevents us from face-to-face negotiations. On top of that, we are ever faced with companies using the excuse of “working through the Covid-19 Pandemic” to circumvent our negotiated contracts.

Politically speaking, we take our lead from our members and our task is clear.

- Our members are resolute. We will re-elect Abby Finkenauer in CD-001 and Cindy Axne in CD-003 and keep CD-002 blue by electing Rita Hart!
- Our members are pissed. We need to take back the Senate and that starts with getting Teresa Greenfield in and Joni Ernst out!
- Our members are embarrassed. That means electing J.D. Scholten in CD-004 and restoring dignity in northwest Iowa.
- Our members will act.

Congratulations Charlie on your promotion to IFL President and Pete Hird as the Federation’s new Financial Secretary. I am also thankful that Charlie and Pete have such an able staff to assist them in their daily tasks to defend and protect working families—you all do a great job. And finally, THANK YOU KEN SAGAR so much for all your hard work and sound leadership for these many years at the Fed—you will be missed.

I want to thank the delegates, for allowing me to represent you on the IFL Executive Board: It truly is an honor which I am proud of. Keep up the good work and have a successful convention.

In closing, we have lost some good labor people, dear friends, and family—I publicly salute them all and give all honor to their memory.

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**Danny Homan, Vice President at Large
President, AFSCME Council 61
AFSCME Local 3289**

Danny Homan started his public employee career as a Residential Advisor with the Iowa Department of Corrections in 1984. He joined AFSCME as a Political Organizer in 1987, then became a Union Representative from 1988 until 2005. In 2005, Danny was elected as President of AFSCME Iowa Council 61. He is currently serving his seventh term. He proudly served his country from 1971-1973 in the United States Army. Danny is married to his wife, Colleen, and has three sons and one daughter.

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**Kim Karol, Vice President at Large
President, Iowa Postal Workers Union
APWU Local 451**

The last year has been one of the most challenging I have experience in a long time. There were many new challenges and I was fortunate to be introduced to great people along the way. One of the many things that I became involved in was the “Vote at Home” campaign spearheaded by the National Association of Letter Carriers. This initiative sought to educate state auditors and other election officials on the benefits that the Postal Service offered for conducting elections. We sought to show them how they could leverage the established Postal delivery network to save money in conducting elections while maximizing the potential turn out of the electorate. I came on board late last summer and we successfully gave a presentation to the IFL Legislative conference at the beginning of the year. No one could have predicted how relevant this would become, but thankfully the ground work had been laid and when COVID struck the state there was a successful path forward for conducting the Primary elections at minimal risk to the electorate. I see this as one of many steps that need to be taken to increase voter turnout.

COVID has forever changed the world we live in. Not only in how we communicate or connect with one another, but it forever changed how we relate to one another. The pandemic has stripped away any polite window dressing many would like to use to avoid addressing serious social issues. When millions of people lost their jobs, issues like low income wages, lack of health care or paid sick leave could no longer be ignored. Sud-

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Suddenly millions of people were in the same circumstances at exactly the same time. Then the unfortunate killing of George Floyd brought forward the continued systemic racism that underpins many institutional policies in this country. For the first time in decades, individuals from many backgrounds found they were united by common conditions and that became the catalyst that catapulted them into action. I have participated in several roundtable discussions with candidates in an effort to translate many of these concerns into tangible policies that will lift workers from all backgrounds. Getting candidates that support positive worker policies elected in the fall continues to be high on my agenda.

Learning how to communicate with members and leaders in this COVID age has been an ongoing challenge. I had used ZOOM technology a bit in the past, but this technology has now become an intrinsic part of my daily activities. Initially it was a means to share safety information but as the Pandemic persists I have found it useful for connecting with leaders and organizations to build stronger coalitions and educate participants on a variety of issues. In addition I continue to explore social media platforms such as Facebook, Twitter, and Instagram as educational vehicles. I will be the first to confess that I am not the most adept on these platforms however I recognize their value and strive to use them effectively in the future.

Finally I will close by discussing the multilayered campaign that the Iowa Postal Workers Union has initiated to support small towns and communities by insuring they continue to have the U.S. Postal Service in their communities. This prolonged battle has become heightened in the wake of the impact of COVID on the Postal Service, and the appointment of a Postmaster General whose background in saving money by contracting services and replacing workers with technology does not instill confidence for continued Universal Services. Helping my neighbors and other Iowa communities to understand the complex financial issues facing the Postal Service has become a primary focus. It has required organizing car caravans, targeted mailings, circulating petitions, soliciting phone calls to Representatives and Senators. We are pulling out all the stops to making sure that every citizen has access to an affordable means of sending and receiving letters and parcels; a cornerstone in many rural Iowa communities. The stability that the Postal Service represents in these communities is at risk. The progress that has been made in the "Vote at Home" campaign is at risk. Historically when a small town Post Office is closed small town businesses do not survive, housing values drop, and inevitably the town becomes merely a name on a map, no longer a place to live and raise families. Saving the public Postal Service is about more than preserving mail delivery, it is about preserving a way of life. It is about providing and preserving choices for all Americans regardless of social status, economic position, or ethnicity. It has been an interesting year and I look forward to meeting any new challenges for the coming year.

Respectfully submitted,

Kimberly Karol

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Jeremy Maske, Vice President at Large President, AFGE Local 836

Jeremy Maske has been the President of AFGE Local 836 for the past 8 years and represents the Field Office Workers in the 36 Social Security Administration field offices throughout Iowa and Nebraska. Jeremy has also served as the 4th National Vice President from 2010 to 2015 and as the 1st National Vice President from 2015 to 2018. In 2015 Jeremy was elected to serve on the Interstate 35 Community School District Board of Directors.

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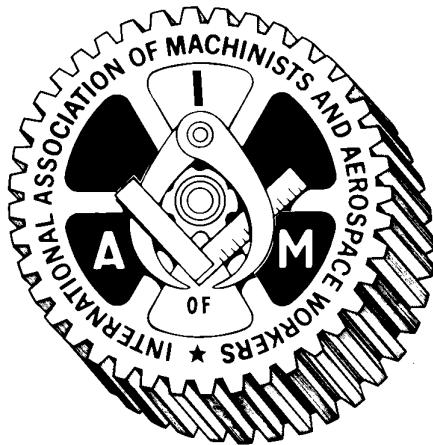
Doug Neys, Vice President at Large President, Iowa Professional Firefighters IAFF Local 625

Doug began his career in 2001 when he was hired as a firefighter in Ames, IA. Within a few years was elected to a position on the Ames Professional Fire Fighters Local 625 executive board. He first served as the Secretary, then Vice President, and was elected to President of Ames Local 625 in 2007.

In 2011, Doug was elected to serve as a Trustee on the Iowa Professional Fire Fighters executive board. In 2014, Doug was appointed to the position of Vice President and then appointed President in 2015. Doug currently serves as Lieutenant on the Ames Fire Department and President of the Iowa Professional Fire Fighters.

Doug is truly honored to serve on the Iowa Federation of Labor. Very early in his career he discovered the value of our unions and have been working to preserve and strengthen the standing of our labor organizations both at the local level, and across the State of Iowa.

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Jerry Nowadzky, Vice President at Large IAMAW District 6 Representative IAMAW Local 831

Jerry Nowadzky started working at Harnishfeger in 1974-1981. He served as Steward and Sergeant at Arms for four years in the UAW. He was laid off at Harnishfeger and the company subsequently closed the business. Jerry then worked at Goss Graphics 1987-1999, where he served as Union Steward and Committee person. After Goss closed in 1999, Jerry began working at Square D and later worked as an Apprentice Organizer for two years. In 2011, Jerry was elected as a full time District 6 Union Representative for the International Machinist Union.

Jerry has served on the Executive Board of the Iowa State Council of Machinists since 1992 and has also served as Recording Secretary. He is currently serving as Vice President. In 2013, Jerry was elected Vice President At Large of the Iowa Federation of Labor.

OFFICER'S REPORT

Thanks to Ken for all the years of service and happy retirement.

Thanks to Charlie and Pete and the staff at the federation for the outstanding work that they do.

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This past year has been a very different one, and a year of total downward spiral with the president we have and his not being able to lead with his heart and compassion.

We must vote this man out of office.

So please let's make sure we get people out to vote, and vote for labor friendly candidates.

I want to thank the delegates for the privilege to serve on the executive council of this labor body, I am indeed honored.

Let's all keep safe and keep up the good fight and fight for what is best for our members and our family and our family's future.

Let's have a great convention.

In Brotherhood,

Jerry Nowadzky

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**Dan Prymek, Vice President at Large
LiUNA-Iowa LECET Director
LiUNA Local 177**

Dan Prymek is a 3rd generation Union member who has been active with the Laborers' International Union of North America (LiUNA) and Local 177, for 36 years. During that time he has served as Assistant Business Manager, President, Executive Board member, Training Director, and was a past Executive Board member for the South Central Federation of Labor and past Executive Board member for the Great Plains Laborers District Council. Dan's duties also extend to Secretary/Treasurer of the Iowa State Heavy Highway Subcommittee, board member on the Work Preservation Fund, and a Trustee for the Iowa Laborers Education and Training Fund. He currently serves as the Director of Iowa LECET.

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Jeff Shudak, Western Iowa Labor Federation Vice President, WILF UA Local 16

Jeff Shudak is a proud, third generation, union member . He was initiated to Plumbers Local 16 in Omaha, Nebraska in 2007. Jeff earned his Plumbing Masters License in 2018. Jeff is currently Plumbing Superintendent for a large mechanical contractor which has jurisdiction in 15 counties in Iowa.

Jeff is very active in the Area Labor Federation. He currently is the Vice President of the Southwest Iowa Chapter (SWILF) and a member of the Western Iowa Labor Federation Executive Board. Brother Shudak serves as the Iowa State Political Director for Plumber LU #16. Jeff resides with his beautiful wife, Melissa (UE Member) in Council Bluffs.

Officer's Report

The mission of the Western Iowa Labor Federation is to bring together area unions as one force to improve the lives of workers, their families, and our community. To bring

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economic justice to the workplace and social justice to the nation. We accomplish this mission by working to build worker power through political education and action, union organizing, community service programs, participation in the United Way's annual campaign, and educational programs for the entire community.

The Western Iowa Labor Federation consists of three chapters, North Central, Northwest, and Southwest. We have continued to hold our monthly meetings via ZOOM and not in person.

While the coronavirus pandemic has definitely impacted our strategic plans for 2020 we have adapted well and are rolling out our Labor 2 Labor plan for all of our affiliates that includes voter registration drives, mailers, and phone banking. In May, we partnered with local homeless shelters on donation drives in Council Bluffs and Sioux City that far exceeded our goals and gained us great media coverage. We continue to work with allied groups to push labor's agenda forward. We have partnered with many groups on issues of worker's safety, racial injustices, and voting rights that affect all of our members.

Jeff Shudak

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**Midge Slater, Iowa Alliance for Retired Americans
President, Iowa ARA
CWA Local 7102**

From high school to college to grad school/seminary to church education to Urban Religious Coalition and American Friends Service Committee to Northwestern Bell and the union movement (at last!) to local officer to CWA staff and finally to working as the first Executive Director of the Iowa Alliance for Retired Americans (as a working retiree) and now President– it has been quite a journey. Thanks to her tolerant and understanding husband, Bil Eden, those activities continue to take quite a bit of time from an otherwise peaceful retirement. Years later she still misses “back east” but she is a Pennsylvanian by birth, an Iowan by choice, and an EASTSIDER by the Grace of God, where she lives with her husband and 4 shelter animals, 2 dogs and 2 cats.

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**Kelly Steinke, Hawkeye Area Labor Council
President, HALC
NALC Branch 373**

Kelly was hired officially by the USPS in 1993 and joined the union shortly after his hire. He has held numerous union positions in NALC Branch 373. Currently Kelly is the Recording Secretary for Branch 373. As a representative for his Local, he became involved with the Hawkeye Area Labor Council. After learning and listening as a delegate, he eventually ran for, and was elected President of the Council. He lives in Cedar Rapids with his wife, Marne (an ISEA member), his daughter, Sarah, and his son, Owen.

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Bonnie Winther, Vice President at Large CWA Representative CWA Local 7170

Bonnie Winther has been a member of the Communications Workers of America (CWA) for 40 years. She began her career as a Public Sector employee at Area Education Agency 7 (AEA 7) in 1975. In 1977 she joined with the CWA to successfully organize the AEA 7. She served as a Steward, Secretary-Treasurer and was President of the Local for 26 years. Prior to being hired as an International Staff Representative for the CWA in 2008, Bonnie organized several public sector units and private sector print shops.

Bonnie has one son, two daughters and six grandchildren.

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**Jon Arnold, Auditor
APWU Local 44**

Jon Arnold has been a member of the APWU since 1985. He has served in the Des Moines Iowa Area Local 44 as a steward since the early 1990s and has been a member of the Executive Board for nearly that entire amount of time. He is currently the Treasurer for Local 44 and the Iowa Postal Workers Union.



**Rusty McCuen, Auditor
IBEW Local 55**

Rusty McCuen is the Assistant Business Manager and Organizer at IBEW Local 55. He lives in Altoona with his wife Carrie and 5 children who all attend St. Joseph's Catholic School in Des Moines. He enjoys coaching his children in a variety of sports. Rusty has served on the Credentials Committee for the Iowa Fed for the past several years and was recently elected to serve as an Auditor for the Fed. In April of 2018, he was elected Chairman of the IBEW Line Clearance Coordinating Council.

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**Mark Rocha, Auditor
CWA 7102**

Mark has been a member of CWA Local 7102 for over 39 years. Currently Mark is the Secretary-Treasurer and the Political Coordinator for the Local and also is on By-Laws and Equity Committees. Mark has served as Past President, Vice President, and Secretary-Treasurer. Mark is also Treasurer for the League of United Latin American Citizens (LULAC) Council 307. He is a member of Southside Cares, a non-profit organization formed in 2007 by a group of south side, Des Moines, IA residents to help those families afflicted with cancer and other chronic medical issues. Mark is employed by Century Link and has worked for the telephone company for 39 years. He has a daughter Megan who lives in Vail, Colorado, and two step-sons, Tyler and Trey. He also is the proud grandfather to four grandchildren.

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**Lance Coles, Communications Director
APWU Local 44**

Lance Coles was hired as the Communications Director for the Iowa Federation of Labor on March 2, 2012. He is on the IFL News Board, Executive Board Member of the South Central Iowa Federation of Labor, President of the Iowa Labor Press Association, Board member of the Postal Press Association, Editor for the Iowa Postal Workers Union Newspaper and on the Board of Directors for the First Class Credit Union. Lance is the Past President of the Des Moines Iowa Area Local APWU where he served 12 years.



**Julianne Frosolone, Political Director
IBEW Local 347**

Julianne is a proud member of IBEW Local 347. She grew up in a union family, and has worked in Iowa politics and closely with labor her entire professional life. Over the course of her career, she has taken on many political roles for both gubernatorial and congressional campaigns in Iowa. Julianne has worked for different campaigns in a statewide capacity twice, as well as in Iowa's 3rd, 4th, and 1st congressional districts. Julianne worked most recently as the Deputy Campaign Manager for Congresswoman Abby Finkenauer's successful congressional campaign in Iowa's 1st District. She is a member of the Polk County Democrats Central Committee.

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**Jamie Miller, Bookkeeper
CWA Local 7102**



Jamie Miller was hired in 2002 as the bookkeeper for the Iowa Federation of Labor, AFL-CIO. She is a member of CWA Local 7102 in Des Moines. Prior to becoming IFL bookkeeper, she was employed by District Council 81, IUPAT Local Union 246 for 3 years and was a member of OPEIU. Jamie and her husband Travis live in Ankeny. They have two sons, Braley and Camden.



**Ben Murry, WIN Director
USW Local 310**



Ben Murry was hired by the Iowa Federation of Labor in 2009 as a Political Organizer. In July of 2014 he was named Organizing Director and oversaw the IFL's organizing program. Ben also manages the state federation's Working Iowa Neighbors (WIN) program and serves as the Data Coordinator and Field Director during election cycles. Ben is a proud 21-year member of the United Steelworkers Local 310L. He previously served as a Steward, Newsletter Editor and COPE Committee Member at Local 310L. Ben also spent 3 years as a lobbyist for the United Steelworkers 11th District.

BOARD MINUTES AND AUDITS OF THE IOWA FEDERATION OF LABOR

AUGUST 2019-AUGUST 2020

IOWA FEDERATION OF LABOR, AFL-CIO
EXECUTIVE COUNCIL MEETING
Virtual Meeting, IOWA
April 30, 2020 – 1:00 PM

1. Call to Order

The Meeting was called to order on April 30, at 1:02 PM

2. Roll Call

Sagar, Wishman, Andersen, Cooper, Fallis, Gerhard, Greve, Grobstich, Hanes, Harrison, Herrig, Homan, Neys, Prymek, Shudak, Slater, and Winther were present.

Case, Fitch, and Maske were absent.

Frauenholz, Karol, Nowadzky, and Steinke were excused.

Guests were Holly Sagar, John and Helen Sagar, Julianne Frosolone, and Lance Coles.

3. Approval of April 17th Minutes

Motion was made by Prymek and seconded by Cooper to approve the minutes of the April 17th Meeting. Motion was approved.

4. Approval of ongoing expenses

Motion was made by Homan and seconded by Prymek to approve payment of ongoing administrative expenses including taxes, salary, wages, benefits, lost time, and approved expenses as well as office expenses including equipment, rent, utilities, legal fees, education programs, legislative efforts, printing, mail, and insurance as presented. Motion was approved.

5. Retirement of President Sagar

Sagar expressed his deep gratitude for the support and help of unions throughout his term as President, and expressed that it was his honor to serve working people in this role.

6. Officer Appointment – President

Motion was made by Herrig and seconded by Shudak to appoint Charlie Wishman, the current IFL Secretary/Treasurer as President of the Iowa Federation of Labor, AFL-CIO.

A roll call vote was requested by Cooper. Andersen, Cooper, Fallis, Gerhard, Greve, Grobstich, Hanes, Harrison, Herrig, Homan, Neys, Prymek, Shudak, Slater, and Winther voted "Aye."

There were no "nays" or abstentions.

Motion was approved.

7. Officer Appointment – Secretary-Treasurer

Hanes nominated Peter Hird of IBEW 704 to serve as Secretary-Treasurer and was seconded by Prymek.

Wishman talked about how great of an addition to the IFL that Hird has been, and how great he has been doing.

Hanes as well stated his strong recommendation of Hird, saying that he's been an asset to the IBEW and he will be an asset to the Iowa Federation of Labor as well.

Cooper requested a roll call vote.

Andersen, Cooper, Fallis, Gerhard, Greve, Grobstich, Hanes, Harrison, Herrig, Homan, Neys, Prymek, Shudak, Slater, and Winther all voted "yes."

There were no "nays" or abstentions.

8. Old Business

There was no old business.

9. New Business

Slater brought up the lack of PPE for workers in all kinds of work, and that employees should not be forced provide them for themselves. The recent virus outbreaks in various places leading to deaths underscore the serious nature of the problem.

10. Good and Welfare

There was no good and welfare.

11. Adjourn

A motion to adjourn was made by Cooper and seconded by Winther. The meeting was adjourned at 1:28.

AGENDA
IOWA FEDERATION OF LABOR, AFL-CIO
EXECUTIVE COUNCIL MEETING
Virtual Meeting, IOWA
April 17, 2020 – 6:00 PM

1. Call to Order

President Sagar called the meeting to order at 6:00 PM on April 17th, 2020.

2. Roll Call

Sagar, Wishman, Andersen, Case, Cooper, Frauenholz, Fitch, Gerhard, Greve, Hanes, Harrison, Herrig, Homan, Karol, Neys, Nowadzky, Prymek, Shudak, Slater, Steinke and Winther were present.

Grobstich was excused. Maske was absent.

Coles, Hird, Moyle, J. Frosolone, Hageman, and Puteney were guests.

3. Approval of March 3rd Minutes

Motion was made by Case and seconded by Prymek to approve the minutes of the previous meeting. Motion was approved.

4. Approval of ongoing expenses

Motion was made by Prymek and seconded by Cooper to approve payment of ongoing administrative expenses, including taxes, salary, wages, benefits, lost time, and approved expenses as well as office expenses including equipment, rent, utilities, legal fees, education programs, legislative efforts, printing, mail and insurance as presented. Motion was approved.

5. Review and Approval of COPE Agenda

Wishman explained that due to the COVID-19 Pandemic, the COPE Convention would be held online this year. Wishman explained that this year's process is streamlined, so as to not take up too much time and be much simplified online for the delegates.

Motion was made by Karol and seconded by Slater. Motion was approved.

6. Review and Approval of COPE Rules

Wishman explained that for simplicity the IFL Executive Board would serve as the COPE Rules Committee. Wishman explained how the rules for the convention would work, and how it would function on the online platform being used.

Motion was made by Case and seconded by Winther. Motion was approved.

7. Recommendations for Endorsements from ALFs

Motion was made by Prymek and seconded by Slater to recommend all candidates that completed a questionnaire and the candidate academy and did not have primaries for endorsement by the COPE Convention. Motion was approved.

a) WILF

Guest Scott Puteney, President of the Western Iowa Labor Federation, recommended that in the HD 11 primary, there be no recommendation for endorsement. Motion was approved.

b) SCIFL

Mark Cooper, President of the South Central Iowa Federation of Labor, recommended that in SD 22, there be no recommendation for endorsement to the COPE Convention. Motion was approved.

c) HALC

Guest Rick Moyle, executive director of the Hawkeye Area Labor Council, recommended in HD 72, Christina Blackcloud, in HD 65, Liz Bennet, in HD 85 no endorsement, in HD 54 no endorsement, and in SD 38, Alvin Aragon.

Gerhard made a motion and was seconded by Prymek to recommend endorsement of Vicki Lensing in HD 85. After discussion, motion was approved.

Motion was made by Cooper and seconded by Frauenholz to recommend in HD 72, Christina Blackcloud, in HD 65, Liz Bennet, in HD 85 Vicki Lensing, in HD 54 no endorsement, and in SD 38, Alvin Aragon. Motion was approved.

d) GRALF

Greve asked for more time to get recommendations for the GRALF.

8. Recommendations for Congressional Endorsements

Motion was made by Prymek and seconded by Homan to recommend for endorsement Finkenauer in CD 1, Hart in CD 2, Axne in CD 3, and Scholten in CD 4. Motion was approved.

9. Recommendation for US Senate Endorsement

Homan made a motion and was seconded by Prymek to recommend Greenfield for US Senate. Motion was approved.

10. Review and approval of COPE Resolutions

Motion was made by Homan and seconded by Prymek to approve recommendation to the COPE Convention resolutions 1-4. Motion was approved.

11. Old Business

Sagar noted that not everyone has come through on pledges for the Iowa Starting Line project, and that we are still short. Sagar indicated he'd be in contact with people to finish that commitment.

12. New Business

Gerhard said that under the current pandemic, longtime labor ally and journalist Art Cullen had fallen on hard times, and encouraged unions to advertise with him in the Storm Lake Times.

Case noted that he'd be putting in an order of KN95 masks and other PPE. He indicated that it may be a few weeks but he'd be willing to help others procure PPE if needed.

Greve said that there was so far one fatality at the Davenport works, a member named Bruce Plum, who died of COVID-19. This would possibly be the first of many workers to succumb to the virus or complications from it.

Greve also recommended endorsement of Tom Courtney in SD 44, and Chuck Isenhardt in HD 100. Motion was made by Greve, and seconded by Slater. Motion was approved.

13. Good and Welfare

Wishman announced that the next board meeting would be at 1:00 on April 30th, from the responses he'd gotten from a survey he had emailed out.

14. Adjourn

Motion was made by Cooper and seconded by Homan to adjourn. Motion was carried.

Meeting was adjourned at 6:46 PM.

**IOWA FEDERATION OF LABOR, AFL-CIO
EXECUTIVE COUNCIL MEETING
Altoona, IOWA
March 3, 2020**

1. Call to Order

The meeting was called to order at 2:15 pm.

2. Roll Call

Members present were Ken Sagar, Charlie Wishman, Stacey Andersen, Jesse Case, Mark Cooper, Jeremiah Fitch, Rich Frauenholz, Bill Gerhard, Brad Greve, Bill Hanes, Kelli Harrison, John Herrig, Kim Karol, Jerry Nowadzky, Dan Prymek, Jeff Shudak, Kelly Steinke, and Bonnie Winther.

Mark Fallis, Roger Grobstich, Danny Homan, Jeremy Maske, and Midge Slater were all excused.

Doug Neys was absent.

3. Approval of Minutes

Motion was made by Prymek and seconded by Frauenholz to approve the minutes. Motion was approved.

4. Approval of Budget

Motion was made by Prymek and seconded by Herrig to approve both the COPE and General Fund budgets. Motion was approved.

5. Approval of ongoing expenses for operation of IFL (AFL-CIO requirement)

Motion was made by Prymek and seconded by Fitch to approve payment of ongoing administrative expenses including taxes, salary, wages, benefits, lost time, and approved expenses as well as office expenses including equipment, rent, utilities, legal fees, education programs, legislative efforts, printing, mail, and insurance as presented. Motion was approved.

6. ALF Report(s)

Shudak said that Brother Scott Puteney gave WILF's report this morning at the legislative conference.

Greve reported for the GRALF that there would be a leadership change at the Quad City Federation of Labor soon due to a retirement.

Steinke reported that in addition to the report given earlier in the day for HALC, they would be having their first IFL Candidate Academy early in the day.

7. Old Business

There was no old business.

8. New Business

Sagar explained that IWD was reducing the number of regions from 15 down to 2-3 regions. IWD had submitted a plan that had six regions in it to the federal government and it was rejected. Sagar explained that merging regions would have to happen, and that surely workforce offices could be closed as a result. The other side of the issue is that unless IWD complied they would lose federal funding which also would close offices.

Case suggested that the IFL suggest a third way, such as adopting a position that if there should be merging of regions the offices should be fully funded. Sagar agreed and would take that message back to the director and the rest of the IWD board.

9. Upcoming Events

- a) USA Dinner – March 14, 5:00 PM – Prairie Meadows
- b) Ken Sagar Retirement Celebration – May 16, 2020 – Prairie Meadows
- c) IFL Convention, August 26-28, 2020, @ Prairie Meadows, Altoona, IA
- d) IFL Hall of Fame, August 27th, @ Prairie Meadows, Altoona, IA

10. Good and Welfare

Gerhard announced the Iowa State Building and Construction Trades Council would be having a it's convention on the 17th and 18th of March, with a reception on the evening of the 18th at Prairie Meadows.

Wishman said the audits would be completed for the next board meeting because the one scheduled for the previous week had to be rescheduled because of scheduling conflicts that arose with the auditors.

11. Adjourn

The meeting was adjourned at 2:34 PM.

AGENDA
IFL News Board
March 3, 2020

1. Call to Order

The meeting was called to order by President Sagar at 2:35.

2. Roll Call

Members present were Ken Sagar, Charlie Wishman, Stacey Andersen, Jesse Case, Mark Cooper, Jeremiah Fitch, Rich Frauenholz, Bill Gerhard, Brad Greve, Bill Hanes, Kelli Harrison, John Herrig, Kim Karol, Jerry Nowadzky, Dan Prymek, Jeff Shudak, Kelly Steinke, and Bonnie Winther.

Sheryl Strohecker, Mark Fallis, Roger Grobstich, Danny Homan, Jeremy Maske, and Midge Slater were all excused.

3. Approval of Minutes

Motion was made by Prymek and seconded by Greve to approve the minutes. Motion was approved.

4. IFL Communications Report – Coles

The IFL plans to release three newspapers this year, one in May, one in September, and one in October. They usually are sent to about 64,000 people. Coles reported that Union Hall is the program supplied by the AFL-CIO that is used for our webpage. The IFL continues to use the Iowa Daily Labor News, and about 24,000 people view it. The Facebook page has 5100 likes, and at it's peak there was 500,000 views a day on it.

Coles asked for help with permissions for mailing lists. He understands its out of the control of most locals, but the wait time or even non-approval is problematic for the IFL to send things out in a timely manner.

Coles has received no information on a plan from the Midwest Labor Press Association for affiliation so it is unlikely that there will be a move to affiliate at this time.

Motion was made by Fitch and seconded by Prymek to accept the communications report.
Motion was approved.

5. Approval of News Budget

Motion was made by Fitch and seconded by Prymek to accept the News Fund budget.
Motion was approved.

6. Old Business

There was no old business.

7. New Business

There was no new business

8. Good and Welfare

There was no good and welfare.

9. Adjourn

Motion was made to adjourn by Prymek and seconded by Cooper. Motion was approved.

The meeting was adjourned at 2:55 PM.

**IOWA FEDERATION OF LABOR, AFL-CIO
EXECUTIVE COUNCIL MEETING
Des Moines, IOWA – October 18, 2019**

1. Call to Order

President Sagar called the meeting to order at 1:00 PM.

2. Roll Call

Members present were Sagar, Wishman, Cooper, Fallis, Frauenholz, Gerhard, Greve, Harrison, Homan, Karol, Maske, Nowadzky, Prymek, Winther

Excused were Andersen, Case, Grobstich, Hanes, Herrig, Shudak, and Steinke.

Neys, and Slater were absent.

Guests were Lance Coles and Julianne Frosolone.

3. Approval of Minutes from August Meeting

Motion was made by Frauenholz and seconded by Homan to approve the minutes of the August meeting. Motion was approved.

4. Approval of ongoing expenses for operation of IFL (AFL-CIO requirement)

Motion was made by Prymek and seconded by Greve to approve payment of ongoing administrative expenses including taxes, salary, wages, benefits, lost time, and approved expenses as well as office expenses including equipment, rent, utilities, legal fees, education programs, legislative efforts, printing, mail, and insurance as presented. Motion was approved.

5. Candidate Academies

Wishman explained the plan for candidate academies, which resulted from Resolution #5 passed at the IFL Convention. Wishman explained the plan was to present to all candidates seeking endorsement from the IFL that they attend a candidate academy that would include the affiliate leaders of the IFL explaining their issues and concerns that they would like for legislators to know and understand about. This would be done via video interviews broken into segments to facilitate discussion and questions on each topic. These would be held during March of the following year, in all of the chapter locations around the state as well as at the IFL offices every Friday that month.

Homan questioned whether incumbents would show up to the academies, and therefore not be endorsed.

Fallis stated he thought this is a good idea for candidates at the local level, but not for Iowa Senate and Iowa House.

Greve stated he believed this was a good idea and was another way of communicating our issues to politicians.

Cooper stated that he felt that this should only be required for new legislators, but not for incumbents. In addition, he felt that apprenticeships should be a topic the building trades would want to talk about.

Prymek thought that perhaps this discussion is giving legislators too much credit for understanding our issues, and that since many legislators receive a lot of money and support from labor they should be interested in learning what issues are important to labor.

Karol thought that having an underlying theme to the class would be helpful in knowing what they would want to say.

Sagar reminded the board that this is the third board meeting that candidate academies were discussed, and that the resolution was passed by the convention.

Greve ended the discussion by saying that the resolution was passed as it was and that the IFL has to carry this out so we need to go ahead with it and start the process of planning these academies.

6. Iowa Caucuses and Satellite Locations

Frosolone handed out a guide to the "new" satellite caucus process. While this process is not new, it is meant to take the place of the virtual caucus that the IDP set up and no longer is able to carry out due to security concerns. She noted that this is good for preserving the caucuses in Iowa, but cautioned board members about petitioning for locations just because the IDP is asking for them. This is useful in boosting participation for workers who may be working second shift, however this may suppress the delegate count for labor members as the satellite caucuses only can produce alternate delegates.

Cooper cautioned anyone to set them up on employer premises, especially in factories, for a number of reasons including the employer knowing who a caucus goer is supporting to not believing that employers would allow caucus sites be open to the public. He cautioned that holding them at a worksite could lead to corruption or company interference and not to promote that.

Sagar said that ideally a union hall near a worksite, and not an actual worksite, is a much better location to hold a satellite caucus at.

Homan said that AFSCME had worked before with several employer sites in the past and it was successful.

Frosolone reminded everyone that this was merely the process of petitioning for a site, it had to be open to the public, and that if anyone needs help in doing so she would be happy to help facilitate it.

7. Labor Center Updates

Wishman said that he had been in contact with the University of Iowa Labor Center for any updates that they wished to provide to the board. Wishman announced that there was new staff on board at the labor center, Guillermo Morales who had previously been with the California School Employees Association. Wishman reminded the board that the Reynolds Administration had still not released the money for the labor center funding that had been secured during the legislative session. Wishman talked about the pre-apprenticeship program that the labor center was running and how it has been successful so far. Wishman said that on November 5th Director Durham of the Economic Development Authority would be visiting the class and the labor center might be looking for attendance of labor leaders when the class is held. He also reminded everyone that the labor center does do trainings for national and international unions, so if anyone is interested to contact them as well.

8. ALF Updates

Greve reported that the GRALF is still going strong and would be finalizing endorsements this coming Monday.

Cooper also reported that the SCIFL is working on local elections.

9. IFL Board Vacancies

a) VP-at Large held by Brother Gilmore

Wishman stated that he had been in contact with Jeremiah Fitch, who had taken Brother Gilmore's position at Painters District Council 81. While he was unable to be at the meeting, he provided communication that he would be honored and willing to serve.

Fitch was nominated by Prymek and seconded by Homan to fill out the remainder of the year's term for Vice President at-large. Motion was approved.

b) Next Up

Harrison said that she had been in contact with Elisabeth O'Connell of UAW 838, who is an up and coming member in the UAW, had just attended the women's conference, and was looking for more ways to be involved. She's just now getting involved in politics and seeing the connections between the union and being involved in politics.

Motion was made by Homan and seconded by Prymek to add Elisabeth O'Connell to the IFL board to fill the Next-Up at Large vacancy. Motion was approved.

10. Board Orientation Book

Wishman informed the board that they all have copies of the board orientation book. It would be made electronically to those not present.

11. Old Business

There was no old business.

12. New Business

There was no new business.

13. Upcoming Events

- a) Start of Legislative Session – January 13th, 2020
- b) Iowa Caucuses – February 3, 2020
- c) IFL Legislative Conference - March 3rd-4th 2020
- d) COPE Convention – April 18, 2020, USW 310, Des Moines IA
- e) 64th Annual Iowa Federation of Labor Convention – August 26-28th
- f) IFL Hall of Fame Dinner – August 27th, 2020

14. Good and Welfare

There was no good and welfare.

15. Adjourn

Motion was made by Homan and seconded by Prymek to adjourn the meeting. Motion was approved. The meeting was adjourned at 1:55 pm.

AGENDA
IFL News Board
October 18th, 2019

1. Call to Order

President Sagar called the news board meeting to order at 1:55 PM.

2. Roll Call

Members present were Sagar, Wishman, Cooper, Fallis, Frauenholz, Gerhard, Greve, Harrison, Homan, Karol, Maske, Nowadzky, Prymek, Winther, and Coles

Excused were Andersen, Case, Grobstich, Hanes, Herrig, Shudak, Strohecker, and Steinke.

Neys and Slater were absent.

Guests were Julianne Frosolone.

3. Approval of Minutes

Prymek made a motion to approve the minutes of the previous meeting and was seconded by Homan. Motion was approved.

4. Approval of Audit

There was no audit to approve at this time.

5. IFL Communications Report

Coles said that there wasn't much to add to his report since the convention and previous board meeting report, but he did want to talk about "Union Active," a union produced website platform that also included apps.

Motion was made by Prymek and seconded by Karol to purchase "Union Active" at the "platinum level."

There was discussion that included APWU using this platform, and finding that it works well for them and specifically for app-based uses. Others said that they use text programs and they work as good or better.

Motion was approved.

Coles will explore Union Active and see if it is right for the Federation.

6. New Business

There was no new business.

7. Good and Welfare

Coles reminded unions about the Midwest Labor Press Association, and asked them to join and added that the IFL was still working with them on an affiliation agreement.

8. Adjourn

Motion to adjourn was made by Cooper and seconded by Homan. Meeting was adjourned at 2:19 PM.

**IOWA FEDERATION OF LABOR, AFL-CIO
EXECUTIVE COUNCIL MEETING
Altoona, IOWA
August 20, 2019**

1. Call to Order

Sagar called the meeting to order at 2:31 PM.

2. Roll Call

Sagar, Wishman, Andersen, Case, Cooper, Custer, Fallis, Frauenholz, Gerhard, Gilmore, Greve, Grobstich, Hanes, Harrison, Homan, Karol, Neys, Nowadzky, Prymek, Shudak, Slater, and Winther were all present.

Herrig, Maske, and Steinke were excused.

Guests were Lance Coles and Sheryl Strohecker.

3. Approval of Minutes

Motion was made by Prymek and seconded by Fallis to approve the minutes of the previous meeting. Motion was approved.

4. Approval of Audits

Motion was made by Frauenholz and seconded by Prymek to approve the minutes of the General Fund and COPE fund audits presented to the board. Motion was approved.

5. Per-Capita Change

Wishman explained the change in per-capita was tied to the CPI-U and would increase by three cents to \$1.94 at the start of the new year.

Gilmore made a motion that was seconded by Cooper to deposit the per-capita not designated for other purposes into the general fund. Motion was approved.

6. Approval of Convention Agenda and Overview

Wishman went through some of the highlights of the of the upcoming convention. The first day would be Presidential candidate speeches, as well as hearing from three Congressional members of Iowa's delegation on Thursday and Friday.

A motion was made by Prymek and seconded by Cooper to accept the Convention Agenda. Motion was approved.

**IOWA FEDERATION OF LABOR, AFL-CIO
EXECUTIVE COUNCIL MEETING
Altoona, IOWA
August 20, 2019**

1. Call to Order

Sagar called the meeting to order at 2:31 PM.

2. Roll Call

Sagar, Wishman, Andersen, Case, Cooper, Custer, Fallis, Frauenholz, Gerhard, Gilmore, Greve, Grobstich, Hanes, Harrison, Homan, Karol, Neys, Nowadzky, Prymek, Shudak, Slater, and Winther were all present.

Herrig, Maske, and Steinke were excused.

Guests were Lance Coles and Sheryl Strohecker.

3. Approval of Minutes

Motion was made by Prymek and seconded by Fallis to approve the minutes of the previous meeting. Motion was approved.

4. Approval of Audits

Motion was made by Frauenholz and seconded by Prymek to approve the minutes of the General Fund and COPE fund audits presented to the board. Motion was approved.

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Wishman explained the change in per-capita was tied to the CPI-U and would increase by three cents to \$1.94 at the start of the new year.

Gilmore made a motion that was seconded by Cooper to deposit the per-capita not designated for other purposes into the general fund. Motion was approved.

6. Approval of Convention Agenda and Overview

Wishman went through some of the highlights of the of the upcoming convention. The first day would be Presidential candidate speeches, as well as hearing from three Congressional members of Iowa's delegation on Thursday and Friday.

A motion was made by Prymek and seconded by Cooper to accept the Convention Agenda. Motion was approved.

7. Approval of Committee Assignments

Wishman reviewed the Credentials, Rules, Resolutions, and escort committees for Richard Trumka, Rep. Axne, Rep. Finkenauer, and Rep. Loeb sack.

Motion was made by Frauenholz and seconded by Cooper to accept the committee assignments. Motion was approved.

8. Approval of Resolutions

Wishman walked through the eight (8) resolutions that were submitted for the 2019 convention.

Motion was made by Cooper and seconded by Karol to approve the resolutions to be considered by the 63rd Annual Convention. Motion was approved.

9. Approval of ongoing expenses

Motion was made by Prymek and seconded by Greve to approve payment of ongoing administrative expenses including, taxes, salary, wages, benefits, lost time, and approved expenses as well as office expenses including equipment, rent, utilities, legal fees, education programs, legislative efforts, printing, mail, and insurance as presented. Motion was approved.

10. Yearly approval to discard outdated or ineffective equipment

Motion was made by Custer and seconded by Fallis to allow the IFL to discard outdated and ineffective equipment. Motion was approved.

11. Setting of IFL President's Salary

Sagar and Wishman were asked to leave the room with the board discussed the IFL President's salary.

Motion was made by Gilmore and seconded by Cooper to approve a 1.6% raise for officers and staff. Prymek offered a friendly amendment that was seconded by Gerhard to make the raises 2%. Motion to amend was approved. The amended motion was approved to give the officers and staff a raise of 2% for the upcoming year.

12. Upcoming Events

- a) Start of Legislative Session – January 13th, 2020
- b) Iowa Caucuses – February 3, 2020
- b) IFL Legislative Conference - March 3rd-4th 2020
- d) COPE Convention – April 18, 2020, USW 310, Des Moines IA
- e) 64th Annual Iowa Federation of Labor Convention – August 26-28th
- f) IFL Hall of Fame Dinner – August 27th, 2020

13. New Business

Slater reported on the ARA. Slater reported on the ARA joining a coalition on pharma's action. ARA will be challenging Senator Ernst on Pharma, which is a big problem on NAFTA 2.0. Grassley has been better on pharmaceutical issues than he has been in the past, and ARA will be still holding him accountable. On September 20th the ARA will hold its annual convention at UAW 450 in Des Moines.

Greve talked about how USW and the national AFL-CIO are engaged in a day of action around the USMCA, or "NAFTA 2.0." Cooper noted that former Governor Tom Vilsack, who now runs the Iowa Soybean Growers, has an opposing view on the issue and supports the current iteration of "NAFTA 2.0." Harrison reported that the UAW has been writing a lot of letters around USMCA, opposing it.

14. Good and Welfare

Gilmore talked about IUPAT's actions opposing I-RAP, and how that text messages were far more effective than email. Gilmore reported that at their national convention they made 80,000 calls and texts through the LAN.

There was discussion about how to make the LAN and the lists used by the IFL and affiliates better. Sagar asked that everyone talk to their unions and to the national AFL-CIO to make sure they are working on a better way to update lists.

Prymek shared that the Operators Local 234 training facility was destroyed in a tornado that morning.

15. Adjourn

Motion was made by Frauenholz and seconded by Cooper to recess at 3:37 PM on August 20th.

After a quick picture following the 63rd IFL Convention, the meeting was adjourned at 11:47 AM on August 23rd, 2019.

AGENDA
IFL News Board
August 20, 2019

1. Call to Order

2. Roll Call

Sagar, Wishman, Andersen, Case, Cooper, Coles, Custer, Fallis, Frauenholz, Gerhard, Gilmore, Greve, Grobstich, Hanes, Harrison, Homan, Karol, Neys, Prymek, Shudak, Slater, Strohecker, and Winther were all present.

Herrig, Maske, Nowadzky, Steinke were excused.

There were no guests.

3. Approval of Minutes

Motion was made by Prymek and seconded by Cooper to approve the minutes of the last meeting. Motion was approved.

4. Approval of Audit

Motion was made by Prymek and seconded by Cooper to approve the audits that were presented. Motion was approved.

5. IFL Communications Report

Coles reported that the newspaper goes out to 64,000 members and households. He also reported that he was looking for ideas for cartoons. In addition, the Iowa Daily Labor News is getting a lot of hits, the Facebook page has close to 5000 likes. Coles said that the Flickr page had to be upgraded because there had to be 15k. Coles plans to do lots more videos and podcasts as well.

6. Midwest Labor Press Association

Strohecker talked about the Midwest Labor Press and its value to Iowa editors, social media editors, and more. Strohecker also talked about the awards that Lance Coles won by the MLPA. She said the MLPA has been in existence since for about 12 years at this point. In addition, Coles talked about the four awards the Iowa Federation of Labor won from the MLPA.

Sagar said he had talked to the MLPA about the IFL affiliating with them so that all affiliates would both think about joining and to give needed resources to the MLPA to grow the organization.

7. New Business

There was no new business.

8. Good and Welfare

There was no good and welfare.

9. Adjourn

Motion was made by Frauenholz and seconded by Fallis to adjourn the meeting at 4:04 PM.
Motion was approved.

Iowa Federation Of Labor, AFL-CIO
Profit & Loss GF
October through December 2019

	Oct - Dec 19
Ordinary Income/Expense	
Income	
General Fund Income	
2020 Dues	25.00
Starting Line	3,000.00
2019 Dues	25.00
Withholdings from Payroll	4,579.34
General Fund Per Capita	223,273.02
History Per Cap	3,037.74
Voter Per Cap	24,859.56
Convention ADS	13,100.00
Convention Registration	120.00
Donation	10.00
Hall of Fame	1,600.00
Health Reimbursement	14,593.40
Refund	129.27
Sponsorship	5,300.00
General Fund Income - Other	1,000.00
Total General Fund Income	294,652.33
Total Income	294,652.33
Expense	
Adjustment	44.03
Unemployment Tax	13.96
Bank Charges	140.08
Subscription	108.00
Sponsorship	
Interfaith	250.00
Total Sponsorship	250.00
COPE Disbursements	
Donations	2,500.00
Total COPE Disbursements	2,500.00
General Fund Misc. Disb	
Misc.	195.33
Health & Wellness	
Vision	170.40
Health & Wellness - Other	1,809.05
Total Health & Wellness	1,979.45
Donations	9,000.00
Affiliation Dues	0.00
Leg. Conference Bus Charter	1,590.00
Total General Fund Misc. Disb	12,764.78
Convention	
Deposit	1,000.00
Convention Hall	34,659.35
Convention - Other	12.84
Total Convention	35,672.19
Legislative Conference	1,000.00
Phones	
Cell	456.66
IFL Office	2,697.18
Total Phones	3,153.84
IFL Vehicle	
Plates	51.00
Gas	151.33

6:08 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss GF

October through December 2019

	Oct - Dec 19
Total IFL Vehicle	202.33
Insurance	
Employee Insurance	18,320.76
Total Insurance	18,320.76
Office	
Google	356.16
Postage	25.60
Supplies	633.00
Equipment	5,908.78
Rent	10,973.40
Total Office	17,896.94
Carter Printing	
Convention Printing	41.73
Voter Printing	10.70
Total Carter Printing	52.43
Pension Fund	
Retirement	22,364.70
Total Pension Fund	22,364.70
Eboard Expense	
Wages	279.60
Mileage	349.16
Eboard Expense - Other	276.86
Total Eboard Expense	905.62
Political Director Expense	
Hotel	136.40
Mileage	1,115.34
Per Diem	114.00
Total Political Director Expense	1,365.74
President Expenses	
Vehicle Maintance	527.57
Office Supplies	196.08
Hotel	446.78
Per Diem	114.00
Total President Expenses	1,284.43
Payroll Expenses	
Payroll Taxes	7,427.44
Payroll Expenses - Other	96,735.27
Total Payroll Expenses	104,162.71
Payroll Withholdings	
COPE	708.00
401K	2,340.00
Iowa Policy Project	210.00
Dues	841.34
United Way	480.00
Total Payroll Withholdings	4,579.34
WIN	
WIN Cell Phone	150.00
WIN Mileage	2,054.94
WIN Per Diem	715.00
Total WIN	2,919.94

6:08 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss GF

October through December 2019

	Oct - Dec 19
Total Expense	229,701.82
Net Ordinary Income	64,950.51
Net Income	64,950.51

4:03 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss News

October through December 2019

	Oct - Dec 19
Ordinary Income/Expense	
Income	
News Per Capita	21,264.03
Total Income	21,264.03
Expense	
Bank Charges	8.84
News Disbursements	
Iowa Daily News	108.00
Stacy Publishing	11,057.66
Total News Disbursements	11,165.66
Total Expense	11,174.50
Net Ordinary Income	10,089.53
Net Income	10,089.53

4:01 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO
Profit & Loss Cope
October through December 2019

	Oct - Dec 19
Ordinary Income/Expense	
Income	
COPE Income	
COPE Per Cap	20,118.66
Total COPE Income	20,118.66
Total Income	20,118.66
Expense	
COPE Conv Expenses	
COPE Representatives	1,000.00
Total COPE Conv Expenses	1,000.00
Bank Charges	21.96
COPE Disbursements	
Iowa Democratic Party	2,500.00
Total COPE Disbursements	2,500.00
Total Expense	3,521.96
Net Ordinary Income	16,596.70
Net Income	16,596.70

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from October 1, 2019 through December 31, 2019 for the IOWA FEDERATION OF LABOR, AFL-CIO, General Fund.

Mark J Roche 5/14/2020
Auditor Date

R-ty MCC 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from October 1, 2019 through December 31, 2019 for the IOWA COMMITTEE ON POLITICAL EDUCATION

Mark J Roche 5/14/2020
Auditor Date

R-ty MCC 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from October 1, 2019 through December 31, 2019 for the IOWA FEDERATION OF LABOR, AFL-CIO, NEWS FUND.

Mark J Roche 5/14/2020
Auditor Date

R-ty MCC 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

7:37 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss GF

January through March 2020

	Jan - Mar 20
Ordinary Income/Expense	
Income	
General Fund Income	
2020 Dues	150.00
Withholdings from Payroll	5,203.76
Cope Reg	720.00
General Fund Per Capita	189,719.60
History Per Cap	2,547.12
Voter Per Cap	20,355.73
Convention Donation	5,000.00
Donation	4,900.00
Legislative Registration	15,900.00
Total General Fund Income	244,496.21
Total Income	244,496.21
Expense	
Bank Charges	148.70
Sponsorship	1,050.00
News Disbursements	
Delivery	240.00
Total News Disbursements	240.00
General Fund Misc. Disb	
Meeting food	309.27
Retirement Party	500.00
Midwest Dues	500.00
Misc.	2,653.00
Health & Wellness	
Vision	113.60
Health & Wellness - Other	754.50
Total Health & Wellness	868.10
Donations	5,100.00
Notary Fee	30.00
Legal	1,365.00
Total General Fund Misc. Disb	11,325.37
Convention	
Convention Expense	10.70
Total Convention	10.70
Phones	
Cell	977.68
IFL Office	1,975.99
Total Phones	2,953.67
Insurance	
Employee Insurance	21,765.96
Insurance - Other	1,304.95
Total Insurance	23,070.91
Office	
Printing	860.28
Supplies	1,798.54
Equipment	8,595.85
Rent	10,973.40
Total Office	22,228.07
Carter Printing	
COPE Printing	2,003.30

7:37 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO
Profit & Loss GF
January through March 2020

	Jan - Mar 20
Legislative Printing	1,258.05
Office Printing	112.35
Total Carter Printing	3,373.70
Pension Fund	
Retirement	29,454.77
Total Pension Fund	29,454.77
Eboard Expense	
Mileage	149.50
Total Eboard Expense	149.50
Payroll Expenses	
Payroll Taxes	9,533.45
Payroll Expenses - Other	124,617.79
Total Payroll Expenses	134,151.24
Payroll Withholdings	
COPE	826.00
401K	2,730.00
Iowa Policy Project	245.00
Dues	749.55
United Way	560.00
Total Payroll Withholdings	5,110.55
WIN	
WIN Cell Phone	100.00
WIN Mileage	920.58
WIN Per Diem	330.00
Total WIN	1,350.58
Total Expense	234,617.76
Net Ordinary Income	9,878.45
Net Income	9,878.45

7:37 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO
Profit & Loss News
January through March 2020

	Jan - Mar 20
Ordinary Income/Expense	
Income	
News Per Capita	17,829.47
Total Income	17,829.47
Expense	
Bank Charges	25.09
News Disbursements	
IA Leg News Full-Year Bulletin	560.00
Dues	250.00
Delivery	11.54
Total News Disbursements	821.54
Total Expense	846.63
Net Ordinary Income	16,982.84
Net Income	16,982.84

7:36 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss Cope

January through March 2020

	Jan - Mar 20
Ordinary Income/Expense	
Income	
COPE Income	
COPE Per Cap	15,303.11
Total COPE Income	15,303.11
Total Income	15,303.11
Expense	
Bank Charges	17.21
COPE Disbursements	
Donations	500.00
Total COPE Disbursements	500.00
Total Expense	517.21
Net Ordinary Income	14,785.90
Net Income	14,785.90

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from January 1, 2020 through March 31, 2020 for the IOWA FEDERATION OF LABOR, AFL-CIO, General Fund.

Mark J Roche 5/14/2020
Auditor Date

Rusty McC 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from January 1, 2020 through March 31, 2020 for the IOWA COMMITTEE ON POLITICAL EDUCATION

Mark J Roche 5/14/2020
Auditor Date

Rusty McC 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from January 1, 2020 through March 31, 2020 for the IOWA FEDERATION OF LABOR, AFL-CIO, NEWS FUND.

Mark J Roche 5/14/2020
Auditor Date

Rusty McC 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

8:14 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss GF

April 2020

Change of Secretary/Treasurer

	Apr 20
Ordinary Income/Expense	
Income	
General Fund Income	
2020 Dues	25.00
Withholdings from Payroll	1,529.54
Cope Reg	930.00
General Fund Per Capita	50,883.85
History Per Cap	678.30
Voter Per Cap	4,242.18
Total General Fund Income	58,288.87
Total Income	58,288.87
Expense	
General Fund closed account	6,217.20
Bank Charges	87.98
COPE Disbursements	
Printing	151.80
Total COPE Disbursements	151.80
General Fund Misc. Disb	
Health & Wellness	
Vision	281.44
Health & Wellness - Other	2,889.46
Total Health & Wellness	3,170.90
Donations	250.00
Affiliation Dues	250.00
Total General Fund Misc. Disb	3,670.90
Legislative Conference	20,698.58
Phones	
Cell	328.40
IFL Office	1,862.51
Total Phones	2,190.91
IFL Vehicle	
Car Maintance	36.98
Total IFL Vehicle	36.98
Insurance	
Employee Insurance	9,342.46
Total Insurance	9,342.46
Office	
Google	267.12
Supplies	1,026.42
Equipment	564.20
Rent	3,657.80
Total Office	5,515.54
President Expenses	
Hotel	153.34
Total President Expenses	153.34
Payroll Expenses	
Payroll Taxes	3,599.37
Payroll Expenses - Other	47,050.40
Total Payroll Expenses	50,649.77
Payroll Withholdings	

8:14 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss GF

April 2020

	Apr 20
COPE	156.00
401K	1,180.00
Iowa Policy Project	30.00
Dues	60.00
United Way	103.54
Total Payroll Withholdings	1,529.54
TAXES	
FUTA	305.34
Total TAXES	305.34
Total Expense	100,550.34
Net Ordinary Income	-42,261.47
Net Income	-42,261.47

5:42 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss News

April 2020

	Apr 20
Ordinary Income/Expense	
Income	
News Per Capita	4,748.18
Total Income	4,748.18
Expense	
Bank Charges	25.49
Total Expense	25.49
Net Ordinary Income	4,722.69
Net Income	4,722.69

5:41 PM

05/13/20

Accrual Basis

Iowa Federation Of Labor, AFL-CIO

Profit & Loss Cope

April 2020

	Apr 20
Ordinary Income/Expense	
Income	
COPE Income	
COPE Per Cap	5,243.49
Total COPE Income	5,243.49
Total Income	5,243.49
Expense	
Bank Charges	20.41
Total Expense	20.41
Net Ordinary Income	5,223.08
Net Income	5,223.08

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from April 1, 2020 through April 30, 2020 for the IOWA FEDERATION OF LABOR, AFL-CIO, General Fund.

Ruth McC 5/14/2020
Auditor Date

Mark J. Brock 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from April 1, 2020 through April 31, 2020 for the IOWA COMMITTEE ON POLITICAL EDUCATION

Ruth McC 5/14/2020
Auditor Date

Mark J. Brock 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

We, your Auditing Committee, hereby certify that the above is a true and correct report of all moneys received and expended from April 1, 2020 through April 30, 2020 for the IOWA FEDERATION OF LABOR, AFL-CIO, NEWS FUND.

Ruth McC 5/14/2020
Auditor Date

Mark J. Brock 5/14/2020
Auditor Date

[Signature] 5/14/2020
Auditor Date

63rd Annual Iowa Federation of Labor Convention

August 21st-23rd, 2019

AFFILIATED LOCALS
DELEGATES NO. OF VOTES

INTERNATIONAL	LOCAL	FIRST	LAST
AFGE	1228	Nicole	Lage
AFGE	1228	Annette	Sage
AFGE	2119	Edward	Curley
AFSCME	12	Richard	Frauenholz
AFSCME	212	Chris	DeHarty
AFSCME	1868	Dan	Benshoof
AFSCME	1868	Todd	Copley
AFSCME	2997	David	Fullarton
AFSCME	3011	Allison	Ritchie
AFSCME	3012	Leroy	Nida
AFSCME	3013	Paula	Martinez
AFSCME	3450	Rhonda	Fowler
AFSCME	3450	Melissa	Speed
AFSCME	3450	Rosa	Garduno
AFSCME	3450	Scott	Thompson
AFSCME	3746	Morgan	Miller
APWU	44	Robin	Arnold
APWU	44	Mark	Sarcone
APWU	44	Kassandra	McDermott
APWU	44	Jon	Arnold
APWU	451	Robert	Dew
APWU	451	Skylar	Wessely
APWU	725	Peggy	O'Gara-Stone
BCTGM	10	Mark	Randall
BCTGM	48	Joshua	Wright
BSOIW	89	Joe	Zahorik
IAMAW	388	Gary	Pickett
IAMAW	388	John	Dawson
IAMAW	831	Mark	Smith
IAMAW	1010	Carrie	Duncan
IAMAW	1010	Paul	Savage
IAMAW	1045	Wayne	Gifford
IAMAW	1045	Gwen	Tracer
IAMAW	1045	Chelsea	Bleuer
IAMAW	1238	Chris	Martensen

AFFILIATED LOCALS
DELEGATES NO. OF VOTES

INTERNATIONAL	LOCAL	FIRST	LAST
IAMAW	1293	Rick	McKimm
IAMAW	1526	Ben	Rhodes
IAMAW	1526	Diane	Franck
IAMAW	1728	Douglas	Brouwer
IAMAW	1728	Craig	Lienhard
IATSE	191	Bruce	Croy
IATSE	690	Charles	Scott
IBB	83	Tom	Dye
IBEW	13	Erik	Fenton
IBEW	22	Barry	Mayfield Jr.
IBEW	22	Jay	Ignowski
IBEW	22	Tim	Heavey
IBEW	55	Kevin	Johnson
IBEW	55	Shane	Nelson
IBEW	55	Mike	Sawyer
IBEW	55	Rusty	McCuen
IBEW	204	James	Boustead
IBEW	204	Patrick	Frese
IBEW	204	Joseph	Gorham
IBEW	204	Mary	Sand
IBEW	204	Jeremiah	Spooner
IBEW	204	Karen	VanDusseldorp
IBEW	204	Randy	Drummer
IBEW	204	Tyler	Norgart
IBEW	231	Jason	Bowman
IBEW	231	Craig	Levino
IBEW	288	Chuck	Kacher
IBEW	347	Doug	Wolf
IBEW	347	Matt	Marchese
IBEW	347	Tim	LeClaire
IBEW	347	Pat	Wells
IBEW	347	Randy	Tucker
IBEW	405	Jimmy	Jensen
IBEW	405	Jeffrey	Cooling
IBEW	405	Rich	Good

AFFILIATED LOCALS
DELEGATES NO. OF VOTES

INTERNATIONAL	LOCAL	FIRST	LAST
IBEW	405	Bill	Hanes
IBEW	405	Mike	Olson
IBEW	405	Tyler	Long
IBEW	405	Kevin	Moore
IBEW	499	Dan	Earp
IBEW	499	Dave	Clement
IBEW	499	George	Fong
IBEW	499	Jim	Carroll
IBEW	499	Pat	Murillo
IBEW	499	John	Dunlap
IBEW	704	Tom	Townsend
IBEW	704	Peter	Hird
IBEW	1362	Josh	Ironside
IBEW	1362	Tom	Haugen
IBEW	1379	Duane	Smith
IBEW	1634	Stephanie	Bails
IBEW	1634	David	Robertson
IBEW	1634	Kyle	O'Connor
Iowa Postal Workers Union			
IUPAT	246	Jason	Knight
IUPAT	676	Justin	Roe
IUPAT	2003	Randy	Schultz
IUPAT	2003	Penny	Logsdon
IUPAT	2003	Mark	Hubbard
LIUNA	43	Danny	Hemmingen
LIUNA	177	Dylan	Gramlich
LIUNA	177	Tom	Hayes
LIUNA	177	Scott	Miles
LIUNA	177	Mike	Weckman
NALC	352	Vic	McCuen
NALC	352	Keith	Brown
NALC	512	Tom	Kinn
OPEIU	277	Michael	Cooper
RWDSU	110	Shane	Forbes
RWDSU	110	Marcus	Langton

AFFILIATED LOCALS
DELEGATES NO. OF VOTES

INTERNATIONAL	LOCAL	FIRST	LAST
RWDSU	110	Seth	McDaniel
RWDSU	110	Nino	Paz
SMWIA	263	Randy	Sconyers
UA	25	Dave	Keefer
UA	25	Matt	Lienen
UA	125	Mike	Sadler II
UA	125	Jon	Lewis
UAW	74	Ron	Hall
UAW	94	Daniel	White
UAW	281	Jacob	Smith
UAW	893	Jim	Chance
UAW	1237	Brian	Plath
UAW	1982	Richard	Duddeck
USW	98	Tony	Shuman
USW	105	Genaro	Gomez
USW	105	Brad	Greve
USW	105	Lee	Shaffer
USW	310	Dan	Kelley
USW	310	Steve	Vonk
USW	310	Keenan	Bell
USW	310	Rick	Ryan
USW	310	Tony	Link
USW	444	Lorri	Walker
USW	444	Cindy	Scheider
USW	444	Mike	Bennett
** CENTRAL BODIES		Fname	Lname
GRALF			
Dubuque Federation of Labor		Peter	Hird
Clinton Labor Congress		Dave	Keefer
HALC		Kelly	Steinke
Blackhawk Union Council		Jerry	Hageman
Hawkeye Labor Council		Rick	Moyle
Iowa City Federation of Labor		Greg	Hearns
Marshalltown Chapter-IA River Labor		Jesse	Ryan
WILF		Scott	Punteney

AFFILIATED LOCALS
DELEGATES NO. OF VOTES

INTERNATIONAL	LOCAL	FIRST	LAST
North Central Federation of Labor		Dale	Struecker
North West Iowa Labor Council		Bryan	Marshall
South Central Ia Fed of Labor		Mark	Cooper
** BUILDING TRADES			
Dubuque Building Trades		Tom	Townsend
Waterloo Building Trades		Ritchie	Kurtenback
** AFFILIATED ORGANIZATIONS			
Great Plains Laborers Dist. Council		Dan	Prymek
Iowa Association of Letter Carriers		Keith	Brown
Iowa IBEW Conference		Patrick	Wells
Iowa LECET		Nick	Prymek
Machinists District 6		Doug	House
USW District 11		Randy	Boulton
** EXECUTIVE BOARD			
President		Ken	Sagar
Secretary-Treasurer		Charlie	Wishman
VP at Large		Stacey	Andersen
VP at Large		Jesse	Case
Area Labor Federation VP		Mark	Cooper
VP at Large		Mark	Fallis
VP at Large		Richard	Frauenholz
VP at Large		Bill	Gerhard
VP at Large		Robert	Gilmore
Area Labor Federation VP		Brad	Greve
VP at Large		Roger	Grobstich
VP at Large		Bill	Hanes
VP at Large		Kelly	Harrison
VP at Large		John	Herrig
VP at Large		Danny	Homan
VP at Large		Kim	Karol
VP at Large		Jeremy	Maske
VP at Large		Doug	Neys
VP at Large		Jerry	Nowadzky
VP at Large		Danny	Prymek
Area Labor Federation VP		Jeff	Shudak

AFFILIATED LOCALS
DELEGATES NO. OF VOTES

INTERNATIONAL	LOCAL	FIRST	LAST
ARA VP at Large		Midge	Slater
Area Labor Federation VP		Kelly	Steinke
VP at Large		Bonnie	Winther
VP Next Up		Drake	Custer
Auditor		Jon	Arnold
Auditor		Mark	Rocha
Auditor		Rusty	McCuen

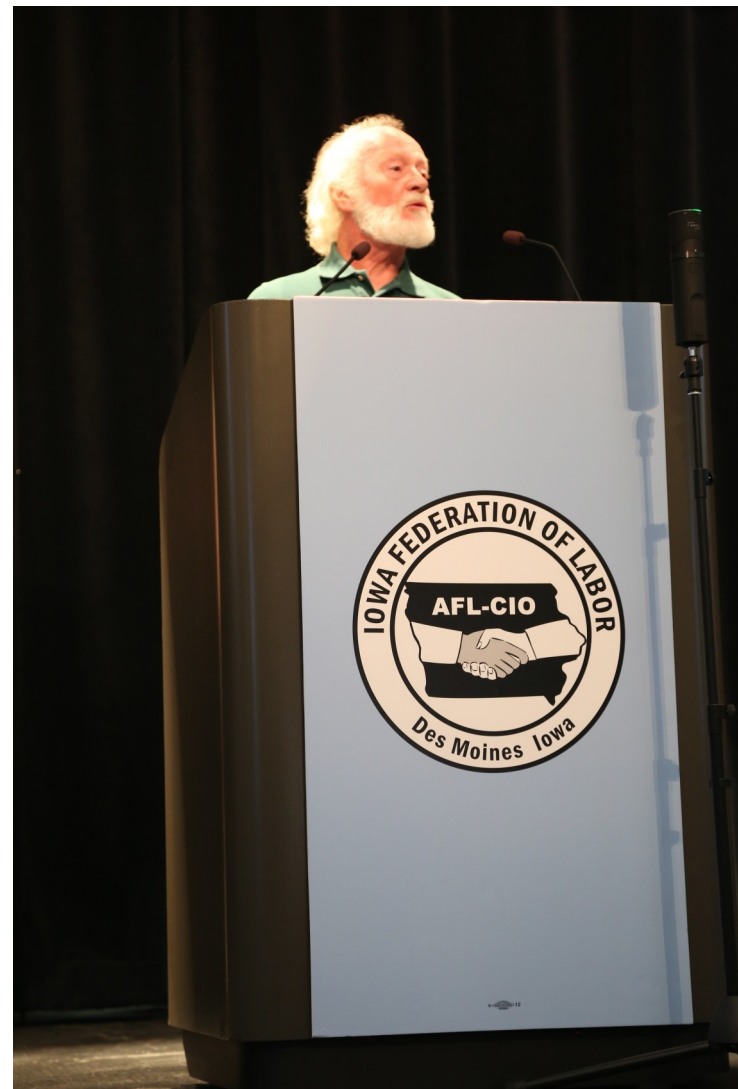
Delegates and guests of the August 2019, 63rd Annual Iowa Federation of Labor, AFL-CIO Convention



Iowa AFL-CIO Veteran Delegates Lead the
Pledge of Allegiance



Sergeant at Arms Committee Always Ready to
help out and keep order



ARA President Mike McCarthy
(AFSCME) giving the invocation to start
the convention.



IFL President Ken Sagar takes one final walk to the podium to address the opening of the convention.



Melissa Speed (AFSCME) ready to hear from Presidential candidates.



Old Friends and brothers, Representative Bruce Hunter and Mark Fallis (NALC) enjoy a visit.



Mike Sadler III of UA, hard at work not taking a rest to service their membership.



(LEFT) Local 310 Members fired up and ready to go as always.



Scott Puntene of the Western Iowa Labor Federation enjoys a cup of joe.



Sister Kelli Harrison (UAW) Reads the Rules Committee Report.



AFL-CIO President Richard Trumka addresses the convention, when he was unable to make his flight due to weather reasons.



Timekeeping for the Presidential candidate speeches under the watchful eye of brothers from the Hawkeye Area Labor Federation.



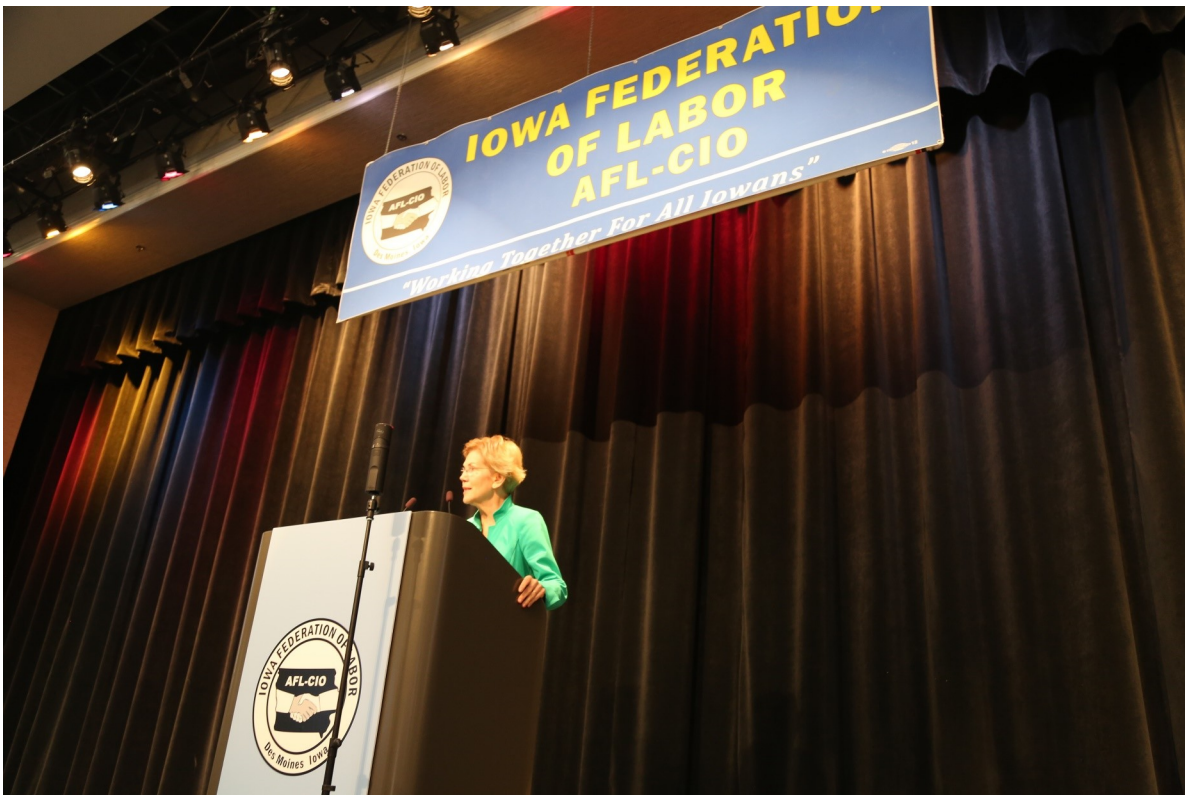
Secretary-Treasurer Wishman begins to introduce the Presidential Candidates.



Congressman John Delaney (D-MD) takes the stage to make his case to the delegates of the convention.



Kassandra McDermott and Marc Sarcone of APWU make notes about what they are hearing from Presidential candidates.



Senator Elizabeth Warren (D-MA) speaks to delegates about her populist agenda.



Ed Curley, Chair of the Sargent at Arms committee, keeps everything on schedule (to the extent you can with Presidential candidates!)



Senator Cory Booker, (D-NJ) makes an impassioned plea to delegates to bring unity to America.



Dylan Gramlich (LIUNA)
assessing the situation and
having a good time.



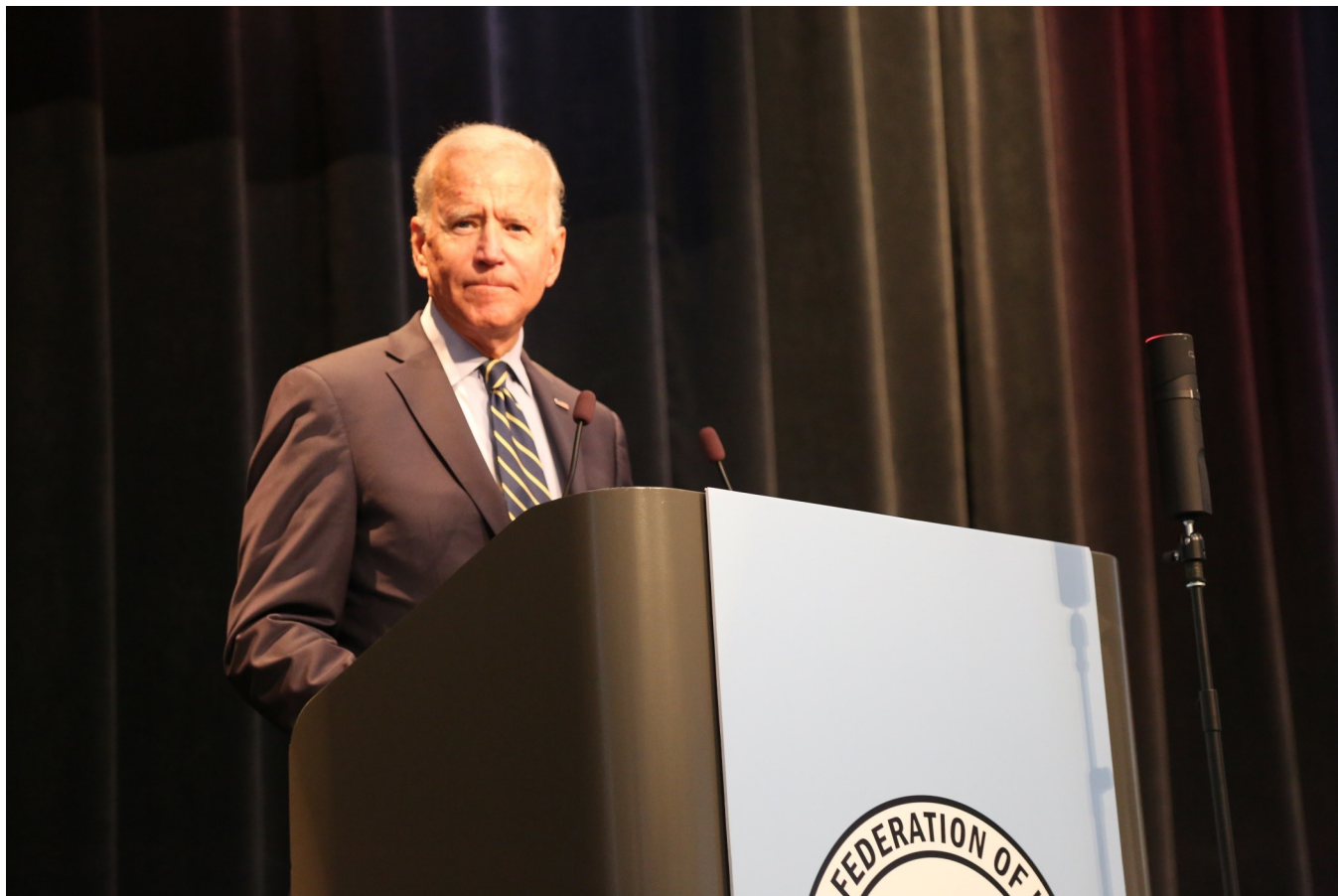
Mayor Bill DiBlasio, (D-NYC) addressed the
delegates after a technical glitch.



Senator Bernie Sanders (I-VT) has a few choice
words for the 1% of this nation for the delegates
of the 63rd IFL Convention.



Carrie Duncan, (IAMAW) listens intently to
what Senator Sanders has to say.



Vice President Joe Biden, the current presumptive nominee for the Democratic Party, addresses the delegates of the convention.



Julian Castro (D-TX) makes his case to the delegates of the IFL Convention.



IBEW Local 22 takes in the sights and sounds of the convention.



Mayor Pete Buttigieg (D-IN) speaks about bringing the nation together in difficult times.



Very rarely does Randy Boulton, USW, not have a smile on his face.



Like many delegates, Lorri Walker, (USW 444) looks on with a skeptical eye to-



Governor of Montana, Steve Bullock, makes the case that a western, red state Governor can win in 2020.



Rep. Tim Ryan (D-OH) talks about his midwestern and working class roots and how they'd be an asset to the Presidency.



Delegates from LiUNA taking in the presidential speeches at the 63rd annual convention.



IBEW Members Jeff Cooling and Tyler Norgart make the convention happen from an A/V standpoint. Without them, the convention wouldn't run as smoothly as possible.



Mazahir Sali, of TEAMCAN and Center for Worker Justice, enjoying filming candidates' speeches.



Colorado Senator Michael Bennet was the only speaker to give his pitch to delegates still have time to spare.



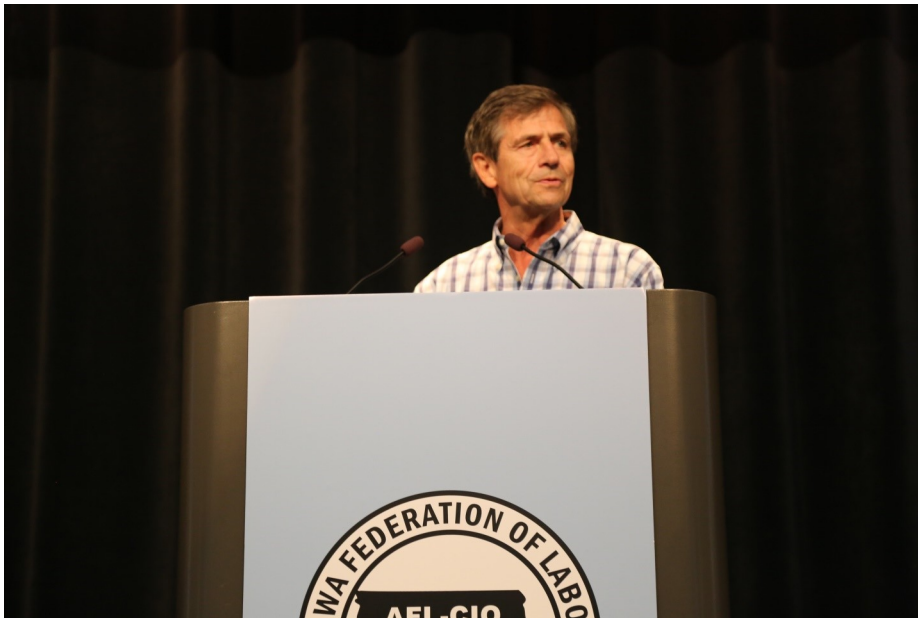
Our neighbor to the north, Senator Amy Klobuchar of Minnesota shares what would make her the best new leader of the free world.



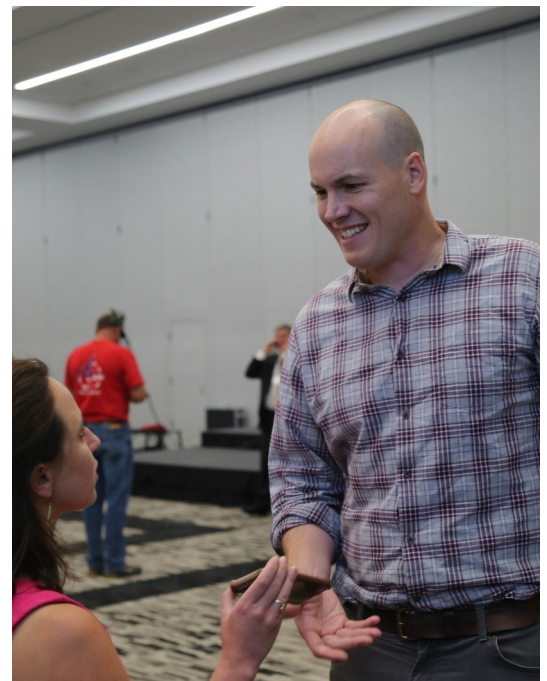
IBEW 405 leaders and members snapping pictures of the candidates.



Former Congressman Beto O'Rourke shares what it takes to compete in a state like Texas.



Admiral Joe Sestak talks about leadership and why his matters in this race.



Comedian Ben Glied lightens the mood with his funny takes on the Presidential race, which he had just decided to enter.





Two excellent attorneys (Nate Willems and Jay Smith) and a very tall congressional candidate make conversation.



Representative Bruce Hunter and Ben Murry, IFL Staff.



Two groundbreaking Iowa elected officials, Mazahir Salih and Royceann Porter share a moment together.



Hall of Fame inductee Todd Anderson and President Sagar



Credentials Committee members Mark Rocha (CWA), Rusty McCuen (IBEW), Allison Ritchie (AFSCME), Diane Franck (IAMAW) and Pete Hird (IBEW) at work.



Jesse Case of IBT 238 makes the case for more inclusion in the labor movement to start the day on Thursday.



Charlie Wishman gives the Secretary/Treasurer's report Thursday Morning.



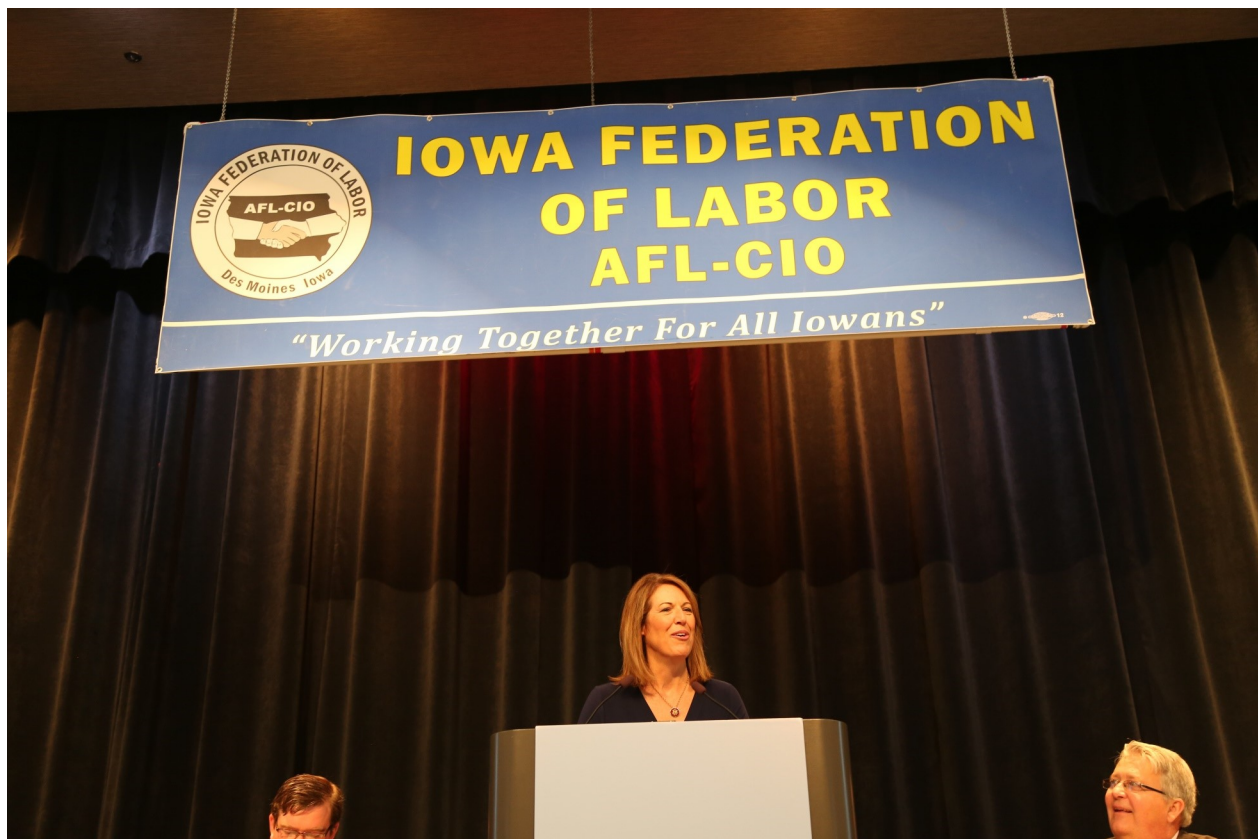
Sister Allison Ritchie (AFSCME) gives a partial report of the credentials committee.



Will Attig, Executive Director of the AFL-CIO Veterans Council speaks about the key role that veterans have in the labor movement.



Brother Lee Thielmann (UA) listens to speakers on Thursday.



Congresswoman Cindy Axne, of Iowa's third Congressional District updates delegates on her activities so far in her first term in Congress.

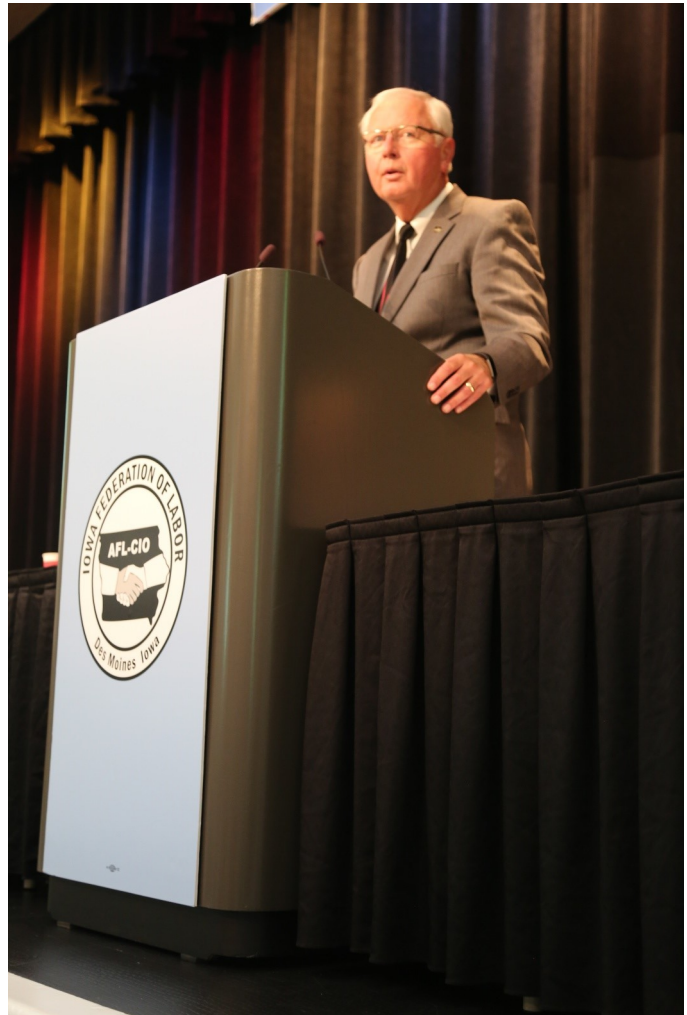


Congresswoman Axne escorted to the stage by members she represents in the third Congressional District.





Mac Smith, as he's done so many times before, provides an important legal update to the delegates of the 63rd Annual Convention.



Iowa's Labor Commissioner, Rod Roberts (R) introduces himself to the delegates of the IFL Convention and provides an update on the Iowa Division of Labor.



Rafael Moratoya (Left) and Mazahir Salih (Right) tell delegates about the great work that the Center for Worker Justice of Eastern Iowa is doing to help workers.

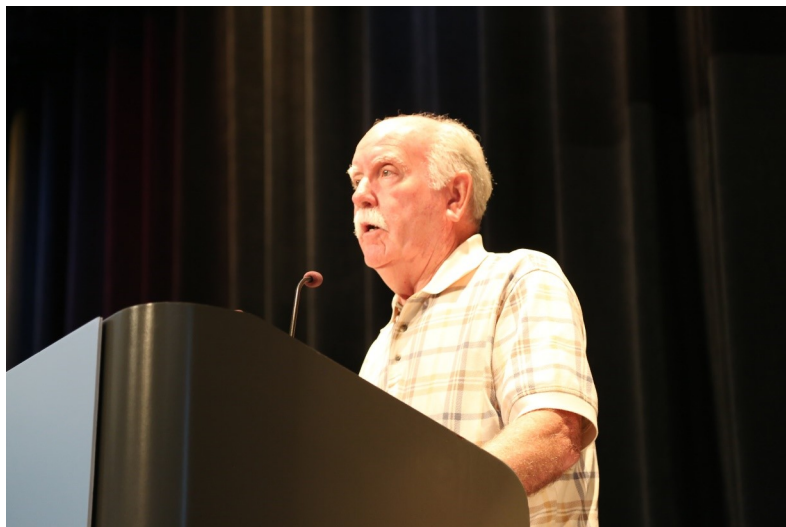


The story of Francis Perkins told through the medium of a one person play. Thank you Alex Kane and John McKerley.



Many thanks to the Resolutions Committee for all of their hard work. Randy Schultz (IUPAT), Brad Greve (USW), Charlie Wishman (IFL), Marc Sarcone (APWU), and Annette Sage (AFGE).





Bob Brown of the John L. Lewis museum reminding us of Iowa's rich labor history, and to come see the museum in Lucas, Iowa.



Michael Cooper (OPEIU) of American Income Life tells delegates of his labor upbringing and why it matters to buy union.



The Sargent at Arms Committee is the committee that really makes a convention run. A Special thanks to Jeff Cooling (IBEW), Jim Jensen (IBEW), Paula Martinez (AFSCME), Ed Curley (AFGE), Rhonda Fowler (AFSCME), Randy Tucker (IBEW) and Tyler Norgart (IBEW).



Julianne Frosolone and Paul Iverson talk to delegates about the 2020 Caucuses, how they will work, and why it's important for members to get engaged.



United Way of Central Iowa Executive Director Elisabeth Buck talks about the strong partnership in Central Iowa that exists between unions and the United Way.



Michael Pfarr of Working America talks about the important work they do to support the labor movement.



A roundtable of organizers led by Robin Clark Bennett of the University of Iowa Labor Center showed that important work is going on all around in the state of Iowa to give workers more freedom on the job.





Congresswoman Finkenauer and Kelli Harrison (UAW) enjoy a laugh before she addresses the convention.

A standing ovation for Congresswoman Finkenauer as she makes her way to the podium with the escort committee of 1st District union members.



Congresswoman Finkenauer makes her case that she's been an effective leader for workers in the first congressional district, to much applause.



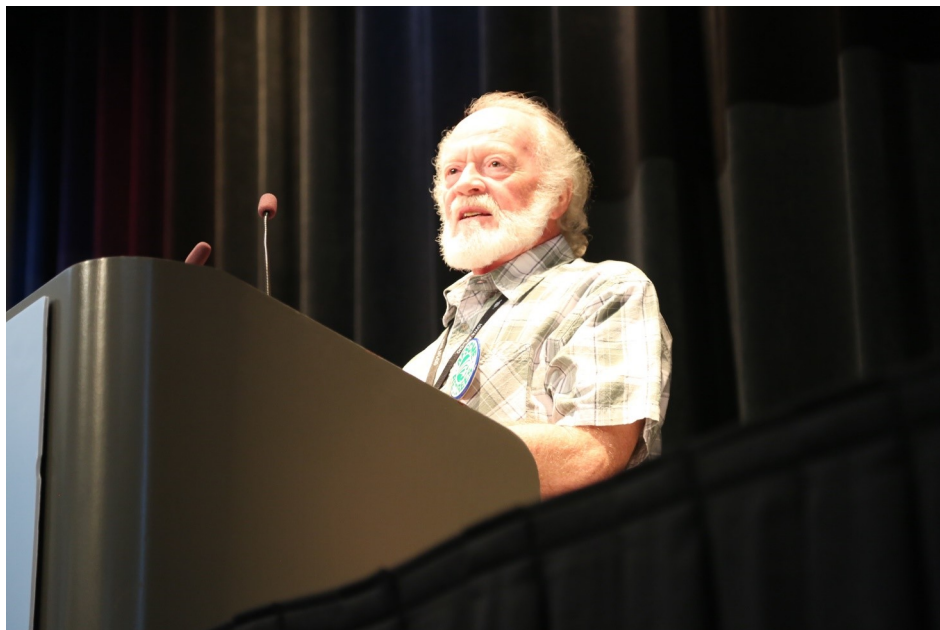
IFL Attorney Jay Smith gives a fiery legal report, specifically an update on developments with the Public Employee Relations Board.



Mark Cooper leads off the final day of the Convention, welcoming everyone to enjoy their final day of in-person solidarity together.



Longtime friend of the federation, Matt Sinovic leads off the day talking about Progress Iowa, and the wonderful work they do supporting progressive causes and unions as well.



Mike McCarthy, President of the Iowa ARA gives remarks about seniors and the issues they face.



Still standing! After a tough battle, the University of Iowa Labor Center prevailed in it's year long battle to stay open. Jennifer Sherer, longtime friend and ally to all working people explains how it happened.



Mike Owen of the Iowa Policy Project talks budget, taxes, and what that means for delegates to the convention.



Todd Prichard, House Minority Leader speaking to delegates about the roadmap to control of the Iowa House of Representatives.



Janet Petersen, Senate Minority Leader lays out her vision for Iowa, and what she'd be doing if she were the majority leader in the Iowa Senate.





THANK YOU DAVE LOEBSACK!

Your 14 years as a member of Congress has only made life better for Iowans.

When you first ran in 2006, no one gave you a chance. You believed in yourself, and so did we.

Enjoy your next phase of life, and thank you for all you have done!



President Ken Sagar, who has led this federation since 2008 gives his final impassioned plea to delegates that they are the last best hope for democracy in these United States.



***Resolutions of the
2019
63rd Annual
IFL Convention***

RESOLUTION #1

Subject: 2019 IOWA FEDERATION OF LABOR, AFL-CIO LABOR HALL OF FAME INDUCTEES

Referred To: RESOLUTION COMMITTEE

Submitted By: IOWA FEDERATION OF LABOR, AFL-CIO EXECUTIVE COUNCIL

WHEREAS: The Iowa Federation of Labor, AFL-CIO adopted Resolution #12 at the 26th Annual Convention in 1981 establishing the Iowa Labor Hall of Fame program and annually considers nominees for induction; and

WHEREAS: The labor movement in Iowa has been blessed with many talented, dedicated, and giving individuals who have guided their locals, their central labor councils, and their communities through many difficult and challenging circumstances while giving freely of their time and talents; and

WHEREAS: The Iowa Labor Hall of Fame inductees for 2019 are:

- Todd Anderson, National AFL-CIO
- Ron Koppes, IAMAW
- Marcia Nichols, AFSCME;

NOW, THEREFORE BE IT RESOLVED:

RESOLVED: That the Iowa Federation of Labor, AFL-CIO, Iowa Area Labor Federations and Chapters, and affiliated local unions pause to thank those who came before, those who give of themselves, and those who help make the labor movement a vital part of the fabric of America by honoring the 2019 Iowa Federation of Labor Hall of Fame inductees.

Ken Sagar, President

Charlie Wishman, Secretary-Treasurer

RESOLUTION #2

Subject: **OPPOSING THE INDUSTRY RECOGNIZED APPRENTICESHIP PROGRAM EFFORT**

Referred To: RESOLUTION COMMITTEE

Submitted By: International Union of Painters and Allied Trades, District Council 81

WHEREAS: For 100 years, unions have run the world's most successful job training programs. We know what works to meet specific demands of employers and an entire industry, while also providing workers with pathways to the middle class; and

WHEREAS: Unions invest \$1.6 billion annually, funding jointly with our industry partners without any tax dollars, training hundreds of thousands of men and women at 1,600 registered training facilities located in every state and almost every Congressional district; and

WHEREAS: While the proposed Industry Recognized Apprenticeship Programs (IRAPs) rule recognizes, any new parallel system of apprenticeship must not undercut this significant investment and the high standards petrochemical, nuclear, refining, pharmaceutical and power industries demand; and

WHEREAS: The building trades support expanding apprenticeship to new and emerging industries, and we were happy to take part in the Presidential Taskforce on Apprenticeship and the National Workforce Policy Advisory Board to share the lessons of our long-term experience; and

WHEREAS: The know that success in apprenticeship must be based on firm employer financial commitment, thoroughly-tested standards and verified outcomes; and

WHEREAS: The new IRAP system will give private organizations such as employers and trade associations, free reign to create new watered down standards and certify subpar apprenticeship programs; and

WHEREAS: The proposed IRAP regulations abandon the important protections of the registered model and give employers license to implement whatever low-road standards they see fit ; and

RESOLUTION #2 (continued)

- WHEREAS: IRAPs in construction would jeopardize both the quality of construction and the safety and security of the construction workforce, weakening every community across the country where these workers reside and are heeded; and
- WHEREAS: We must guard against industry's inherent dangers and promote first-rate work; workers must receive the highest education and training. For over 80 years, Registered Apprenticeship Programs have provided this to our members; NOW, THEREFORE BE IT
- WHEREAS: That the Iowa Federation of Labor, AFL-CIO and its affiliate unions support the protection of the Registered Apprenticeship Programs and submit comments to the Department of Labor by August 26th; and BE IT FINALLY
- RESOLVED: That the Iowa Federation of Labor, AFL-CIO and its affiliate unions urge Iowa's Congressional delegation to support the efforts of labor to protect the time honored history of union registered apprenticeship program .

Randall Schultz, President

Jeremiah Fitch, Business Manager, Secretary-Treasurer

RESOLUTION #3

Subject: OPPOSITION TO THE UNITED STATES-MEXICO-CANADA-AGREEMENT (USMCA)

Referred To: RESOLUTION COMMITTEE

Submitted By: United Steel Workers Local 105

WHEREAS: North American working families have suffered under bad trade policy for a quarter century, the North America Free Trade Agreement, which has driven the outsourcing of so many good jobs, has been a catastrophic failure; and

WHEREAS: The labor movement is committed to demanding trade deals that benefit working families. Trade deals must raise the standard of living and improve the lives of working people, benefit each country's interest without burdening other trade partners and the trade deal must prioritize people and NOT corporations; and

WHEREAS: The new NAFTA does little to stop the continued hemorrhaging of U.S. jobs to Mexico across all sectors, including aerospace, electronics and food processing. It also continues to impede country of origin labelling that would let families know where and how their food is produced; and

WHEREAS: A new NAFTA must abolish rules that allow Big Pharma the ability to monopolize drug pricing, the new deal must have real enforcement mechanisms, it must roll back any right to work provisions in the trade agreement; NOW, THEREFORE, BE IT

RESOLVED: That the Sixty-Third Convention of the Iowa Federation of Labor, AFL-CIO goes on record in opposition to the USMCA, recognizing that our solidarity is our strength and acknowledging that we make America work; and, BE IT FINALLY

RESOLVED: We will not support any trade agreement unless Congress assures us there will be no vote on a new NAFTA until the text of the agreement is fixed and Mexico has fully and effectively implemented its labor law reforms so the agreement meets our terms.

Brad Greve, President
Pat Stock, Recording Secretary

RESOLUTION #4

Subject: **SUPPORT WORKPLACE VIOLENCE PREVENTION for HEALTH CARE and SOCIAL SERVICE WORKERS ACT (H.R. 1309/S. 851)**

Referred To: RESOLUTION COMMITTEE

Submitted By: United Steel Workers Local 105

WHEREAS: Workplace violence is a serious and growing problem for all workers, incidents in the health care and social service far outpace any other industry; and

WHEREAS: One in six workplace deaths are from workplace violence making workplace violence the third-leading cause of death on the job; and

WHEREAS: In the last decade, the rate of serious injuries increased by 69 percent. The foreseeable and preventable problem impacts workers, patients, and their loved ones. It also compromises our quality of care; and

WHEREAS: Workplace violence prevention plans can make a difference. The Occupational Safety and Health Administration must create an enforceable standard so that all workplaces are covered by a plan; NOW, THEREFORE BE IT

RESOLVED: That the Sixty-Third Convention of the Iowa Federation of Labor, AFL-CIO goes on record in opposition to the USMCA, recognizing that our solidarity is our strength and acknowledging that we make America work; and, BE IT FINALLY

RESOLVED: That the 63rd Convention of the Iowa Federation of Labor, AFL-CIO goes on record, in support of the Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R. 1309/S.) and any future legislation to prevent Workplace Violence.

Brad Greve, President

Pat Stock, Recording Secretary

RESOLUTION #5

Subject: **IOWA FEDERATION OF LABOR, AFL-CIO ENDORSEMENT PROCESS**

Referred To: **RESOLUTIONS COMMITTEE**

Submitted By: Iowa Federation of Labor, AFL-CIO Executive Board

WHEREAS: In 1989, the Iowa Federation of Labor, AFL-CIO Convention agreed that the political endorsement process is dependent upon accurate and up to date information regarding candidates' positions on labor issues; and

WHEREAS: The 1989 convention adopted Resolution 28 requiring a questionnaire be sent to all candidates and filling out said questionnaire be mandatory to be considered for a Federation endorsement. The convention also reinforced the value of using voting records to evaluate the support that incumbents give to labor; and

WHEREAS: Many candidates, including incumbents, do not have firsthand knowledge of issues important to working people due to their life experiences and/or never having voted on our issues; and

WHEREAS: Working family issues are not covered in the media in a balanced manner properly portraying our interests; and

WHEREAS: Labor resource investments in the campaigns are a significant part in many races and the interests of working people need to be at the forefront to achieve the hopes and aspirations of the working people of the State of Iowa; and

WHEREAS: We seek the fulfillment of these hopes and aspirations through democratic processes within the framework of our constitutional government and consistent with our institutions and traditions; and

WHEREAS: The Executive Council of the Iowa Federation of Labor, AFL-CIO, at the April 12, 2019 meeting voted to adopt a candidate academy program; NOW, THEREFORE BE IT

RESOLVED: All candidates for offices subject to endorsement by the Iowa Federation of Labor, AFL-CIO be required, as a condition of

RESOLUTION #5 (continued)

endorsement, to attend candidate academies to be educated on issues important to working families and complete the relevant questionnaire; and BE IT FINALLY

RESOLVED: That a copy of this resolution be attached to every questionnaire given to candidates.

Ken Sagar, President

Charlie Wishman, Secretary Treasurer

RESOLUTION #6

Subject: **NO POSTAL PRIVATIZATION**

Referred To: RESOLUTIONS COMMITTEE

Submitted By: Iowa Postal Workers Union

WHEREAS: The United States Postal Service, created in 1792, is a constitutionally mandated service and remains a national treasure belonging to the people of this country; and

WHEREAS: The United States Postal Service is a self-sustaining, independent establishment that does not receive taxpayer funding and relies solely on revenue derived from the sale of postal services and products; and

WHEREAS: The United States Postal Service and its more than 500,000 employees are at the center of the \$1.4 trillion mailing industry, employing a total of 7.5 million Americans; and

WHEREAS: The United States Postal Service serves the needs of 157 million business and residential customers at least six days a week, maintains an affordable and universal network, and connects the country's rural, suburban, and urban communities; and

WHEREAS: The United States Postal Service is consistently the highest rated agency of the Federal Government in non-partisan opinion polls as well as the Nation's second largest employer of military veterans, and

WHEREAS: Privatization of the United States Postal Service would result in higher prices and reduced services for its customers, especially in rural communities; and

WHEREAS: Privatization of the United States Postal Service would jeopardize the booming e-commerce sector and cripple a major part of the Nation's critical infrastructure; NOW THEREFORE BE IT

RESOLVED: the Iowa Federation of Labor, AFL-CIO will actively engage in the fight to save the Postal Service by mounting a serious defense to this threat and encourage its affiliates and community allies in concrete actions against privatization, and, BE IT FINALLY

RESOLUTION #6

RESOLVED: The Iowa Federation of Labor, AFL-CIO, will go on record unequivocally opposing the privatization of the Postal Service so it remains an independent establishment of the federal government.

Kimberly Karol, President

Brian Hammar, Vice President

Lance Coles, Editor

RESOLUTION #7

Subject: In Support of Federal Workers' Collective Bargaining Rights

Referred To: RESOLUTION COMMITTEE

Submitted By: AFGE Local 1228

WHEREAS: The Trump Administration is attacking the collective bargaining rights of federal workers through the imposition of contracts designed to eliminate federal employees' representation rights and the presence of the union in the federal workplace; and

WHEREAS: The collective bargaining rights of federal workers are under attack and federal agencies are not meeting their legal obligation to bargain in good faith; and

WHEREAS: Federal agencies are not negotiating with federal employee unions with a sincere resolve to reach agreement; and

WHEREAS: Whereas multiple agencies are coordinating extreme anti-labor and anti-worker proposals for labor contracts that are under negotiation with federal employee unions representing federal workers; and

WHEREAS: Whereas recent contract proposals from federal agencies to multiple federal employee unions across the government have severely limited the representation rights of federal workers in the workplace and would all but prevent the exercise of federal workers' right to represent one another through their union; and

WHEREAS: Whereas federal employees are not permitted to bargain for pay and benefits, only working conditions; and

WHEREAS: Whereas these contract proposals remove the union from of the federal workplace—providing no space for the union to conduct specific representational duties as required by federal law; and

WHEREAS: The collective bargaining rights of federal workers at agencies like the Department of Veterans Affairs, Social Security Administration, Department of Education, Department of Homeland Security, Office of Personnel Management, Housing and Urban Development, and Health and Human Services, are preventing

RESOLUTION #7

federal workers from working with management to help facilitate a better, safer, more productive workplace that ensures employee training, workplace health and safety, and protection from whistleblower retaliation; and

WHEREAS: The law requires federal agencies and federal employee unions to bargain in good faith over a grievance and arbitration procedure, and the conditions of employment; and

WHEREAS: The Civil Service Reform Act of 1978 codified collective bargaining rights for federal employees and deemed collective bargaining in the federal government in the interest of the public; and

WHEREAS: Federal workers care for our nation's veterans; provide direct support to the military; inspect our food and water; secure our borders, airports and federal buildings; provide the elderly and disabled with essential benefits and services; preserve our national heritage and parks; and keep dangerous criminals off our streets and guard our prisons; and

WHEREAS: Federal employees are dedicated public servants who provide vital services to the American public, their rights in the workplace should be respected, and their right to have a voice in the workplace through union representation should be protected; NOW, THEREFORE BE IT

RESOLVED: That the Iowa Federation of Labor, AFL-CIO and its affiliated unions and councils calls on Congress and the President to uphold the collective bargaining rights of federal workers and to stop unilaterally imposing contracts that eliminate the presence of the union in the federal workplace, severely restrict the conditions under which federal workers can bargain and undermine federal employees' right to union representation.

Annette Sage, President

Nicole Lage, Treasurer

RESOLUTION #8

SUBJECT: SUPPORT THE MIDWEST LABOR PRESS ASSOCIATION

Referred To: RESOLUTION COMMITTEE

Submitted By: IOWA POSTAL WORKERS UNION

WHEREAS: Communications is essential for the progress of the Labor Movement, and;

WHEREAS: The Midwest Labor Press (MLPA) is comprised of union members from Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin, and;

WHEREAS: Education and information is important for working people everywhere, and;

WHEREAS: The objective of the MLPA is to increase the effectiveness of the Labor Press in the Midwest Region of the United States and Canada, as a communication medium in support of the goals of the Labor Movement; and;

WHEREAS: The MLPA needs the support of all unions and the AFL-CIO, NOW THEREFORE BE IT:

RESOLVED: That the Iowa Federation of Labor AFL-CIO and its affiliates support the Midwest Labor Press Association and participate in their annual education conference.

Kim Karol, President
Lance Coles, Editor

REPORT OF THE 2019 RESOLUTIONS COMMITTEE

The Resolutions Committee meeting was called to order by Chairperson Charlie Wishman, AFT, at noon on Thursday, August 22nd, 2019.

Members present were:

Charlie	Wishman, AFT
Mark	Sarcone, APWU
Annette	Sage, AFGE
Brad	Greve, USW
Randy	Schultz, IUPAT

The committee discussed:

Resolution #1 - 2019 IOWA FEDERATION OF LABOR, AFL-CIO LABOR HALL OF FAME INDUCTEES

This resolution would resolve that “the Iowa Federation of Labor, AFL-CIO, Iowa Area Labor Federations and Chapters, and affiliated local unions pause to thank those who came before, those who give of themselves, and those who help make the labor movement a vital part of the fabric of America by honoring the 2018 Iowa Federation of Labor Hall of Fame inductees,” who are Todd Anderson, Ron Koppes, and Marcia Nichols.

The resolution was properly moved, seconded, and was approved. On behalf of the committee, I so move.

Resolution #2 – OPPOSING THE INDUSTRY RECOGNIZED APPRENTICESHIP PROGRAM EFFORT

This resolution would resolve that “That the Iowa Federation of Labor, AFL-CIO and its affiliate unions urge Iowa’s Congressional delegation to support the efforts of labor to protect the time honored history of union registered apprenticeship programs.

The resolution was properly moved, seconded, and was approved. On behalf of the committee, I so move.

Resolution #3 – OPPOSITION TO THE UNITED STATES-MEXICO-CANADA-AGREEMENT (USMCA)

This resolution would resolve that " That the Sixty-Third Convention of the Iowa Federation of Labor, AFL-CIO goes on record in opposition to the US-MCA, recognizing that our solidarity is our strength and acknowledging that we make America work; and, BE IT FINALLY

RESOLVED: We will not support any trade agreement unless Congress assures us there will be no vote on a new NAFTA until the text of the agreement is fixed and Mexico has fully and effectively implemented its labor law reforms so the agreement meets our terms.

The resolution was properly moved, seconded, and was approved. On behalf of the committee, I so move.

Resolution #4 - SUPPORT WORKPLACE VIOLENCE PREVENTION for HEALTH CARE and SOCIAL SERVICE WORKERS ACT (H.R. 1309/S. 851)

This resolution would resolve that "That the Sixty-Third Convention of the Iowa Federation of Labor, AFL-CIO goes on record in opposition to the US-MCA, recognizing that our solidarity is our strength and acknowledging that we make America work; and, BE IT FINALLY

RESOLVED: That the 63rd Convention of the Iowa Federation of Labor, AFL-CIO goes on record, in support of the Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R. 1309/S.) and any future legislation to prevent Workplace Violence.

The resolution was properly moved, seconded, and was approved. On behalf of the committee, I so move.

Resolution #5 - IOWA FEDERATION OF LABOR, AFL-CIO ENDORSEMENT PROCESS

This resolution would resolve that "All candidates for offices subject to endorsement by the Iowa Federation of Labor, AFL-CIO be required, as a condition of endorsement, to attend candidate academies to be educated on issues important to working families and complete the relevant questionnaire; and BE IT FINALLY

RESOLVED: That a copy of this resolution be attached to every questionnaire given to candidates."

The resolution was properly moved, seconded, and there was discussion. The resolution was approved.

Resolution #6 - NO POSTAL PRIVATIZATION

This resolution would resolve that “the Iowa Federation of Labor, AFL-CIO will actively engage in the fight to save the Postal Service by mounting a serious defense to this threat and encourage its affiliates and community allies in concrete actions against privatization, and, BE IT FINALLY

RESOLVED: The Iowa Federation of Labor, AFL-CIO, will go on record unequivocally opposing the privatization of the Postal Service so it remains an independent establishment of the federal government.”

The resolution was properly moved, seconded, and was approved. On behalf of the committee, I so move.

Resolution #7 - In Support of Federal Workers' Collective Bargaining Rights

This resolution would resolve that “That the Iowa Federation of Labor, AFL-CIO and its affiliated unions and councils calls on Congress and the President to uphold the collective bargaining rights of federal workers and to stop unilaterally imposing contracts that eliminate the presence of the union in the federal workplace, severely restrict the conditions under which federal workers can bargain and undermine federal employees' right to union representation.”

The resolution was properly moved, seconded, and was approved. On behalf of the committee, I so move.

Resolution #8 – SUPPORT THE MIDWEST LABOR PRESS ASSOCIATION

This resolution would “That the Iowa Federation of Labor AFL-CIO and its affiliates support the Midwest Labor Press Association and participate in their annual education conference.”

The resolution was properly moved, seconded, and was approved. On behalf of the committee, I so move.

There being no further business, the committee adjourned at 12:30 p.m.

The Resolutions Committee report was adopted by the 63rd Annual Iowa Federation of Labor Convention.

**PROCEEDINGS OF THE 63rd Annual
Iowa Federation of Labor, AFL-CIO Convention
August 21, 22, 23
Altoona, Iowa**

Kimberly Karol, IFL Executive Council, President of the Iowa Postal Workers, APWU local 451, welcomed the delegates to the 63rd Convention of the Iowa Federation of Labor, AFL-CIO.

Karol called for the presentation of colors by the Des Moines Fire Department Color Guard, introduced Jillian Wells, daughter of Pat Wells, IBEW local 347 to sing the National Anthem. She asked all the veterans to come to front and lead us in the Pledge of Alliance.

Mike McCarthy, President of the Iowa Alliance for Retired Americans, AFSCME retiree, and Permanent Deacon of Saint Ambrose Cathedral in Des Moines to give the invocation. McCarthy urged the delegates to follow biblical wisdom to take care of each other, to love each other and to take care of the earth.

Karol said our theme this year focuses on the future. She noted it is often hard to focus on the future when there are too many other things consuming our everyday. Average Iowans struggle to meet their basic needs, where often the month seems to outlast the money. Yet another corporate tactic that distracts focus from the shared common struggles of workers.

Karol stated she had recently read an editorial in the Des Moines Register by a retired educator. Her message was directed to high school seniors. It was a simple message. Her idea was that it was important to demonstrate how you cared and how you connected with your peers and your community. I think that is a very strong message and I think we can learn from that. Being decent should not be uncommon, caring should not be uncommon. It should be the norm.

Karol said, "Looking around this room, I see the potential of that message. Every one of you here is here because you care. We believe in basic human dignity, that comes when people are treated equitably. We understand the value of safe work environments, good health, and affordable healthcare. We appreciate the importance of good education as vehicle of better understanding and innovation to improve the common good. We have a good message. Our challenge is getting that message heard. The future of America is the future of labor. That is our thing. Let us define that future by caring more. Using available resources to challenge misinformation, share ideas, find common ground, learn about our neighbors so we can build stronger communities where everyone belongs, and everyone benefits."

Karol noted that looking forward was important but the first thing we should do is show our memorial video for all our lost brothers and sisters and directed the delegates to the screens.

Karol introduced IFL President Ken Sagar.

**KEN SAGAR, PRESIDENT
IOWA AFL-CIO**

Sagar thanked Kim Karol and welcomed the delegates to the 63rd Convention of the Iowa Federation of Labor, AFL-CIO. He thanked the delegates for their affiliation, participation, and support.

Sagar noted he had a few announcements to make. He noted, "the AFL-CIO is profoundly serious about their harassment policy, as such I am going to start out reading. Our society might do a little better if we think about this on the regular basis."

Sagar read, "The AFL-CIO is bound by the code of conduct adopted by the AFL-CIO Executive Council

of March of 2017. The code prohibits harassment, discrimination, and other unacceptable behavior. The AFL-CIO does not tolerate discrimination or harassment in any form. This prohibition covers any discrimination or harassment in the workplace - and we are working here today folks - regardless of whether the discrimination or not harassment is committed by a supervisor, office, co-worker, or a non-employee. Consistent with the AFL-CIO anti-discrimination and anti-harassment policy and complaint procedure the AFL-CIO encourages you to report any alleged incidents as soon as possible, to Charlie Wishman or Julianne Frosolone. It is the responsibility of all who learn of a report to report this information. There will be no retaliation or other adverse action taken against any individual who makes a complaint. As I mention, our entire society might function a little better if everybody would think about this on a regular basis, before tweeting or whatever."

Sagar directed the delegates to their name tags, "if you've got a name badge, and you should, on the back of it if you're on a committee would you take a look and see, we'll have some committee meetings throughout the week here and we'd like you to show up to your committee meetings. There's also some information on whether or not you're on an escort committee, and if you are on an escort check the agenda to see when the person your escorting is due to speak so you can do that, that would be very helpful. We have a very full schedule today and so we're going to be bringing lunch into everybody about 12:30 we're going to scatter some breaks through because we got a bunch of important folks coming in to talk about labor issues to a labor convention we think it's in our best interest to pay attention. I think our founding fathers wanted an informed and engaged electorate so as such we're doing our part to make sure you have an opportunity to be exposed to the folks who are going to be in the room. There will be no endorsement taking place at this convention, that is reserved for the national AFL-CIO. And, they will make that determination as your national or international unions will."

Sagar noted that due to weather, President Trumka's flight was cancelled, and we are going to be bringing him in via Zoom.

Sagar said, "With that, I get to talk about freedom. Which is, kind of important in this country in the land of the free and the home of the brave. We are struggling. Working lowans, working American's have gotten the short end of the stick. We have since the 1980s, with the election of a union president to the presidency of the United States. The wholesale attack on working people began with an attack on the organizations that represent working people."

"Many years ago, our great-grandparents decided they would have enough of corporate control of our economy after it tanked the US economy, they put us in the Great Depression. They said no more, we're not allowing that and they put regulations in place with appropriate checks and balances to make sure that corporations couldn't destroy our economy, couldn't destroy the lives of working people and couldn't destroy their entire life savings through their greedy actions pursuing profits."

"In the fifty years that followed the Great Depression, unprecedented wealth was generated in this country and it was shared fairly distributed across all the wage and income spectrum. The system they put in place worked. But in the 1980 election, a lot of people forgot where they came from and they voted for a man who promised them a lot of things and delivered virtually nothing. The Reagan administration tapped into Social Security for the first time, they rolled back regulations on many of the industries that were highly unionized and that was not a coincidence. 800,000 IBEW and CWA

we've got to hate brown people, we've got to hate poor people and hate immigrants. Our country is so polarized right now it scares me. It should you, too. You know people in your workplace, you know people in your family, some of them you can't have a civil conversation with about politics. You know that, right? I have got family members, I'm not going to name any names my wife is sitting in the back of the room, who I can't put anything on their Facebook page. I cannot have a conversation with them about what the crazy guy in the White House is doing because they think he walks on water. 38% of our folks voted for him."

"It is not going to do us any good to attack them, but I think if we can say "Look, here's the issues you told us you were interested in." They talked about jobs, healthcare, education, and retirement."

"You know the story being pushed is "it's fake media," people are not trusting the media like they did. A democracy needs to have an extraordinarily strong media to stand up and call into question behaviors by politicians and corporations and others that corrupt our democracy."

"Retirement is an issue our members are concerned about and it going to be critical for us to protect social security, we have to protect our public sector IPERS program, not just here in Iowa but systems across the country, we have to do something to help workers who don't have pensions, and we have to make sure that all these things happen not just for us but for everybody who works for a living."

"This is a frustrating time to live in, but it is also a unique time to live in. We can communicate like we have never been able to do before. Lance Coles, our award-winning communications director, punches way above his weight class. I'm not going to cover all the things he does; I want to save some for other people to talk about. He makes a difference. Our communications efforts reach people not just here in Iowa but across the country, not just union members but the general public. We need many more of you to sign up to send us your e-mail so we that we can push our message out further."

"We have got a great convention coming up for you, I hope that you take the time to listen truly listen to what the candidates are talking about. I had a question this morning from one of the reporters that is like, "Well aren't they all the same?" Uh, no, they are not. I think you can find an argument from a lot of people about that. Our job here at the federation is to make sure that as many people as possible are as exposed to as many candidates as possible. Your job is to help us spread the word. You have got to help us make our members understand that their vote does matter, that their vote does count, because if we don't, we get four more years of this guy in the white house. I am seriously concerned about the future of democracy in this country. With that, I would call the convention to order and I thank you for coming."

Report of the Rules Committee

Kelli Harrison gave the report of the Rules Committee. She noted the hours of the convention due to the Presidential Forum and noted that the rules are included in the IFL Constitution and By-Laws. The Rules Committee was thanked by President Sagar for a job well done.

Sagar noted that the schedule was such that a lunch will be provided about 12:30, We will keep a firm 10 minute speaking limit and Brother Rick Moyle is sitting in front with flash cards and Brother Jeff Cooling is at the control board with a little switch that's going to enforce this ten-minute rule.

Hopefully, everybody will be respectful of these candidates. They are taking a serious run at an important office and we like to be respectful as we can of them. Sagar noted that President Trumka was supposed to be here at 10 o'clock to speak to you, the storms have caused three flights to be cancelled for him and we will have him speak to you via Zoom. Mayor De Blasio also had the same problem and he will also be speaking on Zoom.

Sagar informed the delegates that the convention book was intended to be a resource through the course of the year. A number of issues, including unemployment insurance information; workers comp and legal updates from our esteemed attorneys, Smith and Smith

He noted that the agenda for the convention and information for the coming events such as the Hall of Fame was included in the book. Sagar indicated that Todd Anderson of the national AFLCIO, Ron Koppes, IAMAW and United Way Labor Liaison from Dubuque, and Marcia Nichols, AFSCME Lobbyist will be inducted into Hall of Fame.

Sagar recognized IFL staff, Lance Coles; Communications Director, Julianne Frosolone; Political Director and Jamie Miller who checked you in.

Sagar introduced the next speaker, who, in 1982 at the age of 33, ran on a reform ticket and was elected the youngest president of the United Mine Workers of America. There, he undertook the effort to reform the UMW, practice democracy, and led one of the most successful strikes in the recent American history against Pittston coal company, which tried to avoid paying for an industry wide health and pension fund.

RICHARD TRUMKA PRESIDENT, AFL-CIO

Richard Trumka was elected AFL-CIO Secretary-Treasurer in 1995 and held that post until 2009 when he was elected president. Trumka's economic advocacy extended from the kitchen table and spans the globe. It includes international labor support for workers struggling for justice, to end unfair trade practices and restore US manufacturing strength. As secretary treasurer he developed programs to invest the collectively bargained pension and benefit funds of the labor movement to ensure that they serve the long-term interests of workers.

Trumka's commitment to improving life for working people began early he grew up in a small coal mining town where nearly all the men in his family including his father and grandfather were coal miners. Trumka followed them into the mines working while he attended Penn state and Villanova University Law School. His solidarity and determination to improve life for all working families has driven Trumka. During his life as a labor leader, comprehensive immigration reform, securing economic and social justice for all working people, equal pay, respect at work, safe jobs, secure retirement and the freedom for all workers to form and join unions and bargain collectively. He knows what it will take to get there: solidarity and commitment. The truth is that Richard Trumka has carried from the mines of the Southwest Pennsylvania his commitment to solidarity so we all have a chance to work in dignity and live, well it's my great pleasure to introduce president of AFL CIO Rich Trumka.

President Trumka greeted the brothers and sisters and apologized for being unable to attend due to weather cancelled flights. "You're doing an incredible job building a strong and powerful labor move-

"You're doing an incredible job building a strong and powerful labor movement in Iowa and there's something special about your state. Especially during primary season there are one hundred and sixty six days left before the Iowa caucuses and we've got a lot of work to do between now and then. Today you'll be hearing from nearly every major candidate seeking the democratic nomination and that's fantastic because the path to the nomination and the White House runs through the labor movement"

Trumka noted, "Our member to member political program has no rival because no one has our infrastructure, resources and worker power. But we need to find a candidate. Let me start with the very basic point. Being a Democrat is not a qualification for our endorsement. And being a Republican is not a disqualifier. Simply put it does not matter if you're the D, N, R, or I next year name, if you support us and I mean really support us, we will support you. But you better come with more than platitudes and a party label. These candidates will make their case today and, in the days to come. We are setting the bar high, higher than it's ever been set. We're demanding from a president, the same thing we demand of ourselves, hard work, integrity, and sacrifice."

Put plainly my message today is, 'If you want our endorsement, if you want our vote, if you want our support, then show us that you're unambiguously pro-worker and pro-union. Tell us about your plan to make it easier to form unions and harder to block organizing. Make sure the workers are more than a section on your website or a line in your biography. Make growing labor, a top priority. We need a president who understands that no one should go broke just because they get sick. No one should die on the job because their employer is too cheap. Nor should they be fired because of who they are. Everyone should have a fair shot, a fair shake and everyone should be able to form a union. Twenty-twenty cannot be about personality. It must be about workers. And that means talking to us and getting to know what it means visiting by our union halls and picket lines, learning about our hopes and dreams, and understanding our concerns. It means being a pro-union leader, pro-union when you are at the farm, and when you are at the chamber of commerce."

"If you were refusing to accept business as usual, when in some parts of the country, it is harder to form a union than it is to move a mountain. Not when forty percent of Americans do not have four hundred dollars in the bank for emergency. And not when in the past thirty years the top one percent has gained twenty-one trillion dollars while the bottom fifty percent has lost nine hundred billion. If you join us and walk in our shoes, then we will move heaven and earth to elect you and together we can put this country back where it belongs that is the hands of the workers who make it go. This is our time; we are the American labor movement and we will not be denied. Thank you, brothers and sisters, God bless you and have a great convention."

Secretary-Treasurer Wishman noted that many committees conduct the work of this convention and he wanted to thank the Sergeant-at-Arms committee and their chair Ed Curley for all their hard work in making this convention run. He added that the other committee that does a lot of work is the Credentials committee and their chair Allison Ritchie.

Partial Report of the Credentials Committee

Chair, Allison Ritchie reported there were 140 delegates, representing 22,213 votes. She indicated they will continue checking in delegates for tomorrow. She thanked the other members of the Cre-

they will continue checking in delegates for tomorrow. She thanked the other members of the Credentials Committee: Peter Hird, IBEW; Mark Rocha, CWA; and Diane Franck, IAMAW. Motion made, seconded, and passed to adopt partial report.

Wishman noted that we would begin the Presidential Forum. He introduced former Congressman John Delaney of Maryland.

CONGRESSMAN JOHN DELANEY (D-MD)

Congressman Delaney thanked everyone for the opportunity to speak and appreciated what you all do every day. When we talk about the role of organized labor, in the United States of America, people often think labor is fighting for the interest of their members but what you do is fight for every worker every day. I am grateful for what you do.

“I grew up in a blue-collar town in North Jersey. Everyone I knew growing up, worked with their hands. They were plumbers, carpenters, masons, or they worked in factories. My dad was an electrician, a member for 60 years with the International Brotherhood of Electrical Workers, Local 164 in Jersey City, New Jersey. “

“The union took really good care of us growing up. When my dad worked, which was most of the time, he got paid well. A good support for his family. When he did not work from time to time, including in the seventies when there is a big recession, he got back to work by the way of a big public works project building the Meadowlands in New Jersey.”

“My dad did give me a political lesson and he told me what I am about to tell you thousands of times. He would sit there at the kitchen table and he said ‘Let me tell you how politics works. And he'd say if you care about workers you vote for the Democrats.’ That was his lesson I bet he told me that 1000 times. I think my dad had good insight. Because if the Democratic Party stays focused on that message - putting the worker first - and making sure whenever we are talking about a piece of policy, whether it be economic, environmental, educational, or healthcare policy, if we ask ourselves, ‘what does this do for a hard-working American. Does it help them, or does it hurt? And if it's not going to help them it probably shouldn't be part of our platform.’”

“When I went to college, the union gave me a scholarship, because he paid for half of my tuition when I went to Columbia University, the experience of fundamentally changed my life to be the first in my family to go to college. I went to the union hall in Jersey City, New Jersey every summer to thank those members for giving me that scholarship.”

Delaney outlined his work history including starting two businesses from scratch. He indicated that after ten years of business was to run for the United States Congress. He flipped a seat held by Republicans for twenty years and had the privilege of representing Maryland in the Congress the United States.

“Congressman Delaney stated that his life was one of those American dream stories, where the blue-collar kid got a college education, had a successful career and then the privilege of serving my country. The problem with those stories is there just not happening today young people today will be the first generation of Americans that will not do better than their parents, unless we start changing things by putting workers first in every community in this country. Everyone needs the opportunity to

work hard, play by the rules, support their family, and retire with dignity.”

Delaney said that was what his campaign is about; ensuring that the worker is put first. Economic policy, we should be raising the minimum wage. But we should also support a \$2 trillion infrastructure program to create good middle-class jobs, including: transportation, energy, water, and communications infrastructure. On healthcare, we must end the tragedy of the uninsured. “I think it is a basic human right. It is also smart economic policy, but we also must remember those union health care plans that you have paid for and made sacrifices to get. With environmental policy, we must deal with climate change and put the worker at the center. There is a variety of things we can do to effectively create a whole new industry around carbon capture and locate it in the heartland by building a carbon through way, basically a pipeline, laid next to existing natural gas right of way so we capture carbon from the atmosphere. Union members can build and operate this system and we can transport CO2 to places where it can be used. This is a pro-growth environmental strategy to create millions of jobs in this country.”

Delaney emphasized that all these policies were focused on putting the worker first. If we do that, we create a country where we're creating good jobs, raising the standard of living and distributing those jobs in every community in this country, making this country return to a land of opportunity not a land of birthright.

“My campaign is the right answer for hard working Americans. I am grateful for this opportunity. I just want to thank you for what you do, thank you for working so hard thank you for fighting for workers and for giving me this opportunity to address you here today. I want to leave with one thing: I want to be your president; I want to be your president to do the job. Doing the job means getting things done that benefit hardworking Americans every day, so that everyday Americans can earn a living, support their families, and retire with dignity. God Bless you all, thank you for having me.

Charlie thanked Congressman Delaney for his participation. He then introduced the next candidate participating in the forum the Senator from Massachusetts Elizabeth Warren.

SENATOR ELIZABETH WARREN (D-MA)

Senator Warren greeted the delegation stating, “Good morning and so you know, I never thought that I would get into politics. But I learned early on, you do not get what you don't fight for.

“In Washington, we have a system that works great for a thinner and thinner slice of the top of our society. I am in this fight because I want a government that works better for everybody else, that's why I am here. So, let me just say how grateful I am to have the opportunity to be here with all of you. Rich Trumka has been a leader for this organization, a great friend and I am deeply grateful. I also want to say a special thank you to Ken, Charlie and Julianne. “

“I have done 126 town halls. I have been to 26 states and Puerto Rico, I've spoken to over 80,000 people, tens of thousands more people online and many more via the media. And every single time I have appeared at one of these town halls I have said this sentence, ‘unions built America's middle class and unions will rebuild America's middle class.’ I do not just say it when I show up in this room or in union halls, I say it every time because I believe it. I didn't just discover unions when I decided to run for president of the United States, I've been putting my money where my mouth is for a long

time on this. My campaign staff is unionized with the union they picked. I've helped other places unionize including grad students in Boston, casino workers in Las Vegas, and airport workers in multiple cities. I have walked picket lines and called CEOs to try to get them to settle disputes and recognize unions that were seeking recognition. In other words, I just want to say at this point if you are looking for a partner in the White House someone you can count on, I will be."

On every major decision, unions will have a seat at the table, whether we are talking about healthcare, trade, transportation or manufacturing policy, unions will have a seat at the table. Because I honestly believe this is how we're going to fix what's broken in our economy.

"We have a problem now for decades and the problem is the government in Washington is working great it is working fabulously for giant oil companies but not working for people who are worried about climate change. It is working great for giant drug companies, but not for people who are trying to get a prescription filled. When you've got a government that works great for those who can hire armies of lobbyists and lawyers and make huge campaign contributions and set up their own think tanks and bought and paid for experts but it's not working for working people, that is corruption pure and simple and we need to call it out for what it is. It is corruption that keeps this government working great for big pharma, big banks, big ag or big tech, but not for working people."

"I've got three ideas about what we need to do, number one we must attack the corruption. We've got to be willing to go after it, call it out for what it is, regardless of what party it is in and just say we're in all the way to fight that we want a government that works for us. We need the biggest anti-corruption bill since Watergate. A couple parts of my bill says we end the lobby as we know it. End the revolving door between Wall Street and Washington and make every single person who runs for federal office put their tax returns online."

"Part two is we got to restructure the heart of this economy. We have got too many giant corporations exercising more and more power; power in this economy is power in this government. You must get power back into the hands of workers meaning make it easier to join a union and get unions more power when they negotiate."

"It is time for a wealth tax in America. A 2% tax on the top one tenth of one percent of the great fortunes in this country. Your first \$50 million in accumulated wealth you keep it free and clear. Following your 50 million, on the first dollar you got to pitch in \$0.2 and stands for every dollar after that. What could we do with \$0.2 in America? We can provide universal childcare for every baby in this country age 0 to 5. Think what that would mean for young families. Universal Pre-K. for every three-year-old and four-year-old in this country. We could raise the wages of every childcare worker and preschool teacher the professional levels they deserve. "

"We can provide tuition free technical training or 2-year college for everybody who wants to get more education. We can put \$15 billion into our colleges and universities and we can cancel Student loan debt. And one more thing we can do with that money, we attack the opioid crisis head on it and defeat the enemy that is killing our brothers and sisters."

"We can do all of that. We can attack the corruption. We can restructure our economy. And we can help protect our democracy. We need a constitutional amendment to protect the right of every American citizen to vote. We need to make sure that every vote is cast is safe and not open to any Russian

or North Korean hackers or anybody else. We need to get rid of political gerrymandering so that democracy really works. We need to roll back every racist voter suppression law in this country. We can overturn Citizens United to make sure democracy is not for sale.”

Warren closed with, “This is what I’m fighting, for I’m fighting for an America that doesn’t just work for a thin slice of the top. I am fighting for an America that works for all of us. We have got to have an America where we attacked corruption head on. An America where we know to restructure this economy, so all the profits are not going to the top. So, the hard-working people who get it done earn a fair wage, An America where we protect its democracy. It is an honor to be here with you it is an honor to be a partner in this fight. Thank you all, thank you for having me!”

Wishman thanked Senator Warren for participating. He recognized these delegates from Hawkeye Area Labor Council, who were keeping time. Jerry Hageman, CWA; Hawkeye Labor Area Council President Kelly Steinke, NALC; Joey Zahorik, BSOIW; and Executive Director of Hawkeye, Rick Moyle, IAM. Thank you! Wishman introduced the next candidate to speak, Senator from New Jersey, Cory Booker.

SENATOR CORY BOOKER (D-NJ)

Senator Booker greeted the delegates and thanked them for the opportunity to speak. He noted that his grandmother was born and raised right here in this community. He said it was interesting that his family originally came from Alabama and they moved to a town called Buxton, Iowa. It was a single mom, and this was a town they called American utopia. It was really the American dream before we fully achieve it. It was where European immigrants and black migrants from the south joined. There is a book about this place called American Utopia because they joined in labor. They would go down the mine, black and white and carve out from the earth, their American dream. This is who we are. We are a nation that comes from hard work, from the dignity of labor, from the idea that if you are willing to work hard, join with your brothers and sisters, this could not just be a country that works for your family but we could be the country that is the example for the world.”

“My granddad, who married that Iowa woman, my grandma, was a U.A.W. worker. He worked on the assembly line. The family got out of poverty by his side because they found work and again, blacks and whites working together during World War 2, building bombers. The bombers to help this country defeat the Nazis. That is a proud tradition, that is who we are but now we are at a point America where unions are smaller. And it is no shock that union membership has been going down. We have seen wages in this country remained stagnant. Unions under attack here in Iowa, they are trying to find creative ways to get around Davis-Bacon, the so-called right to work laws which are false, not just for unions but on the ideals that unions fight for every single day.”

“We cannot allow unions to continue to be on the defensive. If labor and the dignity of work is on the defense of this country, that would weaken the bonds of this nation. I am in this race because I believe when we stand together, when we work together, we fight, we commit ourselves to the American cause to put more indivisible back into this one nation under god.”

“We Democrats must start defining ourselves by what we are for and who we’re for this election. It is not a referendum on one guy in one office and we know who he is. This election is a referendum on what we stand for. What we are willing to fight for. Do not let folks try to try to tell you our aspirations.”

“We cannot allow our nation to fall into deeper and deeper into tribalism. This is the time, this is the moment, we have got to come together, and I tell you we can. We win like we won by getting workers’ rights, civil rights, women’s rights, by getting people off the sidewalk and getting folks to stand up and fight for our values energizing people. Democracy demands sacrifice. Patriotism is love of country and you cannot love your country unless you love your fellow countrymen and women. This is how we fight if we could reignite the patriotism of our country get people to understand that this is how we beat demagogues and fear mongers before by coming together, by reviving the ideals of civic grace, by having a more courageous empathy for fellow American. We heard 4 girls died in a bombing in Birmingham and black Americans and white Americans all reacted and said that is unacceptable. When women were throwing themselves out windows at the Triangle shirt waist factory, Americans are coming together and said that is unacceptable. This is a moral moment just like that. We have common call and common purpose help stop the common pain in this country.”

“The next leader of our party cannot be someone who is a safe bet. I am running in this election because I know we can do more than that. I see things that are simply wrong. I see my neighbors working full-time jobs and then going to my corner bodega or the shopping center where they have to use food stamps because in this country we’ve stripped the dignity of labor and now one job is not enough. I see the opioid addiction being treated with dozens of arrests instead of treatment. I have shootings on my block. We send our kids back to school with the message that, in this country, the strongest nation on the planet earth, but we cannot protect you in school now. I am running to ignite who we are again. I will stand together, not letting people sit on the sidelines but understanding that the American dream is not possible without unions, it is not possible without public education and it’s not possible without healthcare.”

Senator Booker said, “I end with this. If you were alive when Martin Luther King was shot, in my parents’ generation, you will see words from scripture about religion. It is about the words that Joseph’s brothers spoke before they grabbed Joseph in his coat of many colors and threw him into a pit. We are in a pit right now. These words written where King was slain, the words call to the conscience of our country and is what I leave you with right now. It says, “Behold here come with a dreamer. Let us slay him. And see what becomes of the dream.”

“We must answer, in our generation, what will become of the dream our ancestors fought for and died for. The dream that they woke up their neighbors and their friends and were willing to come together and stand together and work for. This is a referendum on the dream, and I believe that we cannot let our dream become diminished or divided against itself we’ve got a stand up, united. America, I will dream this country anew. I will dream with defiance; I will dream with love and I will back it up with work. If we dream like that and work like that in this election. We will rise, thank you everybody.”

Wishman thanked Senator Booker for participating. He introduced our next speaker, the Senator from Vermont, Senator Bernie Sanders.

SENATOR BERNIE SANDERS (I-VT)

Senator Sanders thanked the brothers and sisters, “Ken, and Charles for inviting me.” He noted he did not have a lot of time so he wasn’t going to talk about his lifetime, 100 percent pro-union voting

of times with workers, who are fighting for decent wages on the dignity on the job. He was not going to talk about the fact that he helped work with the employees at Amazon and Disney so that they can get a living wage of at least 15 bucks an hour.”

What he was going to talk about is the just introduced strongest pro-union platform in the history of American politics. And it is available, he stated he did not have the time today to go into all the details, but it is at berniesanders.com and he would hope you read. The reason we introduced that strong, pro-union platform is that for 45 years, there has been a war in this country waged by the corporate elite, against the working class of America. It is not talked about in Congress, or in the media, but is a result of that war against the working class by the corporate elite. What we have seen is the decimation of working families across this country while the wealthiest people and larger corporations have done phenomenally well. Now if there is going to be class warfare in this country, it is time that the working class of this country won that war.

“It is not acceptable to me that today we have three people owning more wealth than the bottom half of America. It is not acceptable to me that the top one percent own more wealth than the bottom 92 percent. Not acceptable to me that half of our people are living paycheck to paycheck. What you and I know is that the only way we rebuild the crumbling middle class, the only way we provide dignity and security put tens of millions of workers is to rebuild the trade union movement in this country.”

“Let me tell you a little bit about how we all going to do that. My goal is to double the number of people in trade unions over the first 4 years of my administration. We are going to do it by the implementation of the workplace democracy plan that I announced today. “

“Here is some of what is in that plan. As all of you know, millions of workers want to join in unions, but are unable to do so because of employer opposition. Under my plan, when 50 percent of workers plus one in your unit, sign a card, day one you have a union end of discussion. And if the if the employers refuse to negotiate the union contract in good faith, we will impose stronger penalties against those employers. Workers will get a first contract under my plan. We will end the so-called right to work laws in Iowa and other states around this country. Under my plan we will make sure that all public employees in Iowa and in this country have the right to organize and bargain collectively. Not only for decent wages but for decent benefits, safe working conditions and reliable schedules. In other words, we will essentially repeal the disastrous Chapter 20 law rewrite, that took away those rights in Iowa by the Republican governor and legislature.”

“Under our labor law, companies will no longer be able to ruthlessly exploit workers by misclassifying them as independent contractors or deny them overtime by falsely calling them a supervisor. Under our plan we will adequately fund the multi-employer pension programs. Workers in the Midwest and throughout this country will get the pensions that they were promised. Under our program every union worker in America all will have the right to strike including those working for the federal government and we will ban the replacement of striking workers once and for all.”

“There is a lot of stuff in my plan I don’t have time to cover today. We have large profitable corporations with the CEOs who are making 3 to 400 times more than their workers. They are shutting down profitable plants here in America, moving on to Mexico and then moving on to China. They are making it impossible for workers to join a union, even when they want to do so. They line up in Washing-

at the federal trough and say give us a federal contract. I got news for those corporations, if you don't treat workers in this country; if you don't protect our environment; if you don't treat the people of this country with the dignity and respect that they deserve; don't think you're going to be first in line for a federal contract.”

“I am very proud to tell you, I have the legislation in the Senate that will raise the federal minimum wage to 15 bucks an hour, it’s something that’s long overdue. We have the legislation that will finally guarantee health care every man woman and child as a human right under a Medicare for all, single payer program. The function of a rational healthcare system is not to allow the insurance companies and the drug companies to make \$100 billion in profit last year. The function of a rational healthcare system is to guarantee healthcare to every man woman and child as a right of being an American. “

“We have got a lot of work in front of us in this coming year. We must defeat the most dangerous president in the history of our country. We must defeat a president who is trying to divide us based on the color of our skin or where we were born. We must defeat a president who is a pathological liar. We must come together. Black, white, Latino, native American, and Asian American, we must come together and stand up with the working families of this country and create an economy and a government that works for all of us, not just the one percent. Thank you all very much.”

Wishman thanked Senator Sanders. He introduced our next speaker, who also had his flight cancelled but still wanted to join us through a video conferencing. Our next candidate speaking is the mayor of New York City Mayor Bill de Blasio.

New York City Mayor Bill de Blasio (D-NY)

Mayor de Blasio thanked everybody and apologized he couldn't be there in person but had had a cancelled flight. Before I get into why I am running for president and what we have to do in this country, I want to thank you for the fight you wage every day. Organized labor in Iowa has been fighting a difficult battle. You have done it in a way that shows so much passion, so much strength and I believe the tide is turning. You can see it in elections all over the state of Iowa. Labor has been essential in these victories. I want to thank you because, what you are doing is making a huge difference for Iowa and for the whole country.

“I think the issue in this election is the lives of working people, and this is what we need to focus on as Democrats. Too often, our party does not seem to be laser focused on the need to respond to working people. My whole campaign message comes down 3 words: working people first. I believe in my heart that defines that the message in the vision of the Democratic Party. Not only are we going to be able to transform lives in Iowa and all over this country, we’re going to be able to win. That is what was missing in 2016. People need to know if we were truly on the side of working people if we were truly on the side of organized labor and this time it has to be crystal clear.”

“I am running because America's not working for working people. Across the entire country, it's rural areas it's urban areas, it's people of all different philosophies and they know that the federal government is not on the side of working people, they know it's captive to the wealthy and the 1%, the big corporations and Wall St. That is very fertile ground to go out to with a message of real intense, bold change. “

"I can speak to that as someone who has made these big changes in the nation's largest city. Changes that have affected everyday working people, putting money back in the pockets of working people. We are fighting for the heart and soul of our party. Because I fear, so many voices in our party that want us to be Republican-lite or be moderate, to the point that we do not actually stand up for working people. Sometimes Democrats are afraid to call for the big changes we need. Let me tell you something: The Democratic party should be a party that is always ready to say "We are the party of organized labor" period. That should define us. That we are the party that is ready to say "the wealthy are not paying their fair share in taxes and they need to" or we can't move this country forward. Any time you talk about actually investing in working people, changing the lives of everyday people, providing support for education or healthcare or the things that will make people's lives better, you always hear voices out there saying we can't afford it, telling us there's not enough money. I always say there is plenty of money in this world and there's plenty of money in this country, it's just in the wrong hands. "

"We as Democrats, if we say that message strong, clear, people are going to hear it, they are going to feel it, and they're going to believe it. I've said all over this country and I know that's what people believe, and they want to hear. I am able to talk about these issues from the perspective of someone who has actually put these ideas into action. New York is not just the largest city in the country, it is the most diverse place on earth. It is a tough place to get things done, but we've done big, bold things. "

"I said we had put money back in the hands of working people. We have given families the kinds of changes that they needed, free pre-k for every child as an example. It is made a huge difference in people's lives, lifted a burden from them, and it's allowed them to give their child the start they needed. We've gotten paid sick days for working people, so they don't have to choose between a day's pay and going to the doctor to get well. \$15 minimum wage, we've done it. Every time we've done thing for working people, there were the critics, the business leaders who said 'we're going to lose jobs and the sky is going to fall and the economy is going to be wrecked' but brothers and sisters it's always the another way around, when we put money back in the hands of working people, they spend that money. And it makes all the difference in the world and it makes our economy stronger and we have more jobs."

"I can speak from real experience. We are doing things that are only being talked, that are only being envisioned, but we are putting them into action in New York. We are guaranteeing healthcare for everyone who does not have insurance. I'm sick of waiting for universal healthcare we're going to do it right now, we're giving everyone a healthcare card it doesn't have insurance so they can get a primary care doctor in public hospitals and clinics and get the help they need for themselves and their family. We are doing something that should have happened a long time ago in this country. We are passing legislation this year that guarantees working people, by law, two weeks paid vacation every year. That is the kind of thing that would transform people's lives. "

"In Iowa, all over this country, if we stand for those kinds of things as democrats, people are going to be moved. It is going to make them finally have the hope that there can be real change. I tell you, I've talked to Iowans and so many I've talked to, are not just looking for a little bit of change, they want people to have the services they need, they want investment in education that helps our educators

make our schools better and better, people don't just want a little change, they want big change for themselves and their families. That is who we have to be.”

“We need to talk about what we need to do to change the support for organized labor. We know that the federal government has been running away from organized labor for decades and it is made your jobs harder and harder. But the work you do is more and more important than ever, because working people are stuck, and they know it and organized labor is the answer. Too often, this party does not seem like we're actually willing to go to bat for organized labor no matter what. One of the first things I would do as President of the United States, is trying to enact what I call the 21st century bill of rights for working people. I want to tell you, it includes the protections for labor organizing, the prohibitions that we need to stop companies from inhibiting labor organizing, from ensuring that their employees only get one side of the story and don't hear from organized labor. We should fight for federal legislation that makes it impossible for states to have right to work laws. I have never heard a more misleading phrase than "right to work" my bill of rights says we should ban that practice at the state level, by federal law. We should ensure that people of this country cannot be fired without just cause and due process. Whether they have union representation or not, we should ensure that folks in the gig economy have a right to specific wages and benefits. These are the kinds of things that are going to strengthen the hand of working people everywhere and therefore strengthen the labor movement at the same time. “

“These are things that can be done, and the meaning of the labor movement is clearer today than I think it has been in many years because working people know they're not getting a fair shake. They know the government in Washington is not on their side and they know they must band together to defend their interests. That means the work you do is not only more crucial than ever, but it's a chance for us to pass the laws and do the things, starting from the White House, that allow organized labor to fulfill its potential all over this country. That is what I'm going to fight for.”

“The last thing I want to say to you today is about how we beat Donald Trump. We must be the party of working people again. We must be the party that says, ‘we're going to put working people first and put money back in the hands of working people.’ We lost in 2016 because a lot of people stayed home, labor union members, stayed home because a lot of working people thought there wouldn't be change either way, a lot of people stayed home were progressives, young people, because they didn't hear a vision of bold change. We have a chance to get it right, to turn out our own people and build a broader coalition. But we must be the party of working people. I will finish with this point about Donald Trump, this is a guy with a glass jaw. This is a guy who promised working people the sun and the moon and the stars and then gave away the store to the wealthy and corporations. People see it and they know that that tax giveaway was not for them. People see it and they know he lied to working people. We have a chance to go out the people of Iowa and the people of America and say, "Donald Trump lied to you." I know from my many years of watching him in New York, he is got a glass jaw, he's a con man. When you call him out, when you confront him, when you fight him, he does not know what to do with that. So I always say when I conclude my remarks, as a New Yorker, I want to offer my formal apology to all of you, gathered there in Iowa, I apologize that you got to know Donald Trump, but this New Yorker volunteers to get rid of him for you. Thank you everybody.”

Wishman apologized for the technical difficulties and indicated that there was work going on behind the scenes to get the video and audio synced and we would replay Mayor de Blasio's remarks with the corrected audio. Wishman informed the delegates that the union staff at Prairie Meadows would bring the lunches to their tables. Wishman introduced the next candidate to speak, Vice President Joe Biden.

VICE PRESIDENT JOE BIDEN

Vice President Biden greeted the convention and indicated he knew that President Rich Trumka could not be present but thanked Charlie very much for the opportunity

"I would not have won my first race were it not for labor. My state used to be a right to work state and you've probably heard there's a few corporations in Delaware, but I've been proud to be pro-labor my whole career. As that old saying goes you all brought me to the dance that is how I got elected in the first place. I am incredibly proud. In Delaware to have a reputation of 'labor votes for Biden' was a labor label we always used. I hope I can convince you all of that as well. The other part you already know, Biden votes for labor."

"I was raised to understand the fact that Wall Street didn't build this country, ordinary middle-class Americans built it. I have been saying this for 35 years, and the only reason we have a middle class is unions, not labor, unions, organized labor, unions and that's a fact. "

The middle class has been decimated by these policies. The bottoms falling out, and without the middle class growing, we are all in trouble. Over half the American people think their children will not be able to have the same standard of living they have.

"In fact, the union movement is the only counterweight out there to corporate greed. The only counter, the only ones keeping the barbarians from the gate. When is the last time you sat across the table, negotiating with a corporation and they looked at you like they actually respected you? I am not joking, when's the last time that happened?"

"There has been a war on labor's house for a long time now, well over two decades and that war has not diminished at all. They are trying to run the whole table, the whole table on union and nonunion workers, right here in Iowa you've been on the front lines. You have had to deal with two great governors, Branstad and Reynolds and a right-wing legislature that has gone out of its way to decimate you. To gut labor protections, the public sector unions, collective bargaining rights, but not just here in Iowa, but all across America It's all about greed, it's not just about trying to break unions, it's about attempting to eliminate the ability of individuals to be able to organize. People do not even realize and maybe you don't even realize. Over the last 15 years, about 40% of the major fortune 500 corporations, require that you sign an agreement that says you will not discuss your wages with any other employee. It is about being able to continue to pay women less. It is about being able to not have you compete for higher wages. "

"40 million people have had to sign non-compete agreements and many are hourly workers. So, if you work for Jimmy Johns, you must sign an agreement that you will not go across town to get 10 cents more working for McDonalds. It is all about greed, it's all about pushing down wages and what do we do with those profits? They all go to stockholders and to corporate entities. "

“Ladies and Gentlemen, the same thing is happening with overtime. Four million people were classified as management last year. They were no more management, than I can fly. That cost four million workers in America a \$1.2 billion dollars last year, it is wrong. Here in Iowa, it is cost 266,000 Iowa workers, nearly \$600 million a year.”

“But things are changing. They are changing because ordinary Americans are realizing the only reason, they have the rights they do is because of organized labor. They have been brainwashed by the chamber of commerce and corporate America, who started this war on labor, by convincing them that you were their problem. Now they have figured out the only reason they have a 40-hour week, the only reason they have overtime, the only reason they have healthcare is because of American labor.”

“I watched you on television in 17, when you went to the Capitol and said, ‘enough is enough.’ You have not given up and you shouldn’t because things are coming back. In April, I was in Massachusetts walking a picket line with the United Food and Commercial Workers and the Teamster. Stop and Shop and their parent corporation made 2 billion dollars, and they were cutting healthcare benefits. When I looked along that parking lot with hundreds and hundreds of people, there were there labor people; there were ordinary people who did not belong to a union; all of them standing with you because they realized they're in trouble to, without you. The fact is you have had some real success here, too. General Mills in the Cedar Rapids plant, Hilton Garden in Dubuque are now staffed by proud union members.”

“As your president, I promise you I will stand with you. Look at my record, I have always stood with you and never been afraid to take on the opposition, the corporations and the big money. You know when President Obama asked me to do the recovery act, one of the big things they came after was wanting to do away with Davis Bacon. Davis Bacon was saved and we saved your bacon, because what people don't understand is not only do you deserve what you get, you are the most qualified workers in the world, you're the best workers in the world, you are trained, and you saved these guys tens of billions of dollars over time because you know what you're doing.”

“We fought together against right to work laws, and we have kept up the drum beat of fair play, because the American people are owed a raise. A fifteen dollar minimum wage, and as Rich Trumka would say, one job ought to be enough. I promise you, if I'm elected your president, if you see fit to support me as you have throughout my whole career, I promise you collective bargaining right will be sacred in my administration. The right to organize will be sacred, I was an original co-sponsor of what would have made it easier to organize. I not only want the PRO Act, but the fact of the matter is we've got to put real penalties in the way of these employers who try to intimidate you from being able to organize, captive audience meeting, threats of retaliation, taking out ads, firing labor organizers like Boeing did. Corporations pay and the individuals who do it, including the CEOs should pay out of their pocket's too. That is the only thing that's going to stop it. CEO pay is just outrageous.”

“In my administration, the National Labor Relations Board will be back to wearing striped shirts and there will be unions. My dad use do to have an expression, he'd say, “Joey, a paycheck is about a lot more than, a job is a lot more than a paycheck, it's about your dignity” it's about respect.” We got to start treating American workers with respect.”

“Under my healthcare proposal, I propose is expanding the healthcare program under Obamacare and providing a Medicare option. You will be able to keep your negotiated plan, that you worked like hell for and gave up wages to get. In many cases those plans are better than the plans that are out there now.”

“One last thing, there will be no trade agreement in my administration without organized labor sitting at the table. God love you, I need you, look me over, I promise you you'll never have a better friend in the White House, I guarantee it, thank you all very much.”

Wishman thanked Vice President Biden for his remarks. He indicated we were going to hear the Mayor De Blasio presentation at the original audio compression rate. He thanked everyone for their consideration and indicated that the Mayor had expressed his thanks for replaying the corrected video.

FORMER HUD SECRETARY JULIAN CASTRO

Wishman thanked the four timekeepers from Hawkeye Labor Area Council again for keeping everyone on track. We pleased to welcome our next speaker, Secretary Julian Castro.

Secretary Castro greeted the delegates and thanked everyone for the invitation to the event.

“I know I've had the opportunity to meet a many of the folks here at different events over the last several months but sometimes I feel like I have to wear a name tag because I have a twin brother, Joaquin and he's in politics too representing the twentieth congressional district of Texas.”

“Joaquin always likes to say that the way to tell us apart, is that I am 1 minute uglier than he is but that is not true, I'm a minute older. I grew up on the west side of state with my mother and my grandmother. My grandmother came here in 1922 with her little sister when she was 7 years old because they lost their parents and her closest relatives lived in Texas. She got yanked out of school when she was in elementary school and she worked as a maid, a cook, and a babysitter for her entire career.”

“She raised my mother is a single parent and my mom raised my brother and me as a single parent. My brother and I are proud products of the public schools of Texas and we had the opportunity to college and law school. We went together of course because I cannot get rid of my brother. We became the first in our family to be professionals as lawyers. “

“I went into public service, representing San Antonio on city council for 4 years and eventually as mayor for 5 years, until I got a phone call on 4/16/2014 from President Obama offering me a job as Secretary of Housing and Urban Development. I remember the date because it is not every day that the president calls you and asks you if you want a job. I had just driven through the drive through at Panda Express and got a call from a blocked number. So, if you ever get a blocked phone call, I hope it'll be me on the other end of the line, calling you.”

“As Secretary, I managed a department with a \$40 billion dollar budget, 8,000 employees in 54 field offices across the country. I had an opportunity to see how working men and women across this country are grappling with issues not only of housing but making sure that their child can get a good education; that they can get decent affordable health care; that they have a safe decent place to live; and save something for retirement.”

“It is with tremendous respect and humility that I come before you, the AFL CIO of Iowa. I know you are doing great work trying to expand the numbers of people were represented by unions. My vision for the United States is for it to be the smartest, the healthiest, the fairest, and the most prosperous nation on earth. “

“I have spent the last seven months of this campaign talking about how we can get there. Universal child care, pre-kindergarten for three and four year-olds, paying teachers what they deserve, improving K-12 education, investing in trade programs in high schools and partnerships with labor and community colleges and businesses, insuring that we make higher education universal by going tuition free at public state universities community colleges and job training and certification programs. “

“I talked about changing our healthcare system to one based on Medicare. We can strengthen Medicare for the people who are on it and expand it to people who want it. We can also recognize that if somebody has a strong plan that they want to hold on to, they can hold on to it while we make important changes and improvements in our healthcare system. We need to end the distinction between physical health care and mental health care and invest in mental health care the way that we should. “

“I've spoken about the need to become a fairer nation by reforming our criminal justice system; investing in public defenders; in sentencing reform; in cash bail reform; and ensuring that our police can better work with communities so you're treated the same by police officers on the street no matter who you are. “

“We need to pass the equality act and the equal rights amendment, so that no matter who you are you cannot be discriminated against in this country. I have spoken about how to become a more prosperous nation we must raise the minimum wage to at least \$15 an hour. You know \$15 an hour has been the rallying cry for a while, but we need more than that. I believe that we should automatically index the minimum wage going forward so that we do not need to go and fight every decade. And it has been a decade since it was raised the last time. Congress always seems more willing to give it so itself a pay raise than raise the minimum wage for workers across the country.”

“I also believe that we need to invest in the ability of labor unions to organize. I support the PRO act on the private side so that will improve the ability to selectively organize private sector labor. On the public sector side, I also support legislation to make it easier for unions to organize, as a former mayor, I know how important it is for people to be represented in the public sector. I also believe that we need to do things like appoint people to the National Labor Relations Board who believe in labor unions, understand the value of labor, and will make decisions that are consistent with that.”

“If elected president I will appoint a secretary of labor who will champion the ability of labor unions to organize and crack down on companies that illegally try and stop people from organizing. I will also ensure the labor has a voice throughout the administration and work with labor organizations across the states to do the right thing. I come from Texas, which is a right to work state, where many folks in Texas and many other states understand that they need a strong partner in Washington DC to push a vision for a more fair pro-worker approach in those states. I will do that if I am elected.”

“Finally, if we're going to be more prosperous, we also have to ensure that we do things like invest in housing that's affordable. For instance, people have seen the rent keep going up and up and now we

have a rental affordability crisis. We have more people that are sleeping on the streets at night. I have put forward a housing plan that calls for significant investment in housing that's affordable to the middle class, the working poor, and to the poor.”

“Throughout this campaign, I have not forgotten about the people who were poor. We talked a lot in the last couple of decades about the middle class and the working class for good reason. But I reject the notion that just because somebody is poor that something is wrong with them. I believe that we need to champion an inclusive agenda for people who are struggling who are trying to make it.”

“We also must tackle the most existential threat to the future of this nation which is climate change. If I am elected president, my first executive order will be to rejoin the Paris climate accord so that we lead again on sustainability. Then follow that up with an investment to create great jobs in the clean energy economy so that the United States and not China leads when it comes to great jobs in the new energy economy. I would also work to get us down to NetZero, get commitments from our allies and our adversaries around the world to work even harder to get to NetZero at latest by 2050. “

“I want to come here today and to thank you very much for having me, thank you for the work that you all are doing your advocacy in this campaign. My vision has been to continue to get stronger and stronger. I launched it 7 months ago and I said that I would go everywhere. We have done that. I pledged to visit all 50 states right after I announced. “

“I went not to Iowa or to Hampshire but to San Juan, Puerto Rico to tell the people of the island that everyone counts. That is the kind of America and leadership that we need in the years to come from the president. Not one who believes he represents only the 37 percent of people who vote for him, we need a president who represents all Americans. Not a president who cannot be trusted to do the right thing in office or lacks the integrity and decency to a president like the one who has demonstrated that. We do not need a president who wants to take us backward and tries to make this country. We need a president who is looking forward to making us better than we've ever been in the future.”

Secretary Castro closed by saying, “Thank you so much for having me. Thank you all so much here AFL- CIO. I look forward to visiting with you all along the way. “

Wishman thanked Secretary Castro. He introduced our next candidate for President Mayor of South Bend Indiana, Pete Buttigieg.

MAYOR PETE BUTTIGIEG, SOUTH BEND INDIANA—D

Mayor Buttigieg opened by thanking the everyone. Thank you for tolerating the parade of 2 dozen or so democratic candidates. He said, “We are here because there's no more time for repeating ourselves, there's no more time to keep having the same arguments about what it's going to take for workers to get ahead. I am thankful to the work of all of those who are gathered here to President Sagar, Charlie thank you for the introduction. Thanks to President Trumka go for standing up for workers.

“I believe that the reason we are here, the reason a guy like Donald Trump came within cheating distance of the presidency in the first place, is it we are now living with the consequences of failure to do something to serve Americans by politicians over the last 40 years. Policies that have eviscerated

the working class and the middle class.”

“In the tradition of this country, you can be confident of getting ahead of those who came before you. When my mother was born in 1945 it was a virtual certainty that you would finish out better than your parents economically, but for my generation it's a court coin flip. “

“The reason we stand with organized labor is that if we do not do something different, the American dream will be gone. This is a make or break moment for our country and belonging to a generation that has grown up with this stagnation, with this failure do things differently, I'm convinced that if we do not act in 2020, we're not going to have much to say for ourselves by 2030 when the entire trucking industry could be wiped out.”

“When there could be 100,000,000 more guns on the streets and a woman's right to choose may not even exist. We cannot afford to wait any longer and more importantly we will not advance politically with a message that amounts to saying back to normal. Where I come from in the industrial Midwest, part of how we got here is that normal did not work. We got to build a new normal and make sure that it is better than what came before, because there is no such thing as reset in the real life. Four decades ago, we were promised a rising tide would lift all boats and we got the rising tide. GDP went up. Stock markets up. But 90 percent of Americans did not see their boats lift up at all. It was like they were roped down to the ocean floor. In my community in Indiana, it is like the entire recovery never happened.”

“Because we are living in the most unequal economy of modern times that's Americans to think about this question, ‘what good does it do to see the Dow rising, when life expectancy is falling?’ That tells us that the economy is not working for most of us even when the numbers are going up. And now we are on the cusp of the numbers perhaps start to go down because of the reckless policies of this president.”

“Our president likes to say that unemployment is low, now we are pleased to see job growth in the country, really good job growth. It is almost as good as it was in the Obama years but is it worth all of the chaos that we're living with in this administration? In the Obama years we saw unemployment go from about 10% to about 5%. This president has got it from 5% to 4% and is like the rooster thinks he made the sun come up. We can do better. We have got to do better. We will hear about all these forces like globalization, technology, and automation. I think they want us to believe that what is happening to our wages, what's happening to the middle class is the result of some kind of cosmic force. It is just happening in the world there's not much we can do about it.”

“The problems we have in our economy are the result of intentional decisions that were made in Washington. The decline of the middle class and the decline of unionization in this country started happening in exact same time. Anybody here think that's a coincidence. This is a policy. This is a choice. When conservative lawmakers sought to systematically silence the voices of workers from Washington to Wisconsin. That had consequences. Organized labor brought us the middle-class lifestyle, the 40-hour work week, and basic labor protections like child safety standards, and the weekend. These things did not just happen they happen because people stood up and demanded them and now it's time to stand up and empower workers in new ways. I am proposing that we break the spell that has people thinking that freedom in America comes when you just cut regulations on big

companies. I believe freedom requires the freedom to organize for a good day's pay for a day's work."

"I do not believe you are free if you are prevented from organizing into a union for better working conditions and good wages. I've been proud throughout my career, from the very beginning of the first time I ran for office trying to become state treasurer, working out of the basement of the building trades hall in South Bend to today, to stand for that freedom with organized labor. I put forward a plan that empowers all workers, lifts wages, and gives employees the tools that they need to thrive."

"If we are to have a rising tide that lifts all boats, we are going to have to take power back and give it to workers. We must put as much energy into protecting workers as we do into protecting jobs. The idea of a job is for the good that it can do for a worker not the other way around. We must expand who can unionize, guaranteeing bargaining rights for all American workers, whether you're an Uber driver drive, work at McDonald's franchise or mop the floors at Google. It is time in the 21st century for us to acknowledge that a gig job is a job and a worker is a worker whether you call him a contractor or not."

"My administration will give preference to employers who do right by their workers because I do not want my taxpayer money supporting companies that don't. Implementing these reforms where we make sure there are meaningful penalties for companies who interfere in union elections and double the percentage of workers who are in unions in this country. When we do that, when twice as many Americans that have the freedom to stand up for better wages and a better workplace, this will be a different country. We will ensure the workers have the predictable hours wages and the support that they deserve including access to paid sick leave and paid family leave no matter where you work. If your employer does not provide at least 7 paid sick days and they'll be required to pay into a state fund that workers can draw from. We will make sure workers get overtime, work on the new minimum wage, and restore the regulations."

"We will finish the work of the House of Representatives and raise the minimum wage to \$15 by 2025. There is a bottom line, but we focus on the wrong bottom line. Washington measures economic well-being based on the gross domestic product and if you're in the White House I guess based on how the Dow Jones average is doing, but if you start the clock the day I was born most Americans haven't seen their wages rise. So, when I am president, we're not going to measure America's economy by the GDP we're going to measure it by income growth for the 90 percent."

SENATOR AMY KLOBUCHAR (D-MN)

"The President of the United States wants you to think the biggest problem in your life is political correctness. He wants us talking about anything but the issues. He wants us arguing over whether to buy Greenland and not why too many Americans are unable to buy groceries. We can do better; we have got to do better. We've got to return to our roots of standing with organized labor to make sure everybody gets ahead, to make sure that anybody who works full time in this country is not poor, and to make sure that a job really is the path to a better life that is the promise of America."

"While we are on the subject of the American Dream, Denmark statistically is the number one place to live out the American dream of being born low income and finish at the top. I got nothing against Denmark, but I want that to be in America, with organized labor and the Democratic Party, we can

Thank you for what you do to stand for American workers. I promise that my White House will stand with you every step of the way thanks you very much.”

Wishman thanked the delegates for their attention to the many speakers at this convention. He hoped that it would be useful as the campaign progressed. He indicated that the reception would follow and that the room needed to be cleared for set up.

Thursday Morning

JESSE CASE, IBT 238

Jesse Case, IFL Executive Council, Principal Officer of IBT Local 238, welcomed the delegates to the 2nd day of the 63rd Convention of the Iowa Federation of Labor, AFL-CIO.

Case said, “I’m proud to see the Teamsters here, we were absent for a lot of years and I’m just glad to be back and standing with our brothers and sisters, known a lot of you for years, fought with a lot of you in more ways than one for years, and always proud to be part of the Iowa Labor movement. Look around this room and it’s like being at a family reunion.”

“I’m really honored to be here this morning and be in this fight with you I also want to thank the staff of the State Fed, you have done a remarkable job with this, managing the circus that we saw yesterday. It was an interesting day with a lot of different candidates with a lot of different positions. I would like to give a round of applause the staff of the State Fed for hosting this event. This event brings our issues into focus and having this many candidates come through here yesterday on their road to the White House is amazing.”

“When they stand in front of us and talk about pension reform, the right to organize, health care, trade, and jobs, those are our issues. It is really a testament to the job we do and forcing the Democratic Party to talk about labor issues. We should be proud of the fact that there are that many people here talking about that many of our issues. I think we should all pat ourselves on the back for that as well. It really proves that we are the voice of all workers, not just for people who are represented by collective bargaining agreements, it’s always been the labor movement’s job to represent and fight for all workers regardless of status. 100 years ago, before there were laws labor built its foundation on the concept of fighting for all workers not just our members.”

“We continue that fight today and I also want to offer a word of caution. Let me preface it by saying that you know the Teamsters are probably not going to endorse in this primary like many other unions. Some of you might already have. We represent the Cory Booker campaign staff as well as the staff of Kamala Harris campaign, we love all these candidates and we are lucky to have this many good Democrats running. We are proud that we represent 170 young campaign workers and a dozen states between Harrison and Booker these are people that we’ve been talking about bringing into our labor movement for generations and mostly people in their twenties. They are activists by nature and they’re organizers by definition. They are primarily female workers and look at the demographics of campaign workers, they should be part of our labor movement. They are the ones who were out there championing the issues of their candidates and they should know what our issues are. And the best way to know what our issues are to be part of our movement. We are excited to have campaign

We are excited to have campaign workers start organizing for the first time this election cycle and they deserve rights like everybody else because we all know the campaign workers is grueling work.”

“I want to again offer a word of caution that, it is not the job of candidates or the media to define what our positions are, and that has happened in some situations. It is our job to define what labor's positions are and I want to use health care for all as an example. You know we have our friends on the campaign trail, many of our friends running for office talking about, they will protect union negotiated healthcare. And that is great, they should that's their job right, to protect what we negotiate. But some of them are also using it as a back-door attack on their primary opponents, and mis-educating the public and using us as pawns. Because what they are really saying is not only will we fight for you when we protect your negotiated benefits but if you're for Medicare for all you're not a friend of labor and that's simply not true. “

“There's some confusion over this issue and it's driving me crazy because I turn on the TV I see the debate tonight see the media spinning this, the media driving a wedge between labor, progressives and the Democratic Party over labor benefits and benefits for all. I want to remind everybody of the 2017 AFL convention, where they passed around the resolution and I want to read it and part. Says "having health care we need no matter who we are and regardless of our circumstances in life is fundamental for well-being as individuals and as a nation. That is why the American labor movement has fought for more than a century to make quality health care basic right in the United States. Our long standing goal for achieving this is to move expeditiously toward a single payer system like Medicare for All to provide universal coverage using the social insurance model while retaining a role for workers' health plans any such system must guarantee everyone can get the health care services they need without exclusions or financial barriers to care." So, it is not a conflict. To be in favor of health care for all or Medicare for all just because we negotiate good health care plans and if our friends are on the trail projecting that message, it's our job to say "no, we appreciate you fighting to protect our contracts, but our real position is that every worker deserves dignity on the job, every worker deserves to be paid a living wage, and all workers deserve healthcare in this country without exception, regardless of where they came from or whether they're covered by a union contract or not."

“A week ago, some of the unions in this room were almost on strike in Southern Iowa over health care issue. That issue was resolved but certainly at the cost of putting more money on the check. This is why we're in favor of good health care benefits but also health care for all because we all know that it's taking money off the check and putting it into a for profit system that's run by the insurance industry.“

“We do a great job of fighting for our members, but it is also our job to fight for all the workers in America. That is the job of the labor movement, I want to look around the room again, and I want everyone to look around this room because not only do we see our family, the people we stood by and fought with. But this also looks a lot like something else, it looks a lot like the Republican Party and if you want to be honest, room is full of older white men. That's just the nature of the Iowa labor movement at this point in history but if we're going to look like the Republican Party and I'm one of them, we cannot sound like the Republican Party we cannot use their talking points because that's how the media drives a wedge between us and the rest of the labor movement or the rest of the

Democratic Party or the rest of progressives in America. Do not make our opponents jobs easier by perpetuating this false myth that labor does not stand for health care for all because we do so.”

“Let us not be defined by what other people say, including our friends, let's be defined by what we stand for. I just want to clarify that because I see almost every day somebody giving a speech about. "When I'm president, I'll protect healthcare benefits that unions negotiated" Well you better. You know that's kind of a no brainer but that does not mean you can't be in favor of healthcare for all because you better do that too. American is so far behind the rest of the world on this issue that that is a no brainer too, everybody deserves healthcare and every Democrat running for president should be a clear on this position. I do not like it when our friends use it as a wedge between labor and progressives. Let us make sure we hold them accountable and educate them to include the other part, which is labor also stands for health care for all. So, I appreciate you letting me speak today and again another round for the state fed staff Julianne, Ken, Charlie, Lance, they did do that just an unbelievable job.”

I am going to introduce Charlie like he introduced, Bernie Sanders, and now the Senator from Vermont. So, now the Secretary-Treasurer of the Iowa AFL-CIO, Charlie Wishman.

IFL SECRETARY TREASURER, CHARLIE WISHMAN

Wishman welcomed the brothers and sisters and thanked brother Jesse Case for those remarks. Wishman noted that Case probably laid out a better health care position then he had heard from any of the candidates for president in the last 2 debates, or in any media interviews since.

He talked about the song that was just played, that he had heard a couple of times, “when we were putting together the play list for this Convention. I start to think about the lyrics and they really ring true for what is going on today. ‘There must be way out here, said the joker to the thief. There's so much confusion I can't get no relief.’ Every single day under a trifecta of the Republican controlled legislature and governor or it is the president's tweeting. There is a lot of confusion out there.”

“Before I begin my remarks, I wanted to say thank you to our staff, not just for what you did yesterday but for everything that you do every single day. Jamie is not in here right now, but she is she does just a great job with every everything we do and for what she does for our financial matters. Lance does a great job with our communications. Almost every day, our social media is topping the AFL-CIO's list for the number of views, hits, and shares. Ben does a great job working with Area Labor Federations. I cannot say enough about Julianne. She stepped into this role after Betty did a great job for us for so many years. Julianne is from a union family, but she comes at this job from the political world. She is done a great job because labor is always been a second home for her. Lastly, to Ken Sagar, thank you for not just for being one of yours and my best friends and allies that you'll ever have, for what he's done for this Federation just in the last year, but throughout the entire for the labor movement for his entire career, thank you Ken.”

“Normally, I talk about what happened at the legislature each year. Normally I give a really depressing report. But this year, I have got some good news. You made a difference and it was astounding, not that you made a difference but we have just been so used to getting our teeth kicked in for the last 3 years on so many different issues, that coming into this year, we knew what a lot of the attacks

going to be. This year, we saw the biggest attack on unemployment insurance that has happened for decades and decades in the state. With all your help, we fought off every single unemployment bill that was put out there. Every single one. Because when there was a bill, we would put out flyers and you guys would make calls, you would talk to your reps, and you put them on the defense.”

“During this year’s legislative conference, and I have noticed a pattern over the past few years, Republicans like to schedule labor issues when they know that I’m going to be busy at the legislative conference. They schedule sub-committees on different bills to try to take away our voice. I recall a sub-committee, the first step in how bills get considered for the legislature, where we were in the lobby lounge. This bill was about applying for jobs and whether you were qualified for the particular job. They wanted the employer to report you to Iowa Workforce Development if you applied for too many jobs that you were “manifestly unqualified for” and you would be denied unemployment. We could never figure out what “manifestly unqualified” meant.”

“I know how all these subcommittees go. It does not seem to matter if we pack the room with members or if it’s just the folks in the lobby. We can present great facts and figures, share all kinds of information, or make great arguments but I might as well be up there making farting noises, because that is what they hear when we’re making our arguments. I remember thinking, ‘there is going to be another one.’ But something different happened. There were, maybe 10-15 of you, and you guys got that bill killed for the rest of the year because of all the blow-back they were getting and you pointed out what a stupid idea that entire bill was. Thank you fighting back. Fighting back works, but it only works if we all do it together. The truth is, that unless we stand behind in the state fed or your lobbyists that you have at the capitol and are making those calls, it really does not matter much. “

“And then the next day something even more problematic happened, they wanted to institute a one week waiting period on unemployment, something that we do not have in the state. ‘We’re one of the few states that doesn’t have a one week waiting period,’ they say. I do not care but that is wrong. It makes no sense to take money from people right when they are laid off, the very time that they need it the most. The next day of the legislative conference, we had a ton of speakers coming in and I was supposed to be speaking to you all at the same time as the sub-committee. We go down there, and the UAW and Building Trades showed up with a huge presence. I wasn’t able to be there, but I heard that they got an earful from all the unions brothers and sisters and next thing you know, the one week waiting period was stripped out of the bill. What you all do when you come to legislative conference or when you go and lobby at the capitol or when you talk to your representatives and senators at the grocery store or in the community, it matters, because you are making a huge difference. You made a huge difference in the lives of a lot of people who will never ever know your names and they will never know what we did. We fought back and you won thank you again.”

“The attacks continued with them wanting to cut back the number of weeks that somebody be eligible for unemployment when the when a plant or a business closed, attacking not just workers but their communities. They continued their unemployment attacks with a big long list of things that would automatically disqualify you from unemployment. But again, nothing passed on unemployment this year. So, congratulations on that.”

“The catch is, these are 2-year legislative sessions, so bills will be back next year, and we will be counting on you to fight back against those again. There were some other good things that happened

as well. The Labor Center received funding to keep open. I must hold up the work that Bill Gerhard of the Iowa State Building and Construction Trades did to help to secure Labor Center funding as well. Thank you to Jennifer Sherer and the rest of the labor center for all your work. We are incredibly happy you are still here. That is worth a round of applause thank you.”

“The governor got her way when it comes to reshaping how justices are nominated to the Supreme Court and other courts as well. The final version didn't turn out to be as bad as the original version, but it still is stacking the deck in their favor.”

“We also had a workers’ compensation change that seemed small but was a big deal. Work comp is an abstract concept until you or somebody you care about gets hurt. This bill addressed something called an idiopathic fall. Idiopathic means, ‘we don't know why the fall happened.’ It could be a medical reason, but it is an unexplained fall. This bill came from a Supreme Court decision that the business groups did not like. This this ended up passing and is now law, a small 2 or 3 sentence bills can do a lot of damage to somebody's life.”

We weren't 100 percent successful, but I think by and large, when it comes to legislative session this year, we did, we did really good so thank you, because we could not have done it without all of you making those calls and keeping the pressure on the representatives and senators who have constituents in these plants.

“There are a lot of federal issues right now that are going on as well. Right now, we are amid the August recess, where our congressional representatives are home in Iowa. You will be seeing 3 of them here over the course of the next few days. What probably is the most pressing issue we face as a movement is NAFTA 2.0 or the U. S. Mexico Canada Agreement, it is really NAFTA 1.5. NAFTA has been a disaster for about 30 years. I'll point out some of the problems that that we see with NAFTA but I just want to preface it with this: when we talk to our friends about this, understand that they are getting extreme pressure from the Chambers of Commerce around the state and the U. S. Chamber of Commerce. They are getting extreme pressure from farmers in their district as well as groups like the Farm Bureau. We've got a lot of folks fighting against us on this and what we've been told by all of them is, ‘We hear from labor saw a little bit on this and we'll hear from you know labor leadership like yourself but we're not hearing from rank and file folks about that they don't like this NAFTA 2.0.’ Trade agreements are complicated issues. But Representatives Finkenauer, Loeb sack, and Axne understand our concerns and there has not been a vote taken on it.”

“These are immensely powerful groups, and these are rural districts, so we have lots and lots of farmers saying we want this thing passed yesterday. But our issues with NAFTA 1.5. is this first issue as one the I think that most of you have heard a lot about is it up a monopoly for pharmaceutical companies. That's the last thing that we need to do is to ensure that pharmaceutical companies will have a monopoly across 3 countries and they're going to be able to make sure that drugs don't come out in generics versions that are affordable for people as soon as soon as they would. Our number one problem with the USMCA we need to straighten out is the pharmaceutical issue. “

“The second big issue is there is very weak or no enforcement of anything in the deal. If there is no enforcement, it isn't worth the paper that it's written on. You know this is analogy, I often use: If you were driving here to the convention and you see the posted speed limit you're going to you're going

to follow that limit, but if you knew that there weren't any cops on the road. How fast would you drive? There are no cops on the beat and there is no point in having an agreement. It is just unfettered and unregulated free trade. We need better enforcement in this agreement.”

“There are other issues to this agreement too: environmental concerns and worker issues. There have been slight increases in wages for Mexican workers, but we know that slight increases in wages are not the answer. Mexican workers need to have better working conditions as well as the ability to collectively bargain. That is what we believe in and it's the right thing to do for the international working class. I said it's the right thing to do but not only that, until we do that in these trade agreements, we're going to continue us to see a race to the bottom and that is not going to benefit any worker in any country. “

“I am imploring you, please, when this is done or if you see a representative here today talk to or tomorrow, talk to them about NAFTA 2.0 and tell them that it is not ready. These folks are our friends, but sometimes our friends make bad decisions too. Part of being a good friend to somebody is saying, "Hey you're messing up, here is the right way to do it." and I would rather say, 'Hey you're messing up' than have to say you really messed up in the past tense.”

“Other things on our federal radar include one of our big priorities here is to make sure that the United States postal services not privatized. This is a threat about dividing the country on urban and rural lines, an issue that affects absolutely everybody. There are folks out there like FedEx and Amazon, who would love to cannibalize the postal service and make it a for profit business. We should be stopping the privatization of the postal service and we should be expanding it to include things like postal banking. So, talk to your congressional representatives and make sure that they oppose privatizing the post office.”

“Another thing is the Employee Free Choice Act. We did not get that for a variety of reasons but there's a new version, that is stronger and better called the PRO act. There is a lot of different things in the PRO act that seem like good ideas. This would impose civil penalties for interference in organizing and it streamlines the NLRB election process.”

Wishman noted that some of the candidates talked about these issues yesterday because they support them as well. But we all know that the NLRB is not our friend now. We should be able to have quicker elections than we current do now and it also forces the employer to negotiate an agreement in the first year. Because we know that we can organize folks but that only 50 percent of newly organized union members a contract within the first year. Bargaining in good faith, more protections you to be able to strike, and something as simple as standing up for more rights on the job.

Wishman asked, “Why don't we just amend the current law that the private sector has with the ability to negotiate over wages, hours and working conditions and amend that to make sure that the public sector has that as well. This would restore in Iowa and states that don't even have collective bargaining for public employees like Virginia and Texas. Why can't we do that?

The reason why we cannot do that is because we have got a roadblock in the Senate. We got Mitch McConnell and company in the way. I do not know who is going to be the nominee for us in 2020 when it comes to the U. S. Senate but part of flipping that chamber means getting Joni Ernst out of there. Can somebody tell me one thing that she has done? I am not hearing a lot in terms of record.

“She may be a nice person and I respect her military service but that does not make you a good US Senator. “

“When these Democrats came here, they some of them didn't talk about health care yesterday. And if you notice, talking about healthcare doesn't matter because if we don't get the U. S. Senate flipped around and get Mitch McConnell out of leader position, it doesn't matter what healthcare plans anybody's proposing because they're not going to get through the US Senate.”

“A lot of people want you to believe that it is a dark red state, it is not. This is the state went for Gore and then Bush and then for Obama twice and most recently for Trump. This is a purple state. It can go either way and there is so many different factors that go into elections. You are a huge piece of that puzzle. And when we ask you to the door knocking or phone calling any of that kind of stuff, step up please.”

“It is important because, as the leaders of your unions, if your rank and file folks do not see you stepping up, why should they? We are going to ask all of you to help. In 2018 we tried specific labor leader walks and things like that to demonstrate to rank and file that their leadership was doing the important work and they should be doing it too. I'm looking around the room and I see so many of you that that worked, and we need to keep that up for the 2020 races I talked about.”

“It is nice to have 3 pro worker Congressional representatives from Iowa instead of 3 anti-worker congresspeople and Dave Loebsack caucusing alone in a phone booth. You all were a huge part of making that happen, but we have to hold on to Representative Finkenauer and Representative Axne's seat, it's no shoe in as they are going to face tough opponents. Representative Axne won the third congressional district by winning one county, Polk county. We must start winning in some of these other places well. Representative Finkenauer got are tough opponent in state Representative Ashley Hinson, who is well know from the Cedar Rapids area and will be well funded. In the Second District, our probable nominee will be Rita Hart. Finally, in the 4th district folks that district, that is Trump plus 4 districts, so it can go either way. We have our work is cut out for us in 2020. “

“I realized to all of you are worn out with the last 3 years, it has been hard. And it has been tough. I have watched you all resist. Persist, and repeat, for 3 years. Thank you for everything you have done.”

“Whether you are a baseball fan or not, everyone knows who Jackie Robinson is. How many people who are not Cardinals fans know who Curt Flood is. Curt Flood was a great ball player in the sixties who played center field and he helped lead the Cardinals to the World Series in 64, 65, 67 and then 68 they lost the series to the Tigers.”

“But none of that matters as much as what he did off the field. At the end of the 68 season the Busch family, who owned the cardinals at the time, offered him a \$5000 raise. He was batting, putting up a credible stat, was an amazing fielder and they offer him a pittance of a raise. He got mad and they say fine, we're going to trade you and decided it would be to Philadelphia. He did not want to live in Philadelphia. Curt Flood says I spent 12 years of my life here in Saint Louis and I do not want to leave.”

“He called Marvin Miller, the head of the players union at the time and asks, ‘I want to know if the players union has my back on this?’ Marvin Miller said, ‘of course but you know you're never going to

play again. You'll probably never ever get a contract again.' Flood said, 'That's disappointing but is it going to help somebody else?' Miller said, 'Oh yeah, not only is it going to help players right now, it'll help all players to come.'"

"Curt Flood filed a lawsuit and said, 'I'm not your slave.' Now today, you can watch Sports Center and see these gigantic contracts where players earn great salaries. But free agency did not exist back then. You were on a team and were there for life because of goofy thing called the reserve clause. You were on a team for life unless they traded you or they just decided they did not want you and released you."

"Curt Flood did not want to be traded and said I'm not playing until the Cardinals let me do what I want. He went to the players union and they filed a lawsuit against Major League Baseball. That lawsuit went to the US Supreme Court. Curt Flood lost that decision. 3 justices recused themselves because they owned Anheuser-Busch stock."

"Ted Williams was the manager of the Washington Senators at the time and he talked them into signing Flood. Curt came back and played for a really short period of time but did not work out and he said the heck with it. His teammate Bob Gibson said that he got probably four or five death threats a day from fans. All he wanted to do was be able to say, 'Hey this is what I'm worth, can I sit down with you and talk about it and bargain.'"

"Curt Flood ended up something of a tragic figure in that he lost his career going to the Supreme Court. Only 2 people testified on his behalf: Jackie Robinson and Hank Greenberg. Two non-active players because none of the active players would stand up and testify on his behalf. Things did not go well for Curt Flood after that though but because of what he did, saying, 'I've had enough of this and I'm going to take a stand.'"

"A few years later, a couple of other pitchers sat out and won binding arbitration for grievances for Major League Baseball players. And it went a little bit further on in the eighties. People in Congress they passed the Curt Flood Act and the next thing you know the reserve clause is gone."

"The point of all this is not to give you a lecture on baseball history. It's about one person who said, 'I've had enough. This may hurt me but I'm going to do this for not just for myself but for every player that comes after me.' Flood didn't see the fruits of his labor and it wasn't until the eighties when Major League Baseball players got real free agency, where they can go and not just be a piece of property for a team or, let's be honest, a billion dollar corporation. His act of defiance didn't pay off right away, but it has paid off years and years in advance."

"The point is, you may not realize it when you file that grievance or you stand on that picket line or you go to that protest, what you are doing is resisting this extreme agenda, as you have done in the past few years. It may seem futile at times. It may feel like you have not made a difference, but you have made a difference for people now and for people to come. We may not see results for some time on some of these bad laws and decisions reversed but keep up the fight and keep resisting. Because in the end, what we do and what all of us do is because of money. Yes, it is great to win money and benefits for your members, but it is about more than money. "

I will close with this quote from my fellow AFT member, somebody who's familiar to you, Albert Ein-

Einstein. He said, "I am absolutely convinced that no wealth in the world can help humanity forward, even in the hands of the most devoted worker in this cause. The example of great and pure personages is the only thing that can lead us to find ideas and noble deeds. Money only appeals to selfishness and always irresistibly tempts its owner to abuse it. Can anyone imagine Moses, Jesus or Gandhi with the moneybags of Carnegie?"

"What he is saying is it's not about the money folks. You are not here because of the money, you're here because you care, because you want to fight. I know that you are going to continue to do that so keep it up. We have been doing it for a while and it's going to continue. It is going to continue to be hard whether we're fighting at the local level to make sure that contracts aren't stripped for public employees or whether we're talking to Congressional Representatives about why it's important to get these trade agreements right. Keep fighting. We here at the State Fed, your ALF's and CLC's I know you are all going to keep fighting let's all do it together thank you brothers and sisters."

REPORT OF THE CREDENTIALS COMMITTEE

Wishman called on Credentials Committee Chair Allison Ritchie of AFSCME, for a partial report of the credentials committee.

Chair, Allison Ritchie reported as of Thursday August 22nd, we have officially seated 152 delegates representing a total of 24,150 votes. "We will give our final report tomorrow. Thank you very much."

WILL ATTIG UNION VETERANS COUNCIL

Wishman thanked Ritchie for the partial report and introduced the next speaker, Will Attig, head of the Union Veterans Council. "He's no stranger to this convention, please give him a warm welcome and Wishman directed the delegates to the screens for the Union Veterans Council video.

Attig began with, "My name is William Attig, the Executive Director of the Union Veterans Council of the AFL CIO. I'm a journeyman pipefitter from southern Illinois. I am a decorated combat infantryman and from the looks of it yesterday, there's quite a few veterans in the ranks today. I want to say a special thanks to Ken and Charlie for inviting me back."

"There's something really special about coming to Iowa, the first time because it gave me a memory as the very first convention, I ever spoke at, but it was the best memory I have from Iowa. It eliminated some of those memories I had a coming up here as a wrestler and get my rear end taken by the Iowa state champion, so I appreciate for you guys having me back on. Before I get started, I want to ask a question. I want you to think about that while I play this next video. "What does being a union mean to you and your family and why is it important and why we should be able to fight for it?"

"To me, having a union card in my pocket gives me dignity. That is a word that's going around a lot. I am going to explain to you why it means so much to me. When I was a kid growing up in southern Illinois, I came from a poor family. We were the kind of family that you got one pair shoes a year. You had to go to programs to get clothes for school at the start of the school year. Today, that does not make for a lot of dignity in your life. When you cannot afford to take your friends out on dates because you don't have the money to do that. Or you cannot play an extra sport because your mother, who works 3 jobs cleaning houses can't pay for a new pair of basketball shoes. It does not set you up

to be proud person in today. That is how I grew up and many other people grew up like me.”

“When I was 17 years old, I decided to join the United States Army. I did it because I believe there is something more important for me in life than just being in southern Illinois. 6 months later I found myself with many of the young men and women in a Humvee driving from Kuwait to Samara 6 months after the Iraq war started. We were just a bunch of kids not quite sure what we were getting into.”

“We have got to remember the immense amount of pressure that we put on our young men and women's shoulders that are fighting these wars that we are sending them to every single day. Think about how we've been at war 17 years. I left when I was 17, and there are 17-year-old kids going back to war right now. We have got to think about that as a society. But that pressure leads the leadership, leads to being proud. By the time I was 21, I was a sergeant leading a fire team of soldiers 5 soldiers. I did not just lead them in combat every single day, I led them when they went back home to manage their lives to make sure they didn't get in trouble. A lot of pressure but maybe stand up a little straighter when I knew I was taking care of them when I came home, people didn't treat me like the poor kid from down the street. They treat me like with respect. They treated me with dignity. That was powerful. By the time I was 23, I was leading the complete squad 14 soldiers 2 sergeants. I had gone to multiple leadership schools. I fought for my country. I had a lot of dignity.”

“I didn't realize I was about to face the hardest fight of my life and it wasn't the street to Ramadi during the search, it was when I came home to Illinois in 2009 after I left the service. I came home to a financial crisis and an economy that was completely rigged against working class people like myself. I struggled. Like hundreds of thousands of other veterans. I struggled and I struggled I remember the worst day of my life I went for a job interview for a mid-level management position at a warehouse telling 5 people how to lift soda pop on the back of trucks. I think. 'I'm pretty qualified to do that. The Army put about a \$1,000,000 in leadership training in the me. I can do that.' As I went to the interview, about halfway through that interview the HR Director asked me a question, "So where's your college degree at?" I said, "Sir, you know I just got done telling you about the multiple deployments, multiple leadership schools I've had and that I lead soldiers, I didn't have time for night school." To him a policy was a policy and he sent me out the door. I drove home crying. Not so much because the job but because everything about me had been stripped away. That is the story of hundreds of thousands of veterans today. Right now, 1.3 million veterans earn less than \$31,000 a year. That is shameful and something we must fight to change.”

“In Iowa, unions can do that. Attig asked, “Are you really a fight to change something like that change 1.3 million that need a raise.” (Resounding yes from the delegates.) There is an answer. On average, your union veteran earns \$12,000 more annually than a non-union veteran does. We can save lives.”

“The number one reason for veteran suicides is financial instability in America coupled with the issues we bring back. A union job can save lives in the veteran community and we need to make sure politicians talk about this. My life changed when I found out I was going to be accepted to a 'Helmets to Hard Hats' class. Just 2 weeks after that job interview, I became a union pipe fitter and my job my life changed. I decided to dedicate my life to ensure that other veterans have the same opportunities I had. I was lucky enough to makes some noise and people start to pay attention. I got to help veter-

listen to union veterans, rank and file members and listen to the issues that face them. We made things personal with these candidates because it works in the long run. When we are working on national issues, those candidates that we supported, I've got call them up."

"I'm very proud that during the election cycle we supported a gentleman named Brian Fitzpatrick, a Republican congressman from Pennsylvania and he knows how to fight. During the government shutdown when all our veterans were locked out, he was one the most vocal advocates. He talked about those who were affected. 3 weeks ago, when I sent a letter to Congress saying you have an opportunity to give help and support to 1.3 million people with one vote. Four Republicans stood with those 1.3 million veterans. Four. One was Brian Fitzpatrick. That is what we can do is a labor movement. We can elect people that support us I want to think about that as we go through the cycle."

"As an organization, we can reach out and not just talk to union members but all veterans about the issues our veterans face. We need to get every union veteran signed up so we can talk, we can educate them, and we can help. I want you to go back and find your union veterans and try to give them a boost like I was given a boost by my local union president. When I first got into union. He said, 'you want to help that's all I'm going to give you, the permission to do it.' I was an apprentice, I did not get to talk to my local meetings, that was way the pipe fitters were back then. But my business agent saw me and gave me an opportunity and I started to help advocate for veterans. About 6 months after I became a pipe fitter, I went back to that Pepsi distribution center, I sat down that HR Director, and I made him cry. Then I taught him how to read a DD214 and now they have become one of the best veteran hiring organizations in the southern Illinois area. That is what you can give veterans, a chance."

"Lastly, I want to thank every single veteran in this room. I get thanked for my service a lot. But I want to do something right now if you're not a veteran please stand up. You are here today because you are fighting for people like me. You are fighting for a better America. I want to thank you. You do not have to wear uniforms to be here. I hope every veteran in the room thanks these people are fighting for America. Thank you so much Iowa labor, keep fighting."

CONGRESSWOMAN CINDY AXNE (CD-3)

"Sagar thanked Will Attig for his comments and unique closing. He said, 'I think a lot of the things that people in this room do are heroic, standing up to giant corporations and fighting for the rights of workers in this country while unions are under attack. Clearly heroic efforts on your part. Speaking of heroes, in the last election we had an entrenched old guard Republican representing the third congressional district in Iowa. He hadn't been in office for that long but he had been engaged in the political process as one of Senator Grassley's underlings and was lifted up from fifth place in the primaries to the Republican nominee to run for Congress when he was initially elected. Congresswoman. Cindy Axne stood up to fight the good fight for working people and it continues every day, whenever we need anything we call, and she delivers. She delivers on labor issues and for the people of the third district of Iowa and to the people of Iowa the working people across this country. I give you Iowa's Third District Congresswoman Cindy Axne."

Congresswoman Axne greeted the crowd and said, "I think most of you know me by now and I'm so

grateful for everything that you've done to help me get to this seat and make sure that we are protecting the most important things in this country, hardworking families across Iowa and across this country so thank you so much for that.”

“Axne shared her background as a fifth generation Iowan from the south side of Des Moines. Both of her parents were from farm families in southern Iowa. She said she ran because of those hardworking Iowa values they instilled in me. Her parents taught her and her two sisters to stand up for not just our family and friends but for everybody in our community because when everybody does well, we all do well. I think that is something that the unions represent every single day when they're out there at work fighting for the good fight to the people across this country.”

“Axne said her parents also said to make sure that we stood up against injustice, even when it meant standing up to people who were more powerful. I have really tried to live a life where I'm standing up for the things that are right for the majority of people in this country not just for those who already have plenty and I'm taking that fighting spirit with me out to Washington. It has been a heck of a seven and a half months.”

“First and foremost, it feels great to be sleeping in my own bed and not the one that I rent in a little room out there. It feels great to be here among people who understand the values that are so important to this country. Because I can tell you that there are a lot of people out there, who I am working with that are morally bankrupt. They don't understand how important it is to support the middle class and hardworking people around this country and are consistently finding ways to undermine the system, so that it benefits corporations and wealthy at the expense of the majority of people in this country who are just trying to make ends meet, provide a better life for their children to have a good education, get involved with trades programs or a college or whatever they'd like to do, put away a little money for retirement, and hopefully retire with dignity in the years after they complete all their work.”

“There's too many people out there, whose focus is to continue to develop a system, multiple systems within this country, that really don't benefit people, but benefit the bottom line of the richest corporations and the wealthiest shareholders that support them. I see this every day in the work that I do and particularly on the financial services committee. I can tell you right now, if you all hadn't worked so hard to help me, to help Abby, to help Dave get re-elected, and all the work unions across the country to help other good Democrats to be there and flip the House, we would be in a world of hurt.”

“I want you to be filled with hope, there is so much opportunity for us to create a better life not just for the people here in my district but across Iowa and the country. There are so many great people in Washington who are fighting the good fight every single day. Those of us in the Democratic House Majority, our number one priority is putting money back in working families pockets, giving them opportunity for better education, developing trades programs and apprenticeships programs across the country, supporting our unions and making sure that we protect healthcare and lower the cost of things like prescription drugs for every single person in this country, and so we are pressing forward on those issues every single day and fighting back against the tyranny of the Republican party that's consistently trying to make life more difficult for hard working people like you.”

“I'm really happy to be here today, because it encourages me to go back to Washington to continue

fight the good fight and put those Iowa values to work and make sure that I put these sharp elbows to work every single day. I want to fill you in on a couple things we've been working hard to make sure that labor is protected, we are working hard to make sure that you continue to have the right to organize and receive good pay and that your pensions are protected, we're seeing a lot of things not make it through the Senate, but we're going to keep up that good fight, we're going to set that table so that when we do flip the Senate, and we get a new president, we're going to push the agendas forward so that we can always make sure opportunities for our union members and the ability for you to continue to bring in new members, grow, and protect those good labor jobs so I appreciate it and we're fighting every single day."

"Axne stated a few things they are working on: the FAIR Act, to ensure that workers are able to exercise all of their rights in the workplace; the Equal Pay Act; and I joined on with my colleagues in the House and signed on to the Rehabilitation of Multi-Employer Pension Act, as I want to make sure you all can retire with dignity because you deserve it."

"We are also making sure that we address our working needs and our skills program so we can continue to grow union jobs. We want to make sure that we increase those opportunities for young people and anybody that wants to go back and re-skill themselves. Too many young people that don't understand there's so many benefits to joining a union and working in labor, so we're trying to make sure that people understand these are great paying jobs with great benefits."

"I also signed on to legislation that expands career education for students of all ages. The School to Career Pathways act which establishes competitive funding program for K-12 schools to work with local businesses and create comprehensive locally tailored career programs, and then be able to work with those job partners to develop internship, apprenticeship programs and get those real world opportunities. We are also doing what's called START the Short Term Accelerated Reskilling Tracks Career Pathways Acts, which funds community college partnerships with local industries and allows students to receive federal Pell grants for short term certification programs. We are also making college more accessible and affordable for folks as well education through stackable credit programs for high school students to stack those certification programs. We'll be working with unions on these things and will be working with 2 year and 4 year colleges to be able to stack programs where they can lower the cost of post-secondary education that they're trying to achieve through a certificate or an associate's degree at a community college and get those credits later on down the road. That will help lower the cost of overall education. We're working on a lot of things to bring opportunity to every single young person across this country and anybody that wants to re skill themselves for a new job for a new career."

"We have got a lot to work on to make that happen and we've got to clean up Congress. We all know that one of the reasons that I was sent there was to make sure that we had a Congress that was held accountable to the people, that was ethical and that actually did things in the best interest of this country. Every single day we're working towards that, starting with passing House Resolution 1, our ethics and campaign reform package to take money, dark money out of politics, restore ethics back to Congress and make sure that every voter has a voice by setting up voter integrity programs, solve the gerrymandering problem around this country. We want to make sure that every vote is counted and that every single voice is heard, and we are dedicated to making that happen."

“Axne wanted to thank everyone for the work that was done to help me and to help others make this happen out in Washington. I could not have won this race if it weren’t for our great union help. It would not have been a possibility as this race was not on the radar or supported by the DCCC. They didn’t think I could flip the seat from David Young but we were able to do that because of all of you and your support and trust that you put in me to go out there and win this race. I’m so grateful for the trust that you’ve placed in me to deliver your message and be your voice to Washington to protect our workers, to protect our labor force, and to make sure that we provide every opportunity that unions work to provide on a daily basis, not just for the union membership but to ensure that every person in this country has opportunity to good benefits, to good pay and good retirement.”

“I appreciate that I will hear your voice is with me every single step of the way. I thank you for your continued support. This is going to be one of the toughest elections again. In 2020 I’m a top 20 GOP target and they are already sending out mailers against me and putting up social media. We’re going to be knocking on doors to keep me, Abby, Rita and hopefully JD, so we can have every corner of Iowa covered by great people who will work with labor and understand how important it is I thank you so much for everything you do I’m very grateful. “

Sagar thanked Representative Axne for her hard work on behalf of all the workers in the 3rd congressional district and across the state for the work you do and the message that you carry. He introduced Sue Dinsdale she has been a longtime ally working with us through the Iowa Citizens Action Network to promote progressive causes.

SUE DINSDALE, IOWA CITIZEN ACTION NETWORK

Dinsdale said, “I’m Sue Dinsdale, I’m not running for president. I am the executive director of Iowa Citizen Action Network, where we just celebrated 40 years of activism here in Iowa. It was so great to hear from Congresswoman Cindy Axne. I personally live in Steve King’s district and we are working hard to boot him out. We so appreciate the support of labor, we wouldn’t be where we are today without our friends in labor, our affiliates, our allies, individual members and believe me we’ll do whatever we can do to support you.”

“We have a couple of projects we are working hard on this. One of our projects that has we’ve been working on since 2008 is the Main Street Alliance of Iowa, and effort to talk to small business owners and help to amplify their voice. Many times, politicians talk about main street, farmers, and entrepreneurs but they do not listen to them. That is what we’ve been working really hard on the last 11 years is giving them a voice and amplifying that voice.”

“We’re also excited to work on the Tax March Iowa. We are the first chapter of Tax March state. If you remember tax March started right after the current president was elected and it was it began as a March to get him to release his tax returns and it has morphed into is a movement. We want him to release his taxes but now it has to do with this awful Trump tax law we are all living under. We have the Trump Chicken at our table if you want to come out and get your picture taken with it. We have been doing activities around the state and are just really excited to be a part of that. We have free t-shirts so come out and get one.”

“I’m just going to end by saying that we’re out there every day fighting for the interests of our affiliates, our allies, or friends. We really want to work on issues that unite individuals, cultures, commu-

and organizations around a common progressive vision where there's social, economic, and racial justice for all. We exist to further the interests of our members, our allies, and affiliates. I have affiliation forms if you're not already an affiliate and I thank you for the opportunity to speak.

Sagar introduced the next speaker saying, "It's kind of unique to have employers come to us and say, 'You know, we really like our workers to be union.'" Our next speaker is from Excel Graphics, Mr. Steve Jones.

XL GRAPHICS—STEVE JONES

Jones greeted the delegates. "I worked for another union printing company for 30 years. The corporate owner of Donnelly changed it so much that it was not possible to continue. Luckily, I ran into a good group of guys at Christian Printers who saw an opportunity to service the union business. I left Garner and went to Christian and we formed Excel Graphics. Everything has been excellent ever since. These guys chose to unionize their company and what we're going to do is direct political mail, all kinds of printed mail for candidates, and some of the large mail shops for the Iowa Democratic Party."

"When we unionized, we were had the help of a few good people Ben Murry, Steve Abbott, and Bonnie Winther. Steve, one of my partners at Christian brothers, told me that Bonnie raved that we were paying such good wages and the union contract was the simplest contract she's ever done. It makes me proud to be able to say that. We are growing very quickly and we're going to do 3 times the business next year that we did in the past. Since joining Christian, we have bought a large non-union printer called Edwards. You probably not aware of them but it is a large shop. We're going to be combining the two companies and the deal is going to be finalized at the end of this month and our intention is to move into their building and we will be unionizing their entire workforce as well so we have the capacity we need to service the huge amount of political print mail the goes on."

"Iowa is a great state to be a union printer in. Our basic services are placards, walk cards, door hangers, all kinds of direct mail, and absentee ballot mailers. It is all done in house and it's all done by our union employees. We also produce signs and graphics making yard signs, banners, retractable banner, like you see on the sides of the stage here, wall graphics, floor graphics, and all kinds of things that any campaign or any business what would want and it is all done in house by our union employees. We appreciate your support; we ask for your support going forward. We want to be the major union printer in Des Moines. Thank you very much."

Sagar introduced Emily Holley with Iowa Voices.

EMILY HOLLEY, IOWA VOICES

Holly thanked the delegates and indicated she was the Executive Director of Iowa Forward. We are running a campaign called, Iowa Voices. She asked how many people in this room have a preexisting condition? How many people in this room know someone that they care about with a preexisting condition? Okay for those of you that did not raise your hands you can now because you know me! "I have several pre-existing conditions as I see here for you. I have severe chronic pain from head to toe. I have had pain since I was 10 years old, it'll be 25 years this winter. My story is hard for me to tell it is not something I like to share but I need to tell it because it's important. I am one of 1.3 million lowans, with a preexisting condition and I live with a disability. I know some of you here do you

million Iowans, with a preexisting condition and I live with a disability. I know some of you here do you as well and my mission is to make sure that our elected officials, especially Chuck Grassley and Joni Ernst are fighting for us. I don't know if you guys know this, but Joni Ernst voted 4 times to repeal preexisting condition protections for all of us and that is unacceptable. She says she has a plan to replace it, but she has not offered anything in its place.”

“One of the things we're doing is we are taking stories like mine and yours. We're amplifying and we're saying, 'Hey senator and please fight for us, please remember that you serve Iowans, and not the insurance companies and not the pharmaceutical companies and we need to you to fight for regular everyday Iowans like myself, like you all.' We have a table outside, and we would love to have your support, we would love to hear your voice. We would love to help share your story, because that's really what we want to affect change, right? All of us standing up and sharing our stories and with our voices together.”

“It is worth fighting for and we're excited to be partnering with Progress Iowa, Iowa Citizen Action Network, among others, to really help my people stories and people's voices. As an added benefit, we have chocolate at our table. So, if you need a little pick me up, please stop by and say hi. We're nice folks and would really love to share what we're doing, and we love to hear from you. Thank you so much for everything that you do. “

Sagar indicated that one of our speakers cancelled but fortunately it's my great pleasure to introduce a man who's spoken many times before this body and a good friend of labor, MacDonald Smith

MAC SMITH, SMITH & MACELWAIN

MacDonald Smith opened with, “Good morning. I am old. I am white. I am a man. But I'll be damned if anyone is going to come up here and say I look like a Republican.”

“Smith said he came here with a little different view than Charlie had this morning, when he was able to give us an optimistic report. You should look at the legal report your convention booklet. I think you will understand why. We have titled the report, at least in regard to the private sector, "Bleak Revisited." Because that is the state of labor law in the United States regarding working people in unions. But you know I got to thinking about that title. And I wonder if I did not make a mistake and hate to think that I make a mistake. It struck me that are we to the point where, paraphrasing Janis Joplin's song, in regard to labor law in the private sector, we have freedom and freedom being defined as she does, as nothing left to lose. And so, I started thinking about that. That concept and whether in fact, we're so bad off that that liberates us. The fact that it is probably not a good idea for a lawyer to be giving you that kind of advice. If you intend to continue to be active in labor unions.”

“When I look at the report, which you can read, there are some things in the report which we need to talk about. Specifically, write this down, I want you to look at pages 47 and 48 of the report. We know we have a labor board, consisting of most Trump appointees. When you read the report, you will see that they go out of their way to do everything they can do to find on behalf of an employer in every case before them. Except the one case where they had to rule in such a manner that they could keep their jobs. We now have, in the labor board, not just judges who are Trump appointees, but the chief prosecutor and the general counsel are Trump appointees. We're getting tag teamed.”

“What is significant about that is that this particular general counsel, right off the bat, at the beginning of this year, wrote what they call general counsel memos to all the regions and the regional directors. They're the folks that are the first line for taking care of our labor practices and processing. The net effect of all these General Counsel memorandum was a guideline for regional directors to expand the meaning or concept of what a breach of the unions duty of fair representation is. So, it's not bad enough that they are restricting employees concerted activities in your protection, but they are now going after the unions again. By trying to make more actions by labor unions potentially violations of the NLRA.”

“There are four areas, that the General Counsel's memos deal with that I want to review with you for just a few minutes. I have been practicing law in labor for 40 some years and I occasionally have run across a local union who has misplaced a grievance. Maybe the steward was supposed to get it processed and stuck it in his locker at work or forget to do it. It used to be that if the union made an honest mistake, didn't intentionally ditch the grievance someplace. The union did not violate its duty. But now our new general counsel tells us that he wants regional directors to file and process complaints against unions who misplaced, lose, or whatever a grievance unless they have set up an established procedure within our local union which will not result in a grievance ever being lost. And if they haven't done that, they are violating the law. Unless an act of god made that system that you have a breakdown. So, the first thing we want to talk about and think about is you need to sit down your local unions. And think through your grievance handling system and make sure that it's as fail-safe as it can be.”

“The second area the general counsel's memos covers are communications with grievant. Local unions, their officers and grievants tend to get busy. Or you have limited resources and you do not have enough people to take care of all the work that has to be done and dealing with employers. So, the griever will call and want to know something about his or her grievance and you will not get back to them, or you'll miss the call or forget to call back. Again, you are not doing that because you're trying to screw anybody, you're doing that because you're busy doing other things. Because it is a mistake, on your part, an honest mistake normally, but our new General Counsel is telling us that the union has an obligation to communicate every decision that's made in regard to a grievance to the agreement. And that would cover even agreements that involve more than one person. “

“Number 3. The General Counsel is now saying, if an employee you represent makes a request for a document or for information from the union - and there's no limitation on what kind of information can be - the unions got an obligation to provide it. Unless there is some reason for not providing it that is in the boards view, legitimate. And if you do not do that and somebody complains about it, the General Counsel says that's a violation your duty of fair representation.”

“The last area that the memos cover has to do with dues checkoff. That memo essentially says that if a member asks you when their window is so they can revoke their authorization, you are obligated to tell them. And if they ask you outside the window period, you are obligated to tell them that their replication will be honored. When the window period comes up. Now, again there is an escape clause for love there's some reason why reasonable. You know, basis for you not doing that then you are probably off the hook with otherwise this general counsel says you commit a breach of your duty of fair representation. Now, the remedy from your standpoint I think as local unions is this. Do what he

wants you to do that's number one but if you can't, I think it's really important that if you don't already that you start documenting all your contacts with grievance, all your contacts with members when they make requests, all your contacts when people want to know about getting out of there authorization. And when I say document I mean this: you need a record of who contacted you, when, what did they want, what did you do in response, when did you do it, you do in response when did you do it? If you've got that kind of evidence and that kind of a record, if a charge comes your way because of a failure to communicate, or a loss of losing a grievance, or failing to tell somebody how you're going to revoke their dues check-off. You're going to have a track record that way. But the thing about that documentation you got to be consistent. It has got to be readily available to you. So, you can't write it on the back of the toilet paper roll. You need a system. For keeping that documentation. Now, just because the general counsel says he's going to start telling or he's telling his regions that start filing complaints if there are charges involving those four matters that arise, that doesn't mean that you violated the law. But what it does mean is this it means that this administration is not satisfied with the board that's stacked against you and all working people. But they are looking to get mean and to have their prosecutorial arm in the private sector go after you more frequently. As unions as such. Now we know that okay it really is back to them what we got to lose thing. How can you get any worse? Well we all know that there's other ways there's ingenious people around that can make it worse."

"I want to end with what my thought process and this discussion brought me to, I was thinking about the front of your program: America's Future is the Labor Movement's Future. Future has a couple meanings. There's ambiguity in everything, particularly for lawyers. You know it can mean, some time out there where things happen just because they happen, and we never foresaw it. But future also means, how do I improve things? How do I make my life better? How do I make my members and their families live better? I think is critical for us to keep in mind what we heard yesterday, as we move on today and have more discussions about critical issues. The future isn't dealing with a bunch of uncontrollable events that just happen, but the future is the culmination of the effects of discrete individual actions in the present. I should I do not like to use this word. Charlie used it. Hope. There's hope that in fact. The labor movement can protect the rights of its members and improve them. And it can do the same thing for all working Americans. And they can do it by individual acts of sacrifice, courage, kindness, and civic responsibility. Let's all see if we can do it. Thank you."

Wishman thanked MacDonald Smith and introduced the next speakers, Mazahir Salih and Rafael Moratoya with the Center for Worker Justice of Eastern Iowa.

MAZAHIR SALIH, RAFAEL MORATOYA, CENTER FOR WORKER JUSTICE OF EASTERN IOWA

"Salih greeted the delegates and stated she was originally from Sudan. I came to this country about 20 years ago. I'm proud to be a union member, Teamsters Local 238. I just became a union member at the beginning of this year, early last year and you know I'm excited because I all the work that they have done in the United States."

"She stated the center is founded in 2012 and our mission is to empower the low wage workers to organize around issues in the community and fight solve them. But we didn't and don't do it by ourselves. Unions have always helped us, as well as the Labor Center and allies of the community, a lot of you have helped us to achieve all the goals."

“At CWJ, we recover thousands of dollars in unpaid wages. The latest incident of wage theft that we recovered was on Monday. At a Mexican restaurant in the North Liberty, we got 3 people \$900, \$1,900, and \$120 in lost wages. Usually, people walk into our center and tell us what happened to them. We collect all the necessary information. We work in stages, first a phone call and sometimes you get hung up on. Then we will send a delegation, with a union member in that delegation and sometimes elected officials from city or county. We protest if needed, and all unions in Iowa help us protest like we did at the Outback restaurants across the state.”

“We also raised the minimum wage in Johnson County to \$10.10 an hour. But, bad legislation from Des Moines, destroyed the law so the county can't raise the minimum wage. But we said no, and put a program together and started reaching out to all the businesses in our area in Johnson County, and so far we have over 170 businesses who signed to keep paying \$10.10 for their current and future employees.”

“We passed one of the first Community IDs in the Midwest. Community ID is for people who cannot obtain a driver's license for many reasons, such as a lost birth certificate, elderly people who don't drive anymore, people who lost their documentation in a natural disaster, homeless people, undocumented people, all those people cannot obtain a driver's license or ID. This idea came because people were being stopped, and taken to jail because they had no ID. Once they were fingerprinted, the prints went to ICE and families were being separated. We decided to deescalate the problem and worked to get a community ID which helped to de-escalate the problem and improve the relationship between minorities and law enforcement.”

“We also work to improve affordable housing in Iowa City. She related a story about a developer from Minnesota came and bought an apartment complex and said, ‘everybody has to move so they can build a new complex for student housing.’ The residents came to the Center for Worker Justice and asked for assistance. We tried our best to keep people there, but is legally, you can do this. But we won some more time for them, a 30-day notice. We also got \$250 per person to cover the moving costs and the developer had to refund their deposits fully and an additional \$500 from the developer.”

“Another developer, from Des Moines and they bought a mobile home park in Iowa City called Forest View to build a beautiful hotel there. They asked people to move their mobile homes, and they gave them notice for 30 days. People had been there for up to 30 years, can you imagine moving a mobile home? We came together, we organized, and we created a tenant association. The tenant association started working together and we talked with the City because in this case they had to change the zoning from a residential to commercial. Our City Council had a lot to do with this.”

“We came together and worked month after month, and we come up with a good plan where the developer will build houses on the East side for older residents and they will build the hotel on the other side. This is a win-win situation, the residents don't only get the home, they get better houses than what they had. This really was a win-win for everyone, and we encourage all developers to help keep affordable housing in their city.”

“We do a lot at the Center for Worker Justice. We care about people's rights, discrimination in the workplace, and wage theft. We can't do what the unions do but we have the capacity to do a lot of

things and we help these people. We are different from the union, we help people who do not have a union, we work together to defend workers regardless if they are union members or not. Union members help us. Because in my country, my experience was we didn't have many rights, and if you talked to your boss you could be fired; if you talked to the principal at your kids' school, they can dismiss your child from the school; and there were many things where you could not speak up to people's authority. I arrived at the Center for Worker Justice; I learned a lot. I even ran for City Council and I became the first Sudanese American to be elected to Iowa City Council in 2017. I'm going to tell you again: I'm proud to be a union member."

Moratoya greeted the delegates and thanked the Iowa AFL-CIO for the invitation to speak. "I am the Executive Director of the Center for Worker Justice of Eastern Iowa and a member of the local 238 Teamsters Union. I'm originally from El Salvador, and like Mazahir, we are immigrants. I always say we are the new face of immigrants in Iowa and we are proud of that. I am proud to have workers, and organizers, we are in the same boat."

"We have so many issues that affect our community, immigrants have the same issues that all of us have in this room. We are all in the same boat, no matter the color, no matter if they are in the union. But I think we have been lucky to have friends and allies, many are in this room. "

"I want to talk a bit about immigration. A week or two ago we had immigration raids in Mississippi where ICE separated 700 parents from their kids on the first day of school. And for so many people, they say "they are here without documents," but the reality is that there is no way that you can come to this country, take a number, and immigrate like people did more than one hundred years ago. Look at these meat plants in Mississippi. Those workers, those immigrants, had the courage to report abuses and filed sexual harassment cases and they won millions of dollars. It appears that the employer retaliated with the government. This retaliation is not unique in Mississippi, I've seen the same in Minnesota. We are the same. We are workers. We are immigrants, and unions come to our places to educate and organize them, and we became stronger. CWJ work a lot in immigration, we have a network of allies who support immigrant families who have someone taken by ICE. They came to Des Moines to get fingerprints, take immigrants to Chicago to get passports, even go to Omaha to pay bonds."

"One of the things that I talk with candidates is I hope you can push the Congress to punish companies who do wage theft, because they hurt us, they hurt Iowa. I believe Iowa has about \$400 million dollars a year in lost wages."

"We worked in partnership to create an apprenticeship program with painters, carpenters, building trades and electricians."

"The last effort is a social enterprise café that we hope a member will run under the umbrella of CWJ. I have to say that under this administration, funding has been hard to get. The Labor Department has a council a lot of OSHA grants in our network, but not with CWJ. Because worker centers are organizing and representing workers for wage theft, they say "You are unions." I say, I'm sorry, we are not unions. But in Chicago, and LA, and Minnesota, those worker centers have recovered millions in wage theft."

"On your tables, we have some flyers and are asking for your support brothers and sisters. We don't

ask for much, but we need to grow. We are the only worker center in Iowa, and we want to help in Ottumwa, Marshalltown, and the Quad Cities to support workers. We live in the heart of farming and meat plant communities; our state is made of close-knit communities that take care of each other. Immigrant families have brought new energy and economic growth to communities across our state, and immigrant workers are working side by side with laborers in faith organizations to raise the minimum wage for all workers, confront workplace abuses, and improve the quality of life for all the residents of our community. We refuse to be weakened by those who seek to divide us, we as Iowans rise together and we never give up. I believe immigrants and unions are making a better Iowa for all! Thank you, brothers and sisters.”

Wishman thanked Salih and Moratoya for their hard work taking care of workers in need. He went on to introduce our new Labor Commissioner. Rod Roberts had been a state Representative, before he ran for governor in 2010 was known as 1 of the more moderate Republican candidates for governor after that he became the Director of Inspections and Appeals and but at this point in this last legislative session Rob Roberts was confirmed as being in the labor commissioner for the state of Iowa so with that please welcome the top cop for worker rights in Iowa, Rod Roberts.

ROD ROBERTS, Labor Commissioner, State of Iowa

Roberts thanked the officers and delegates for the invitation to address the convention. “I am an Iowan by birth and by choice. I was born in Waverly and grew up in the small central Iowa community of Zearing. My dad was a high school government history teacher and mom gave private piano lessons in our home and worked at the local bank. I married a lady from north central Iowa who grew up on a farm in Wright County and we currently reside in Carroll. I have a roof over my head over in Urbandale during the work week and that's where I stayed Monday through Thursday nights.”

“I appreciate the opportunity to come and speak. I know the Representative Bruce Hunter is in attendance this morning and it is nice to see him. I appreciate the work that is done by our legislators and I know that he advocates on your behalf very diligently. I would hope that you would view my role as labor commissioner as allowing you an opportunity to have someone who can communicate on your behalf as well in the executive branch of government. I mean that sincerely and consider myself to be approachable and certainly someone you can have a conversation with. I have a sense of importance to communicate and have a dialogue with people.”

“I thought it might be helpful to give a brief overview of the Division of Labor. We moved to a building located at 150 Des Moines Street here in Des Moines at the west end of the East Village. The Iowa Division of Labor and the Workers Compensation Division are both located in that building.”

“Iowa's had some semblance of a Division of Labor for a long time, in different and we were referred to as the Bureau of Labor. In about 1908-1909, there were 5 staff. Fast forward to what the organization looks like today and there are approximately 100 staff within the Division of Labor and you have the Commissioner, who leads, the agency; an administrator over our OSHA consultation education and labor statistics and state inspection programs; and an administrator who is over OSHA enforcement. The Commissioner and these two administrators run the agency and everyone else involved in the work of the division are really devoted to the program areas placed under the division itself. “

"One of the interesting things I discovered is that I'm also the State Athletic Commissioner, with responsibility for boxing, WWE, and Mixed-Martial-Arts, an interesting program area. With the popularity of Mixed-Martial-Arts, I think we need a bit more formality to how we are engaged in those activities."

"The actual program areas that our staff are involved in, include conveyance inspection activities such as elevators, escalators and yes, amusement rides; inspection work in boilers and steam vessels; and we're concerned about the public's health and safety, generally. The Division of Labor is about the health and safety of workers. I take that very seriously and I'm proud to say the people I've met within the division, our staff, they take that very seriously too. They work very diligently to ensure that people have safe places to work, whatever the activity might be."

"Iowa is a state plan state, so that we have developed a program that has minimum requirements established by the Federal Government, but Iowa opted very early, as one of 22 states that developed its own state plan and we have state employees who do the work under the OSHA act. Unlike other states, particularly in the Kansas City region, we're the only state plan state among the four states of Missouri, Kansas, Nebraska, and Iowa with a state plan. I think we have a particularly good mature program and our folks do a very good job. As I began my work as commission, I knew there would be an enforcement side, but I didn't know there would be a consultation/education side to OSHA. Typically, the federal government doesn't provide an opportunity to engage in education when you're looking at regulation, but if you stop and think about why they would do that with OSHA, it makes a great deal of sense. We want to be proactive in trying to determine how do we provide the safest workplaces possible before someone is hurt or killed. The partnerships and alliances we have both with labor as well as the business community are extremely important to us and the work that we do proactively in creating safe places as safe as we possibly can. "

"Enforcement has an important role and I've given a green light to our administrators and program managers, that we will fill all our FTE positions. I'm happy to say that under enforcement they are full today. I also told them that they don't need to seek permission from the Commissioner when there is a position that opens because of a resignation or retirement. They are immediately to being the process of filling the position, so no longer to do they have to wait to fill a position. I think it's extremely important if we have those FTEs and that we fill them as the staff are doing the important work of OSHA. If it's ever a concern about money, then it's my job to go to Representative Hunter, to the Governor's staff or whomever to and say, 'We need funding.' Their job is to concentrate on the work assigned to them and they need full staff to get that done."

"There are two important programs that we are involved in every year, one is the Governor's safety conference held in the fall, it will take place out here at Prairie Meadows and we are privileged to partner with South Central Iowa Federation of the AFLCIO to participate in the Worker's Memorial Day program. It's especially important to our staff and very meaningful. I have to say that one of the first impressions made on me within my first week there were two deaths in two separate workplaces and I won't forget the impression that made on me, receiving those reports from our staff. And the affect that those incidents have on those staff who have to investigate, and so when I read the names of the workers who are memorialized on this program and unfortunately next year if you will, we'll hold another memorial because there will be additional lowans who are remembered but it's a stark reminder that as hard as we all work, things happen. Unfortunately, people who left home to go to work

sometimes, some of those folks don't come home. And it is very unfortunate and does influence all of us. Thank you to President Cooper and his staff for partnering with our staff.”

“I'll quickly begin to wrap this up, I think many of you are familiar with the workers memorial monument, located on Grand Avenue, on the corner between the Iowa Workforce Development Building and the Wallace State Office Building, and it's a significant monument the next slide will show a picture of. How many of you knew there was a model of the monument that was also created? I think we're going to move this down to our building where we have a lot of traffic in and out of our building, and I would like to place this in our front lobby area so the public can see it as a reminder and our challenge is, because of the way the display was created, it's a very large display. I think it'd be a very appropriate thing for us to do, and along with a designation of who is in the building with new signage that we put this model that was used to create the monument inside the lobby so the public can see it.”

Commissioner Roberts ended with the picture of the Workers Memorial monument on the corner of East 9th and Grand Avenue. “I simply want to say thank you again for allowing me to speak, I'm going to stick around today, I'm very approachable and I hope that you're comfortable in coming up and introducing yourselves, speaking to me, and again I have a very open door policy, your leaders know that, Representative Hunter knows that, and I appreciate the support legislators have provided when the State Senate confirmed me it was a unanimous vote and again thank you have a great convention.

Wishman thanked Commissioner Roberts for his remarks and noted that the Division had moved down to the new location for the division of labor. He introduced Jake from a union company - AT&T.

AT&T

“Jake said that AT&T is a union company, with over 40,000 of our frontline people working on power lines to people in retail stores are CWA members. Remember every time you go to a retail store, corporate store, you guys are directly supporting fellow brothers and sisters, union members.”

“There are a lot of perks for union members at AT&T. You'll never have to pay an activation fee, if you come on over, check out the network you want to switch, you'll never have to pay any of those hidden costs, 15% service discount comes right off the top of the bill. You also get 20% accessory discount as well. I'll go ahead and turn it over to.”

“I'm Danny Geezer, I just wanted everyone to know, I'm a union member at AT&T which is a great thing. I'm also a 13-year combat vet with Company 133 out of Dubuque, Iowa. I want to speak about AT&T's great veteran benefits, not only service discounts and so, thank you. “

Wishman indicated the convention would stand at ease for several minutes to set up for the Labor History Society presentation.

Wishman introduced Lance Coles, Iowa Federation of Labor's Communications Director.

LANCE COLES– COMMUNICATIONS DIRECTOR

Coles greeted the convention and began with a little over 100 years ago Eugene Debs was arrested in prison. He was in jail. Violating a law that took away his first amendment rights. His right to free

speech. “He spoke out against the United States and the United States involvement in World War I. Unfortunately, the US Supreme Court would not get involved until his conviction and there are several important issues from the Supreme Court case that are the founding documents of modern free speech jurisprudence. In the words of journalists and first amendment scholars, the Louis Brandeis dissent was so convincing it changed the attitude of the country and the courts, this is 100 years ago. A little side note to this, while Debs was imprisoned for this terrible offense he ran for President of the United States and received over 1,000,000 votes while in prison. He probably didn't set out to get arrested for expressing his right to free speech, but he was one of many who stood their ground and help protect and preserve this precious right. It's something we probably take for granted. Can you imagine not being able to criticize Trump or our government in any way? That is exactly what was happened to him 100 years ago. Many writers and publishers since the 1700's criticized government elected officials and many laws were passed at that time to suppress criticism. It wasn't until 1919, when the Supreme Court finally turned their attention to the rights associated with free speech and Debs was one of those cases. “

“The civil rights movement of the sixties brought about the case of New York Times Company versus Sullivan about criticism of public officials before the Supreme Court when we could criticize a public official. Closer to home, Tinker versus Des Moines Independent Schools where a group of students in Des Moines wanted to wear black armbands at school protesting the war in Vietnam. One of the students, a past president of the Iowa Postal workers union, past President the Dubuque Federation Labor, and board member of the IFL was Bruce Clark. We have some important free speech litigation that close to home.”

“Most recently the tradespeople have the matter of ‘Scabby’ the rat balloon. Which could soon be before the Supreme Court on whether that's considered free speech. We have really had free speech for over 100 years, and it has constantly been under attack and maybe more so now, than in years past. As evident with these few examples, free speech and free press has not been an easy to maintain. The words, ‘Congress shall make no law respecting an establishment of religion or probation free exercise thereof or abridging the freedom of speech or of the press or the right of people to peacefully assemble and to petition the government for redress of grievances,’ I'm no scholar or anything, but the language is pretty clear and understandable even though there's been a lot of litigation over exactly what that means.”

“I believe it was no accident that it is the first in the Bill of Rights. A right that many of us have taken for granted. I want to thank those people in the past for their bravery in protecting this right. I am a journalist. I've been incredibly grateful to have that right and sometimes push it to the extremes. We, union editors, continue to lead this fight to protect the right inscribed in the first amendment. We have an obligation to inform, educate, and I believe agitate when necessary. These rights are under constant attack and even more so today. The courts are being stacked against us, and our ability to continue to exercise these rights could be taken away easily. The labor movement has lost its voice in the mainstream media, so it's up to us to keep that voice loud and clear. Journalist are not the enemy of the people; union journalists are the voice of the working people.”

“What does all this have to do with what I do? I am your communications director and I thank you all for letting me have this dream job, I appreciate it very much. We need to communicate and it's my

job to do that for you, but I can't do that unless you keep me informed about what is going on and what you need communicated. Ken can mention a couple times that the AFL-CIO monitors social media pages and we are in the top 5 nationwide on Facebook for union sites. We had a highly successful year last year with our Facebook advertising with over 13 million views. We will probably do this again as it was very inexpensive, very effective and we can reach the demographics we want to. We think it's a very efficient tool that we want to continue to use. So, the guys maybe fundraising for that soon so keep your checkbook handy."

"There is a flyer in your packet describing the different ways we communicate. In the world I grew up in, there 3 TV stations and you got your news maybe hours but usually days after it happened. Now you get it on an alert on your phone as soon as you pick up the phone. We're trying to stay up with all the new social media that's out there and all the ways to communicate. One of our biggest challenges is how to communicate with our younger, newer members. It's a challenge I'm willing to accept but I need the help of you and your to send me your flyers, emails, videos or whatever you've got going on in your local, so can share that with the mainstream media, who does not cover a lot of our events."

"Obviously, the media was here yesterday not so much for us, but because of a people speaking here. No, the mainstream media does not really have a lot of attention for us, when I was younger there used to actually be a labor editor with the Des Moines register and Tribune. Now you're lucky to find anybody even has the title so it's hard to get them to pay much attention to us."

"It's been a busy month for me as far as conventions with the Postal Press association out here 3 weeks ago, the Midwest Labor Press convention in Dubuque for a week, got home to mow the yard and my wife and daughter asked, 'who are you.' The Labor Press has been around for a long time and it's a great organization is made up of 7 states. This year, as part of that convention, the IFL won 4 awards for our podcast, photos, and an article written by Rick Moyle. We got recognized for what we do, and I have faith in the resolution that we will vote on tomorrow. I support this organization to help to keep the free press in the labor movement. It is not just for editors or leaders; it is for anybody with any part of communications."

"The Sergeants-at-Arms passed out a survey. It would help me out if I knew what you're doing. Please be honest about what tools you use or read. We need to know this so we can get help you do what you're doing. I'd appreciate if you could fill them out right, today, or tomorrow before noon, so the Sergeants-at-Arms can pick them up. I'll close with one of my other my favorite quotes, from Mother Jones, "Sit down to read, prepare yourself for the coming conflicts." Thank you."

Sagar thanked Lance Coles for his hard work and asked, "What other awards in Midwest Labor Press Association give out?" Answering his own question Sagar noted that the inaugural Eugene V. Debs award for outstanding contributions to journalism went to Lance Coles.

Sagar said Coles pointed out Labor was not getting a lot of coverage in the mainstream media. At the April meeting, the executive board directed us to raise some funds to help fund 'Iowa Starting Line' put on a couple of reporters, the Labor beat reporter was here yesterday for \$20,000. The other, for tracking the federal elected officials focusing specifically on all the wonderful things that are US senator Ernst is for \$30,000. So, we need to raise \$50,000. We've done that and are waiting for some of the other money come in as we are contributing \$10,000 approximately a month to 'Iowa Starting

the other money come in as we are contributing \$10,000 approximately a month to 'Iowa Starting Line' as the money comes in to keep the labor reporter will be on through the caucuses and the federal reporter will be on through November of next year. Thanks to your generosity we're able to help put the message out."

BOB BROWN - JOHN L. LEWIS MUSEUM

Brown thanked the many in this room and many others that came before us who made the museum possible. "The past year has been a good year. We've had some great editions on of the museum with new lighting put in place by IBEW Local 347 installing new LED lighting The Roofers helped guide us through that process of getting a good contractor and his members did an excellent job. After Labor Day We are going to get the outside painted thanks to IUPAT for the first time in 30 years."

"We have our Labor Day fest the Saturday before the Labor Day. You're all welcome to come down. It kicks off in the morning, have their breakfast. we have the parade maybe 2 blocks long so you're not going down there all day, a noon meal that's all homemade, a hot dog and pop stand that's all given out free to the kids and a little tractor pull that Laborers 177 usually sponsors, where all the kids get a trophy for participating. We usually have a drawing for bikes for the kids and a cake walk."

"We received a grant from Prairie Meadows to purchase some new display cases. That allowed us to get new artifacts out on the floor that we couldn't display because we didn't have room. Folks donate from all over the country not just Iowa. We have a lot of family history from miners who worked in that area. People come and visit and then go through the history of their family and they trust us to keep those artifacts safe. We've got some teaching to do."

"The John L. Lewis Museum is a great place to come visit. We're open from May to the end of September, the doors are open 9am-3pm, Monday through Saturday. I work at about every Saturday. It's \$2 to get in the door. Kids under 11 are free. Membership \$5 a year. We do a newsletter once a year. We appreciate you all for all you do. Thanks for having us back again this year and hopefully we'll see you down in Lucas."

JOHN BARTLETT - I WORK & PLAY

Bartlett thanked the delegates for the opportunity to speak in said he was your local union retail and specialty printer. Organized with the CWA, from Waterloo Iowa. "I'm proud to say that I'm 100 percent membership and 100 percent participation in the political action fund. "

"It's been an interesting year and I want to give a shout out for a couple of important customers; Laborers 177, thank you for your business, your support and guidance. We're now occupying the old LIUNA 353 building on Delaware Avenue. We moved there in February and the retail store moved about a month ago. I'm grateful for the support of Teamsters 238, Jesse, and the gang for the business they give me. Operators also are supportive, and I feel it necessary to thank those three."

"We're focused now on American made work wear, the bestselling union made boots, and tactical apparel for the retail store. We are printing a little bit of everything from business printing to garments, focusing on the screen printed T. shirts and embroidered polo shirts and jackets. We've increased our business and signage in the last year. I would encourage you to get in contact with me if you need anything special, as we offer free design services and free delivery and hope to gain and

“Please do everything you can to get your members to go and vote Democrats. Let’s go and make a difference in November. Super excited to say that at the contract renegotiation, my plan is to add an additional paid holiday for my staff which would be election day. Thanks.”

MICHAEL COOPER, AMERICAN INCOME LIFE

Wishman thanked Bartlett and introduced the next speaker saying, “The last time I saw our next vendor was at a pre-strike rally for U. S. W. 105.” Our next vendor from American Income Life Michael Cooper.

Cooper thanked the officers and delegates. He said he was trying to figure out this morning how long I been coming as a delegate. “This is my 6th convention as a delegate for OPEIU Local 277. I think probably 30 years ago that I went to my first convention, I was 6 or 7. My dad was president of GCIU Local 727 for over 20 years and my mom was with CWA 7102 here in Des Moines. Needless to say, the labor movement has been an important part of my life. It put food my stomach, sent me to parochial schools and I was one of the lucky ones.”

“I’m proud of American Income Life because we are the only 100%, wall to wall unionized insurance company in the United States. Everybody from our CEO, to our representatives who visit your members are all members of OPEIU Local 277. I am a public relations representative for American Income Life for Iowa and South Dakota. I get to travel a lot.”

“I’m careful in my travels and I always tell people. “It’s the other idiots you have to look out for but unfortunately accidents happen. I know most of the folks in this room and you guys have coverage with us. Coverage for all members at no cost for accidental death. Unfortunately, and I probably see 3 or 4 checks every month come across my desk. I hand checks to the union reps for family members. It’s a crummy part of my job but it’s important. you know so and I think it makes a lot easier when I can tell the family member their son or daughter or your husband met with one of our representatives and they purchased life insurance with American Income Life. It makes a conversation 10 times easier. But 9 times out of 10, that’s not the case. We had an accidental death last year. The guy was 34 when he passed away and had 3 kids and not have a dime of life insurance but he had a \$2500 from us at no cost. That won’t pay for a funeral.”

“What we try to do we try to help labor. When folks are on strike or with organizing drives. I also sit on the Executive Board of South Central Iowa Federation of Labor. If I have something happen at my house, you better believe I’m calling somebody from the building trades. When I meet with an executive board, I tell them I’ve only driven UAW made vehicles my entire life because that’s the way I was raised. I have American made shoes on. I shop in union whenever I can. We want to do is give your members the opportunity to shop union. I thank you very much and have a safe weekend.”

Sagar thanked Cooper and introduced the new Midwest Region Director who hasn’t spoken here before. He is good brother, a good man, who stands up for what we need. He helped us raise funds from the national AFL-CIO and I’m delighted to call him my friend.

CARLOS CARRILLO - AFL-CIO MIDWEST REGIONAL DIRECTOR

Carrillo thanked everyone for allowing me to talk today. I’m coming here to talk to you about political

independence. How we're moving forward and how we increase the power of our labor movement, not only in Iowa in the central region but across the country. “

“I've been the Regional Director for the central region for a little over a year and I've with the AFL-CIO for over 26 years. With the assistance of our field staff on the ground, Ryan Burke, our main goal is to build power for workers across the central region, in Iowa and throughout the country. We want to help build power for workers through your leadership, with assistance, coordination, and collaboration. People talk about big labor, but the truth is everything we have now, we have built the hard way. I want you and your members to feel the value of every damn dime you pay us to fight for them and their rights now. I'm dead serious about that. This is our movement. It belongs to all of us. And our goal is to lift all of us together. “

“I stopped by today to talk about a couple things. I want to recognize. I want to energize. And I want to galvanize.”

“I come to recognize. The Iowa AFL-CIO has been a force to be reckoned with. In the state where there are 8.8 percent union density according to the 2018 labor statistics, in a state that has a conservative majority in the state house, a conservative majority in the state Senate and a governor who's anti-union anti-worker and anti-American, you managed to fight and win against formidable odds. You have come together to let your enemies know, it is not the size of the dog in the fight, but the size of the fight in the dog. You may have been bent, but not broken. You may have been knocked down, but they couldn't knock you out. You may have been left for dead, but they couldn't kill you. You are still here. Big, bad, bold as hell. Kudos to the Iowa AFL-CIO you have fought far above your weight class.”

“You have developed an innovative and successful program the WIN program. We call it the union member candidate program. A similar program was originated in New Jersey probably about 20 years ago. You came along and the national AFL-CIO said, ‘well maybe we better come along too. This looks like a good program.’ The idea is to elect union members into office. Why union members? Well we are the only ones who really understand our issues, union members have gone through it. We need to train our folks to run for office. Last year we elected over 900 union members to office across the country. The program is nationwide.”

“When you're looking for someone to step up, when you look at fighting for our issues, there's nobody better than our members to understand those issues. You heard President Trumka the other day say. ‘Having a D next to your name is not enough.’ When you look at what's happened over the years, for the most part, Republicans have screwed us for free. But then you look at the other side and some of the Democrats. We've actually paid them to screw us.”

“This is an important program and I want you all to pay attention to it. I've already started the training. We want you to start identifying your union members who can run for office. We can start off at the bottom and build a farm team but eventually we can get them to Congress, the US Senate and who knows maybe even president.”

“I have come to energize. Brothers and sisters there's still work to be done. Despite the accomplishments that you've made, there still are tremendous challenges ahead of us. In many parts of the state and I dare say across the nation, the word union remains a bad word. People have been brain-

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"I have come to energize. Brothers and sisters there's still work to be done. Despite the accomplishments that you've made, there still are tremendous challenges ahead of us. In many parts of the state and I dare say across the nation, the word union remains a bad word. People have been brain-washed and don't understand the power of people standing together collectively and having a voice. They don't see the value that having a voice in the workplace and community has. We have not done enough to educate our own members or our children or the public on what it means to be union. We must run an aggressive and multi-faceted campaign to educate, focusing on the power of being in the Union."

"You can't be afraid to talk about how important unions are. You must be able to talk about unions with a sense of pride. I come from a union family. My father was a steel worker. And my mother was a member back too. They talked about union at the kitchen table, so for us it was natural. My mother worked for Potato Chips, which was non-union at the time. She and her colleagues decided that they wanted to form a union. The manager called them in and told them, 'I've been a manager here for 20 years. Nobody has been able to bring the union in here.' He said, 'And a pair of wetbacks aren't going to do it.' I stand here proudly to tell you that both my mother and her colleagues took the people on strike for recognition and won. I say to you, let's talk proudly about unions again. We must let people know if it wasn't for the union, I wouldn't have healthcare. I wouldn't have a pension. I wouldn't be able to send my kid to college. Union means something. Union stands for something. I am union and I'm proud of it. We should share that message across the entire country. But there's still work to be done. As long as our membership is low, organizing must be the order of the day. We must organize. Sleep organizing; talk organizing; pray organizing and sing organizing, I don't care if it's in the shower. We see in a recent survey that most workers would join a union if the employer were neutral, so we have to think about how to provide neutral spaces for workers to join unions. There's still work to be done. 2020 is a presidential year and Iowa, as it has been previous election cycles Iowa will be ground zero. Once again, a million eyes will be on Iowa. We must push the union member candidate program. Your WIN program. We must elect people that think like us and fight for our issues. That means that once again, affiliates are going to have to step up. Stand up. Speak up. And recruit volunteers and provide release staff for political program. There's still work to be done."

"I've also come to galvanize. I leave you today with one word. United. We must come together like never before. We must throw down the egos; throw down the pride; throw down your selfishness; throw down the strife and division; throw down anger; throw down dislike; and come together. I'm sure everybody had differences here with their organizations; internal struggles; and I'm sure there will be more going forward."

"But the cost is too great not to unite brothers and sisters. We've got to come together. A colleague of mine, Charles Clark, tells a story and I'm going to steal it from him. It's makes lots of sense. You're all familiar with the cartoon called Peanuts. In it the character Lucy walks up to Linus, who's watching television. Lucy said to Linus, 'I want you to change the channel to what I want to see.' Linus turns to her and says, 'What makes you think you can walk in here and take over. Lucy looked at him and holds up her hand and said, 'Individually they are not nothing. But together when I start curling them up into a single unit. They form a fist. They become a terrible weapon to whoever is in my way.' Linus looks uncertain and asks, 'What channel would you like to see?' So, he turns to the channel, then he looked down at his 5 fingers and said, 'Now, why can't you guys organize like that?'"

I come tell you that when parts and pieces start coming together, when the Hawkeye Area Labor Council, the Great River Labor Federation, South Central Iowa Federation of Labor and Western Iowa Federation of Labor come together and work with the Iowa AFL-CIO, that's when the fingers are coming together uniting and the right wing conservatives can't handle this when we come together. That's why we must unite and make them understand that we are proud and we're not going to take it anymore.

Unity is our strength. We can move mountains when we unite. Cesar Chavez said, 'The people united; shall never be defeated.' We must get unified and organized. When we unite; we organize; when we come together, we can rise to any occasion. The Iowa labor movement has got the unified and rise to the occasion. Are you ready to rise to the occasion? Great River Area Labor Federation are you ready to rise to the occasion? Hawkeye are you ready for the occasion. South Central? Western Iowa? Now the entire Iowa Federation of Labor are you ready to rise to the occasion? Brothers and sisters the time is now. The time is now to rise to the occasion. It doesn't matter what the obstacles are if you rise to the occasion, we can do it. If we organize, we can do it. If we energize, we can do it. If we mobilize, we can do it. Let's do it together. Let's rise to the occasion today, tomorrow, and forever. Brothers and sisters, this is our world, this is our time this is our nation and it's time we took it back for workers. Thank you.

Wishman thanked Director Carrillo for the afternoon wakeup call and his tireless efforts for workers. He introduced [Brittany Lange](#) to speak for the Cradling New Life Charity that was begun by the folks from IBEW local 55.

Brittney Lange
Cradling New Life

Lange stated she was the president of the charity called Cradling New Life which was started and still supported by the IBEW local 55. Our focus is helping families that spend long periods of time in the Neonatal Intensive Care Unit for complications during pregnancy. In the past 5 years we've helped over 150 families with things such as gas, grocery cards, mortgage payments and other household bills.

Every year we have a golf tournament which is our biggest fundraiser. This year we had our biggest year to this day raising over \$50,000. We couldn't have done it without the help and support of many local unions as well as the Iowa Federation of Labor. Thank you again for your continued support.

Coming up we also have a tug of war fundraiser after the Labor Day parade, which is another opportunity for the local unions to show their support and competitiveness. If your local is interested in participating, our entry fee is \$250 for a team of 8 players and you can submit as many teams as you would like. IBEW Local 347 and IBEW Local 55 have already submitted their teams. Local 347 was their champions last year, and we're excited to see who will take the trophy this year. Please check out our raffle at our booth. The winning ticket for the William 'The Refrigerator' Perry shirt will be picked later today at 3:30 and you must be present to win. Thank you, Charlie, for the donation of the jersey. Thank you again for the continued support of all the local unions.

Sagar thanked the charity for the great work they do for those in their time of need and introduced another of our allies, the Asian Latino coalition. They're in a unique position and they draw a lot of

Sagar called to the stage another of our allies, the Asian Latino coalition. They're in a unique position and they draw a lot of attention by bringing presidential candidates for diverse community here in Des Moines. It's my pleasure to introduce Prakash Kopparapu.

Prakash Kopparapu, ASIAN/LATINO COALITION

Prakash stated he is the Chair of the Asian/Latino Coalition, indicating the coalition was started in December of 2015, when Asian, Latino and a few Democrat activists came together to get a platform for regular folks to think about running for office and discuss the issues. Not from the stages of Washington DC, but right here in Iowa. In 2016, we started organizing for the election. In 2017 we all got together and decided we will never give up on our dream to be the greatest generation that this nation has ever seen.

2017 was our most successful year with some members who wanted to speak, participate, and organize to run office nearly all of them won their races against incumbents. There is a power in organizing. We started about 100 members in 2017 and today we have crossed 500 members last month.

This success is not possible without union support, we would not have a place to meet. Plumbers, Machinists and Steelworkers all help us. We participate early, we actively encourage our coalition members to run for office. Our board member, Mark Rocha is here. Look up the Asian and Latino Coalition on your Facebook, give us a like and follow us. We meet the second Monday of every month. Feel free to come to a board meeting, we have food, we have fun, we talk, we have speakers and we be inspired.

We have done our endorsement. After all the conversations we have had with the presidential candidates, in the congressional race, and the gubernatorial race. We endorsed all the women candidates. 2018 is a breakthrough year for women candidates. About 300 of our members came and voted. It was very democratic and we're proud of endorsing Kamala Harris. I encourage everyone to look at her plans and let's make changes happen, let's organize, thank you.

MICHAEL PFARR, WORKING AMERICA

Sagar thanked Prakash for all the work done to raise the issues and generate interest in politics. Sagar related a discussion with former governor Vilsack, where Secretary Vilsack asked what we needed to do to win and I said, we needed to knock more doors. Vilsack then asked if I worked for Rich Trumka, I said yeah. He asked if it was okay to call Trumka and I said ahead. Fast forward and we are at the Jefferson-Jackson event and I'm talking with Jesse Case and Vilsack comes out of some reception and points his finger at me and says, 'this is all your fault.' Of course, everyone else, kind of vanishes and I asked, 'what's my fault.' Vilsack says it's my fault he is now on the board of directors of Working American. Which leads us to our next speaker who was here working in Iowa, knocking doors in the first congressional district, specifically doors that aren't labor doors because we were knocking them. I think they contributed greatly to our ability to elect a new person to Congress. It's my pleasure to introduce Michael Pfarr, Working America.

Pfarr thanked the officers, staff, and the entire Iowa Federation of Labor for the opportunity to speak at the 63rd State convention. He stated that he was responsible for the work that Working America does in Iowa as the community affiliate and organizing arm of the AFL-CIO. Working America has a

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We have done our endorsement. After all the conversations we have had with the presidential candidates, in the congressional race, and the gubernatorial race. We endorsed all the women candidates. 2018 is a breakthrough year for women candidates. About 300 of our members came and voted. It was very democratic and we're proud of endorsing Kamala Harris. I encourage everyone to look at her plans and let's make changes happen, let's organize, thank you.

MICHAEL PFARR, WORKING AMERICA

Sagar thanked Prakash for all the work done to raise the issues and generate interest in politics. Sagar related a discussion with former governor Vilsack, where Secretary Vilsack asked what we needed to do to win and I said, we needed to knock more doors. Vilsack then asked if I worked for Rich Trumka, I said yeah. He asked if it was okay to call Trumka and I said ahead. Fast forward and we are at the Jefferson-Jackson event and I'm talking with Jesse Case and Vilsack comes out of some reception and points his finger at me and says, 'this is all your fault.' Of course, everyone else, kind of vanishes and I asked, 'what's my fault.' Vilsack says it's my fault he is now on the board of directors of Working American. Which leads us to our next speaker who was here working in Iowa, knocking doors in the first congressional district, specifically doors that aren't labor doors because we were knocking them. I think they contributed greatly to our ability to elect a new person to Congress. It's my pleasure to introduce Michael Pfarr, Working America.

Pfarr thanked the officers, staff, and the entire Iowa Federation of Labor for the opportunity to speak at the 63rd State convention. He stated that he was responsible for the work that Working America does in Iowa as the community affiliate and organizing arm of the AFL-CIO. Working America has a

national footprint but since 2005 we've been mobilizing in Iowa cities and rural communities. We know that labor can't do this alone and we need to the support of the general public, so Working America strives to bring in the general public for those who don't have the benefit of a union on the job into the labor movement."

"Working America assists affiliates of the AFL in union organizing drives. As we knock on doors and talk with folks, we sign them up to be members of Working America thereby allowing affiliates to reach out to them as well. Our membership is your audience and since 2005 we have garnered more than 30,000 members across Iowa in 99 counties. In the 15+ years since we've been in Iowa, we worked in 3 midterm and in presidential elections, paying roles on the ground to help pass the Affordable Care Act and identify voter trends through our front porch focus groups. I believe that our latest our focus group from this year is part of your information."

"I want to use my time today to talk about 2 things: a review of our work in 2018 and 2019 in Iowa and secondly about how important 2020 is and how Working America is thinking about approaching our work in 2020 in Iowa. In the past year we've knocked on doors and held conversations with Iowans about issues they care about. We've grown our membership and supported working family candidates, like in the special election in Senate District 30 earlier this year. In 2018, we based our team out of Cedar Rapids and Dyersville. Our field team knocked on over 29,000 doors and held over 12,000 face to face conversations with working class Iowans."

"Last year, we used the election as an opportunity to build the Iowa labor movement by building Working America membership. We identified those folks who share our perspective on how to make change and many of these same voters voluntarily opted in for our digital membership program. This has helped us build our digital infrastructure in Iowa and allow us to engage voters on issues they care about most. Engagement includes social media, email, and text messaging. We also identified trends through focus groups or as we call them 'front porch' focus groups. These reports combine a public opinion poll with the texture of a focus group. The survey results released earlier this year."

"After speaking with over 300 Iowans for the 2020 caucus and elections in hundreds of face to face interviews that happened on Iowans' doorsteps in cities such as Cedar Rapids, Dubuque, Cedar Falls, and other smaller communities, the top issues were healthcare and their ability to keep and maintain affordable health care including mental health. Our findings also found an electorate that either supported Trump or were unsure of how or if Democrats to beat him. Melissa, a 32-year-old in Cedar Rapids, told us his fan base is quiet. The Iowa caucuses are the first pressure test in 2020 and it has picked the winner of every election since 2004. Iowa swung hard for Trump in 2016 and a some have already written off Iowa and Ohio, so we can't take for granted that we will be getting a national organizations' financial support or favor in 2020."

"Working America full well recognizes the need to wait to engage voters until the party nomination as settled, but that could be as late as next summer. I want to echo what other labor leaders have said at this conference which is that we need to start organizing now on issues and Working America stands ready. The appeal of Trump in 2016 was because he "spoke his mind" and offered many solutions to the issues that your members and our members face. Additionally, in recent years progressives and democratic candidates largely have been absent from rural areas. For example, Carol the 55-year-old from Dubuque told one of our canvassers in the focus group, "I am not sure if anyone is

really fighting for the working class. I think they may all just be in it for themselves" and that sentiment is not only common in Iowa but across the country. Through in-person engagements, a combination of affirmation and information, we will give persuadable voters and those who have lost faith in politics a reason to re-engage in civic participation and vote. In rural communities, nothing beats a face to face conversation. Everything we do now goes beyond investing in the next election. A recent analysis by data scientist John Ternovski found that Working American membership is changing voting behavior not only for 1 or 2 or 3 years, he found that it changes voting behavior for up to 4 years for non-union members. For us this means a sizeable organizing effort starting today, will win votes in November 2020. Perhaps more profoundly, these organizing efforts Working Americans starts today, will lay the foundation for securing gains in 2022 and beyond. We are here to help the Iowa State Fed, you, and your members. Political re-alignment won't be easy, but it is possible if we start now. Working America is here to fight alongside you, to take back Iowa in 2020, while looking ahead to the important midterms of 2022. I want to close with a quote from my colleague in Ohio, Terry says, "When the chips are down America sends in the marines. When the bosses are bad. Labor sends in Working America."

Sagar thanked Pfarr for the Working America update and introduced Gwen Sharp with the Blue Cross Blue Shield Wellmark.

GWEN SHARP—WELLMARK BLUE CROSS BLUE SHIELD

Sharp indicated she worked with many different multi-employer Taft Hartley groups for Wellmark with Pat Lynch. "We would like to thank the Iowa Federation and affiliates members for the opportunity to sponsor the 63rd annual convention. We have more than 36 years' experience in administering multi-employer plans. We have a dedicated labor liaison, Pat Lynch, who brings more than 30 years of experience in union leadership. BlueCross-BlueShield companies insure more than 17,000,000 members retirees and their families, more than any other insurance company. For more than 80 years BlueCross BlueShield companies have provided a secure and stable health coverage. I thank the Union members out there who support their families. We bring a strong network to offer members BlueCross-BlueShield to help protect you, Pat and I will be here the rest of the day and tomorrow if you have any questions. Thank you again for letting Wellmark help sponsor this."

JULIANNE FROSOLONE, IFL POLITICAL DIRECTOR PAUL IVERSON, UNIVERSITY OF IOWA LABOR CENTER

Sagar introduced Julianne Frosolone, your political director, and Paul Iverson from the Labor Center to give a caucus overview. He noted, we can put this presentation in your union halls, in your federation facilities or wherever we need to have this information. We've got some people who are good at presenting, Julianne and Paul.

Frosolone greeted the convention and thanked everyone for being here and everything that you do.

Iverson stated he was from the University of Iowa Labor Center and thanked folks that he was still here.

Frosolone said the presentation can be tailored to the time you have available and started with a disclaimer: this is not a partisan presentation by any means although this process only applies to the

Democrats, We want to encourage all of our members regardless of their party affiliation to head out to the caucuses.

Frosolone indicated that the Iowa Democratic Party is starting a new process that will have six opportunities in addition to caucus night to participate virtually.

Iverson said the idea is to allow people to participate that can't make it on Caucus Night, Monday February 3 at 7:00 PM. This is something that is good for labor because if you have people working second shift or other people who can't make it, it increases participation. We'll will explain how it works and don't change your strategy for the in-person caucuses. If people can go to the in-person caucuses, they should still go. Don't tell people to stay away and go to the virtual caucus but if you're doing your organizing for caucuses and there are people that cannot that legitimately make it to the caucuses, get them to get them ready for the virtual caucuses because 9 percent of the delegates to the state convention will be chosen to the virtual caucus method.

Frosolone noted as part of participating in the virtual caucus, there are several registration deadlines that we want to make you aware of, since we don't have the slide up there, we want to let you know that we're happy to share this presentation afterwards. We're also happy to travel the state to teach your members. The first deadline is January 1st, to be a registered voter and in this case, you do have to be a registered Democrat to participate in the Democratic Caucus, make sure your members know.

Iverson indicated that unlike the in-person caucuses, you cannot register at the virtual caucus. You have to be pre-registered to vote by January 1 and start registration for the caucuses on January 6 through January 17. They need a list of who potentially could sign up for the virtual carcasses because if you sign up for a virtual caucus, you have to attend a virtual caucus and are no longer allowed to go to the in-person. Remember, if you sign up for virtual caucus and you change your mind; you still must go to the virtual caucus.

Frosolone noted that according to the Iowa Democratic Party, you'll either log in on a computer or cell on something like the Zoom meeting, which a lot of you have probably used. Dial or log in that night and if you're late you won't be able to participate.

Iverson indicated that they would close the virtual door at 7 pm for each of the 6 consecutive days that the virtual caucuses are happening before caucus night. He added that some of the virtual caucuses are in the evenings; some of them are in the morning; and some of them around noon. They are at different times and on different days of the week, so that everybody can have a chance.

"Once you log in or call in, there is going to be a virtual caucus chair. The virtual caucus chair will call the caucus to order and then every presidential candidate, that is still running, will have the opportunity to present their case to you. I'm assuming these are all going to be taped from either the candidate or somebody for the candidate's campaign and will explain why you should vote for them. You will have the opportunity to rank your presidential preferences for your top 5 presidential preferences."

Frosolone added that it is important for people who will make it to the final round, it's a strategy thing, using ranked choice voting.

Iverson informed the delegates that all of the presidential preference groups, from all the people that are logged on for all the virtual caucus and see which candidate survives. Just like the in-person caucuses, you must have 15% to be viable. With 20 Candidates, there may be no viable groups at the end of the first round or very few. Then they drop off the one with the fewest number one preferences and re-distribute and keep on doing that until there are only viable groups left. If you rank 5 obscure candidates and they all end up being dropped during the 5 or 6 or 8 rounds of realignment, then there is nothing in the rules that explains what happens but there is no way for the party to align to allocate to a candidate. Our advice is caucus for whoever you want in the first 4 choices but pick one of the top 3 or so in in for number 5 so at least your vote is counted.

Iverson made a plug for Frosolone's road show so she can explain in language you all understand, and all can work with. We need to light a fire under some people that might need it. She's wonderful to work with and she is such a resource take advantage of it

Frosolone was excited to collaborate with Paul, the resources they provide from the University of Iowa Labor Center to our members was great. She noted that that all the votes from the virtual caucus will be redistributed at district convention.

Iverson indicated that your precinct caucuses will not be affected at all by the virtual caucus and each individual virtual caucus will not result be announced, all 6 virtual caucus results will be lumped together and then divided up into the 4 congressional districts. At the district convention level is when the virtual delegates come in. You still get 100 percent of the delegates that you normally would get at the district convention and they will add an additional 10 percent for virtual caucuses. Therefore, an additional 10% of the delegates to the state convention will be through this virtual caucus process.

One reason we said volunteer not only for labor walks with campaigns is the people who will be delegates from the virtual caucus system, by the rules, the candidate gets to choose who those delegates are. So, Bob with his pick-up, all just happen to be union members and we want the candidate or the candidate's committee to choose our members to be delegates.

Frosolone said this is a great segue way into our Labor 2020 strategy. If you are wondering what our goal is for 2020? Our goal is to take over the entire process. If you are in the virtual caucus and your candidate is viable and you want to be a delegate, give me a call. I was on the campaign and we will make it happen. For those who don't have it, my number is 507-254-7070. So, my time is up here, we want you to go to your caucuses, we want you to become delegates, we want to participate in everything made a lot of you if not most of you were part of 2018 remember when we took over that convention? We want to turn out more union members than ever before. I'll see you all in February!

Wishman thanked Paul and Julianne for their presentation and introduced Community State Bank.

KELLY BAKER, KYLE BAKER, QUAD CITY HOLDINGS

Kelly and Kyle Baker greeted the delegates and thanked them for the opportunity to speak for CSB. Most of you work with Mark Rathman and Crystal Edwards but we're all part of Quad City Holdings, a multi-bank holding company. "We serve many unions in Cedar Rapids, Des Moines, the Quad Cities and Waterloo markets. We are a union first bank. We look to use union labor. We love to partner with

you on lots of initiatives. One of the things we offer is a full suite of a business account services, member services and investments. We do a lot of financial literacy in Cedar Rapids and help your members with that. We value the relationship we have with unions and we're very thankful you allow us to be here for the convention. We are going to do some drawings today so each of the banks, \$100 gift cards. The first one is from Cedar Rapids and goes to Rick Moyle. The second is from CSB, Mark and Crystal and this goes to Mike Sadler. Lastly, C. T. and this one is Ron Dinsdale. Thank you very much."

JOE GORTON, THE BRADY GROUP

Sagar introduced Joe Gordon, representing the Brady Group. Joe has been a union activist for a long time is with the United Faculty at northern Iowa, yet another public sector union attacked in 2017.

Gorton thanked everyone and explained that he was here to talk about Brady United against gun violence, which did not seem like the typical type of a topic that would be at a union gathering. "For me it really starts with the assassination of President Kennedy. And then the assassination of Martin Luther King Jr. and Robert Kennedy and Medgar Evers. You know when I was a kid in the sixties, there was a feeling of hope in our country despite all the problems, all the turmoil. There was a feeling of hope and those feelings of hope for me as a young man. We can't have politics that can be changed so easily at the barrel of a gun.

Several years ago, I told the president of UNI when I leave the labor movement, I'm going into the gun violence movement. Because there's a problem with the gun violence movement, it's too polite.

We need some fire in this movement. So, there is another movement, that is separate and distinct from the labor movement, and we share many of the same goals, including the election of progressive Democrats. Okay. Thank you very much."

ORGANIZING ROUNDTABLE

ROBIN CLARK-BENNETT, U of I LABOR CENTER

TOM TOWNSEND, PETE HIRD—IBEW 704

PAIGE OAMEK—GRINNELL COLLEGE STUDENT UNION

TODD ANDERSON - AFL-CIO

KELLI HARRISON - UAW

Sagar introduced the next speakers, a panel moderated by Robin Clark-Bennett from the Labor Center. Tom Townsend and Pete Hird from IBEW 704 will speak about the experiences that they had in the Dubuque area organizing hotels; Paige Oamek from Grinnell College, who has been dealing with an allegedly progressive liberal arts college; Todd Anderson's talking about a macro view of organizing and Kelli Harrison with the UAW. Please welcome our panel.

Clark-Bennett thanked the Federation for the opportunity to serve as the moderator of this panel and began her slide presentation. Throughout our history, workers organized. Unions have never waited for the government to invite us to organize, even under the most brutal restrictions, workers have found ways to build strength and come together.

An easy question this afternoon to wake everyone up, 'When did the federal government establish a legal right for most private sector workers to organize unions?' 1935. I think it is important we look

back at the intent that the Congress expressed when they passed this law. In section 1 of the National Labor Relations Act, it says, "the inequality about bargaining power between employees who do not possess full freedom of association and employers who are organized in corporate and other forms of ownership associations substantially burdens and affects the flow of commerce, intends to aggravate recurrent business depressions by depressing wage rates and the purchasing power of wage earners in industry, and preventing the stabilization of competitive wage rates and working conditions within and between industries.' I think that is relevant today, in the sense that when they passed the National Labor Relations Act, it gave workers the right they'd been demanding and asserting in unprecedented numbers. They recognized that the lack of unions was not only hurting individual worker's right, but it was hurting our entire economy. It was causing economic inequality; causing instability; and even contributed to the Great Depression."

"Years later, statistics would underscore this point if we compare economic inequality, measured by the percentage of all income flowing to the top wealthiest 10 percent of the people in our country relative to union density or the percentage of all workers who are union members, it is extraordinary how closely the two correlate."

"It's clear in the 1930s, when the workers organized, and victories inspired more victories the entire economy rapidly changed for the better. But there's so much that a chart can't show. Beginning in 1992 I had the privilege of working for over 10 years as a union organizer. I sat in the homes of thousands of workers. I will never forget the way that unorganized workers describe the powerlessness and the humiliation they felt from having their livelihood, their children's opportunities, hanging by the thread of some supervisors' wins and preferences. I'll never forget what it was like to watch the light go on in someone's eyes when they realize they were not alone, that they had rights and that they had the power to effect change. We take so much for granted as union members whether that having a contract that provides transparent rights, a voice, the grievance procedure or whether it's the kind of people power that means that 15 presidential candidates are motivated to come here and ask you for your endorsement. These are dark and difficult times but luckily, we don't start by organizing everyone. We start confronting the darkness by knocking on one door or having one conversation. Then knocking on another and helping people turn on their lights and become active. I am proud today to present this panel of activists to you to tell you about some of the ways local union activists in Iowa and around the country are turning on the passion and lighting up people's activism in ways that are bringing really important new energy to this movement. We start by inviting here Tom Townsend and Pete Hird from IBEW 704 to talk to you about hotel workers organizing."

"Hird said that he took the job as an organizer about 5 years ago. They talked about what they would do when construction work slowed down. What were some ways we could affect the community and we talk about reaching out to unrepresented industries? We worked with the Dubuque Federation of Labor and the Dubuque Democratic Socialists and sponsored a free school to make sure that union organizing was a part of that curriculum. We normally spoke to a lot of Democrats at meetings, educated politicians about poor working conditions, OSHA violations, or gender/minority issues. No matter how much people think they know about how bad it is or how difficult it is to start a union in the workplace, they really don't know until they see first-hand with the workers out there."

A gentleman came into our office 6 or 8 months ago and asked, 'I'm going to start a union.' I didn't

know what he meant as the hotel he worked at was connected to a union casino. A lot of times, people come in and they're not really sure, but he said he wanted to start a union. I knew right away we got to make sure he gets help. We had a really good first meeting and one of the ideas we had was to get the Labor Venter to come to a meeting so we could explain and I think they gave us some credibility with the people we're talking to show that we were part of a larger organization of people."

"My goal was to encourage these people to be their own leaders. This time I tried to do it differently and basically left much of the activities up to the. I don't want to say it easy, and it probably difficult for them, but we basically had 85% of the cards within about 3 days and we filed for election. The company remained neutral because of the work we did. And we had a unanimous vote for our election. The board agent was literally stunned, said she's never seen that. Because of the first group, we were able to spread the word. Because of things we did during that organizing drive, we were we were contacted less than one month after winning an election the new unit recently by a 2nd group of workers."

"We stuck with the same plan and tried to empower the people to become their own leaders and they took charge of it. It was a 25-person unit and we got 23 cards signed in a few days. We have an election for the unit on September 6th."

Townsend, Business Manager for IBEW Local 704 in Dubuque said the 1st question, "I asked myself when all this started was, 'Why did they walk in our door?' After we started talking to the workers, the fact that they walked in someone's door became obvious. For example, the lady that had been there for 13 years, who served in the restaurant. She started making \$8 an hour plus tips and until July 1st, she was still making \$8 an hour plus tips. There's a lot of other stories, housekeepers were treated horribly, they didn't have much paid time off. They had some vacation, but they didn't have any holidays. A lot of conditions were horrendous at that facility. As Pete said the company agreed to stay neutral but that wasn't totally by their choice. Before we got going, the management company hired a union busting attorney and scheduled captive audience meetings. I went to the CEO of the casino and asked him, 'Why would you want to have these issues?' That afternoon all the meetings were cancelled. We still negotiated with the union busting attorney, but things got a lot better."

"All the things that you do in the community, all mattered. I started talking to the workers and they told us if they saw something on TV, there's an IBEW shirt there or if they went to a food giveaway, there's IBEW guys. If they went to United Way, there's IBEW guys there. All the activities that we're doing in the community and we have been doing for years really helped. Helped us tremendously gain the support of these people."

Pete asked how they found out at the Holiday Inn? Well, we tried and tried to get info to the Telegraph Herald to print a story about the new unit at the Hilton. We weren't highly successful, so Pete sent a letter to the editor and the next day we got contacted by the Telegraph Herald to run a story. They ran the story and we got called 2 days after that story saying "Hey, we work out at the Holiday Inn express we really like to join the union. How do we do that?" We got the lead from one of Bruce Clark's former stewards who is now working at the Holiday Inn Express. She contacted Bruce and asked, 'Who is this Peter guy?' That's where we got the contact from. Thank you."

Clark-Bennett thanked them for their story of organizing success in Dubuque. She introduced Kelli

Harrison, UAW CAP Coordinator for Iowa, to talk about their member to member action structure.

Harrison said she was CAP Coordinator for Iowa, and CAP stands for Community Action Program. That's the political side of UAW. We're working more on internal organizing because we're already organized but it is about organize your members to do something.

"We had a member-to-member program which means talking to your members. Having a conversation so people. You must have buy-in from leadership and your leadership must push this program. When I first came on staff in 2016, I worked with our education coordinator and we did some member to member programs at some of the locals. We did find some locals were better at it and some that weren't as active talking to their members. We had to re-do our way of thinking, we must find people to help us do our program."

"First, we affiliated with the Iowa AFL-CIO. We also affiliated with some of the labor councils in the state. We all know we can't do this alone; we are in the fight of our lifetime but what if we could organize our plants, if we had information, good information during the election cycle? We got pamphlets from the Labor Action Network and the AFL-CIO and we took them to locals and distributed around the plant. We mapped out plants, get people involved that are leaders of your local, get somebody at the desk in the in the department, somebody that you trust in a plant. Then you gave them that literature. How long does it take to knock on 500 doors? Or, to make 500 phone calls when no one answers their phones anymore. You can implement a program where they're all getting the same message. We're giving them the information and you can personalize the information and distribute it. We did texting in the last election cycle; again, you have the same information going on to your members. The key thing is that it must be good information, we can get that through the IFL. You must have a consistent message so that we're telling all our members the same thing."

"CAP is also where we raise money for our candidates and at the end of the day, our goal is to win right? We all have to have a program that we can win with and this member to member is it. When I first came on, we didn't have a whole lot of helpers but since then we have doubled the people on the ground. Our structure here in Iowa is 3 CAP Councils throughout the state."

"At first, we weren't using our process the way that it was designed. Now, if you're from North Central CAP; you stay in north central Iowa and work with your group, because nobody knows your people better than folks in your locals. The you want the people that live there to take care of that area. I got some of my CAP chairs here. These programs aren't successful without the help of the people who know the plants and know their folks the best. They're hard working people and, we've been successful. Everybody was there doing the work when Abby Finkenauer and Cindy Axne were elected and that's because our members got involved. This year we put a form up on our UAW Region 4 website, where you can solicit volunteers. Believe it or not it works. You can't assume that everybody wants to knock on a door, you must have that personal ask. I was at a training in Iowa last week and they had 123 delegates there. We had more people there than signed up. I think people want to do something to make a difference and that helps your union grow too. It makes you stronger. If your base is strong, that'll make your union stronger in the end."

"We've been working hard trying to get our people involved and we came up with this form called 'What will you do?' We are willing to share it if anybody wants it. I would be happy to share it with

you. We ask them if they want to phone bank, if they want to door knock. It helps because some of our people are out doing the work and we just don't know that they're doing it. We're trying to get them to do our programs and talk with different labor people not just working beneath the Democratic Party because we want to make sure that our labor folks are the ones that are out there voting, so that we can get our endorsed candidates elected. You can reach me at kharrison@uaw.net. I'll share any information I have. If you want to know what we're doing, I'll be happy to share it with you, because we want to know what works and I don't care if you're an IBEW or a Teamsters, whoever, if we share that knowledge, we can be successful in 2020, so, let's do it."

Clark-Bennett introduced the next speaker, Paige Oamek from the Union of Grinnell Dining Workers and to talk about an ongoing struggle to organize student workers on campus at Grinnell.

"Oamek said she was going to talk about their struggles at Grinnell College, a private college. We are the Union of Grinnell Student Dining Workers. The UGSW is the first independent undergraduate labor union in the country. We won representation in 2016 for our dining hall and dining services unit, which is made up of undergraduate student workers. The union, as it was originally formed, had bread and butter concerns, the biggest one being understaffed. We can make this workplace better, so we did."

They bargained their first contract and raised wages from 8.50 to 9.50 an hour and in doing so, built trust leadership, credibility, and power. "A year later, we announced our intention to unionize all student workers on Grinnell's campus. We started a campaign, built for about a year. That's kind of where I came in, I had never worked in a dining hall but had worked tons of other jobs on campus. Every time I leave campus for the summer I come back and one of the jobs I had would just be gone. And we knew there were better ways to run this and we deserved better conditions, and general accountability."

"Coming into fall 2018, another year later, we really dug into our fight to unionize all student workers on campus. We started our card campaign. We had 1,000 working students on campus and knocked 1,000 doors to get those cards and that's where our legal fight began. As in 2016, our union had to be voluntarily recognized, before Columbia University's 2016 case that recognized graduate student workers as workers, we recognized in September 2016 as workers. A couple important things happened in 2016. We won our first union. Columbia University set the precedent that students are workers and another election happened. All these things really influenced the organizing territory."

"As we began this legal fight to unionize all students on campus, there was a more push back coming and more stakes. We begin to also understand our union has a political entity and as a radicalizing tool and our employer began to fight back. Grinnell college has a \$2,000,000,000 endowment and they can't pay their workers, but they spent thousands upon thousands of dollars on the Porsche of union busting law firms from New York to break us. They were afraid of the power that we had. We had our card campaign; we had our hearing; and we won our election by a 5-1 margin."

"But there are national stakes and lots of people understood that, and so they fought back hard. Grinnell College and their law firm had the opportunity to appeal our election, they could take that to Trump's NLRB and on to Federal courts. Understanding the stakes, we didn't want to take and give the opportunity to reverse that 2016 precedent that students are workers and take away the organi-

rights of students across the country. We said we couldn't let that happen.”

“So, in doing so we gave up the election we just won in order to preserve the rights for students to organize in the future we were able to hold on to our dining hall unit as that was already recognize 2 years before. We were kind of back to square one.”

“The lesson there for me is that the law is never your strongest tool. Being able to educate members, educate 1,000 undergraduates about what it means to have class consciousness, what it means to understand workers are powerful no matter what, no matter what the law recognizes that. We began an expansion campaign, an issue of bargaining and had the rug pulled out from under us in the past month. Meanwhile, in our dining hall we won our third contract, our best contract yet. Bumping our base wage to \$10 an hour in the dining hall. I learned from organizing the Grinnell Student Dining Workers. I think we all need to understand you need to draw power outside our bubbles, outside of our workplaces, outside our campuses because the boss is doing that already. They're talking to each other and so we need to talk to each other. So, whatever the future holds, this is on us. I'm really looking forward to continuing these conversations with all of you and keeping you guys tuned in and having help each other and showing solidarity because that's what unions mean. Feel free to check us out, UGSW.org on, Facebook or Twitter.”

Clark-Bennett thanked Oamek and said that struggle is not over. She urged the delegates to watch for ways that they could support the Grinnell students throughout this coming year. She introduced the last speaker, Todd Anderson who is going to talk about lessons for national campaigns and strategies to build power.

Anderson thanked Clark-Bennett and said it was good to be back in Iowa He wanted to talk about the awesome responsibility our unions and you as union leaders have in investing union dues so there's a future for this labor movement.

That awesome responsibility is the investment of the sweat off the brow of our members. That's where our union dues come from and we owe them a responsibility and owe our children for a responsibility to make sure there's going to be a vibrant labor movement. That requires organizing. We at the AFL-CIO are working on the best practices that are seen globally on how to organize at scale. There's one key common theme that's ringing out right now some of the largest growth were seen around actually the world and that is a concept of comprehensive organizing tactics.

“That means we spend a lot of time up front doing in-depth research; into our organizing charts; look at the shareholders; where the money is flowing; what loans are being made; who's wanting the money; and what the government is providing to this corporation in the form of subsidies. We look at the supply chain and the customers. Look at all the government procurements as they are selling products to our governments. We look for an advantage, for leverage. It was great to hear the story from Dubuque where got neutrality by using the relations they had in the community. What we're doing in comprehensive research to the support organizing is doing in-depth studies, often of a year or 2 in order to plunk down a huge investment of our union dues money but the investment and return on assets the success rate for are staggering.”

Let me give you a couple of examples. Some of you might have heard about the National Nurses Union actively campaigning for nurses at John Hopkins University right now. Reviewing the research

that the AFL-CIO did with the National Nurses Union, we discovered that they had a requirement to provide a certain level of the indigent care, to provide healthcare free of charge to poor people. But what we found was an incredible pattern of this hospital to charge and sue all the poor people \$1,000 to \$5,000 a year for their medical bills. We've been exposing that for the past couple of weeks in a massive campaign to make sure everybody understands the way that John Hopkins treat their patients is the way they're treating their workers."

"Let me talk about international relations and concepts that we're growing partnerships, building into organizing. We're a part of a of the international trade union confederation. The AFL-CIO, as part of the international trading federation, are in the process of releasing a study about European businesses who are investing in work sites in America, bringing their production to the US and they're going to the south. We're working with the European union's to really challenge these employers and expose what's going on in South Carolina and Mississippi. This trans-Atlantic partnership is going on right now and this study that is coming out is really going to shine a light on how you treat your workers in one country, your home country, where our union brothers and sisters in Europe actually sit on the board of directors of these companies and the way they act when they get to Mississippi."

"I want to talk about the tools we offer to all the affiliates, the state federation's support for organizing. The AFL-CIO Organizing Institute offers 3 day organizing schools for entry level organizer's to really give them a flair for what to expect, how to conduct goes one on one meetings, how do to the house visit. We also sponsor Organizing Institute trainings for lead organizers, development lead orders and are convening a table for organizing directors, so that they can share with each other about the lessons they learned so that we can strengthen the knowledge from each other. We are doing internal organizing too. It was great here the description of how the UAW's built their work site systems here. We are sponsoring programs to bring leaders in to help design and set up their internal organizing structures as well. The last pitch I'm going to give is research as I began with this comprehensive research campaign, we need to train researchers. The AFL-CIO has a research training program. We've come into states and done trainings, but we also cooperate with Cornell University to train researchers through that program as well."

"Last, I'm going to leave you with is we just invested in the Minnesota AFL-CIO. About a decade ago, they developed a strategic organizing plan and they found the money from the affiliates to put on an organizing director at the state AFL-CIO. They put on a researcher at the state AFL-CIO to support their affiliates organizing campaigns. That program has blossomed, they've moved to do an internal organizing program. We're for providing them resources to send their staff to the surrounding states which would include Iowa to help the Iowa Federation of Labor should they be interested in starting to design a strategic organizing plan based on the skills that we can bring in Minnesota. That's a quick update in support of all of the affiliates here in Iowa and thank you for your time."

Clark-Bennett indicated that what we have discussed is really the tip of the iceberg in terms of the organizing that's happening in Iowa. What was not mentioned is the fact the public sector unions last year mobilized over 40,000 people to actively go out and vote and defend their collective bargaining agreements. Over 500 General Mills workers in Cedar Rapids just organized a union successfully. Not to mention all the non-board campaigns that building construction trades unions are engaged in all over the state. They are salting and pulling in and organizing on non-union workers dur-

during this important construction boom. There are many other campaigns. We don't have a state where there's huge national investment flowing into organizing or loads as a staff coming in. But we have each other and we need to keep in mind of resources from the AFL-CIO; the lessons we can learn from each other; and the Labor Center at the University of Iowa for support. We are going to start organizing round tables again, as we were in the past and I look forward to working with you all."

BRITTANY LANGE, CRADLING NEW LIFE

Wishman called on Brittany Lange from Cradling New Life.

Lange again thanked everyone for support and Charlie Wishman for the donation of the Jersey if you would like to please draw the winning ticket. Wishman drew Red ticket. 9619887. Chris DeHarty of AFSCME.

Wishman introduced a friend of the Federation, be it in the in the court room or in the state Senate welcome Senator Nate Boulton.

NATE BOULTON, HEDBERG & BOULTON

Boulton thanked the delegation and said he was going to give some remarks about Hedberg and Boulton law firm and the work that we do with you and the labor movement. On behalf of Mark Hedberg and Sara Baumgardner, thank you for all the work that you do representing working Iowans, protecting their rights every day. "It's been a long year. There's no getting around that. We've been steamrolled by a legislative majority and administration that is focused on taking away workplace rights and specifically undermining the labor movement. As we watch this process, we know we didn't choose this. Nobody chooses to be knocked down. I can tell you from a very personal experience. Nobody chooses to be knocked down, but we do have choices. We choose to say we're going to do everything we can to stand back up stronger, more dedicated, and ready to fight. And that is what we must choose to do here."

"Our firm has done that every step of the way, fighting against the impact of some awful legislation. We were proud to stand with AFSCME Council 61, in the face of an unconstitutional chapter 20 bill that specifically reached out to public sector employees and told them they were entitled to lesser and fewer rights in the workplace than everybody else in our economy because they chose public service as an occupation. We were told it was a long shot we were told it was desperate. We stood up in front of the Iowa Supreme Court and we were one vote shy of that law being thrown out as unconstitutional. One vote shy, had a Supreme Court Chief Justice, say that statute, was so unconstitutional he said, and I quote "it offends our constitution." It wasn't a long shot. That law was unconstitutional. We stood up and we proved that. We are ready to stand with you every step of the way as we walk through every act that has been put on workers in this state over the past 3 years. Taking away workplace rights; taking away workers compensation benefits for people with shoulder injuries; telling people they have fewer rights to quality health insurance; fair wages in the workplace; or finding ways to undermine women's rights every step of the way. We are there standing with you because we must. We must because this movement is too important, the future of Iowa is too important. Iowa workers have been knocked down but are going to get up and we're going to be stronger. We are going to be more dedicated; wiser; and ready. Thank you working with us and for all your support.

Wishman introduced a friend of the Federation from a group that does so much for central Iowa. She works labor, Elizabeth Buck of the United Way of Central Iowa.

ELISABETH BUCK, UNITED WAY OF CENTRAL IOWA

Buck thanked Wishman for the introduction and thanked him again for serving on the United Way of Central Iowa board. She shared a photo of the Operating Engineers, Local 234's Training Center which was struck by a tornado on Tuesday.

"As president of the United Way of Central Iowa, she wanted to start by sharing a story that illustrates the impact of the partnership between United Way and labor across our state. This photo is Ivy. Ivy experienced trauma as she was growing up. Started drinking and using meth in high school. She went to prison for OWI and possession charges. When she was released, she stayed sober for about 8 years and then a friend offered her a job at a bar. She relapsed and went back to prison for a second time. When she was released from prison 2 years ago, Ivy couldn't get her driver's license back. She was struggling to find someone who would rent her a place to live. Scores of employers had already rejected her for a job but through a connection with a local union, Ivy was able to get a job at Firestone. She re-established herself and is living a productive and positive life. She is now working at JMT as dump truck driver holding a job now for a couple years. This wouldn't have happened without United Way and labor jointly committing to help individuals who are returning from prison overcome the barriers they face so they can become contributing members of our community. This is happening to many of the individuals here Central Iowa as was we work together to help folks get back on their feet."

"Today in central Iowa and across our state, many Iowans are struggling. I want to share with you a bit of data about the trends we are seeing across our state. Currently in Iowa, 37% of our population is struggling. 12% are living below the federal poverty line and an additional 25% are what we call ALICE threshold: Assets Limited Income Constrained but Employed. This is the working poor that we're talking about. Many of these folks are working 2 and 3 jobs to meet the basic household needs. Many of these individuals are just one flat tire or an emergency room visit away from getting into a financial crisis. I want to show you a surprising chart. This compares 2010 on the left and 2016 on the right. You can see how the state has seen a larger percentage of its people that are struggling. A larger percentage of ALICE households. The darker colors are the larger number of families that are struggling and what's surprising about this chart is that poverty is really growing in rural Iowa. I know most of you know that but if you look at the chart those darker blues, we're seeing not just in urban centers but in rural parts of our state."

"Some of trends are survival budgets for families has increased by 41 percent between 2010 and 2016 but wages remain low and flat in most necessary occupations in our state. Public assistance support is not available for many of these ALICE families because they're above the eligibility threshold and the federal poverty level that is so outdated it doesn't measure anything except the extremely poor. Here is a family with 2 young children in the household. The most expensive item in their household budget is childcare, far now outpacing rent in Iowa. Rent/housing is the second most expensive, but childcare is really crippling many of our families, especially families with small children. Here in Des Moines, childcare for an infant it's \$275 a week. If you have two kids under the age of 4, you're spending an enormous amount of money on childcare and that really struggle is a struggle for

many of our young families here in Iowa.”

“What's been so great about this partnership between United Way and labor is the long history. I'll talk a little bit more about that but together, we've been working on issues for decency for working Iowans all across our state especially under attack recently. These are some of the things we've been able to advocate for together. The first one on the list here is a childcare cliff, I don't know how many of you are aware of the childcare cliff but it's benefit assistance for many families in Iowa. They receive childcare benefits but when they reached a level of more than \$11 an hour they completely lose all that and so for many families on the turning down raises so that they can keep that benefit because they have to make \$20 an hour to make up the difference of loss of that benefit. We've also together been able to fight for increased funding for post-secondary education. We were able to sustain the \$12.5 million funding from the state for high school equivalency training in post-secondary training for career pathways. Unfortunately, we have had to work extremely hard during the last couple sessions to prevent the attacks that we're seeing on public assistance benefits. This legislature has been trying to put up many different barriers for low-income families. Barriers like having to prove that they're working adding other steps to make it harder for folks who are already struggling.”

“Beyond our policy work, we've been able to do some great things on the ground level in our communities in partnership with United Way and labor. In Sioux City, for example, the United Way partners with the carpenters union to collect more than 6,000 books for businesses and sort those books at the union hall. They then delivered these books doctors' offices where children under the age of 5 visit. When they visited a doctor's office, they are given a prescription for a book. This really encourages parents to read with kids and then increases the library sizes for many homes. Brian Marshall is the labor liaison in the Sioux city area and we're proud to have been working with us.”

“In partnership with the Hawkeye Area Labor Council and the Cedar Rapids and Iowa City Building Trades, the United Way of East Central Iowa was able to have a challenge grant with local unions to raise \$10,000 that would match any new labor donor who gave at the leadership level. This match actually leads to new donations from the community that now will be used to improve the health education and financial stability of residents in Cedar Rapids. Jay Larsen who's with us today, stand up, we're proud to have you as our labor liaison. In the Quad Cities the local United Way met with larger unions including the UAW and USW to engage with members who are giving to United Way and also to struggling individuals in the Quad City area. I don't know if you all had a chance to meet Cecilia O'Brien, she is the new labor liaison in the quad cities. She's not here today but we are fortunate to have her too.”

“Here in central Iowa, our partnership with labor has been critical to how we get things done. In the 1940s modeling an agreement with United Way Worldwide and the AFL-CIO, we signed our first memorandum of understanding with the South Central Iowa Federation of Labor. Last year we updated our agreement and re-signed our commitment to working together. This commitment, for me personally is not just a piece of paper, it goes much deeper for me. Throughout my whole career and in the private sector, in government, and politics, I have stood proudly alongside labor and have not really been able to get anything done in my career without that partnership I've had with labor throughout my career. This partnership here in central Iowa is very meaningful to me and I know to all of us who signed up.”

"I'm going to share with you some of the unique partnerships that are making a difference now and for the future generations to come. First is an exciting partnership we've had the last 2 summers. 150 students over the past 2 summers explored careers in the building trades during the summer. 7 unions have volunteered their time and training facilities, so that they can inspire the next generation to value this kind of work. Unions are also provided cutting edge training for high paying jobs and United Way is helping connect qualified candidates to those opportunities. Central Iowa Works building new careers and initiatives. This year we were able, with the help of UPS, to deliver over 25,000 books to childcare centers and programs. Also, we have seen great union participation as we've completed tax forms for over 5,000 individuals here in Central Iowa. We partnered with Letter Carriers in their 'Stamp Out Hunger Drive,' we sorted thousands of pounds in that partnership with them and delivered to 14 food pantries in our DMARC system. For teachers in our community, we are putting out over \$200 each school year for supplies that they need in their classrooms. We put together kits, with our partners to help them start off the year with the supplies that they need. In the month of December, we put together hundreds of holiday baskets for needy families in Central Iowa. As I wrap up my remarks, I want to share with you a short video it really showcases our history and our partnership together."

Video

"Again thank you for all you do for your communities and for United Way hopefully you had a chance to stop by our booth outside the room we have T-shirts, stickers, brochures and everything we can to share with you about the partnership Labor United thanks again for reading and living a life of purpose."

"Wishman thanked Ms. Buck for all the work that the United Way does to make our communities better. He went on to introduce our next speaker, somebody that is a friend of the Federation. Congresswoman Finkenauer was raised in Sherrill, Iowa, small town in Dubuque county in a family that's taught her the importance of hard work and caring for others and the value of public service. After graduating from Drake University in Des Moines, she was elected to the Iowa House of Representatives at age 25. Throughout her two terms, as in the US House, Congresswoman Finkenauer made improving the lives of working families her top priority. She ran for Congress in 2018 to continue to focus on building a stronger economy and middle class. In November 2018 Congresswoman Finkenauer was elected to the United States House of Representatives. In Congress she serves on transportation and infrastructure committee, where she sits on the service highways and transit subcommittee and water resources and environment subcommittee. She also serves on the small business committee where she chairs the rural development, agriculture, trade, and entrepreneurship subcommittee. Please welcome your friend Abby Finkenauer."

CONGRESSWOMAN ABBY FINKENAUER—CD-1

Congresswoman Finkenauer greeted the convention and noted she got to spend the day in Iowa. She announced she was not running for president. She thanked the officers and staff of the Federation and all her friends in the room for all that you have done and continue to do for our state and never giving up hope. "You know it would have been easy after 2016 and after the 2017 legislative session and the 2018 legislative session, to give up hope in Iowa but you didn't. You made those phone calls, you knocked on the doors, you supported folks who were going to stand up for labor and working

people in this state and for that again I can never say thank you enough. To the friends and neighbors across the first district and all across the state of Iowa, I say thank you for the work that you've done and by the way, we are just getting started."

"A couple weeks ago I had the honor of getting to speak at AFSCME's convention, deliver the keynote. I told the story that I told often for 2 years after I decided I was going to run for Congress and it's one that I think we need to keep telling because I think we need to never forget what has happened to us and all the reasons we could have given up hope but the real reasons why we must keep fighting. The story goes back to that night at the state house in February 2017, you know what I'm talking about. It's important to say where we as democratic state representatives fighting back against what they were doing to working families across our state like our teachers, our corrections officers, our bus drivers who were just trying to do the right thing, work hard for their family. We're asking that you be treated with dignity and respect. Instead public workers saw their government work against them and make their lives harder. It was in that vote, where we all stood up and voted no loudly that I looked up into the gallery and I saw the faces of folks, some in this room and some from across the state and they had tears in their eyes, as did I. I vowed in that moment to never forget what was happening and that this was not how we treated people in my state or in my country. When we work together, we were going to take our country and our state back."

"I continue to tell that story because that story is what drove me every single day on that campaign trail. It would have been easy to give up. It would have been easy to have a look at the commercials on TV that were trying to sow fear and division, some of the most race baiting ads in the entire country were ran in that 1st district. Some of you saw and know that that is not who we are as Iowans and we fought back but we didn't fight back, with more fear and division, we fought back with that hope that I talked about. Hope is the idea that if you work hard; you're not just able to make a living; you're able to have a good life. Hope is the idea that your kids get a good education and they can do better than you did. Hope is the idea that, god forbid you get sick, you don't have to file for bankruptcy. It's about hope in the idea that, god forbid you get hurt on the job, you're able to get the compensation you deserve."

"That's what we talked and that's why we again can't give up hope. You know it has been an honor to be in Congress after winning that seat and getting to represent the 1st district every single day for the last 7-8 months. I'll tell you, the freshman class I came into is one of the most diverse we've ever had in history the United States. We come from different backgrounds; different ideas and now we're working together to pass the right kinds of legislation that are going to work for folks across this country. It is an honor to get to be a part of that and it's an honor to get to be a part of the first two women ever elected to Congress from the state of Iowa along with Cindy Axne. And to be one of the first 2 women ever elected in their twenties it is the US house of Representatives."

"Though I tell you my favorite first, the one that really means the most to me, is the day before I got sworn in, I had the honor of having lunch with my dad, my mom and the president of the United Association. We were sitting around the table and he told my dad that the next day his daughter was about to be sworn in as the first United Association family member ever elected to Congress. The reason that that was possible, when so many people didn't think it was, when so many people looked at me at the age of 28 and said you don't have enough money to run against a guy who was a mil-

millionaire can right himself \$500,000 checks, I don't know how you're going to do this. The reason I was able to be because of the folks in this room. You guys believed from the very beginning. That a young woman from a working-class family not only had a right to a seat at the table but needed to be there. And for that I can again never say thank you enough and you are who I think about every single day.”

“It has been an interesting time in Washington to say the least. But we have worked hard getting things done. You might not see it on TV at night, but it's happening. I'm on the transportation infrastructure committee where I am vice chair of highways and transit. I get to fight every day for roads, bridges funding and making sure that we have big infrastructure investments. We are also talking about apprenticeship programs and not just any apprenticeship programs but union apprenticeship programs. I sit on the Small Business committee. And I chair the Rural Development, Agriculture, Trade and Entrepreneurship. Committee. It's important to have a voice there who understands labor because I can tell you there have been some sub-committees where they didn't have anybody from labor at the table. We are able to bring that voice and talk about the fact that it is our unions that have these apprenticeships, they are the ones that have the good safety regulations, are training the right way, are paying folks to be able to work hard and have a good living. These things have been ignored in Washington for far too long and because you sent me there, we have a seat at the table.”

“We've been able to do quite a bit when it comes to passing the Butch-Lewis Act, protecting pensions for folks in this room and across country. Folks who, like my dad, worked their tails off their whole lives and expect to be able to retire with dignity and receive what they earned. We also voted to repeal the Cadillac Tax, which would have hurt the health care plans of folks in this room. We voted to raise wages for folks across the country to have the dignity and respect they deserve. One of the things that I am most proud of is a bill to reverse what Reynolds has done gutting of collective bargaining in our state, the federal Public Service Freedom to Negotiate Act.”

“I do not sit on the Education and Labor Committee, but I was invited because of my bill with the Chairman Bobby Scott, the Public Service Freedom to Negotiate Act. In front of the subcommittee, there was panel of folks, one of them happened to be a state legislator from Missouri who had done a lot to hurt unions and hurt working people. I got a lot of pent-up frustration from the last 2 years out on that Legislator from Missouri and made sure they heard again, you don't spread lies about unions, you don't attack working people and you better learn how to treat people with respect.”

“We've been up to a lot but there's a more to do. Although some days can be interesting and sometimes it's hard to keep that hope alive, it is important that we never give up that hope because there's so much on the line. We won a lot here in 2018 but we clearly have more work to do.”

“I want to tell you a story that hopefully gives you more of that hope. One of the good things we got to vote on about a month and a half a bill, called the 911 Victims Compensation Fund. The bill that would finally get our heroes who were in there at ground zero and needed help what they needed and respect that they deserved. I won't forget that day where we voted against collective bargaining, the looks on the faces of the folks in the gallery. When I got to take that vote in the US House I got to push yes, and I looked up and I saw our heroes, our firefighters, first responders who were on the ground on 9/11 and I remember thinking of my grandfather who was also a firefighter. He's the guy that I learned what public service is all about from. I didn't know anybody in politics or government

when I was a kid, but I knew my grandfather and that was a public service. When firefighters run into a burning building, they don't ask what color is your skin? How much money do you make? Where are you from? What religion are you? Who do you love? He didn't ask those questions. He just showed up and he helped people and he did his job. And that is what public service is supposed to be."

"I carry that with me every single day in the House that the US House and the U. S. Senate have shown that we desperately need and it's what we desperately need in the White House."

"I ask you now to just keep up the hope, keep working hard because we do have so much on the line here. We must flip a Senate seat in Iowa and make sure that we have somebody in that seat who cares about working families. It's personal to me and I know everybody in this room is going to help take that Senate seat back and keep the 1st Congressional District, 3rd Congressional District, and elect Rita Hard to the 2nd District blue with Rita Hart. We have got to do everything we can to send Steve King packing."

"As we all work together from the US Senate it to the US House, we must also remember to work for our state legislators. We can flip the state house and senate in Iowa, and we must. We cannot take many more years of the assault on working families. We have to work together here, and I promise you that I am committed to that keeping the 3rd district, 1st district, 2nd district, taking the fourth and getting that state house and senate. When we do that, we will send a message to the White House, that that fear and division is not who we are. We send a message to the rest of the country, that we are united in standing up for our neighbors, treating others with dignity, respect and compassion. That is who we are and those are the values that I grew up with and those are the values you sent me to Washington, DC with; those are the values that we must fight every single day for in the state. I cannot thank you all enough for everything you have done and again let's keep the hope alive. Let's take back our state and our country in 2020."

Wishman thanked Congresswoman Finkenauer for her remarks and introduced IFL legal counsel, Jay Smith.

JAY SMITH, IFL LEGAL COUNSEL

Smith started with, 'We need more like her! From the city councils and the school boards, to the Governor's office, and all the way to 1600 Pennsylvania Avenue. Thank you, Congresswoman.'

Smith noted that he had 18 minutes and he was thirsty. We've got some work to do first.

"In your blue packet in your bag, you have a report, read it. This will update you on the changes to chapter 20 in the rules. I'm going to talking about 5 of them quickly."

"Rule change number one is Rule 15.1. requiring the employers and unions to have a registered agent for service for the retention certification elections. If you haven't done so already, you need to get on the system and register for each of your units. The reason why we advocated for that is because employer HR departments wasn't smart enough to read the rules. We got the rule changed."

"The second big change you need to be aware of, under the prior rules they had all types of elections in chapter 5. They are all moved to chapter 15 with the retention re-certification elections. If you're looking through the booklet, you need to look for chapter 15 for the retention re-certification."

“Change number 3. The fee is now \$1.50 because they changed vendors. They changed vendors because the old vendor wanted to require us to pre-register our union members to vote in an election and we wanted no part of. Charlie and I went to the meeting and agreed a buck and a half makes sense. It is a rule now so they if want to change it later on, they're going to have to go back and do it through the rule making process and we'll get another opportunity to stand up and say something about it.”

“Another thing that everyone needs to be cognizant of is objections. They've got a screwy rule system and, if you don't object to the inclusion of someone that's on the list prior to the election, the employer could have padded the classifications if you don't pay attention. You waive the objection. Even if we if they don't vote in that election because remember under this undemocratic system non-votes are no-votes. When the list comes out you must pay attention to it. That's different than objections that come afterwards, which are for those employees who left the bargaining unit during the two weeks of the election period. You have 10 days to file that objection from the tally of votes.”

“I would be remiss the last page of the blue booklet. Here's your timeline. Crazy season starts Monday. There's 473 elections or approximately 43% of bargaining units in the state of Iowa. We have about 1,150 units in Iowa. I've done the math since this nonsense started. We started out with about 1,300 units. What have we proven in the last couple years? What we have we proven? That we are resilient, and we can still organize even those people who don't come out and join. They still want the union contract, union protections They're free riders, but that's a different problem and the Janus decision screwed us on that. We're resilient and we can still do the job.”

“Earlier today there was talk about that Supreme Court decisions, wasn't just one decision, there were I believe 5 on May 17th, Black Friday. Some symbolism in that because it was February 17 when Governor Branstad signed that piece of shit legislation. 17, I hate that number. The important part is not only did the court strike down the challenge in the AFSCME suit, they also struck down a challenge in the ISEA suit, where the Federation filed a friend of the court brief. Then the court went further in the ISEA suit, because it also upheld this new section ban in a 4-3 decision. We were close but you know that close doesn't get us anywhere. 4-3 but if you look at the dues deduction aspect even though so-called liberals on the court said there's no obligation for the employer to sit across from you and have to collect money so you can bargain against them. Think about that.”

“Charlie, Ken, and Julianne, called me in May to talk about the convention, so I have a couple months to think about what I want to talk about, but like any good warrior, I don't do anything until I have to. We had a hard deadline of August 9th to get this to print. I'm sitting working from home on that day and thinking about how this happened. How did we end up at 4-3?”

“If you go back to the Varnum case where the court correctly in a unanimous decision that said, it doesn't matter if you're gay, straight, and whatever, you got right to get married in the state. That case irritated in a lot of people on the other side, not only the Christian conservatives but the other people who don't think working people deserve a seat at the table. They organized and took out 3 Supreme Court justices.”

“Then we fell and let Branstad back in the door. They start appointing and filling judicial vacancies. Then we got a 4-3 split on the court may be in our favor. Judge Hecht gets skin cancer and resigns

from the court, retires from the court the day after oral arguments to the ISEA and AFSCME cases. We didn't win the election last November and Branstad got to appoint his replacement, Governor Reynolds. I was sitting in Houston, Texas, the first time I'd ever been in the state of Texas. I had flown down there for an attorney's conference. I got picked up at the airport and on the shuttle was Dick Griffin, the NLRB general counsel during the Obama years. Dick Griffin is a former operating engineer, he's a damn good unionist. He was our friend."

"I'm sitting there next to Dick and I got the order from the Supreme Court that the ISEA case is going to be resubmitted. Resubmitted, I'm sitting on my phone trying to open it, trying to figure out what this means? It means, we had a 3-3 tie. It means we know who's going to appoint the new judge. They did and we lost."

At the legislative conference, I stood before you and said, 'We don't know what's going to happen and I don't know how we get to 4. We aren't getting to 4 anytime soon. We can't rely on the courts and god knows what the President, Mitch McConnell, and Grassley are doing to the federal courts. So far, they've stolen two Supreme Court seats as I can tell. So, what we going to do? We're resilient and we know how to organize. When you go out to you sign up a new member it's, 'Here's your membership card and here's your voter registration if you're not registered. Here's who labor endorsed, here's the explanation as to why we endorse them because they're going to fight for your contract; protect your pocket book; ensure the you don't spend all your time working and don't get to enjoy the one shot you get it this life.'

"So, that was number one. More importantly, number 2 is what we must do. The right, the anti-union moment, the Koch brothers, and the guy from ALEC who was sitting there when the Chapter 20 bill was signed with Branstad. They are playing chess, and they've got a long-range strategy."

"Charlie said we won at the state house this morning. We did in the sense that no bad shit happened, other than a work comp change. And we did in the sense that the courts, are only given a little bit more power to the Governor decide who's going to be the next Supreme Court Justice. But step back and think about it. It wasn't enough for them to remove the 3 justices after the Varnum decision; it wasn't enough for them to make it more difficult for public sector unions in the state to live and thrive; they want to be able to pack the court. 2020 is 14 months away. We need to not only start thinking about the next 14 months, but the next 28 months, the next 42 months. Because I can assure you, when Branstad signed that bill on February 17, he had been planning that since he voted against chapter 20 back in the early seventies."

"Here is my challenge to you: when they ended apartheid in South Africa, they rewrote the constitution. And guaranteed in the South African constitution is voting rights, with the right to join a union and to collectively bargain. If we don't do something in 2020, they're going to further fix the courts. They're going to further fix the way legislative districts are drawn in this state. They're going to gut unemployment they're going to further gut work comp. Anybody tell you any different they're a damn liar."

"So, the question for you to ponder, as you get that drink and enjoy this evening, is simply this: Don't we need a constitutional amendment now to protect public sector employees' rights to bargain? Shouldn't that be something that we're advocating for? We can't rely on the courts; we can't rely on

politicians. All we can do is rely on each other and potentially a constitutional amendment guaranteeing the right to join and bargain in the state of Iowa. Thank you.”

Sagar thanked Jay Smith and asked if there were any questions on why we used Jay Smith as the IFL attorney? He noted we must take everything out of this room as they're going to prepare it for our Hall of Fame event this evening. We will stand at ease until 9:00 tomorrow.

FRIDAY MORNING

MARK COOPER, PRESIDENT

SOUTH CENTRAL IOWA FEDERATION OF LABOR

Mark Cooper, IFL Executive Council, President of South Central Iowa Federation of Labor, AFL-CIO, and member of GCC/IBT Local 727, welcomed the delegates to the 3rd day of the 63rd Convention of the Iowa Federation of Labor, AFL-CIO.

“Today is my 64th birthday and I couldn't be happier to celebrate with my sisters and brothers in the labor movement. Here's the message that I received: "Brothers and sisters. Looking at the day, week, and year ahead on your birthday and your collective birthdays, be happy knowing that creation for you is never ending. Constantly improving and elaborated through your daily learnings and experiences. Your life is always a potential masterpiece in the making. Walk into the new dawn resolved at the dawn to learn one new thing, beneficial for you in your life. Whether derived from readings, thought, human interactions, from events and experience. At the end of each day look upon each new learning you have made that day, large or small, even the seemingly insignificant. Compliment and reward yourself reach the learning. Strive for deeper understanding with each passing day. Help others around you to benefit from your insights as well. Remember a thought is something you can give away really and still have.”

“Many things we need to still learn to live better. It matters not how, from whom, where or when or through what technology or how slow or fast or one thing at a time or in clusters. the important thing is that we strive to learn from all sources means situations of opportunities available to us at our best personal pace given circumstances faced. We may feel frustrated at times for being slow learners slow at understanding and comprehending everything at first sight. Remember if you don't get something right the first time. Do it again. And do it again and the second third and fourth try until you get it. Remember, and even better off though that the added effort and attention. Multi-tasking is not always necessary, focus on one thing. And master it before moving on to things still coming. Increase your depth and breadth of understanding with each matter. Rather than trying to impress others with how many bowls you can juggle at once, realized that some of us are early bloomers, others late bloomers. And today, your birthday it's time to start anew. Get to know persons of all ages and situations. Benefit from their youth, experience, and wide variety of their works in progress. They are the windows to your world and your hopes for the future. When you feel sad or discouraged, let down all overwhelmed reach out to someone and love that someone. Give someone a hug today.”

“They are windowing your world and your hopes for the future when you feel. In there you will both benefit love animals and plants of all kinds and ages varieties. Give care and affection as you would give humans and yourself. Dogs need walking and exercise, plain socializing. Give your dog a hug too. One parting comment I made in a letter I wrote to a dear loved one many years back and it went

like this: remember that there is the here and now and that further joy and afterlife remember too that some of humanity's greatest project started on a very small scale and grew to tremendous from and dimensions some of humanity's greatest achievements started on a very small scale and stayed that way indefinitely and that's why the remain so great."

"So, my friends. Whatever skill you're working on today or in the year ahead I wish you the greatest of happiness and success in many new learnings you can be that very special winner and when I meet you at the finish line, I will throw you a great party. Today is your rebirth into a new tomorrow my absolute best to you and yours, Jack Renshaw."

"So, thank you for all you do for workers in the state in this country because you have a wide-ranging effect on everybody and every worker. Please have safe journeys to your destinations today and give somebody a hug. Peace."

Wishman had one announcement before we start, somebody lost their sunglasses and we have them up here. He introduced Matt Sinovic from Progress Iowa.

MATT SINOVIC - PROGRESS IOWA

Sinovic greeted everyone. "I am so grateful to be here today and go get the opportunity to address the convention and speak with you all. I hope that many of you know about the work, can, I get a show of hands to see how many people get emails from Progress Iowa?"

"This is a great opportunity for us. We started 7 years ago in Spring of 2012. I remember sitting down with Ken, Charlie and Lance to talk about the idea that we had that there needed to be a network of progressive minded people who were talking about these ideas online, sharing them, and educating people to take action. I don't know if they thought I was crazy, if they thought this is a great idea or not but we have been strong partners and allies ever since."

"It started with a few dozen people reading our emails, sharing the information that we were putting out and from that few dozen, we now have an online network of 75,000 now, 7 years later. That network reaches an average 1,000,000 people online or in the press every month. And that is the kind of on-going, regular communication that we have come to frankly expect and fear from the right but that we really needed on our side."

"We need people to understand the value that unions add by lifting working families and all the issues that we care about. Whenever we share something or like something on social media, it creates that reach, so I appreciate those of you who are reading our emails and our messages, encourage those of you who want to sign up, our booth is right outside."

"You'll get information every day from the legislature, our Digital Director, Lauren McElmeel who does great work, builds email every single day called the Daily Dome. You can see what's going on in the capital, which is even more important at a time when Republicans at the capital are limiting the amount of notice they're giving. They're preventing that 24-hour notice on subcommittee meetings."

"We must be able to know what is happening at the capitol and what they are doing, not for us, but to us. We want everyone to be educated so please sign up for our emails and get that information. I encourage you not to just learn about what's going on but to act, to attend these meetings and speak out."

"I want to end with one project that we are excited about. We started inviting people; passing out the stickers; doing some research, no one has corrected us yet. There is not a labor union appreciation month. There's Labor Day of course but there is not a labor union appreciation month as far as we can tell. So, we decided to try and encourage local unions, businesses leaders, to recognize September as labor union appreciation month. Within the last day, the response has been terrific There's more than 50 different local statewide elected officials and businesses who have all signed on in support of this."

"We're going to keep releasing this information, so if your if your local wants to sign on or if you have great local elected officials and want them to sign on, please tell us. There's information on this website www.thankyouunion.com. If you want to get involved with this, you can give us ideas for this website. There is information there, but this is a collaborative effort, we want to know what you think should be highlighted for a labor union appreciation month. We want you to share the website. We want you to put this out there. This is something we are proud to be working for and proud to be a part of."

"We can't just be on the defensive all the time, we must proactively push the idea that labor unions are a force for good in our in our communities, neighborhoods and workplaces. share the information. We are going to have a draft proclamation that we will send to the governor. We'll see how that goes. We are also going to encourage cities and counties to issue proclamations recognizing September as labor union appreciation month, so work with your local elected officials. We will have a simple proclamation up online. And we want to recognize that are going on whether it's Labor Day weekend or throughout the month."

"We're building this is a resource that you should feel free to use and for all of us to promote the great work that you are doing. We hope to use it, we hope that we will hear from you and I hope that you know that you always have a friend and a partner in Progress Iowa. Thank you for all the great work."

Wishman thanked Sinovic and introduced Mike McCarthy with the Iowa Alliance for Retired Americans.

MIKE MCCARTHY—IOWA ARA

McCarthy indicated that Iowa ARA President Midge Slater, was tied up this morning and gave a shout out to Midge Slater, the President of the Alliance for Retired Americans for all her hard work on behalf of the organization.

He asked, "'How many people in this room are retired? I retired in 2006. It was kind of a strange experience and took me almost 10 weeks to stop feeling guilty about reading the newspaper at ten o'clock in the morning. I got over it."

"We are interested in jobs and wages; health care; our education system; and of course, Social Security and Medicare. We want a comfortable secure retirement for all. The alliance is a foundation, formed and supported by the Iowa Federation of Labor, AFL-CIO. I appreciate that. Our board meets quarterly to discuss issues and how we can promote a better and more secure retirement for all of us. Our convention is going to be 20th of September at the UAW 450 hall. We would like to invite all

necessary room so you can't miss it.”

“Many of the ARA members are supported by their locals and we have a chart for calculating the dues per member based upon the number of retirees in that chapter. So, please join if you have a chance. We hold candidate forums because we want to see them all and learn about what these people stand for plus you get a sense of their personality and their moral character which is important. Look what happened when we didn't test someone for their moral character or what they stood for and right now we're going to find out just how risky this administration is for our basic democracy. We've got a fight on our hands if we want to retain what we have worked to strive for, for a good secure American, democratic America that works for all of us we've got a flip the Congress and the White House, we've got some work to do.”

“Here in Iowa, we have the trifecta of Republicans in office. I have yet to see, anything coming from them that supports workers. I'm glad I retired in 2006. I've talked to friends of mine who are still working for the state of Iowa. Right to work, it's worse than that, it's at will. If you look at your supervisor cross-eyed, you get fired. If you do one thing wrong, wear the wrong clothes, wear a badge that says support unions. You can get fired. Who's there to protect you? They don't like working for the state anymore. We need to work like hell to change this trifecta to something that is working for Iowans.”

“Years ago, I was working for the state in the Department Human Services in the Hoover Building. My daughter, who graduated from UNI computer science was working in the Treasurer's office. We would meet and have lunch. About the time of her first anniversary, I asked what does it feel like to be married? She paused for a couple minutes and replied, it's hard work. I learned it's fun being treated like an adult. I learned we is more important than me. That brothers and sisters is why we're here. Because everyone in this room has learned that same lesson. We are more important than me. So, when we get a struggle, when we need to fight back against something that's hurting all of us, we are more important than me. We can get in solidarity, so we make the changes that are necessary to stop working people from hurting. Thank you.”

“Wishman thanked McCarthy for stepping in on short notice and introduced Mike Owen from the Iowa Policy Project to speak. He noted that we have them at almost every event we hold and almost every statistic we use comes from the Iowa Policy Project, because we know we can rely on it, we know that it's accurate. This great work doesn't happen for free. So, if your union doesn't support the Iowa Policy Project, please consider doing so because the Iowa Policy Project works hard for the facts or figures, we or your unions or legislators are using. Please consider supporting the Iowa Policy Project. With that I would like to introduce, my friend and a great friend to the Federation, Mike Owen.”

MIKE OWEN - IOWA POLICY PROJECT

Owen greeted the delegation and thanked everybody. He added that the Hall of Fame event last night was fantastic. I always enjoyed the Hall of Fame because you get a real feeling of what you folks do and what it means to yourself and your communities.

“Everybody likes a party, right? Unless you're not invited and that's we're going to talk about today. You see we've been in recovery now for about 10 years as the last recession ended in June 2009. But it doesn't really feel like a recovery for many people. We are going to show you know five catego-

categories: regular wages jobs, family security, taxes on our public investments so five categories very quick snapshots here we're going to look at some data because Charlie said we're all about data and we want you folks to use it in coming up with your own proposals and engaging your legislators and your fellow union members and people in your communities so let's look at wages."

"Since 2009, you can see how gains have not been shared. 2009 again being when the last recession ended right? But you can trend there over two large periods of time, the blue bars are from 1979. On till now. And. The lowest income people are on the left side of the people, ninetieth percentiles the last bar on the right. Look how low those gains have been since 2009 but again the only people really coming to the party. Are those people in about the last 2 or 3 %? Everybody else is just not gaining the way that people at the top are. The wage gains are not shared really, any way you measure, we have a real inequity problem. These numbers on the screen are for our region, a 7 states area with Iowa, Minnesota, Missouri, Kansas, Nebraska, and the Dakotas. The median wage in that region is about \$19. You can see what the gap between men and women females at \$17.19 and males at \$20.57. There's a persistent gap, a gap over time and you can see that that gap over time has narrowed. But it isn't because women are doing all that much better, they're doing better. But men have declined or been stagnant. So, while the gap has narrowed a little bit it remains and it's a problem. When you look at education you know someone with higher education is going to make more than somebody who has a high school education."

"Here's where we get in to race issues. There's about a \$5 difference in the median wage for a white person versus an African American or Latino in these Midwestern states. Five-dollar difference. So, while our median wages are low in Iowa, we also have that issue. It's low overall but you have this this problem. There are the union and nonunion differences, not quite \$5. But obviously both do better if there is a union. They're more likely to be coming to the party. Because doing better on the side and recovering from recession. This is a further breakdown of the racial issues, the top line across there is white, the middle is African American, and the lower bar is Hispanic. So, you can see that it comes out on the end as we said before about a \$5 difference in that median wage by race."

"Jobs, we keep hearing about how great the job picture because people keep you want to talk about the unemployment rates, it's not a good measure of what you see on job opportunities both in the state and in the nation. 2 months ago, there was bragging about the job performance in a Workforce Development news release about the official data was kind of out of norms due to the politicization. We tell people, don't make too much of one month. We never do, we look at the trends. For the first 7 months of this year our average job growth is about 200 a month. That's slow growth. And you can see the last 4 years or below these earlier years in the so-called recovery. We're going awfully slow on job growth in Iowa."

"This is a better picture of where we stand. When you think of job numbers, it's not just the stagnant thing. We're going to have about a 1.6 million jobs roughly in the state of Iowa. You know it differs over time because your population does grow. People think our population is declining it's actually not a population in Iowa is rising, it's just not rising as fast as in some other parts of the country but our jobs are not keeping up with that growth in the population and as you can see from this job deficit graph. That first hump is where the recession was hitting and one of those numbers in that red area, we lost jobs. Then we kind of came out of it, as you can see from the blue part area, we're in-

increasing. But we need to keep up with the population growth in our state and so we're still almost 40,000 jobs short of what we need if you're controlling for that growth in the population."

"Family security and by the way the last couple of graphs, we do some of that on our job watch every month on the Iowa Policy Project website and our social media. But our state of Working Iowa report is coming out in the next few days and it will have more detail about some of those issues on. On wages and jobs. Family security we're talking here about what you actually need to get by and that's our report that we do call the cost of living in Iowa and that is also going to be coming out here in the next few weeks. And this is a taste of that, so what families actually need to get by is on this graph and I know those numbers are kind of small. Those 3 highest bars there over \$20 as you can see those are all the various family types in the state single person. Single parents. Married couples. Same thing depends on workers. What to take away from this is that so many, levels well no level does the minimum wage \$7.25 that lower yellow line cross bars. It's never enough. And the median wage for half of the people in the state are making more than the other half. That median wages over \$17 is not enough for only 4 of those family types. We have 120,000 households in the state with the working full-time working person on over 300,000 people live in those households. And they are not earning enough just for a basic needs. Bare bones budget. That's what this report is showing so you have a little preview there. For single working parents the situation is worse that's what this graph shows. So, on the left side it's about 20 percent one in 5 households, don't earn enough to meet the basic needs budget. So that's why they need work support whether it's food stamps or health care assistance were. You know going down the list, childcare assistance. When you're a single parent, six out of ten of those households, don't earn enough. Clearly, these are people who are not brought to the party they are not experiencing recovery, the so called strong economy that when I left the Hall of Fame Dinner last night turned on the television in the hotel room. And was greeted by a clip of the President of the United States talking about a strong economy."

"We talked many times about taxes and the trends are the same. Our tax system is what we call upside down. If you are a lower income person, you are paying a much greater percent of your income in state and local taxes than someone one of the higher incomes with income tax, sales taxes, and property taxes."

"One of the reasons it's inequitable is the business credits. Those green bars, the large bar shows the total of tax credits in our state, individual credit, and business credits. The yellow bars are the business share of that. That problem is over \$300,000,000 a year. A couple of examples here this is a trend you'll hear from some of the right-wing groups and legislators about how our spending is increasing by leaps and bounds. I shouldn't have even said that because it plants in your mind that spending is growing by leaps and bounds, it's not. We have to control these things by inflation and you can see our state, which is the left side goes a little bit higher and the local is above that, neither one of them has increased by very much and local spending has actually gone down. The point is we're not investing more and during a recovery, if you talked to the economists, they will tell you the time you want to invest in your public services is in a recovery, it helps getting out of a recession. What they want to tell us is we must invest in the things that made this a better place."

"One example of that is education. On this graph, the supplemental state aid per pupil spending for every year never looks very good. Over the last 10 years you can see that the average growth of

spending in our K. 12 schools is 1.8 percent. It's not keeping up with the expenses of educating our kids. In contrast, if you look what's happening with the school tuition tax credit scholarship for private schools over the last 9 years, this tax credit cost about \$7,5000,000 a year and it is now \$15,000,000. It's double in nine years while SSA is under 2 percent growth on your per pupil spending.

I think you all know about our website, Iowa Policy Project.org. We also have Iowa Fiscal.org, which is the Iowa Fiscal Partnership. We also have a blog, send out emails and if you are not getting our emails, please sign up out at our table. Because we want to get this stuff in your hands. And one last note I want to thank everybody here for not only for your attention, but for use of our information. What we do is part of our help for people engage others. Thank you very much for your support we have tremendous support from labor organizations throughout the state over the years.

Wishman introduced Allison Ritchie for the final report of the Credentials Committee.

FINAL REPORT OF THE CREDENTIALS COMMITTEE

Ritchie reported having seated 153 delegates. And a total vote of 24,200. And moved the report.

Wishman said it's been properly moved and seconded, to adopt the final report of the Credentials committee is there any discussion? Hearing none all in favor signify by aye. Opposed same sign. Motion is carried. He thanked Committee Chair Ritchie, Rusty McCuen, Mark Rocha, Diane Frank, and Pete Hird for a job well done."

Ritchie added it was her first year going through the credentials committee and hoped to do it again next year. "I would like to challenge all of you to bring a woman from your local. There are only very few locals who only have one delegate, most locals can have multiple delegates. So that is my challenge to each and every one of you is to bring at least one woman from your local with you next year to the convention. Thank you very much."

JEN SHERER, EXECUTIVE DIRECTOR, UNIVERSITY OF IOWA LABOR CENTER

Wishman introduced Jennifer Sherer, Director of the Labor Center at the University of Iowa, who has over the years fought with you and been there to help educate you and your members on all kinds of issues. "The University of Iowa Labor Center never been under as much threat as it has in the past year, but under the leadership of Jennifer Sherer, they are still here and they're not going anywhere. Please welcome Jennifer Sherer."

"Sherer greeted the sisters and brothers and thanked them. I think I and my colleagues were here with a lingering question about whether it's going to be our last year. But I am here this morning with a lot of good news and I'm going to start off by saying not only did they not kill us, their attempt to kill us did make us stronger. I want to have my staff stand up, I think almost everybody is here but our wonderful secretary Sarah Clark, member and currently Treasurer of AFSCME Local 12, who is Staffing the office in Iowa City. I am so proud of Donna and Robin and Paul, who were all featured yesterday as you got to see a little glimpse of the incredible work they do. They are talented, hardworking and they are die-hard unionists. They have been hanging on for what was a roller coaster year."

"Matt Glasson retired last fall and we had a lovely celebration of his career in January. In some other important news, this morning, I heard we will be hiring a new Labor Educator, who is going to be

starting at the end of next month. We'll be back up to full strength of the Labor Center. Guillermo Morales is coming to us with 7 years of experience as a staff representative and executive manager in the California School Employees Association, a union representing 230,000 members across the state of California. He holds a law degree, has experience developing member education programs for a large union, and most importantly is a die-hard trade unionist. We are thrilled to be adding to our staff."

"Why are we still here, going full steam ahead; fulfilling our mission of building labor movement through education; and about to be adding new staff as well? I think there's a lot of lessons that I feel like I've been reminded of in the last year and the first one is; when we fight, we win. You know the old familiar phrase that every journey starts with a single step, and any destination requires thousands of those steps. Sherer shared her slides of people who got to attend our celebration events in Iowa City. It's a reminder of the many things that people did in the past year to help save the Labor Center. There were press conferences, hearings, editorials, summits, rallies, meetings. collecting petition signatures, phone calls, emails, and social media posts all of which persuaded the university to move its position, sit down and negotiate a real solution for keeping the Labor Center open."

"It all added up and everyone and every organization represented here was part of the solution. Around the month of February in that yearlong campaign, the university said, 'We're going to make a deal here.' Leading up to Valentine's day holiday, people were sending Valentine's to the Labor Center and posting them on social media from all over the state and the country as a reminder that we were waging this battle for the love of the 68 year old program that was built by generations of Iowa workers. We won this fight because of the love that you showed it. For us, for the labor movement and for your members about the value of educating and informing trade unionists. It was such a powerful reminder that love, and solidarity can counter the destructive forces that we're up against on every front."

"The other lessons from this fight was that persistence works and pays off. I got a very unfair rap in my family that I'm the stubborn one. I guess because of all those tantrums, that I used to throw over who was going to tie my shoe or which pajamas I wasn't going to wear. But when you care about something, you don't let it go without a fight and you don't give up until the fight is won."

"I know that when we care about something, we must stand up and fight for it. The other lesson here is that's so clear is that Iowans are sick of the attacks on workers, they're sick of starving the valuable public institutions that generations of our ancestors built in the state. They're sick of their rights being violated; they're sick of out-of-state corporate interests thinking that they can decide the fate of our future, our workplaces, our state, and our universities. Iowans believe in public education and they believe in workers' rights. Not one person was willing to step forward publicly and say that they agreed with our university president's idea to close the Labor Center, not one."

"The public and the press are hungry for stories of people standing up for what they believe in. The other reality is that we were just getting started by the time this campaign dissolved in February. Some of you have expressed your disappointment that we didn't quite get around to some of the other things we're planning to do. which I won't mention out loud. If you're one of those people, stick around. Because we won that battle, but we know we've got many other battles on our hands. This outcome is an important victory for the Iowa labor movement but it's just one part of a much bigger

struggle.”

“I want to give you know 30 second summary of where things stand. The funding from the traditional UI general funds sources, which up until recently had made up 70 to 80 percent usually of the labor center's budget, remain off limits under our current university leadership. We are existing under what I would describe as essentially a year to year contract. We're funding the center right now from multiple sources include the law school, where many of you remember we were moved within the university a couple years ago. The university said you can't have any more general fund dollars for the Labor Center. We're using some surplus money from last year; we have grants coming; and we're increasing some of our fees. Our labor advisory committee worked hard to figure out the donations, special projects, and other ingredients making up the Labor Center budget and a potential state appropriation.”

“Charlie mentioned the legislative conference back in March, we were right in the middle of a legislative session that had a very prolonged discussion about a potential state appropriation for the Labor Center. In the end, we achieved a half sentence of language in the appropriations bill. I want to thank the many people in this room who helped work on that, including Charlie. Charlie mentioned this probably never would have been possible without the leadership of Bill Gerhard and many people in the building trades, who worked on this in the legislature. I want to mention and thank many people and many state legislators, and I do want to single out Kirsten Running-Marquardt, who believe the proposition that this might be possible even at the start when everyone was dubious about it. She never gave up hope of continuing the discussion especially within the appropriations subcommittee on which she serves. That's where we are right in terms of our budget and our funding, a multifaceted solution to a puzzle that we'll keep putting together with the help of many of you. While we continue the larger fight alongside of you for a state that fully values and invests in our public education system.”

“I do want to mention, that we continue having all the traditional programming throughout this past year. We got some of the best free publicity the Labor Center's has had since I've been there, in many ways it led to new contacts, new inquiries, and new expanded programs. One of the new initiatives is a statewide pre-apprentice program. Working closely in partnership with building trades across the state with the mission and hope this program will be able to assist the building trading in their mission of recruiting and retaining qualified apprentices and connecting under-represented Iowans, like reaching out to women. Remember what Allison said, bring a sister with you next time. We are reaching out to women, youth, people of color, veterans, formerly incarcerated Iowans, and new immigrants to Iowa. People who may have the skills, the ability, the work ethics to do this work and don't have the connections or the relationships to get into the pipeline. The pre-apprentice program is designed to give people the tools and then worked directly with the trade who are most seeking apprenticeships. It also serves other purposes, such as to promote and uplift lift the family sustaining careers that registered union apprenticeships provide. We'll hold an orientation session within the next month and we're putting this on the calendar with multiple partners including Mark Cooper from South Central Iowa Federation of Labor and the United Way of Central Iowa, titling this orientation session "Not just any job." We're talking about recruiting people into a career—not just a dead-end pathway.”

"We have done on and off campus programs and the Sergeant-at-Arms have distributed our brochures. A reminder to those who may be new, that we can also come to you and your local and will customize the classes with you. We continue to do programming in coordination with Area Labor Federations and the Iowa Federation of Labor and their education program."

"We just concluded the Midwest School for Women Workers at the end of July. I want to mention it because it is an incredible experience. We have a couple of sisters in the room and multiple local unions in the room who sent members and I'd love to have you stand. We have about sixty women from across the Midwest, predominately Iowans in this regional program that rotates among Midwest states. It will give us the opportunity to reach more Iowa sisters with this leadership school. There were workshops and classes for the full week and also actions supporting AFGE brothers and sisters at the VA hospital, attended an film to learn about Mother Jones and labor history, held a president's forum and asked questions of presidential candidates from their own experience with a focus on issues of working women. We had an incredible 'Women in the Trades' event that featured IBEW sisters talking about their experience and the need to recruit more women into the trades."

"It is incredible to watch the transformation that occurs across a week, when sisters get to share their experiences, learn from each other's backgrounds, support each other and move out of their comfort zones beyond what they thought they were willing to do. I hear things like, 'I've never been to a protest before' or 'I'm not going to speak in public, I don't do that.' By the end of the week, they were saying, 'oh, I was nervous, but I know I have to do it again because I got to speak up about things they care about.' I heard, 'I don't vote because it doesn't make a difference' and at the end of the week, in which we got closed with an incredible talk from our Congresswoman Abby Finkenauer and deep words of wisdom from Mary Jane Cobb from the ISEA, she left saying, 'not only am I going to vote but I think maybe I've turned into a Democrat.'"

"I said this last year and I still believe it, 'They attack us not because we're weak, but because we're strong and because they know when we stand together, we know how to change the course of our own history. I'm here to thank you and to look ahead to the future. On behalf of my colleagues at the Labor Center, I just want to again express our respect and admiration for your work and the difference that you make every single day. The contracts you negotiate, the agreements you settle, the people you inspire, the community members that you served. After 15 years of standing alongside so many of you in a long list of fights that we've been through together, it's been unspeakable to have so many of you alongside us all through the past year.'"

"I was told to meet with that new Dean last summer and he was told to tell me that the Labor Center had 'already been closed,' I was totally confident that I could sit there across from him and tell him, 'No you're wrong. I was only able to do that because I had confidence in all of you. I want to say, not only for meeting but exceeding every confidence, every expectation, and every hope I could have about what we could accomplish, thank you for making this a movement. All of us at the labor center are proud to work in every single day and we look forward to educating, advocating, and organizing with all of you.'"

Wishman thanked Sherer for her remarks and steadfast work to protect the Labor Center for future generations of workers. He asked if everyone could complete the survey for our Communications Director, and turn them into Lance, or the Sergeant-at-Arms. Wishman introduced our next speaker,

just back from serving his country overseas. Representative Todd Prichard from Charles City is your house minority leader, soon to be Speaker of the House.

TODD PRICHARD, HOUSE MINORITY LEADER

Prichard greeted the delegates and said, 'Good morning, I am not running for president.' He thanked the Federation of Labor and indicated that he appreciated these events with our brothers and sisters in labor and I appreciate this opportunity to speak and to say thank you.

"Charlie mentioned, I've been in the military now for almost 24 years. In that time, I visited 9 different countries. Each unique and different and these visits have taught me a lot about the cultures in foreign lands, but it also taught me a lot about our country and my home here in Iowa. Make no mistake. There is something very exceptional about the United States. There are those who say, 'the best days of our country are past,' this is simply wrong. Our best days are and must be ahead as we Americans, must lead in the troubled and complicated world that we live. What makes this nation of ours exceptional is not fast food, big cars, and big TV's. What makes us great is that we live in a nation where the laws and values empower our people. All people, regardless of national origin, race, religion, gender, or orientation; every one of us is valued as a person in this country. This is our American ideals."

"Now, I asked what force in this country, what movement in our country has done a better job than the labor movement in protecting rights of workers? And not just union workers but all citizens of this nation. Labor unions protect all people. I was reminded of this back a few weeks ago on a trip to California. On a trip to California where I heard a story of wage theft from an immigrant truck driver who was a member of the local Teamsters in Southern California. This company was taking advantage of him because of his vulnerabilities as an immigrant and shorting his paycheck. This hurt his family, his children, his community, his dignity, liberty, and freedom. But the Teamsters, his union, treated him with dignity to fix problems that his company created. This protection of the vulnerable, this respect for those who work hard for a living is not something seen across the world. It is rare in fact in most parts of the world. But it must be the norm here in America, the world's best hope for freedom and democracy. Therefore, I and my democratic colleagues stand with you in the labor movement as we fight our own battles here in Iowa, in America's heart heartland. This is why we have stood against the current majority's union-busting agenda. This is why we have fought against legislation to make job sites and workplaces more dangerous for workers. This is why we are walking the picket line our union brothers and sisters of local 1228 of the American Federation of Government Employees, when the federal government refuses to take care of the underfunding the VA, hurting workers and veterans. This is why we stand with workers, because it is the American thing to do."

"I'll close with this. Next year's state house election is critical for the future of the state, its citizens and its workers. Losing is not an option. We must turn the tide and with your help we will win, stop, and reverse this attack on workers and labor in this state. We will go forward together and win. Thank you."

Wishman noted that Prichard wrote that speech in a bunker in Korea and thanked him for his service. He introduced our next speaker Janet Peterson, leaders of the Senate Democrats.

JANET PETERSEN, SENATE MAJORITY LEADER

“When I served in the Iowa House, Senator Wally Horn came over to me and he said it's time for you to leave the zoo and come to the club. I made the decision to run for the Senate and since then, it has turned into this crazy place, but I also have a crazy place at home too. Today, this morning like I just got to breath for a second, I send my 3 kids back to school. My oldest is a senior this year, my middle daughter is a freshman, and both are inexperienced drivers heading into a parking lot with lots of inexperienced drivers. My youngest is a seventh grader this year and when my kids leave for school every day there's 5 words I say: I love you be safe. That's what I think of unions, too. You love your members, you want them to be safe, you care about their lives not just in the workplace but their lives at home and I'm coming on my twentieth anniversary with my husband and we are in a sandwich between children going into adulthood and parents now needing help.”

“I know that you care about the unpaid work that lowans when they leave their jobs, and I know you care about the importance of the paycheck and a safe workplace and doing what's right for people. It's great you're helping our country chose who is in the White House and inject kindness back into the White House. I am impressed with the talented pool of people who stepped up to run to be our country. It's time to inject kindness and care back in the state well.”

“When you think about the next president United States and what he will inherit, it is kind of overwhelming. When Obama took office in 2008, the U. S. economy was in free fall, hundreds of thousands of Americans were losing their jobs, their homes, and their hopes for the future. Just think of everything our next president will deal with: a \$23 trillion national debt; a Supreme Court stacked against the American people; federal agencies drowning in a swamp of corruption; a US Senate, where Mitch McConnell may still be in charge and political and social divisions inflamed by politically motivated lies and racial hatred. At home in Iowa, we're facing a similar situation. 2018 marked the beginning of a turning point in Iowa after what Republicans did to chapter 20 on collective bargaining, we began to see things change and voters wake up to the lies Republicans hold on to for far too long.”

“We saw Democrats win a majority of Iowa Congressional seats for the first time in years and come close to taking out Steve King, in the most Republican congressional district in the state. We saw Rob Sand win statewide, partially because he had that awesome commercial but also because he campaigned in every corner, in every county in Iowa. We saw Democratic gains seats in the house, and we welcomed five freshman senators to the Iowa Senate in 2018 and 2019. I want to tell you; Democrats are ready to have a much bigger freshman class in 2020 but we're going to need your help. Because 2020 is about more about winning back seats and winning back a majority, it's about holding legislators who voted to cut our futures accountable. Republicans who voted to gut collective bargaining are up in in 2020, and this is the first election where we have the chance to hold them accountable. It's more than Democrats versus Republicans, it's for standing up for lowans.”

“When I joined the legislature, I had several friends in the Republican Party. You could work together on legislation but that has really changed. Senate Republicans today share none of the values that I grew up and am trying to instill in my children. They've been bought and paid for by special interests. I'm not sure how many of you saw this summer, Governor Kim Reynolds give a big fat raise to out of state MCOs, who are cutting health care for lowans, cutting pay to health care providers across our

state, and destroying our healthcare system, but that same group of senators were very quiet when she gave those raises but were the first to speak up when local leaders decided that they wanted to be more than a poverty wage state.”

“Senate Republicans are the ones that stripped the minimum wage increase from 65,000 Iowans. They've also voted repeatedly to stiff our K-12 schools and set record lows on the amount of money going into public education. They're for private school vouchers. They're making our state one of the most dangerous places to have a baby in small towns across our state, most recently Marshalltown is losing its labor and delivery department. There are now 34 labor and delivery departments shut down across Iowa and Marshalltown is not a teeny little city. You know when you see that happening in Marshalltown, that means big problems in store and we have a couple other larger communities that are on the brink of also losing their labor and delivery department. Meanwhile, they also took away women's health care and shut down family planning clinics across our state. We need to make sure Iowans know what's happening to their lives at the state capitol because if you put Democrats in charge, we'll start taking care of people again.”

“We need your help; we've got awesome candidates who are stepping up to run and we still have 2 or 3 seats we're looking for candidates in. It's time to raise the minimum wage in our state; equal pay for equal work; end the privatization of Medicaid; give Iowa companies a chance to bid first on Iowa business; pass tougher wage theft legislation; strengthen our retirement programs for everyone across our state whether they have the privilege of being a part of a union or not; invest in our kids; invest in job training; make sure that working families can afford college or apprenticeship programs or community colleges; and with that affordable housing crisis across our state.”

“I want to thank you for coming together for helping our state and all that all districts across our state. It is time for our children and for Iowans to see that we can unite to take care of one another and to lead with kindness and care again instead of hate and fear. Thank you so much for having me. I look forward to seeing you on the trail and 2020.”

REPORT OF THE RESOLUTIONS COMMITTEE

“Wishman thanked Petersen for her remarks and support. He then directed the delegates to page 276 in your book to find the resolutions that were submitted to the convention this year. They all cover important issues. I will give the report of the Resolutions Committee at this time. The Resolutions meeting was called to order by Chair Charlie Wishman of the AFT at noon on 9/22/19. Members present were Charlie Wishman, Mark Sarcone APWU, Anette Sage, AFGE, Brad Greve, USW, and Randy Schulz, PPME/IUPAT.”

“Resolution #1 - 2019 Federation of Labor AFL-CIO labor hall of fame inductees. R resolved that the Iowa Federation of Labor, AFL-CIO, Iowa area labor federation, labor federations and chapters, pause to thank those who came before, those who gave themselves and those who help make the labor movement a vital part of the fabric of American by honoring the 2019 Iowa Federation of Labor hall of fame inductees; Todd Anderson, Ron Koppes, and Marcia Nichols. The resolution was properly moved, seconded, and was approved and on behalf of the committee I so move.”

“Sagar indicated it had been properly moved to adopt the Resolution #1 and seconded. Any discussion? Hearing none, all in favor signify by saying, aye. No, same sign. Motion is carried.”

Sagar indicated it had been properly moved to adopt the Resolution #1 and seconded. Any discussion? Hearing none, all in favor signify by saying, aye. No, same sign. Motion is carried.

Wishman stated that Resolution #2 was submitted by the IUPAT. Resolved: That the Iowa Federation of Labor, AFL-CIO and its affiliates urge its congressional delegation to support the efforts of labor to protect the time-honored history of union registered apprenticeship programs, opposing industry recognized apprenticeship program efforts. "The resolution was properly moved, seconded, and approved and on behalf of the committee I so move."

Sagar indicated it had been properly moved to adopt the Resolution #2 and seconded. Any discussion? Hearing none, all in favor signify by saying, aye. No, same sign. Motion is carried.

Wishman noted that if had submitted a resolution, you can ask for discussion. Resolution #3 opposition United States Mexico Canada trade agreement. Resolved that the 63rd convention of the Iowa Federation of Labor AFL-CIO go on record in opposition to the USMCA, recognizing that our solidarity is our strength, and acknowledging that we make America work and be it finally resolved that we will not support any trade agreement unless Congress assures us there will be no vote on a new NAFTA until the text of the agreement is fixed and Mexico has fully and effectively implemented its labor law reform so the agreement meets our terms. The resolution was properly moved, seconded, and was approved, and on behalf of the committee I so move.

Sagar indicated it had been properly moved to adopt the Resolution #2 and seconded. Any discussion? Brother at the mic.

Brad Greve stated that he submitted this resolution on behalf of our members. There is a campaign out there, AFL, the Steelworkers and other unions in this country who lost a lot of jobs over the 25 years after NAFTA. We're losing jobs that are high paying, with benefits, and they're being replaced with minimum wage jobs. These jobs go to Mexico, where people are being paid an hour and have no benefits. We want to know are we gaining jobs or losing jobs. We need enforcement. Prescription drugs is an issue, allowing big pharma to increase the time before drugs can become generic and increasing the cost. Labor rights in Mexico and environmental concerns are some of the issues. I just thought that this needed to be here before this body.

Sagar thanked the brother and asked if there was any further discussion? Hearing none, all in favor of the resolution signify by aye. Opposed same sign, motions carried.

Sagar noted the importance of doing these resolutions. "They give the Federation a position to stand before either the Congress or the legislature to say that our members believe whatever it is the resolutions about. Also, it gives you an opportunity to put forth issues important to your union before every other union in the state. Sometimes we assume that since everyone is the labor movement, they know the issue and they don't. How many of your members really understand what right to work is? How many outside of the building trades understand what project labor agreements are? If you are not a public worker, do you understand the restrictive scope of public sector bargaining. Collectively using these resolutions as a vehicle to educate the rest of the labor movement about issues that are critical to your sector of the union movement is good for your union and for the IFL to have position."

Wishman stated that Resolution #4 came to us from USW, Local 105. Support workplace violence

prevention for health care and social service workers Act. The committee realized there was a typo properly moved and seconded an amended version of resolution #4 removing the first resolved and was approved, and on behalf of the committee I so move.”

“Sagar stated it had been properly moved to adopt the amended version of Resolution #4, striking the first resolved, is there any discussion? Brother at the mic?”

“Brad Greve, USW Local 105, I also submitted this resolution, and it has no direct impact on my membership but, like a lot of things we do here, we work together and we are going to go back to our Senators about creating an OSHA standard that investigates, trains and educates all in the name of reducing workplace violence. There's a lot of people that know a lot more about this in the healthcare industry, and social services industry than I do, but I felt it was something important for here and members of the IFL.”

Sagar thanked the brother at the mic and asked if there was any other discussion? “Hearing none, all in favor signify by Aye. Opposed same sign? Resolution is adopted.”

Wishman said that Resolution #5 proposed a change to our endorsement process at the Iowa Fed. Traditionally, in our endorsement process we send out a survey to candidates; the candidates fill them out; if they get a high enough score, it goes on to the COPE convention and 2/3rds of the COPE Convention votes for an endorsement. If you don't get the 2/3rds vote, you don't get endorsed. Nothing will change about the COPE convention, in this endorsement process, however, one of the things that we heard when going around that state, is some of these candidates don't have a real understanding of the questions they're answering on the survey. Many do want to know and understand what it is that they'll be voting on. Resolution # 5 says resolved that we are going to have a candidate academy, across the state. After this convention, our staff will go to work on designing the academies with the idea to involve our affiliates bringing their experience and expertise to the issues of their sectors. Building trades talking to the folks who want our endorsement about building trades issues. Public sector speaking to educate candidates who are seeking our endorsement on public sector issues and the same with the industrial sector and so on. That is the basic framework of how we would like to change endorsement process. Our executive board asked us to draft this resolution. Resolution # 5, resolved that all candidates for offices subject to endorsement by the Iowa Federation of Labor, AFL-CIO be required as a condition of the endorsement to attend candidate academics, to be educated on issues important to working families and complete the relevant questionnaire. And be it finally resolved that a copy of this resolution be attached to every questionnaire. The motion was properly moved, seconded, was approved and on behalf of the committee I so move.

Sagar noted it had been properly moved and seconded, is there any discussion. Brother at the Mic.

Steve Vonk with Local 310 Steelworkers stated that “My only concern is the potential of somebody not being able to attend one of these. If there is a good candidate or an incumbent, do we have anything in place for somebody we need to look at? “

Sagar not that we were not planning to have just one of these academies, we were planning on multiple ones and to accommodate candidates throughout the state in the different area labor federations because we're aware that it's entirely possible that something like a representative Prichard situation may arise where he was deployed. We are going to make every effort to accommodate

them and give them every opportunity to attend. There may be incumbents who believe that they know everything already they don't need to come. I would refer you to Senator Danielson who refused to fill out our questionnaire a few cycles ago and we didn't endorse him, we spent not one dime, we did not put up one sign and he only won by 200 votes. The next election he filled out the questionnaire.”

“We have rules because what we're trying to do is protect our resources and our membership. One of your members grabbed me by the front of the collar one day and asked me if I knew where all the money we spent comes from? Wilbur Wilson told me, ‘It’s from this sweat of working people.’ I knew that before, but he really reinforced the message. We will make every effort to accommodate as many people as we can in any way that's necessary. Brother at the mic.”

Tony Link, Local 310 Steelworkers said “I also have the concern that, when we do endorse someone, and they gain their office for years and years and it's just my every day job, are we going to make them come to more classrooms in the future to get our endorsement again?”

Sagar said it's not unreasonable. “The President of the Iowa Alliance for Retired Americans has she pounded into my head, since 1997, that repetition is our friend. Some of the folks who've been there since 2010, have never voted on one of our issues, because we haven't had control. I think it's critically important to have that conversation. They can invest a few hours each election to try to better understand our issues, I think that's only reasonable they come back to us every election. The sister of the mic.”

“Allison Ritchie, AFSCME, I'm fully in support, we just had one a couple weeks ago with our school board and city council candidates. They got a rude awakening where they were also held accountable for those votes of gutting the public contracts. Just because they may be a Democrat, just because they support labor, they are also accountable to their votes. Every single candidate should have to hear us whether it's over public sector issues or private sector issues. We have received particularly good feedback from every single one of them. We need to be able to educate and inform, thank you.”

“Thank you sister. Brother at the mic.”

“Rich Kurtenbach, IBEW 288 a building trades local. A few years ago, we were awfully close to having a minimum wage pass the state of Iowa. We were lied to by two legislators, supposedly our friends, that told us they would support this bill for us in the construction trades, I am more than willing to do whatever we have to do to force our issues to candidates, when they give their word, like we give our word to support them, that they follow through. This is something we need to be doing, I think it would have helped back then, sift out some of the problems, I fully support this resolution.”

“Sagar, thank you brother. Is there any other discussion on the resolution? Hearing none, all in favor signify by aye. Opposed same sign. Motion is carried.”

Wishman indicated that the staff will be working on this resolution and if you have ideas or things that has worked for your local or your CLC, as many of you do candidate academies already, make sure you share your ideas. “Resolution # 6. No postal privatization, from the Iowa Postal Workers Union. Resolved that the Iowa Federation of Labor AFL-CIO would actively engage in the fight the postal

service by mounting is a serious offensive to this threat and encourages affiliates and community allies in concrete actions against privatization. And be it finally resolved that the Iowa Federation of Labor AFL-CIO will go on record unequivocally opposing the privatization of the postal service so that it remains an independent establishment of the federal government. The motion was properly moved, seconded, was approved and on behalf of the committee I so move.”

Sagar said it's been properly moved and seconded, is there any discussion. Sister at the mic.

“Kimberly Karol, Iowa Postal Workers Union. We submitted this for the same reason Ken mentioned earlier, to make sure that everybody knows what's happening. Privatization of the Postal Service has been around a long time, but never has it been such a concerted attack. The President has put together a committee designed to show why the Postal Service needed to be privatized and is comparing it to a business. The Postal Service isn't a business, it's a service to the American public.”

“We want to make sure everybody knows about it, and that we have a conversation with everybody in Congress. We don't want any leader to say they didn't know, they didn't hear from us, and so we're putting this message out in every forum that we can find. I hope that you take it to your caucuses and talk about it every opportunity you can, because this isn't about your postal workers, this is about your communities, it is about your way of being able to communicate to your membership, by sending your newsletters through the mail, and it's important to us as a nation, because if we are not properly educated, we cannot possibly cast the right votes. That's why this is important, that's why we wanted to bring it to you so that this would be another way to get that message to anyone who is listening.”

Sagar, thank you sister. Is there any other discussion on the resolution? Hearing none, all in favor signify by aye. Opposed same sign. Motion is carried.

“Wishman brought up Resolution #7 from AFGE Local 1228. Resolved that the Iowa Federation of Labor AFL-CIO and its affiliated unions and councils would call on Congress and the President to uphold the collective bargaining rights of federal workers and stop unilaterally imposing contracts that oppose the union in the federal workplace, severely restrict the conditions under which federal workers gain bargaining and undermining federal employees right to union representation. The motion was properly moved, seconded, was approved and on behalf of the committee I so move.”

Sagar indicated it had been properly moved and second to adopt resolution #7, sister at the mic.

“Annette Sage, AFGE Local 1228, we submitted this, and I want to update you on what's going on right now. The contract we have right now, is 300 and some pages, this is the contract proposal that the central office has given us is 96 pages. We are at the negotiation table and they are not showing up, and when they do show up they say, ‘Trump is also trying to privatize the VA, which means all the Veterans that get care in Central Iowa will be privatized to the public sector positions, that are not specialized in our veterans issues, thank you.’”

Sagar, thank you sister. “Is there any other discussion on the resolution? Hearing none, all in favor signify by aye. Opposed same sign. Motion is carried.”

“Wishman noted that the last resolution came in after the book went to the printer. Resolution #8 is in your packet. The subject is the support of the Midwest Labor Press Association submitted by the

Iowa Postal Workers Union. Wishman indicated that Communications Director Coles talked about this yesterday Resolved that the Iowa Federation of Labor and its affiliates support the Midwest Labor Press Association and participate in their annual education conference. The motion was properly moved, seconded, was approved and on behalf of the committee I so move.”

Sagar indicated it has been properly moved and second to adopt resolution #8, brother at the mic.

“Lance Coles, Editor of the Iowa Postal Worker and Communications Director for the Iowa Federation of Labor. I not only ask for your support for this, it's going to take a lot more than this resolution, it's going to take you to act on it. I know I'm preaching to the choir, but when we work collectively, we're much more powerful and that goes too with the communications side at the Iowa Federation, thank you.”

“Thank you brother. Is there any other discussion on the resolution? Hearing none, all in favor signify by aye. Opposed same sign. Motion is carried. Sagar noted that our board decided on Tuesday that we're going to look at trying to work with the Midwest Labor Press Association, to find some way so that the Federation can affiliate all of your local unions in the state, we believe it's a good service that we can provide, as part of the resources of our Communications department, which is actually code for Lance. It's also good for the Midwest Labor Press Association to help them have the resources to put on their educational schools around the upper Midwest among the 9 states that participate.”

Wishman read that there being no further business the committee adjourned at 12:51 PM, I move adoption of the resolutions committee report.

Sagar said it's been properly moved and seconded, to adopt the report of the resolutions committee is there any discussion? Hearing none all in favor signify by aye. Opposed same sign. Motion is carried.

“Wishman indicated that one of the things that we also heard in feedback about what we should do at this convention was requested was that folks wanted time for local union reports. So please let us know what's happening your CLC, area labor federation or your local. Sister at the mic.”

“Mary Sand, IBEW Local 204 in Dubuque. Back in March at our steward school, we were approached by our leaders in Cedar Rapids, to see if we were interested in spearheading the women's committee for the 11th District of IBEW. So, myself and my colleague, Karen Van Desseldorf, we were asked to do the Progress Meeting in Missouri. We stood up at the first women's meeting at Progress meeting and along with the Vice President Henkey, many of our union brothers and the business manager. We are really passionate about women's rights in the union and getting more leadership and trying to work more for women in the trades. As an example, Karen and I work for Black Hills Energy, which isn't in Iowa. It is a Natural Gas company and we are the only females in the state of Iowa who work in the field. We have a total of 29 women in the field, which seven of them were recently hired by the locators, across the Black Hills states which is Wyoming, Colorado, Nebraska, Iowa, Kansas and Arkansas, That's not very many women.”

“We met with Sarah Favors, from IBEW 499 of Des Moines, and in two months we have made incredible progress and with the help of the University of Iowa Labor Center, some networking and the La-

Labor Center out of Wisconsin. Two weeks ago at the Midwest School of Workers, we got everybody signed up on the four Facebook pages that pertained to women so we can discuss issues faced by women. Two are trades women and workers out of Iowa City, so we've got all these women involved, we've got a great diversity, and we have also been networking with the fifth and the seventh IBEW districts, so women can have a place to discuss issues that we face in the field in non-traditional roles. Thank you to our sister who earlier who encouraged you to bring a female next year. We have a lot of good things to say and a lot of good things to do. We are happy to say that with the help of John Bartlett, we just submitted our first fundraising t-shirt and it's going to go to print here in about two weeks for breast cancer awareness. You'll see it on various websites and thank you for supporting women in the trades."

Wishman thanked her for supporting women in the trades. Brother at the mic.

"Steve Vonk, Steelworkers Local 310, we represent the folks who work for, Bridgestone/Firestone for 75 years next year. We've been going through some tough times here in the last few years and lot of it is because of these tariffs. It's significantly hurt us. So I guess my message is, even though it's a hardship for us, it's also an opportunity for us in this election and don't think there are areas in the state that we can't win, because farmers around this state, they are upset. They're upset big time and we saw that last election with all those in Steve King's district last year, we can take this thing next year, we have to take this thing next year."

Wishman recognized the Sister at the mic.

"Allison Ritchie, AFSCME Local 3011. I also sit on the Executive Board for the Quad City Federation of Labor, and we are having a 'Women in Labor' round table. We will have several legislators talk about women in labor. It is open to anybody who wants to attend and learn. This isn't a women's club, it's about women's issues. I would encourage my brothers, to attend these events because it's about your sisters, your wives, and your daughters, and we would appreciate your support too. It is on Saturday September 28th at the USW 105 hall from 10 to noon. There will be discussions about gender pay gaps, childcare, family leave, harassment, training and education issues."

Wishman thanked Ritchie and reminded everyone that if you have events, whether a fundraiser, something else going on, Lance has been begging you to get that information in so that we can disseminate it to as many folks as we can. "Yes, brother at the mic."

"Mike Olson, IBEW Local 405. The last election cycle, Labor in this state did quite well for the caucuses. We were able to take over the governing body of the Democratic Party, the state Central Committee. We organized, we got our young people involved, we need to do it again, we need to increase those numbers. We need to have a firm grip on the governing body, of the Democratic Party. Attending these caucuses, a lot of people say, "Well I know nothing about the caucuses" You really don't need to know anything about the caucuses, go learn or just get yourself elected as a delegate, take your wife, a couple friends. That's all it takes to be elected a delegate to the county, district, and state conventions. We need participation by everybody, so please do your best and get elected delegate, go to conventions, help us take over the Democratic party once again. We had a great participation in the 1st district, had a lot of people attending for the first time, they elected Abby, let's get the job done. Thank you."

Wishman recognized Annette Sage at the mic.

"I'm Annette Sage, AFGE Local 1228. I just wanted to say we had a rally on July 24th, and a lot of brothers and sisters from other unions that joined us, and I want to actually tell those that joined thank you so much for bringing our rallies to notice and we had a great turn out, so thank you all."

Wishman recognized Brad Greve at the mike.

"Brad Greve USW Local 105. I wanted to give an update from our local. We had a contract negotiation this year. May 15th was the deadline, didn't get it finished, got a tentative agreement on June 28th, and ratified that contract on July 11th."

"Two big things that I thought were important from this negotiation. We were dealing with an equity firm company. I've talked to presidential candidates, Senators and Representatives about this plague on our country, our companies and our businesses. Elliot Management was the outfit and got their fingers in it and got people on board. Paul Singer, the head of that group, and ended up splitting our company. But that wasn't enough, they were trying to sell the company, weren't able to get that done, and they brought in a retired guy from a TRW Plant for one-year stint. He's supposed to split the company at the end. They're paying him a \$1.6 million dollar salary, 1 million shares in stock options, and \$20 million dollar bonus if he can get the stock to \$30 dollars in one year. When you're at the bargaining table, you're trying to bargain with people that are running the plant, but you really dealing with these guys in the background, and they only care about one thing and that's, how are we going to get enough money out of that deal and then move on to something else and leave the company behind."

"On the good side, we did it, we built power with the steelworkers, with contract action teams, out in the community and the support of the community was beyond anything I've seen. It was social media, we had pictures of businesses supporting us, and then we had some rallies at our plant and our last rally on May 15th we had around 700 people out there. All different unions were there, just being a part of this Federation helps. Charlie and Julianne came down, so I just want to thank everybody that showed up, it motivates me to get our membership out more to help other groups, like AFGE. We had a rally with them a week ago in Iowa, so thanks everybody."

"Wishman thanked Brad Greve and said if you would like to see how a really successful social media campaign can be run in conjunction with leading up to a possible strike, check out the USW 105's Facebook page, they really did a great job of getting support from the community. I really enjoyed the bat signal traveling around too. Sister at the mic."

"Ronda Fowler AFSCME Local 3450, public sector employees. We made a couple changes to our scholarship program. Traditionally, we have awarded scholarships to our members' families to help them pay for colleges, but this last year we took a look at our values and re-aligned what we we're doing. We decided to expand the number of people who were eligible to apply to stepchildren, foster children, grandchildren, members themselves, as well as spouses and significant others. We also added some categories including two-year degrees and we created some stipends for people who are going to graduate school. We know how important it is to have people as policymakers, who know unions and the importance of them. We also support certificate programs. One of the stipends that we're really proud of is supporting anyone that is going into a union apprenticeship program. The

reason we call it a stipend is because they can use it for whatever they need, tools, safety equipment, or uniforms.”

Wishman recognized the brother at the mic.

“Pat of United Association of Plumbers Local 16, a friendly reminder that over on my side of the western side of the state, there flooding, counties are just totally devastated. Counties on my side of the state, people are going to need some help.”

“Wishman introduced the next speaker, AFT brother, Congressman Dave Loebsack who grew up in poverty and was raised by a single parent and is living proof of how community support can make a difference in people's lives. He's faced many challenges, but with hard work and help from teachers, friends, and mentors he was able to overcome his many hardships. As a result, Dave has dedicated his adult life to helping people find opportunity and hope. Dave grew up in Sioux City, where he attended East High School after graduation attended Iowa State University, where he earned a bachelor's and a master's degree. Dave then went on to the University of California-Davis. In 1982, Dave came back to Iowa and became a teacher at Cornell College in Mount Vernon. Today, Dave has the honor to serve as Professor Emeritus at Cornell College. Dave currently is serving his seventh term in the United States House of Representatives. He represents Iowa's 2nd Congressional District which encompasses much of Eastern and Southern Iowa. Since being elected by the second district, Dave has been a relentless advocate for Iowans, addressing critical issues that are facing hardworking Iowa families. With that please welcome congressman Dave Loebsack.”

CONGRESSMAN DAVE LOEBSACK- CD-2

“Loebsack thanked the delegates. I've known a lot of you in this room for a long time. And I appreciate all the great support that you know that you provided me over the years. You got me through all these elections, seven elections, even the first one when nobody thought I have shot in hell winning against Jim Leach. Even my wife didn't think I had a shot in hell of winning either. In fact, you know I was college professor at the time, she was a second-grade teacher. She just looked at me and said, ‘okay, I know you always wanted to do something like this. This is kind of crazy, but you need to get it out of your system and then you're going to come back to the real world when this is all over.’ As it turned out, we sort of entered a different world after November of 2006. Terry's not here, she was a long time ISEA member, and once a week she gets together with former teachers from Mount Vernon, where Terry taught for 28 years, and they commiserate about labor and what's happening with our teachers here in the state, what's happening with our public employees. Terry thanks you for all that you're doing for working men and women.”

“I have 15 more months. I'm still on the energy and commerce committee. I'm still fighting as hard as I possibly can for the issues that you folks talk about and work for fight for every day. I am after all still a proud member of the American Federation of Teachers, local 716. I'm going to continue to do what I've done all along, I'm going to fight like hell for a \$15 minimum wage and project-labor agreements. I know the administration is trying to mess with the apprenticeships and it will undercut the quality of labor in America and I'm going to do everything I can to make sure that the real apprenticeship programs are protected.”

“And I was asked about USMCA, it's really NAFTA 2. But there are some things in there that are good,

One example is domestic content legislation I mean there are some things there are some things written into that if they're implemented properly are going to be good. But the basic problem that we have, is we have issues with pharmaceuticals, labor issues, issues with the environment and the biggest problem is implementation.”

“Loebsack said he was on a tight schedule and had to get down to Osceola. He took some time to promote Rita Hart as a replacement when he retires in 15 months. She was a farmer growing up, near Charles City. She and her husband have been farming since 1980s. She a long-time teacher.”

“Sagar thanked Congressman Loebsack for his years of service to lowans. On behalf of labor wished him and his wife the best in retirement but it can't start yet, we got 15 more months of fighting back.”

Sagar announced there will be a be a brief board meeting in the front of the room following the close of the convention. He asked the auditors to attend as well. I think most of the Sergeant-at-Arms are in the room. Jeff Cooling, and Tyler Norgart, have been in the back in charge of the sound, lights, videos and all the other things. “Thank you for all you do. Ed Curley, the large and quiet guy who chairs our Sergeant-at-Arms Committee. Alda Martinez, Jimmy Jensen, Ronda Fowler, and Randy Tucker, we do appreciate all the work you have done, thank you so much. Our rules committee: Dan Prymek, Jeff Shudek, Stacey Andersen, Mark Fallis, and our Chair Kelli Harrison, thank you all. Dianne Frank, Pete Hird, Mark Rocha, Rusty McCuen and the us-ee person, our Chair Allison Ritchie spent a lot of time in a room adding numbers up thank you for your hard work. Our resolutions committee Mark Sarcone, Brad Greve Randy Schultz and our Chair, Charlie Wishman. Thank you for the work that you've done not just on the resolutions, committee by the way he's done a marvelous job of trying to rein in the insanity at the capitol on with folks like Morgan Miller over there. You may not recognize her without the shark suit on. Many of unions have lobbyists for that we thank you very much it does make a difference because together we are stronger. Our award-winning journalist in the back, Lance Coles, our Communications Director. Our new Political Director many of you may have met for the first time, Julianne Frosolone did a marvelous job of juggling all the Presidential candidates on Wednesday and keep things on track for the convention. Thank you, Julianne. Jamie Miller is in the back. Thank you for all your hard work keeping our finances in order. Ben Murry, does a wonderful job for us, working to make sure that we have presence in the communities that help build our infrastructure going forward.”

“Could I get the board members to stand up and the auditors, too? These are the people who have taken on additional responsibilities, in addition to the jobs that they have, and you all know they've got more than full time jobs. But they take it upon themselves to make this Federation work; to drive our programs, because without them we don't get the job done for you. They support our WIN program to elect our members and hundreds have been elected since 2009. It makes a difference and it will make more of a difference because if we can put our members in the city councils and school boards and the County Boards, maybe we can stop the contracts of our public sector members from being stripped. It's important now, and in the future to make sure that we support these programs. We didn't get where we are overnight, we're not going to turn around overnight. It's a long fight that we're in for.”

“I look around the room I think Will Attig said, ‘You’re working class heroes. ’That’s what solidarity is

be. It won't be easy, but nothing worthwhile ever is. With the brothers and sisters in this room, committed to carry forth our collective will, I have no doubt that we will succeed. If you carry these messages back to your locals and talk to them about what's critically important to this state not just for us but for everybody who lives here now and, in the future,, we're going to win."

"Think about the fact that 74 percent of the new union members in this country are under the age of 35. Polling numbers across the country say that, more and more people have a positive opinion about unions. You know that if you've knocked doors or if you talk to people in organizing drives, there's something going on right now and I don't think pollsters are smart enough to put their finger on it."

"Because whatever is happening, people are finally waking up to the fact that 40 plus years of no or little wage increases for the working class is wrong. We have within us collectively, to make a fundamental difference that will change the course of our country for working people for the future. We can work together to make jobs, jobs that are meaningful, and support families. We can make sure that healthcare is universal, affordable and available to all the people in this country. We can make sure that education is once again a priority from our youngest to our oldest, we must educate our children. We must stop indenturing our kids to banks. There is \$1.4 trillion in student loan debt. We've got to fix that. We need to make sure that retirement is possible and that this generation and future generations have the right to retire with dignity."

"There's a corporate effort out there to push back against our rights as human beings, against our opportunities, against our freedom. We can stop this. You are a team and you are the core, the heart of a movement that do that. Thank you."

Sagar called on Scott Puntenev at the mic.

"Scott Puntenev, President of the Western Iowa Labor Federation. I want to follow up on some of the things that Ken said about the WIN program throughout the state. Actively, asking everybody to get involved in your WIN program, this is where we start building our benches, of union people running in office. I wanted to give a big thank you to Ben Murry for the work he does. He helps us a lot and he's who I lean on in Western Iowa. One thing about Ben, he's stepping up all over the state, going around asking union members to run for office. Ben's stepping up and he is running for school board of Madrid. So, want to give a big [interrupted by applause]. I'd also like to take, just a brief time to pass around a bucket and if anybody's got a couple extra dollars of spare change to chip in for Ben's campaign that would be great, thank you."

Sagar called on Ed Curley at the mic.

"Ed Curley, AFGE 119. Ken and Charlie, I want to thank you. You lead us and I would follow you guys anywhere, you guys are there for us, and I want to thank you."

Sagar called on Paula Martinez at the mic.

Paula Martinez stated she wanted to remind every one of you that we do have judicial staff that is represented by AFSCME. "Many of you know, that they've really massacred the judicial branch and we need to continue to work to retain the judges that we have in the state of Iowa. I hope, when the time comes for their retention elections, that we vote to keep the judges. Our governor has taken it

upon herself, to decide who she's going to crown. If you have any questions give me a call, we need to keep our good judges please keep that in mind, thank you.”

“Sagar called Tony Link, from USW 310, one of our stellar volunteers, to draw a name out for the COPE drawing. Vic McCuen from NALC 352 won our drawing. Thank you all for your work. Thank you, Tony, for doing the drawing. He thanked the delegates for contributing, together we raised \$2,620 for COPE. Thank you very much. Is there any further business to come before the convention? I call the 63rd Convention of the Iowa Federation of Labor, AFL-CIO adjourned, thank you very much for attending.”

**2019-2020 DEVELOPMENTS IN THE SUPREME
COURT, LOWER COURTS, NLRB, PERB,
CAMPAIGN FINANCE POINTERS, AND
COVID-19 IMPACTS**

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INTRODUCTION

“DUMPSTER FIRE”

The online Urban Dictionary defines the term “dumpster fire” as “a complete disaster.” There is simply no better or more accurate way in which to define the Trump Presidency and the Reynolds Administration, especially since the last Iowa Federation of Labor Convention.

The COVID-19 Pandemic has revealed our worst fears of the Trump and Reynolds Administrations – complete lack of leadership, and when leadership exists, the leadership is aimed at bolstering the pockets of the wealthy elite rather than working Americans. For example, instead of developing a testing apparatus for COVID-19 at the University of Iowa, Governor Reynolds awarded a no-bid contract to a Utah firm. Similarly, rather than invoking the Defense Production Act to help obtain PPE and other medical equipment to better combat the COVID-19 virus, the President left every state to fend for itself, which drove up prices, padding the pockets of corporate elites, while at the same time, placing a higher burden on taxpayers, especially working Americans.

More grotesque, however, is the complete disregard for worker safety. The Occupational Health and Safety Administration (OSHA) could act to impose uniform requirements to make American’s workplaces safer. OSHA has refused to act, and instead, it relies upon guidelines, which are unenforceable. More troublesome, however, instead of relying upon OSHA, the Iowa Occupational Safety and Health Administration (IOSHA) could act to impose uniform requirements for Iowa’s workplaces. Again, a refusal to act. But, it gets worse. In Iowa, the Iowa Legislature passed a bill in June limiting liability for businesses if a person contracts COVID-19. Majority Leader McConnell and President Trump are advocating for similar measures at the federal level.

Meanwhile, while most working people are concerned with paying bills, sending their children to safe schools, and reporting to safe workplaces, the Trump Administration continues to pack the federal courts with conservative and anti-Union judges and undermine the U.S. Postal Service, while at the same time, the NLRB’s conservative majority continues to do everything in its power to gut the NLRA. And, Governor Reynolds continues to play games with the COVID-19 numbers while mandating schools re-open for in-person instruction, for at least fifty-percent of the time, disregarding the local control that Republicans used to tout.

It is not an understatement to say that 2020 has been a “dumpster fire.” It also not a stretch to also say that the entire administrations of Trump and Reynolds have also been a “dumpster fire.”

The only hope, then, for survival of the Labor Movement, and possibly the Republic itself as we have known it, is the election on November 3. It will be difficult for the Labor Movement to survive another four years of a Trump Presidency. And, it will be difficult for the Labor Movement to continue to persevere in Iowa, unless the Democrats capture, at least, one chamber of the statehouse. From now until November 3, the Labor Movement must work to

energize its members, educate its members, and help ensure that its members vote for Labor friendly candidates. Unless we do the work, there is no guarantee that we will be able to put out this “dumpster fire.”

PART I: ELECTION LAW REMINDERS 2020

FEDERAL ELECTIONS AND CANDIDATES SIX SIMPLE RULES AND RECOMMENDATIONS

The laws regarding political activities by labor unions in regard to federal elections are complex. It is easy for a Local Union to unintentionally violate the law, particularly when under pressure by its political friends to assist in a federal candidate’s campaign efforts. *The basic rule is always think about potential violations of the federal law and consult with the National Union before making any commitments to the candidate.* Rules 1 through 6 below deal with specific activities but carry the same basic message.

Rule 1: It is a *federal crime* for a labor union to make a contribution of Union funds or other assets to a federal candidate or to the federal PAC of a state party. Contribution means *anything* of value. *The Local Union should let its National Union handle contributions to federal candidates.*

Rule 2: Union members can make voluntary contributions out of their own pockets to candidates for federal office (President, Senate, and Congress).

A Local Union can establish its own federal PAC, which is funded totally by voluntary member contributions. Doing so, however, triggers reporting requirements to the Federal Election Commission (FEC) and contributions from the PAC are included in the computation of the \$5,000 contribution limit along with other contributions to the same candidate by the national union and all other locals of the same international.

For example, if a National Union makes contribution to Candidate X of \$3,000, and Local 1 of the National Union contributes \$3,000 to Candidate X, both the National Union and Local 1 have violated the \$5,000 limit subjecting them to penalties imposed by the FEC.

A local union should encourage its members to make voluntary contributions to its National Union’s Federal PAC or directly to federal candidates. It is simplest and safest not to establish its own Federal PAC.

Rule 3: Local Unions can use their general treasury funds (dues money) to make partisan communications (e.g. “Vote for Biden”) to its members and their immediate families and to engage in some voter registration and get-out-the-votes activities among their members. The communications, however, can trigger reporting obligations to the FEC.

A Local Union is encouraged to educate its members about and to urge its members to vote for labor endorsed candidates for federal office. *The Local Union, however,*

should obtain guidance from its national union regarding the best way to communicate political messages with its members.

Rule 4: Officers and employees of a Local Union *cannot* engage in partisan political activities on behalf or in support of a federal candidate on union time. *A Local Union should consult with its national union to determine the permissible limits of an officer's involvement in partisan activities in support of a federal candidate.*

Rule 5: A Local Union can host a "members only" meeting or political event for a federal candidate. The Local Union, however, cannot solicit contributions for the candidate at the meeting. But, the candidate can. *Again, a Local Union should contact its National Union if it wants to host or is requested by a federal candidate to host a "members only" event.*

Rule 6: A Local Union *can* rent space in its offices or use of Union equipment to a federal candidate. The rental, however, needs to be in writing and the rental price needs to be at fair market value. Rental of a meeting room needs to be at the same rate the local would normally rent it to a non-member. If there is no rate for non-members, the Local Union needs to calculate a rate comparable to rates charged by other entities for similarly sized rooms. *A Local Union should request assistance from its National Union regarding the proper terms of a rental agreement with a federal candidate.*

Rules 1 through 6 are based on the requirements and restrictions of the federal election laws applicable to most unions. *There are special, more restrictive laws and rules that apply to federal government employees and their unions, which are not dealt with in this Report.* A Local Union's National Union may have additional requirements or restrictions in regard to a Local Union's federal elections activity. If so, a Local Union needs to know what they are and follow them.

STATE AND LOCAL ELECTIONS AND CANDIDATES IN IOWA

In Iowa, Local Unions may lawfully make contributions from general treasury funds which consist of dues money of private sector employee members. There is no limit on the amount of money which a Local Union can contribute. Chapter 20 of the Iowa Code, however, does prohibit the use of dues money or other assets of a public employee organization to make contributions to candidates for state and local offices. Public employees, however, can make voluntary contributions out of their own pockets to state and local candidates for office. *(There are special rules for employees of the federal government which are not dealt with here).* Making contributions does trigger reporting obligations to the Iowa Campaign Finance Board for the Local Union and potential federal income tax liability and reporting.

**THE SIMPLEST WAY FOR LOCAL UNIONS TO MAKE
CONTRIBUTIONS TO STATE CANDIDATES IS BY PAYING PER CAPITA FEES ON
ALL THEIR MEMBERS TO THE IOWA FEDERATION OF LABOR.**

The IFL's COPE Fund is funded by a percentage of the per capita fees it receives from its affiliates and takes care of reporting requirements under Iowa law and federal tax laws.

For a Local Union that may wish to make contributions to state candidates in addition to those made by the IFL COPE FUND or to local candidates, the Iowa law requires the local to establish a "separate, segregated political fund" (PAC). Establishment and operation of the PAC, including the amount of regular contributions to it by the Local Union, must be done through resolution or other formal action of the union in a manner provided for under the union's constitution and by-laws. The PAC can be administered by the Local's officers or other members/employees of the Union. *The PAC must register with the Iowa Campaign Finance Board and electronically file reports of its receipts and expenditures on a regular basis.* The registration and reporting procedures are relatively simple and are set-out in detail at the Board's website. (If the local's PAC is likely to receive \$25,000 or more in contributions during a calendar year, the local must also file a registration form with the IRS).

The Local Union's PAC is considered a separate entity from the Local Union as such for federal income tax purposes. As a separate entity, the PAC can be subject to federal income tax at a 21% rate on the lesser of the amount of contributions it makes in a calendar year and the amount of its investment income (e.g. interest on checking and savings accounts held by the PAC). Accordingly, the Local Union needs to establish its PAC using a non-interest bearing account. Because it, then, has no investment income, the PAC would not be required to file an income tax return or pay any federal income taxes.

IMPORTANT IOWA RULES

Rule 1: Because the Local Union and its PAC are considered to be separate entities for federal income tax purposes, the IRS rules mandate that the funds of the two entities not be "comingled" (i.e. pooled together in any manner). Since the PAC will be funded by members' dues, the Local Union can avoid improper comingling of its and the PAC's funds in one of the following two ways: (1) when dues money is received by the local, a split deposit of the money should be made with part of the money going into the Local Union's general fund account and part of the money going into the PAC account; or (2) the Local Union may deposit the entire amount of the dues money into its general fund account, but immediately (within 24 hours) write a check from its general treasury account and depositing it in the PAC account.

Rule 2: Local Unions with both private sector and public sector employees as members can use its treasury funds to fund its PAC. But to do so, the union must ensure the dues of its public sector employees are not placed in the PAC bank account. Accordingly, the Local Union needs to place only the dues of private sector members into the PAC fund and to track the specific dues placed in PAC fund in its books (e.g. deposit for 8/1/XXXX consisted of dues check-off check from Private Company, Inc.).

This cursory review of the law regarding contributions by unions to state and local candidates in Iowa may raise numerous questions about what a local union may do or needs to do to be politically active. *If a Local Union affiliate has questions about political activity in regard to candidates for state and local offices, they should convey them to the IFL, which will*

answer them for the Local Union or direct the Union to competent legal counsel who can provide answers to them.

PART II: CASE LAW UPDATE

UNITED STATES SUPREME COURT

Fortunately, the United States Supreme Court did not weigh-in on any traditional labor law issues during the past year. But, it did decide cases arising under the civil rights statutes and ERISA in four decisions. Three of the four rulings were anti-worker. Only one of the cases was a clear victory for employees.

Most notably and the subject of much public interest, *Bostock v. Clayton County Georgia*, 140 S. Ct. 1731 (2020) involved three cases in which an employer had admittedly discharged or failed to hire individuals because of their identification as GLTBQ. At core, the decision determined whether employment discrimination against GLTBQ employees constitutes discrimination on the basis of “sex” as the term is used in Title VII of the Civil Rights Act. The Court held it is.

The Court concluded that an employee’s sexual orientation or gender identity was inextricably related with an individual’s sex. And, in each of the cases before it, the Court held that without regard to the existence of other legitimate reasons for the employers’ actions, an employer violates Title VII if it would not have taken the complained about action had an employee not identified as GLBTQ or took the action against a GLBTQ employee for conduct it had tolerated in non-GLBTQ workers. The Court’s ruling is consistent with earlier decisions giving an expansive reading to the anti-discrimination provisions of Title VII, such as finding same sex workplace harassment or discrimination are unlawful under the statute.

Section 1981 of Title 42 of the United States Code codified the constitutional requirement that citizens of color have the same rights to contract as white citizens. Invoking the federal statute, the National Association of African American Owned Media sued Comcast Corporation (the cable people) for refusing to enter into deals to include TV channels owned by the Association in its line-up. *Comcast Corp. v. Nat’l. Assn. of African American-Owned Media*, 140 S. Ct. 1009 (2020). The Association attempted at numerous times to reach an agreement with Comcast. Comcast, however, refused to air the channels contending the channels offered by the Association did not have sufficient audiences and were not similar to its news and sports slanted programming. The Association contended that while Comcast’s asserted reasons might have been motivating factors in its refusal to deal with it, the race of the Association’s members was also a motive underlying Comcast’s actions.

The Association contended that, like Title VII of the Civil Rights Acts, it was sufficient under Section 1981 to establish that race was simply a factor in Comcast’s refusals to enter agreements with its members. Comcast argued the Association had to show that race was the “but for” cause of its actions, which it was not, because it had legitimate business reasons for its conduct. The District Court agreed with Comcast. The Ninth Circuit U.S. Court of Appeals reversed the District Court’s ruling. On review by the Supreme Court, the Court upheld the

District Court's decision. The effect of the Court's ruling is to make it more difficult for anyone asserting a discrimination claim under Section 1981 to prevail on the merits.

The two other decisions of note issued by the Supreme Court dealt with issues arising under the Employee Retirement Income Security Act (ERISA). Both rulings dealt with alleged mismanagement of employer pension plans.

In *Thole v. U.S. Bank NA*, 140 S. Ct. 1615 (2020), Thole and another former employee of U.S. Bank had been participants in the company's "defined benefit" retirement plan. As a refresher, "defined benefit" plans guarantee an eligible retired employee a fixed amount of monthly benefits; a "defined contribution" plan provides for fixed amount of employee and employer contributions to a plan (e.g. 401k). The stock market and other investment performance directly impact the amount of benefits on retirement under a "defined contribution" plan.

On their retirement, both employees applied for and were receiving the amount of benefits they were entitled to under the terms of the defined benefit plan documents. The employees, however, filed a suit against the employer claiming the assets of the pension funds had been mismanaged. The employees did not claim that the mismanagement had in any way adversely affected their pensions.

The Supreme Court concluded the employees did not have the right under ERISA to pursue a claim of breach of fiduciary duties based on the alleged mismanagement of the fund's assets because they were receiving and apparently would continue to receive the benefits they were entitled to under the terms of the plan. Obviously, the Court's decision provides protection to pension fund administrators even if they have engaged in improper conduct in managing the assets of the fund. Missing from the Court's analysis is recognition that all participants in a "defined benefit" plan have a shared interest in ensuring the assets of the fund are managed properly. Put simply, at least in the context of collective bargaining, the more money available to the fund the better position a union is in to negotiate improved pension benefits. In the Court's view, however, employers have sufficient interest in eliminating misconduct in handling pension funds because any money lost due to mismanagement if recovered reverts to them unless the benefits guaranteed under the plan are not being paid.

Intel Corp. Investment Policy Committee v. Sulyma, 140 S. Ct. 768 (2020) had a somewhat better result for participants in an ERISA retirement plan. ERISA provides that a plan participant must institute an action based on a breach of administrators' fiduciary duties within three years the participant has "actual knowledge" of the improper acts. Sulyma had invested in two company sponsored retirement plans. Notably, the fund had invested in "alternative assets" (i.e. investments other than regular stocks and mutual funds) during the run-up to the 2008 market crash. The market decline had adverse impacts on Sulyma's and other participants' ultimate pension benefits.

Sulyma sued the plans' administrators claiming they had breached their fiduciary duties by "over-investing" in alternative assets. There is no dispute that the administrators regularly provided web-based reports regarding the activity of the funds including their

investment in the “alternative assets.” In turn, the administrators argued that Sulyma’s lawsuit should be dismissed because he had or should have had actual knowledge of their alleged improper investments and, therefore, the suit was not timely because it was filed more than three years after the administrators had disclosed the investments on the employee website. Significantly, in a deposition, Sulyma testified that while he visited the fund website at numerous times, he did not recall seeing the disclosures or remember their content. Accordingly, Sulyma contended he did not have “actual knowledge of the claimed mismanagement until much later. As a result, his lawsuit was timely filed. The Supreme Court agreed. Of particular interest to employees and other small investors, it appears disclosures in the small print of fund reports to participants do not provide plan administrators an easy defense to a claim of mismanagement of a retirement fund. And, employees and other small investors will not be penalized for failing to read closely, or at all, the entirety of plan reports.

NATIONAL LABOR RELATIONS BOARD

It is an understatement, at least, to say the Trump Board during the past year continued its ravaging of employee rights. The onslaught included decisions undermining employees’ ability to organize unions, making representation procedures more employer friendly, narrowing the scope of Section 7 protections for workers, and granting employers more leeway in seeking to make unilateral changes in working conditions. The review of the Board’s activities begins with rulings affecting union organizational efforts.

Kroger Limited Partnership I Mid-Atlantic, 368 NLRB No. 64 (9/6/19) dealt with a consumer boycott of Kroger’s non-union stores. Union agents, who were not employees of Kroger, began hand billing customers who entered the store asking them not to patronize Kroger. They were doing the hand billing on a sidewalk and parking lot area in front of the entrance to the store, which were leased to Kroger. Not liking the hand billing, Kroger instructed the union agents to leave its property. The agents filed charges with the Board claiming Kroger could not enforce its rules against soliciting on its property because in the past Kroger had allowed other groups such as the Girl Scouts and the Salvation Army to solicit sales or contributions on the same property.

The Board dismissed the charge. In doing so, the Board set out the following rules: a property owner “may deny access to non-employees seeking to engage in protected activities on its property while allowing non-employees access for a wide range of charitable, civic and commercial activities that are not similar in nature to protected activities. Additionally, an employer may ban non-employee access for union organizational activities if it also bans comparable organizational activities by groups other than unions.” The Board left unclear what specific or general types of activities it considered “similar in nature” to union organizational activities.

In a similar context, the Board, in *Bexar County Performing Arts Foundation*, 368 NLRB No. 46 (8/23/19), considered whether and when a property owner must grant access to its property to off-duty employees of an outside contractor. In *Bexar*, the foundation, which owned the county’s performing arts center, ordered employees of the county’s symphony orchestra to cease hand billing patrons of the art center on the outside walkways to the entrance of the arts

center. (The symphony employees were upset because some performances at the center had been presented by firms which did not use the symphony to provide music for the performances). Notably, there was a public sidewalk across the street from the entrance to the arts center, which the symphony employees were also using to spread their message to the general public.

In dismissing unfair labor practice charges against the foundation, the Board held “that a property owner may exclude from its property off-duty contractor employees seeking access to engage in Section 7 activities unless (1) the employees work both regularly and exclusively on the property, and (2) the property owner fails to show that they have one or more reasonable non-trespassory alternative means to communicate their message.” The Board went on to state that “regularly” means the contractor regularly conducts business on the property and “exclusively” means the employees perform all the work they do for the contract on the property involved. Because the employees of the symphony had performed work for the contractor at other locations, the employees did not work “exclusively” on the Foundation’s property. In turn, the Board found the foundation lawfully kicked the hand billers off its private sidewalks.

Further interfering with the ability of employees to organize or otherwise exercise Section 7 rights, in *Caesar’s Entertainment d/b/a All Suites Hotel and Casino*, 368 NLRB No. 143 (12/16/19), the Board essentially stripped employees of any statutory right to utilize employer IT equipment, including email systems, to engage in any kind of Section 7 activities. At issue was an employer rule prohibiting employees from using its email system for “non-business” purposes.

The Board upheld the rule. The Board held “an employer does not violate the Act by restricting non-business use of its IT resources absent proof that employees would otherwise be deprived of any reasonable means of communicating with each other or proof of discrimination.” The Board expressly stated that other reasonable means of communicating with other employees was satisfied by rules allowing oral solicitation by employees on non-work time and literature distribution rules permitting distribution on non-work time in non-work areas at the job site. Significantly, the Board specifically did not address the impact of its ruling in the Kroger case above regarding the meaning of discrimination under its ruling in this case.

The final decision directly affecting union organizational activities was issued in *Wynn Las Vegas LLC*, 369 NLRB No. 91 (5/29/20). The facts were straight forward. The guards at the casino were in the midst of a union organizational drive. A dealer, who was a member of a different union, while off-duty stopped to urge the guard to support union representation in the upcoming election. The guard, who was on duty, and the dealer talked about the effects of “captive audience” meetings being held by casino managers on union success in the election for about three minutes. The casino issued the dealer a disciplinary warning for violating its rule against engaging in union solicitation on work time. The union representing the dealer filed an unfair labor practice charge challenging the issuance of the warning.

The Board dismissed the charge. In doing so, the Board expanded the meaning of “union solicitation” under the Act and employer no-solicitation rules. It held that solicitation included asking a worker to join a union or sign an authorization card and encompassed encouraging an employee to vote for or against union representation. Further, in the Board’s

view, the lawfulness of the discipline for violation of an employer rule was not determined by whether the solicitation actually interfered with an employee performing his or her work; rather engaging in the solicitation was sufficient to establish a rule violation.

As noted in earlier Reports, after extensive public hearings, the Obama Board adopted administrative rules aimed at expediting Representation Elections. With essentially no public input, the Trump Board issued revised RC rules with provisions which essentially gutted the Obama Board's rules. The national AFL-CIO challenged the issuance of the revised rules. *AFL v. NLRB*, 2020 WL 3041384 (District Court District of Columbia 2020). The Court agreed with the AFL-CIO regarding five aspects of the revised rules.¹ The Court found the remaining challenges had no merit. The AFL-CIO has appealed the Court's failure to find the revised rules as a whole improperly adopted to the Circuit Court of Appeals. The Board commenced enforcement of the rules upheld by the Court on July 31, 2020. The revised rules can be found in full at the NLRB website: www.nlr.gov.

Providence Health & Services-Oregon d/b/a Providence Portland Medical Center, 369 NLRB No. 78 (5/13/20) dealt with issues arising from a "dual marked" representation election ballot. The Board overturned a regional director's decision to count a challenged ballot of an employees who had placed an "X" in the yes box of the ballot and also placed a diagonal line in the no box. In the past, the Board had dealt with such situations by attempting to determine the likely intent of the voter (e.g. did the employee attempt to erase or cross-out one of the markings). The Board rejected the prior law and stated: "we now hold that where a ballot includes markings in more than one square or box, it is void." As a result of the Board's ruling, the union lost the election by a single vote.

The only redeeming aspect of the decision is that the Board directed that future election ballots contain the following information for prospective voters: that they should only put a mark in the box of their choice and that, if they make a mark inside or around more than one box, they should request a new ballot from the Board agent conducting the election otherwise their ballot will not be counted. Local Unions involved in elections need to make sure the new information is, in fact, on the ballot and should make a special effort to make clear to prospective supporters what they need to do in order to insure their vote is counted.

It is basic law that "independent contractors" do not enjoy the protections of many employment laws, such as the NLRA and FLSA. As a result, some employers attempt to classify persons who are actually their employees as independent contractors. In *Velox Express, Inc.*, 368 NLRB No. 61 (8/29/19), the employer did exactly that and informed its delivery drivers it was treating them as independent contractors. When an employee raised with the employer her and her co-workers' questions and complaints about the classification, Velox fired her. An unfair labor practice charge followed which alleged the employer had violated Section 8(a)(1) of the

¹ Specifically, the Court found the following aspects of the revised rules improperly adopted: (1) the requirement to hold pre-election hearings on bargaining unit scope, voter eligibility and supervisory status; (2) delaying the holding of elections to no earlier than 20 days after the direction of election; (3) changing 2 business days to 5 for providing the voter eligibility list; (4) requiring observers to be members of the voting unit, and (5) staying certification pending a request for review of a regional direction of election.

NLRA both by classifying the employees as independent contractors and by discharging the employee for disputing the classification.

In regard to the erroneous misclassification of the drivers, the employee argued the employer informing the workers that it was dealing with them as independent contractors violated Section 8(a)(1) because doing so coerced them into thinking they did not enjoy the protections of the Act. The Board rejected the argument. In its view, the employer was merely informing its workers of its legal opinion regarding their legal status. In turn, the company's action was protected free speech under the statute. The Board noted: it is "too far for us to conclude an employer coerces its workers... whenever it informs them that they are independent contractors if the Board ultimately determines that the employer is mistaken." The Board reinstated the discharged driver but refused to order the employer to reclassify its drivers as employees.

In addition to ransacking employee organizational rights, the Board narrowed employer bargaining obligations toward its organized employees in a trio of decisions. As background, the United States Supreme Court long ago held the NLRA prohibited an organized employer from making a unilateral change in a working condition which was a mandatory subject of bargaining under the Act without first giving the employees' union notice of the change and an opportunity to bargain about it – unless the union had clearly waived its statutory right to bargain about the subject of the change. Thus, during both the term of a collective bargaining agreement and at its expiration, an employer had to maintain the status quo until it had bargained to impasse with the union regarding the change – again unless the union had clearly waived its statutory right to bargain about the proposed changes in working conditions. When an employer had bargained to impasse on the proposed change, the employer absent agreement with the union could unilaterally impose the change unless the change conflicted with contract language.

In *MV Transportation, Inc.*, 368 NLRB No. 66 (9/10/19), the Board dealt with an employer's attempt to make changes in numerous work rules mid-contract term without providing the incumbent union notice of the proposed changes and the opportunity to bargain over them. The Board found the changes did not violate the Act over the objections of the union that it had not waived its statutory right to notice and an opportunity to bargain about them. In upholding the company's actions, the Board held that the question of whether the union had waived its right to bargain was secondary to whether the parties' contract granted the employer the right to make the proposed changes. Only if it determined that the contract did not contain provisions granting the employer the right to make the changes did the issue of whether the union waived its right to bargain need to be decided. The Board concluded various provisions of the parties' contract, including the management rights clause, authorized the company to make the proposed changes without bargaining with the union.

Notably under the prior law, the Board had not found that the union's agreement to language in a standard management rights clause in a contract (e.g. one granting the employer to make reasonable rules) constituted a waiver of the union's statutory bargaining rights. The clear lessons for local unions are twofold: (1) review the management rights clause in their contracts to determine how easily it can be read to allow mid-term changes and (2) be careful in

negotiating other provisions of the agreement not to agree to language giving the employer too much “flexibility” in applying the provisions. Since it is unlikely an employer will give-up its management rights provision or that a union would strike over changing it, local unions need to consider negotiating language into other provisions which indicate the union’s intent to restrict attempts by the employer to change practices under them during the contract term.

The Board did not permit an employer to make unilateral changes at the expiration of a collective bargaining agreement in *Nexstar Broadcasting, Inc d/b/a KOIN-TV*, 369 NLRB No. 61 (4/21/20), but in doing so, the Board articulated some bad law. After the collective bargaining agreement expired, the company unilaterally changed the circumstances as spelled out in the contract in which it would require a driving background check on its employees and ceased posting work schedules four months in advance as it had under the provisions of the contract. The union, of course, challenged the employer’s actions on the grounds the company was obligated to maintain the terms of the expired contract until it bargained over the changes with the union.

The Board acknowledged that the company had a statutory obligation to maintain the status quo post contract expiration. But, the Board held, “provisions in expired collective bargaining agreements do not cover post expiration unilateral changes unless the agreement contained language explicitly providing that the relevant provision would survive contract expiration.” As a result, an employer can lawfully make unilateral changes to the express terms of a contract after it expires as long as it has bargained with the union regarding the changes to impasse unless the provision of the contract involved granted the employer the right to make unilateral changes or the parties have agreed the contract provision involved survives contract expiration. The import of the decision seems to suggest that the terms of an expired contract do not necessarily establish the “status quo” for statutory bargaining purposes unless the parties have provided so in the contract. At this point, the impact of the ruling on established law regarding employer implementation of its offers at impasse in negotiations is unclear. However, it is clear is that absent an agreement to extend a provision of a contract post expiration, the Board will have virtually unfettered leeway in determining what an employer’s statutory obligations to bargain over a change may be.

A precursor to the Nexstar decision was *Valley Hospital Medical Center, Inc.*, 369 NLRB No. 139 (12/16/19). Ending a long and tortuous litigation history on the issue, the Board settled the issue regarding whether consistent with its statutory duty to maintain the status quo upon expiration of a contract, an employer in a right to work state can cease making dues check-offs. In short, the Board concluded it could unless the check-off provisions contained express language indicating the provisions survived the expiration of the contract.

800 River Road Operating Co., LLC d/b/a Care One at New Milford, 369 NLRB No. 109 (6/23/20) presented another opportunity for the Trump Board to free employers from bargaining obligations. The Obama Board had held that an employer with a bargaining relationship with a union prior to reaching agreement on an initial contract had an obligation to bargain with the union about its intent to impose significant discipline (discharge/suspension) on a bargaining unit employee prior to imposing the discipline. An aim of the ruling among others was to provide employees whose union had won a representation election some protection

against subtle retaliation against known or suspected union supporters. In *800 River Road*, the Board overturned the prior precedent and flatly stated: “upon commencement of a collective-bargaining relationship, employers do not have an obligation...to bargain prior to disciplining unit employees in accordance with an established disciplinary policy or practice.”

The tenor and effects of the Trump Board’s rulings reflect the Board’s anti-union and anti-employee views. Another four years of Trump and his Board would simply be devastating for the labor movement.

IOWA COURTS AND PERB

Thankfully, the Iowa Supreme Court failed to issue any decisions of particular interest to the Labor Movement in the last year after the bloodbath that occurred last year. The most important issue to arise out of the Iowa Supreme Court this year was the appointment of Matt McDermott to the Iowa Supreme Court by Governor Reynolds. Justice McDermott argued for the State in both the *AFSCME and ISEA* cases that were reported on in last year’s Legal Report. The appointment of Justice McDermott occurred after the retirement of Justice Wiggins. With the appointment of Justice McDermott, Governors Branstad and Reynolds have now, with the exception of Justice Appel, appointed six of the seven members of Iowa’s Supreme Court.

The Iowa Court of Appeals, however, did issue one decision of interest to the Labor Movement, *Kleppe v. Fort Dodge Police Dept.*, 2020 WL 1548519 (Iowa App. Ct. 2020). Kleppe was a former police officer for the City of Fort Dodge. Kleppe’s employment was covered by a collective bargaining agreement between the City and PPME. The Union filed a grievance on Kleppe’s behalf alleging that Kleppe was not properly compensated for overtime due to the time he spent training his service dog. The grievance was not processed through all of the grievance steps.

Instead of processing the grievance through all of the steps, Kleppe instituted an action in district court seeking unpaid wages under Iowa Code Chapter 91A. The City raised an affirmative defense that Kleppe failed to exhaust the grievance procedures in the collective bargaining agreement. The district court granted the City’s motion for summary judgment.

On appeal, the Iowa Court of Appeals affirmed the district court’s decision. In doing so, the Iowa Court of Appeals rejected Kleppe’s argument that his claim for unpaid wages under Iowa Code Chapter 91A constituted a separate cause of action outside of the collective bargaining agreement. Instead, relying upon the terms of the collective bargaining agreement, the Court held that Kleppe’s claim for unpaid wages was precluded in the district court because Kleppe failed to exhaust the administrative remedies provided in the contract. Local Unions should be careful when processing claims for unpaid wages under collective bargaining agreements to ensure that a bargaining member’s claim for unpaid wages is not waived if the Local Union decides not to pursue a particular grievance through each step of the grievance procedure.

Similar to the Iowa Courts, PERB did not issue many decisions of note over the course of the past year. However, the Local Unions should note the following decisions. First,

in *AFSCME, Iowa Council 61*, 2020 PERB Case No. 100813 (PERB 2020), the Board made a final ruling on a negotiability dispute between AFSCME, Iowa Council 61 and the Department of Administrative Services. The petition was filed shortly after the enactment of the amendments contained in HF 291 to Iowa Code Chapter 20 regarding proposals made by AFSCME, which concerned a bargaining unit that was not made up of at least thirty-percent public safety employees. In a 121-page decision, the Board ruled on fifty-nine proposals. The decision is of value to Local Unions in that it provides further guidance for public sector unions regarding permissive and illegal subjects of bargaining for non-public safety bargaining units under the amendments contained in HF 291.

Second, the Board also issued a decision in *Greater Regional Medical Center*, 2020 PERB Case No. 102390 (PERB 2020). In this case, SEIU represented various employees of GRMC. In August 2019, PERB began filing the necessary documents to conduct a retention and recertification election. As part of its campaign to garner votes to be retained, SEIU emailed bargaining unit members to their work email addresses on four occasions. GRMC's email security system quarantines mass emails, and as a result, each recipient received a message that the messages were "Cisco Spam Quarantine." If the recipient clicked on the message, the recipient could view who the message was from and the information line. Apparently, SEIU became aware of this problem with the email messages but failed to notify GRMC. SEIU lost the retention and recertification election by virtue of not reaching the majority threshold for "yes" votes by fifteen votes. Following the election, SEIU filed a timely objection to the election.

Before the Board, SEIU alleged that circumstances other than misconduct prevented the bargaining unit from freely expressing their preference due to the issue with the email. The Board rejected SEIU's assertion. The Board primarily relied upon three facts: (1) GRMC did not actively quarantine the email messages; (2) SEIU failed to take any action to alert GRMC of the problems; and (3) SEIU had other ways in which to contact bargaining unit members. The Board noted, however, that it may have been a different case if GRMC had actively blocked SEIU's email messages. The important lesson for Local Unions in this case is that if there is a problem with email communications to bargaining unit members in a retention and recertification case, the Local Union should alert the employer and try to resolve the issue prior to the end of the election.

PART III: COVID-19 IMPACTS UPON THE LABOR MOVEMENT

The COVID-19 Pandemic has created a crisis in this country that few Americans have experienced in their lifetimes. If nothing else, the COVID-19 pandemic has demonstrated that the need for greater legal protections and a social safety net are critical to dealing with this crisis and protecting workers.

As was the case in March, when we provided initial guidance to the Labor Movement regarding the issues confronting it as a result of the COVID-19 Pandemic, the issues confronting the Labor Movement continue to change on a daily, if not, hourly basis. The purpose of this portion of the Legal Report is to serve as a starting point for Local Unions and their members during this difficult time. Local Unions should consult their Legal Counsel to

make sure circumstances have not changed after receipt of this Report, and this portion of the Legal Report is not intended to offer any legal advice.

IOWA PUBLIC EMPLOYMENT RELATIONS BOARD

PERB has issued three Orders related to COVID-19 that dealt with the operations of the Agency during this time. The most recent Order was issued on July 8, 2020. It is our expectation that PERB will issue another Order prior to the end of August. In pertinent part, the July 8, 2020 Order provided the following:

- No person who has an elevated risk of transmitting COVID-19 may personally attend any of the following: PERB office, hearing, conference, board meeting, or other proceeding without prior authorization from PERB.
- All oral arguments/non-evidentiary hearings set to commence no earlier than June 15 have been continued to a date no earlier than June 25 or conducted by telephone, at the discretion of the Board or Administrative Law Judge.
- Evidentiary hearings set to commence before August 3 have been continued to a date no earlier than August 3.
- Any mediation set to occur before June 1 has been continued or directed to occur by videoconference or telephone, at the discretion of the Board.
- PERB may conduct conferences and hearings using video or phone conferencing when it believes it would be practical and efficient to do so.

Please continue to monitor the PERB website for updated guidance.

NATIONAL LABOR RELATIONS BOARD

The NLRB issued an order on March 16, 2020 ordering all staff to telework, other than minimal staffing to handle mail, until April 1, 2020.

Currently, the NLRB has opened most offices. The NLRB, however, asks that a person call prior to reporting to the office and some offices remain closed to the public. Local Unions can check the status of local offices at the following website: <https://www.nlr.gov/field-office-status>.

Immediately after the decision to require staff to telework, the NLRB also delayed elections. The NLRB has since recommenced elections, and on July 6, 2020, the General Counsel for the NLRB issued Memorandum GC 20-10 regarding “Suggested Manual Election Protocols.” The Protocols include the following:

Election Arrangements to be Included in Election Agreement or Direction of Election

- The employer must provide:

- Plexiglass barriers of sufficient size to separate observers, the Board Agent, and voters from each other;
 - Masks, hand sanitizer, gloves, and wipes for observers;
 - Markings on the floors to remind/reinforce social distancing;
 - Disposable pens without erasers for each voter;
 - Glue sticks or tape to seal challenge ballot envelopes.
- The NLRB must provide a mask, face shield, hand sanitizer, gloves, disinfectant wipes, and disposable clothes (if requested) to the Board Agent conducting the election.
 - The election location must:
 - Contain spacious polling areas sufficient to accommodate social distancing to ensure proper separation of observers, Board Agents, and voters;
 - Have a separate entrance and exit for voters in the polling area;
 - Have separate tables spaced six-feet apart for the Board Agent, observers, ballot booth, and ballot box.
 - All voters, observers, party representatives, and other participants should wear CDC-conforming masks in all phases of the election.

Election Mechanics

- Polling times and procedures for releasing voters must be sufficient to accommodate social distancing and cleaning requirements. Tables and voting booths must maintain proper social distancing.
- Any Election Agreement or Direction of Election should specify the maximum number of representatives who can attend the pre-election conference, whether there will be a voter release schedule, the number of voter lists, and the number of observers per party (which should be limited to one where feasible).
- Only one voter is allowed to approach the voter booth at a time. After clearance by the observer, the Board Agent will place an individual ballot on the table for the voter.

Certifications Required

- Each party or party representative participating in the pre-election conference, serving as an observer, or participating in the ballot count must certify in writing that within the preceding fourteen days:
 - The party or representative has not tested positive for COVID-19 or have been directed by a medical professional to proceed as if they have tested positive for COVID-19;

- Are not awaiting results of a COVID-19 test;
 - Have not had any direct contact with anyone who has tested positive for COVID-19 in the preceding fourteen days;
 - Individuals who do not provide such certification will not be permitted to be physically present at the pre-election conference, to serve as an observer, or be present at the ballot count;
 - Individuals who are not a party, party representative, or an observer must stay at least fifteen feet away from the Board Agent at the pre-election conference or ballot count.
- 24-48 hours prior to the election, the Employer must certify in writing:
 - That the polling area has been cleaned in accordance with CDC hygiene and safety standards.
 - How many individuals present at the facility within the preceding fourteen days have:
 - Tested positive for COVID-19 or have been directed by a medical professional to proceed as if they have tested positive for COVID-19;
 - Are awaiting results of a COVID-19 test;
 - Are exhibiting symptoms of COVID-19;
 - Had any direct contact with anyone who has tested positive for COVID-19 in the preceding 14 days;
 - The Regional Director will consider whether the election should be held as scheduled if the appropriate certification is provided;
 - If the appropriate certification is not timely provided to the Regional Director, the Regional Director has discretion to cancel the election.
 - All parties must agree in writing to notify the Regional Director within fourteen days after the election if any individuals who were present at the facility on the day of the election have:
 - Tested positive for COVID-19 or have been directed by a medical professional to proceed as if they have tested positive for COVID-19;
 - Are awaiting results of a COVID-19 test;
 - Are exhibiting symptoms of COVID-19;
 - Had any direct contact with anyone who has tested positive for COVID-19 in the preceding fourteen days.

Due to the onset of the COVID-19 Pandemic, there may be more opportunities for Local Unions to engage in organizing drives and workers recognize the potential protections afforded by a Union contract. Local Unions need to be cognizant of the COVID-19 Election Protocols as well as the changing election rules, which is noted above in Part II of the Legal Report.

**U.S. DEPARTMENT OF LABOR
OFFICE OF LABOR-MANAGEMENT STANDARDS**

Union Elections

The LMRDA requires that all national and international labor unions elect their officers at least every five years. Officers of intermediate bodies, such as general committees, system boards, joint boards, joint councils, conferences, and certain districts, district councils and similar organizations, must be elected at least every four years, and officers of local labor unions at least every three years.

OLMS has stated the following with respect to internal union elections:

- Labor Unions affected by COVID-19 must still make a good faith effort to conduct officer elections within LMRDA timeframes.
- OLMS retains jurisdiction to file a civil enforcement action concerning a failure to hold a timely election after receipt of a complaint from a union member who has first sought a remedy from his or her union.
- If OLMS receives a complaint from a union member solely regarding a union's failure to hold an election within LMRDA timeframes, but the election has been completed prior to OLMS receipt of the complaint, then OLMS will take no enforcement action.
- If OLMS receives a complaint regarding a union's ongoing failure to hold an election, and the failure was attributable to COVID-19, OLMS will promptly seek a voluntary compliance agreement with the union.
- The agreement would require the union to hold the election when practicable on a certain date. With such an agreement, OLMS will not seek a civil enforcement action based on the complaint, provided the election is held in conformance with the agreement.

Based upon this guidance, Local Unions will continue to have to have officer elections. Local Unions should consult with their International Unions and counsel as to the manner in which the elections should be conducted.

Public Disclosures Reports – e.g. LM-2s, etc.

Under current law, there is no mechanism to seek an extension to file an LM-2 Report or other required filings with OLMS. These filings must be made within ninety days of the end of the Local Union's fiscal year.

Failure to file a timely and complete report is an ongoing violation of the LMRDA. OLMS has jurisdiction to file a civil enforcement action concerning a failure to meet reporting requirements.

However, OLMS will not pursue a civil enforcement action with regard to a delinquent or deficient report when these reporting violations are attributable to COVID-19.

Local Unions wishing to take advantage of this enforcement policy should contact OLMS before the report is due, describe the circumstances necessitating additional time, and provide a date certain by which the report can be reasonably submitted. Under these circumstances, OLMS will not lodge a civil enforcement to obtain the delinquent or deficient report.

The point is – if a Local Union cannot meet its filing deadline due to COVID-19 (for many Local Unions it is March 30), the Local Union should notify OLMS and provide a date when the Local Union believes that the report can be submitted.

Union Meetings

Under the LMRDA, Local Unions must make a good faith effort to hold Union meetings. At various points since March, there have been limits upon gatherings of more than ten people. As of the current date, there is not such a limitation upon gatherings in Iowa. However, in the event that such a limitation is again put into place, Local Unions should first consult with their International to determine whether special permission must be given to cancel or postpone a meeting. And, if a Local Union must schedule a meeting, the Local Union may choose to explore whether holding such a meeting electronically or by conference call is preferred.

THE ADA AND EMPLOYER RELATED INQUIRIES

Prior to the start of the COVID-19 Pandemic, the ADA prohibited inquiries into the medical history of employees and medical examinations of employees once an employee had begun work, subject to the exceptions for business necessity or if the condition was obvious (e.g. an employee has a broken arm, the employer could ask questions).

Title I of the ADA applies to private employers with 15 or more employees. It also applies to state and local government employers, employment agencies, and labor unions. All nondiscrimination standards of Title I also apply to federal agency under Section 501 of the Rehabilitation Act.

Following the onset of the current Pandemic, the EEOC issued updated guidance regarding the interplay between COVID-19 and the ADA. For the most part, Local Unions are likely to encounter a significant amount of questions related to disability related inquiries and medical exams. Below is a summary of likely questions that may be raised.

Permitted Screening and Other Issues

Question No. 1 – How much information may an employer request from an employee who calls in sick, in order to protect the rest of its workforce during the COVID-19 pandemic?

During the Pandemic, employer may ask questions related to whether employees are experiencing symptoms of COVID-19. These symptoms include fevers, chills, cough,

shortness of breath, or sore throat. The employee must maintain all information about an employee's illness as a confidential medical record in compliance with the ADA.

The list of symptoms that an employer may ask an employee about regarding COVID-19 may be expanded based upon guidance from the CDC, other public health authorities, and reputable medical sources for guidance on emerging symptoms associated with the disease. Examples of such symptoms include new loss of smell or taste as well as gastrointestinal problems.

Question No. 2 – When may an employer take the body temperatures of employees during the COVID-19 pandemic?

Typically, measuring an employee's body temperature is a medical examination. However, due to the community spread of COVID-19 and the issued guidance regarding attendant precautions, an employer may measure an employee's body temperature.

Question No. 3 – Does the ADA permit employers to require employees to stay home if they have symptoms of COVID-19?

Yes, relying upon the guidance from the CDC, the EEOC has determined that employers may require employees to stay home if they become ill with COVID-19.

The issue that arises for Local Unions is how an employee is compensated if the employee is sent home with either symptoms of COVID-19 or the disease itself. Local Unions should examine their collective bargaining agreements to determine whether employees are entitled to regular pay, sick leave pay, vacation leave pay, FMLA leave, or short-term disability. In some cases, a Local Union may consider filing a grievance if there is disagreement regarding the appropriate manner in which the employee is to be compensated.

Question No. 4 – When an employee returns to work, does the ADA allow employers to require a physician's note certifying fitness for duty?

Yes. Such inquiries are permitted under the ADA because the inquiries are not disability-related, and alternatively, if the Pandemic was more severe, such inquiries would be justified under the ADA standards for disability-related inquiries of employees.

For Local Unions, there is a practical problem that may face employees. Due to the Pandemic, many health care professionals are either not providing such notes, or there may be significant delays in the ability of employees to obtain such documentation. In turn, Local Unions need to be cognizant of these issues and work to assist bargaining unit members in the event that bargaining unit members are unable to obtain such documentation.

Question No. 5 – May an employer administer a COVID-19 test (a test to detect the presence of the COVID-19 virus) before permitting employees to enter the workplace?

The ADA requires that any mandatory medical test of employees be “job related and consistent with business necessity.” The EEOC has determined that application of this standard permits such testing. In this regard, the EEOC Guidance states the following:

Applying this standard to the current circumstances of the COVID-19 pandemic, employers may take steps to determine if employees entering the workplace have COVID-19 because an individual with the virus will pose a direct threat to the health of others. Therefore, an employer may choose to administer COVID-19 tests to employees before they enter the workplace to determine if they have the virus.

However, the EEOC Guidance notes that employers should ensure the tests are accurate and reliable. And, the EEOC Guidance should consider the incidence of false-positives or false-negatives associated with a particular test.

Question No. 6 – Under the ADA, may an employer require antibody testing before permitting employees to re-enter the workplace?

No. The EEOC’s Guidance states that an antibody test constitutes a medical examination under the ADA.

Question No. 7 – If an employer requires all employees to have a daily temperature check before entering the workplace, may the employer maintain a log of the results?

Yes. However, the employer needs to maintain the confidentiality of this information.

Question No. 8 – May an employer disclose the name of an employee to a public health agency when it learns that the employee has COVID-19?

Yes.

Question No. 9 – May an employer postpone the start date or withdraw a job offer because the individual is 65 years of age or older or pregnant, both of which place them at higher risk from COVID-19?

No. The fact that the CDC has identified those who are 65 years of age or older, or pregnant women, as being at greater risk does not justify unilaterally postponing the start date or withdrawing a job offer. However, an employer may choose to allow telework or to discuss with these individuals if they would like to postpone the start date.

Improper Screening – Possible ADA Violations

The following are examples of issues that may violate the ADA:

- Asking asymptomatic employees if they have medical conditions that would make them especially vulnerable;
- Compelling employees to take vaccine if they have a medical condition that prevents doing so safely;
- Failing to share medical information only with those who have a need to know.

Depending upon the industry in which a Local Union may represent employees, screenings may differ. However, Local Unions should work with employers to help mitigate the spread of the virus, but Local Unions need to also be vigilant to protect against potential abuses and violations of contractual terms and the ADA. And, if an employee needs an accommodation, Local Unions need to be ready to assist collective bargaining unit members in the interactive accommodation process.

COLLECTIVE BARGAINING AGREEMENT ISSUES

Contract Terms

There is a myriad of issues for Labor Unions with respect the COVID-19 pandemic and collective bargaining agreements. At the outset, Labor Unions need to familiarize themselves with the following types of provisions contained in their CBAs:

- Sick Leave and Other Paid Leave Provisions;
- Vacation Policies;
- Seniority and Layoff;
- Sickness and Accident Benefits;
- Management Rights and the Right to Establish Reasonable Rules;
- Hour Guarantees;
- Health and Safety Language and Contractual Rights to Refuse to Work;
- Act of God, emergency, etc. provisions.

As a general proposition, collective bargaining agreements are likely to provide better benefits than those that were just passed by the United States Congress this past Spring.

However, the difficult aspect of the current pandemic is three-fold. First, the pandemic has not changed the labor-relations maxim – obey now, grieve later. Second, at this point, getting to an arbitration hearing is likely going to take a significant amount of time, many arbitrators are postponing hearings and are delaying hearings due to the pandemic. Finally, even if a Local Union may get to a hearing, an arbitrator may find that, given the circumstances of the pandemic, the employer was permitted to act in the manner in which the employer acted.

Nonetheless, despite the foregoing, Local Unions need to continue to file and process grievances. Local Unions should consider holding grievance meetings telephonically and/or electronically. Local Unions' duty of fair representation has not been impacted by the pandemic, and as a result, Local Unions need to continue to police the contract.

Bargaining

Section 8(d) of the NLRA obligates the parties to “meet at reasonable times and confer in good faith.” Again, if a Local Union has a contract that is set to open during the pandemic, the Local Union continues to have an obligation to bargain, which includes notifying FMCS of the opening of the contract by submitting the F-7 Notice to the Agency.²

Under current law, face to face bargaining is required. *See, Fountain Lodge*, 269 NLRB 674, 674 (NLRB 1984); *Redway Carriers, Inc.*, 274 NLRB 1359, 1377 (NLRB 1985) (“face to face negotiations between the bargaining principals is an elementary and essential condition of bona fide bargaining.”)

In turn, employers cannot insist on bargaining by mail or by telephone. *See, Success Village Apartments*, 347 NLRB 1065, 1080 (NLRB 2006); *Beverly Farm Foundation, Inc.*, 323 NLRB 787 (NLRB 1997); *Fountain Lodge*, 269 NLRB 674, 674 (NLRB 1984).

As to videoconferencing, a 2003 Advice Memorandum, *United Restoration*, 36-CA-9318 (Oct. 30, 2003), concluded that:

Videoconferencing is an inadequate substitute for face-to-face meetings and recommended issuance of complaint against an employer insisting upon such bargaining.

Similarly, a 2019 ALJ decision concluded that an offer to bargain via videoconference was insufficient to satisfy its obligation to bargain, at least in the context of the employer’s overall dilatory tactics. *Rhino N.W., LLC*, 2019 WL 5565134 (Oct. 28, 2019). The ALJ decision was not appealed.

The question, then, becomes whether a party can insist upon meeting only by conference call or video conference. In this regard, Local Unions should be cognizant of the following cases:

“The procedure of collective bargaining requires that the employer make his representatives available for conferences at reasonable times and places and in such a manner that personal negotiations are practicable.” *Lorillard, P., Co., Inc.*, 16 NLRB 684, 696 (NLRB 1939).

“The Board does not take a per se approach to deciding where bargaining should take place and instead considers all the relevant circumstances bearing on the issue.” *Somerville Mills*, 308 NLRB 425, 426 (1992) (rejecting ALJ view that law requires presumption that parties are to meet at or near the place where unit employees work).

The “determining factors” identified in *Somerville Mills* are “whether the proposed bargaining location is unreasonable, burdensome, or designated

² According to the FMCS website, all F-7 notices must be submitted electronically.

to frustrate bargaining, and whether the proponent has been intransigent and in bad faith.” *Somerville Mills*, 308 NLRB at 426.

Given the current circumstances – e.g. the current Pandemic and the current nature of the Board, Local Unions should work with their employers to determine (1) whether an extension is possible and/or in the best interest of the membership; (2) whether the Union is in a position to engage in telephonic and/or electronic bargaining; and (3) whether current orders from the Government would allow the parties to meet in person.

Moreover, Local Unions should be cognizant of the current law regarding unilateral changes during bargaining. In *Hartford Head Start Agency, Inc. & Local 517m, Serv. Employees Int. ’l Union*, 354 NLRB 164 NLRB 2009), two exceptions to the rule prohibiting unilateral changes during bargaining were stated:

1. When a union engages in bargaining delay tactics and
2. “[W]hen economic exigencies compel prompt action.”

Citing *Bottom Line Enterprises*, 302 NLRB 373, 374 (1991).

Economic exigencies are “extraordinary events which are an unforeseen occurrence, having a major economic effect [requiring] the company to take immediate action.” *Hankins Lumber Co.*, 316 NLRB 837, 838 (NLRB 1995).

The following cases address economic exigencies. “Absent a dire financial emergency, economic events such as . . . operation at a competitive disadvantage . . . do not justify unilateral action.” *RBE Electronics*, 320 NLRB 80, 81 (1995). Additionally, an employer can “satisfy its statutory bargaining obligation by providing . . . adequate notice an opportunity to bargain over the changes it proposes to respond to the exigency and by bargaining to impasse over the particular matter. In such time sensitive circumstances, however, bargaining to be in good faith, need not be protracted.” See also, *Naperville Ready Mix, Inc.*, 329 NLRB 174, 182-184 (1999).

Further, Local Unions should also note the following. “In defining the less compelling type of economic exigency, the Board in *RBE Electronics* made clear that the exception will be limited only to those exigencies in which time is of the essence and which demand prompt action. The Board will require an employer to show a need that the particular action proposed be implemented properly. Consistent with the requirement that an employer prove that its proposed changes were “compelled,” the employer must also show the exigency was caused by external events, was beyond its control, or was not reasonably foreseeable.” *Hartford Head Start*, 354 NLRB at 187-88 (2009).

Finally, Local Unions need to be prepared to require bargaining over unilateral changes. In this regard, Local Unions need to proactively request bargaining over proposed changes, the effects of any new legislation, or other government edicts. The importance of this is that Local Unions should attempt to avoid creating precedent by implying a waiver by failing to

act.³ To this end, if the employer claims there is a legal requirement or exigency, the Local Union should ask for detailed support.

Benefit Issues

There are several issues on the benefits front that Local Unions should be aware of moving forward. First, state insurance departments have directed carriers to cover tests and other services at 100% with no cost sharing. Second, states have also directed pharmacy benefit managers (PBMs) to provide flexibility with refills and other pharmacy issues. Finally, Local Unions should note that state laws would not apply to self-insured plans, therefore, third-party administrators have been asking self-insured plans to opt-in (or opt-out) of coverage rules similar to those in state insurance laws.

Further, the Families First Coronavirus Response Act took several steps related to COVID-19. The Act requires group health plans (and insurers) to cover specific services related to testing for the virus that causes COVID-19. The Act applies to all group health plans, including self-insured plans, and grandfathered plans under the Affordable Care Act. The Act became effective on March 18, 2020 and applies during the currently declared national emergency.

The following applies for COVID-19 testing. Group health plans and insurers must provide coverage for and not charge any cost sharing for the following services:

³ Local Unions should review *MV Transportation, Inc.*, 368 NLRB No. 66 (Sept. 10, 2019), which is cited above in PART II of the Legal Report. In that case, the Board stated the following:

Under contract coverage, the Board will examine the plain language of the collective-bargaining agreement to determine whether action taken by an employer was within the compass or scope of contractual language granting the employer the right to act unilaterally. For example, if an agreement contains a provision that broadly grants the employer the right to implement new rules and policies and to revise existing ones, the employer would not violate Section 8(a)(5) and (1) by unilaterally implementing new attendance or safety rules or by revising existing disciplinary or off-duty-access policies. In both instances, the employer will have made changes within the compass or scope of a contract provision granting it the right to act without further bargaining. In other words, under contract coverage the Board will honor the parties' agreement, and in each case, it will be governed by the plain terms of the agreement.

On the other hand, if the agreement does not cover the employer's disputed act, and that act has materially, substantially and significantly changed a term or condition of employment constituting a mandatory subject of bargaining, the employer will have violated Section 8(a)(5) and (1) unless it demonstrates that the union clearly and unmistakably waived its right to bargain over the change or that its unilateral action was privileged for some other reason. Thus, under the contract coverage test we adopt today, the Board will first review the plain language of the parties' collective-bargaining agreement, applying ordinary principles of contract interpretation, and then, if it is determined that the disputed act does *not* come within the compass or scope of a contract provision that grants the employer the right to act unilaterally, the analysis is one of waiver.

- (1) Diagnostic tests to detect the virus that are approved or authorized by the FDA, including the administration of such tests; and
- (2) Items and services furnished to individuals during provider office visits (whether in-person or via telehealth), urgent care visits, and emergency room visits that result in an order for, or the administration of, the test described above, but only to the extent such items or services relate to the furnishing or administration of the test or the evaluation of whether the person needs the test.

The prohibition on cost sharing means that these services cannot be subject to a deductible or to copayments and coinsurance. And, plans and insurers are also prohibited from imposing prior authorization or other medical management requirements for these services. Finally, for Qualified High Deductible Health Plans (HDHP), the HDHP will not fail to be considered a HDHP merely because the health plan provides health benefits associated with testing for and treatment of COVID-19 without a deductible, or with a deductible below the minimum deductible (self-only or family) for an HDHP.⁴

Finally, the Department of Health and Human Services has stated that it will not penalize healthcare providers that use telecommunication methods that may not fully comply with HIPAA.⁵ The HHS guidance is intended to make it easier for individuals to seek virtual care from their current provider.

FEDERAL MEDIATION AND CONCILIATION SERVICES (FMCS)

We note the following with respect to how FMCS is handling the COVID-19 pandemic. First, as noted above, all F-7 filings must be submitted electronically.

Second, FMCS is working to expand its electronic mediation services. Please review the FMCS website for further guidance on this issue.

Finally, FMCS provided the following advice to arbitrators as to how to handle the situation.

Arbitration and COVID-19

The short answer regarding how to deal with the situation as far as this Office is concerned is: use your best judgment; it is up to your discretion how to handle any given case under the circumstances. FMCS cannot be in the position of offering medical advice, other than to suggest you check on appropriate website sources of information, such as the Centers for

⁴ The IRS Notice 2020-15 that provided for the treatment of HDHP at this time appears to be written broadly to apply to any benefits associated with testing for and treatment of COVID-19.

⁵ We remind Local Unions that there is no private right of action under HIPAA for a violation of HIPAA's privacy rules. Additionally, we note that not all employers are subject to HIPAA requirements – only those who would be considered a "covered entity" under the HIPPA rules.

Disease Control, and health departments for your state and locality, as well as with your own physician, if you have any doubts or questions. A few things to make clear from our perspective:

We will not be second-guessing any determination that you make as far as scheduling, postponing, or canceling hearings under the circumstances.

Among options you may wish to consider in any given case are:

- (1) Postponing the hearing until the situation improves
- (2) Offering the possibility of appointing a different arbitrator: if you do this, let the parties know we will happily issue a new panel at no additional charge
- (3) Offering to hold the hearing via video (e.g., Skype)

If you know you would be postponing the scheduling of hearings in all cases or in cases involving air travel or other mass transportation, we ask that you please go into your account and make yourself unavailable for all cases, or for cases not falling within a particular geographic area that you specify; the alternative, if you prefer, is to immediately let the parties know upon your appointment that you will not be able to schedule the case any time in the near future based on the pandemic situation, and provide them with options.

Based upon the above direction from FMCS to arbitrators, it is likely that many arbitrators will postpone hearings or delay their availability. Local Unions should check their collective bargaining agreements to make sure that if the agreement provides for a hearing within a period of time that Local Unions reach an agreement with the employer to extend the deadline. And, if agreements provide for a limiting of backpay, Local Unions should consider seeking a MOU or LOA with the employer to expand the time for a backpay award, if necessary.

OSHA

OSHA does not have specific standards pertaining to COVID-19. To this end, at the Federal level, the government has refused to issue specific standards. And, in Iowa to date, the Labor Commissioner has also refused to issue standards for workplace protections. Instead, OSHA has issued general “guidance” with respect to industries as a whole as well as specific industries. We recommend that Local Unions review the OSHA website located at <https://www.osha.gov> to review both the general and specific “guidance.”

Despite the lack of specific standards, Local Unions should be aware of the general standards and OSHA’s position regarding record keeping. In terms of the general standards, there are three standards which are of particular import. Specifically, Local Unions should be aware of the following three requirements:

- (1) OSHA's Personal Protective Equipment (PPE) standards (in general industry, 29 C.F.R. 1910 Subpart I), which require using gloves, eye and face protection, and respiratory protection.
- (2) The General Duty Clause, Section 5(a)(1) of the Occupational Safety and Health (OSH) Act of 1970, 29 U.S.C. 654(a)(1), which requires employers to furnish to each worker "employment and place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm."
- (3) OSHA's Bloodborne Pathogens standard (29 CFR 1910.1030) applies to occupational exposure to human blood and other potentially infectious materials that typically do not include respiratory secretions that may transmit COVID-19. However, the provisions of the standard offer a framework that may help control some sources of the virus, including exposures to body fluids (e.g. respiratory secretions) not covered by the standard.

Local Unions should note that it is unlikely that OSHA is going to utilize any of these requirements to provide workplace protections for COVID-19. Rather, it is more likely that OSHA is going to treat the current pandemic in a manner similar to a natural disaster. For example, in the case of a natural disaster, an OSHA investigator may come to a work site on two occasions, find potential violations, and not issue a violation. However, if the OSHA investigator came to the work site a third time and found the same violation, the OSHA investigator would only then issue a citation. Put simply, the current OSHA standards do little to protect workers facing a pandemic such as COVID-19.

The other issue that Local Unions need be cognizant of with respect to OSHA is the record keeping requirement. As Governor Reynolds' continues to be less than transparent with respect to outbreaks in workplaces, it is important for Local Unions to understand OSHA's stance with regard to record keeping requirements.

In late May, 2020, OSHA issued guidance regarding how to determine whether a case of COVID-19 was work related. Specifically, OSHA stated the following:

If, after the reasonable and good faith inquiry, the employer cannot determine whether it is more likely than not that exposure in the workplace played a causal role with respect to a particular case of COVID-19, the employer does not need to record that COVID-19 illness.

Based upon this statement, employers have a great deal of leeway in making the decision as to whether a COVID-19 illness is work-related, and thus, whether the illness is an OSHA recordable event.

Under OSHA's recordkeeping requirements, then, a COVID-19 illness is a recordable illness requiring an employer to record the illness if:

- (1) The case is a confirmed case of COVID-19, as defined by the Centers for Disease Control and Prevention (CDC);
- (2) The case involves one or more of the general recording criteria set forth in 29 C.F.R. § 1904.7:

Under 29 C.F.R. § 1904.7, an employer must consider an injury or illness to meet the general recording criteria, and therefore to be recordable, if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. An employer must also consider a case to meet the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

- (3) The case is work-related as defined by 29 C.F.R. § 1904.5.

Due to the difficulty determining whether a case of COVID-19 is work-related, OSHA is exercising enforcement discretion to assess employers' efforts in making work-related determinations. The factors used to determine whether a case of COVID-19 is work-related include the following:

- (1) There are several cases that developed among workers who work closely together, and there is no alternative explanation.
- (2) An employee became ill with COVID-19 shortly after an exposure to a customer or co-worker who has a confirmed case of COVID-19, and there is no alternative explanation.
- (3) The employee's job duties include frequent, close exposure to the general public in a locality with ongoing community transmission, and there is no alternative explanation.

However, COVID-19 is unlikely to be found to have been work-related in the following two contexts:

- (1) The employee is the only worker to contract COVID-19 in her vicinity and the employee's job duties do not include having frequent contact with the general public, regardless of the rate of community spread.
- (2) Outside of the workplace, the employee closely and frequently associates with someone (e.g. a family member, significant other, or friend) who (A)

has COVID-19; (B) is not a co-worker; and (3) exposes the employee during the period in which the individual is likely infectious.

Under 29 C.F.R. § 1904.25, Local Unions have a right to copies of employers' OSHA 300 logs. However, given the uncertainty regarding whether employers will record COVID-19 cases as an OSHA recordable incident, Local Unions should examine their collective bargaining agreements to determine whether there is an avenue to obtain absence data to try to determine whether there is a COVID-19 outbreak in the facility.

For example, Local Unions could request the following information:

- (1) The number of employees absent from work on a daily basis;
- (2) The number of employees absent from work on daily basis due to a COVID-19 positive test;
- (3) The number of employees absent from work on a daily basis due to self-quarantining reasons as a result of COVID-19;
- (4) The number of employees absent from work on a daily basis due to other types of approved leave; and
- (5) The number of employees absent from work on a daily basis that failed to provide a reason for their absence.

As long as a Local Union does not request specific identifying information related to individual employees, but rather requests the information in the aggregate, the Local Union has a strong argument that the employer is required to provide the information under the NLRA. In turn, if a Local Union is concerned that there may be an outbreak in the workplace, a Local Union should consider additional methods beyond just OSHA 300 logs to obtain information related to a COVID-19 outbreak.

Finally, in terms of workplace safety, due to the absence of specific standards, Local Unions should consider whether employers with whom they have bargaining relationships have adopted sufficient safety standards. Specifically, Local Unions should consider the following:

- (1) Does the employer have a Disease Preparedness Response plan?
- (2) Is the employer requiring screening for employees?
- (3) How is the employer requiring employees to enter/exit the workplace?
- (4) How is the employer handling restroom breaks?
- (5) How is the employer handling meal breaks?
- (6) How is the employer dealing with social distancing in the workplace?
- (7) Is the employer requiring face shields or face coverings?

Many collective bargaining agreements provide for Joint Safety Committees. At a minimum, Local Unions should be addressing these issues in the Joint Safety Committee meetings or should be considering demanding to bargain over the issues.

WORKERS' COMPENSATION

There are at least two significant issues facing employees with respect to the COVID-19 Pandemic. First, if an employee is injured at work, the employee should continue to report the injury, seek assistance from their Local Union, and seek legal counsel if needed. Throughout this Pandemic, many industries continue to operate, and it is critical that Local Unions continue to help injured workers obtain medical treatment and benefits when they are injured on the job.

Second, to the extent that an employee contracts COVID-19 in the workplace, there is no current standard that presumes the illness is work-related. However, in the event that an employee believes that the employee has contracted COVID-19 due to workplace exposure, the employee should report the illness and treat the illness as a workplace injury. Please note that this is a developing area of the law, but Local Unions and their members should act to preserve potential coverage under the Workers' Compensation statute.

Finally, we note that there have been several workers' compensation claims filed in Iowa. At this time, we are not aware of any decisions yet regarding these claims. However, Local Unions should attempt to stay informed regarding developments in this area as Local Unions may be able to provide evidence that is critical in efforts to secure benefits for bargaining unit members who become ill with the disease.

THE FAMILIES FIRST CORONAVIRUS ACT

The Families First Coronavirus Act became effective on April 1, 2020, and it applies to leave taken between April 1, 2020 and December 31, 2020. The Act applies to employers with fewer than 500 employees. Critically, the 500 employee threshold applies to all of an employer's sites, rather than, simply one location. There is an exception in the Act for some small businesses who have less than fifty employees.

Short Summary of the Act's Provisions

- Two weeks (or 10 work days) of emergency paid sick leave for employees of employers with 500 employees or fewer.
 - Sick leave is paid by the employer at full wage replacement for personal care if one is ill with COVID-19, to quarantine, or to seek a diagnosis or preventative care for COVID-19.
 - Leave is paid at 2/3 wage replacement to care for a family member for the purposes as above, or to care for a child whose school has closed or whose child care provider is unavailable due to COVID-19.
 - Part time workers are entitled to paid sick leave for the amount of hours that they typically work in a two week period.
- 12 weeks of job-protected emergency paid family and medical leave for employees of employers with 500 employees or fewer and government

employers, who have been on the job for at least thirty days, paid at 2/3 wage replacement to:

- Care for a child whose school or place of care has been closed, or whose child care provider is unavailable due to COVID-19.
- Note that the first fourteen days are unpaid (so as not to duplicate paid sick leave).
- Both forms of leave can be immediately taken and paid for by the employer. Employers (other than government employers) can seek reimbursement via tax credit from the federal government, up to a cap.
- These provisions sunset on December 31, 2020.

Emergency Family and Medical Leave Expansion

- Until December 31, 2020, the Act adds “a qualifying need related to a public health emergency” to the list of FMLA leave purposes. This means leave that an employee needs in order to:
 - Comply with a recommendation or order by a public official or health care provider on the basis that the employee’s exposure to or exhibition of symptoms of coronavirus, and the employee cannot both perform the functions of their position and comply with the recommendation or order;
 - To care for a family member whose presence in the community a public official or health care provider determines would jeopardize the health of others due to the family member’s exposure to or exhibition of symptoms of COVID-19; or
 - To care for the employee’s child if the child’s school or place of care has been closed, or the child care provider is unavailable, due to a public health emergency.
- Up to 12 weeks of leave.
 - First 14 days of leave may be unpaid, subsequent days of leave, employer must provide paid leave at a rate of 2/3 of the employee’s regular pay.
- Employees are eligible if they have worked for their employer for at least thirty calendar days.
 - U.S. Department of Labor has discretion to exempt small businesses with fewer than 50 employees if providing leave would jeopardize the viability of the business as a going concern.
- Family members for whom leave can be taken:
 - Parent
 - Spouse
 - Minor Child
 - An individual who is pregnant, senior citizen, individual with a disability, or has access or functional needs and is the employee’s (1) child of any age; (2) next of kin; (3) grandparent; or (4) grandchild.

Emergency Paid Sick Leave

- Paid sick leave can be taken:
 - To self-isolate because the employee is diagnosed with COVID-19;
 - To obtain a medical diagnosis or care if employee is experiencing symptoms of COVID-19;
 - To comply with a recommendation or order from a public official that the physical presence of the employee would jeopardize the health of others;
 - To care for a family member who (1) has COVID-19 or (2) is experiencing symptoms of COVID-19 and needs to obtain a medical diagnosis – the employee will be paid at 2/3 of the employee's usual rate.
 - To care for a child if the child's school or place of care has been closed due to COVID-19 – the employee will be paid at 2/3 of the employee's usual rate.
 - Full-time employees are entitled to 80 hours (10 days) of paid sick time and Part-time employees are entitled to a number of paid sick leave hours equal to the number of hours they work, on average, over a two-week period.
- Employer policies
 - For employers with existing policies, the paid sick time afforded under the bill must be made available to workers in addition to any employer provided leave. (An employer cannot require that a worker use accrued sick time before being allowed to use the paid sick leave).
 - Employer may not require workers to find replacement workers to cover those hours they will be on leave.
 - Employers may not discharge, discriminate, or discipline workers who take leave in accordance with the Act and have filed a complaint.

The Department of Labor has developed an extensive Question and Answer Document regarding questions arising under the Families First Coronavirus Response Act. The Q & As can be found at the DOL's website at the following address:

<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>.

UNEMPLOYMENT COMPENSATION

There are two things that Local Unions need to be cognizant of when assisting bargaining unit members with obtaining unemployment insurance. First, as of the current date, the normal rules governing unemployment insurance for separations from employment for non-COVID-19 related reasons continue to apply.

Second, there are new rules pertaining to applicants for unemployment who find themselves unemployed due to the COVID-19 pandemic. In turn, Local Unions should be cognizant of the following.

- While Iowa Workforce Development is encouraging employers to provide paid leave to employees unable to work as a result of COVID-19, but Iowa Workforce Development is not requiring employers to have employees utilize all of their paid leave.
- Employers may require employees to stay home during the COVID-19 incubation period. However, if an employer has less than 500 employees, the employer may be required to provide paid leave under the Families First Coronavirus Act. If not, Local Unions should examine their collective bargaining agreements to determine whether the employer can mandate the use of paid leave.
- If an employee has an underlying medical condition or a pre-existing condition and believes that the workplace is unsafe, the employee should consult with his or her physician to determine whether the physician believes it is safe for the employee to work. The employee should also consult with the employer to determine whether the employer can provide a reasonable accommodation based upon the physician's advice.
- Fear or a non-documented reason is not enough to fail to report to work and obtain unemployment benefits.
- Employees are not eligible for state unemployment benefits if they choose to stay home due a family member who is at high-risk of contracting COVID-19.

Local Unions should continue to consult the Iowa Workforce Development website as the guidance from Iowa Workforce Development has changed. The website is the following: <https://www.iowaworkforcedevelopment.gov>.

Finally, the \$600.00 per week addition benefit expired on July 25, 2020. The President authorized by Executive Order a \$400.00 additional weekly benefit on Friday, August 7, 2020. However, at this time, it is not clear as to whether the President may take such action nor is it clear how Iowa Workforce Development intends to deal with the Executive Order.

PART IV. PERB BARGAINING AND ELECTIONS

SIGNIFICANT CHANGES TO CHAPTER 20

HF 291 made significant changes to Chapter 20. The changes included the prohibition on the right to bargain regarding certain matters that previously existed. It created two classes of public employees and curtailed mandatory bargaining rights for the vast majority of public employees. And, it contained a requirement that labor organizations undergo a recertification/retention election upon the expiration of a contract or at least every five years.

Significant Change No. 1 – New Prohibitions Upon Bargaining Rights

HF 291 outlawed several topics of bargaining. The new prohibitions are aimed at weakening the political and financial clout of labor organizations. Specifically, HF 291 prohibits bargaining with respect to the following:

- (1) dues deductions;

- (2) any payroll deductions for political action committees; and
- (3) political contributions or political activities. Iowa Code §20.9(3).

Since the enactment of HF 291, PERB has issued guidance regarding the issue of dues deduction. PERB's position on the dues deduction provisions is the following:

- (1) The prohibition on dues deduction does not apply to existing agreements agreed to prior to February 17, 2017. In turn, if there is a dues deduction provision contained in a collective bargaining agreement, public employers are required to abide by that provision until the expiration of the agreement.
- (2) Any new contracts cannot contain a dues deduction provision, even if both management and labor agree to such a provision.
- (3) The prohibition on dues deduction applies to any contract extension. In turn, even if a public employer and labor organization agree to extend a contract that was effective prior to February 2017 and expired after February 2017, the extension cannot include dues deduction language if the extension occurred after February 17, 2017.

Significant Change No. 2 – The Creation of Two Classes of Public Employees

In an effort to limit public outcry from the sweeping changes contained in HF 291, the Legislature exempted certain changes from bargaining units containing thirty percent or more public safety employees.⁶ In doing so, HF 291 created two types of bargaining units: (1) a non-public safety bargaining unit and (2) a public safety bargaining unit. Public safety bargaining units are made up of bargaining units comprised of thirty percent or more public safety employees as defined by the Act.

Iowa Code Section 20.3(10A) defines public safety employees as follows:

- (a) A sheriff's regular deputy.
- (b) A marshal or police officer of a city, township, or special-purpose district or authority who is a member of a paid police department.
- (c) A member, except a non-peace officer member, of the division of state patrol, narcotics enforcement, state fire marshal, or criminal investigation, including but not limited to a gaming enforcement officer, who was been duly appointed by the department of public safety in accordance with section 80.15.
- (d) A conservation officer or park ranger as authorized by section 456A.13.
- (e) A permanent or full-time fire fighter of a city, township, or special-purpose district or authority who is a member of a paid fire department.
- (f) A peace officer designated by the department of transportation under section 321.477 who is subject to mandated law enforcement training.

⁶ The thirty percent cutoff appears to be intended to deal with existing bargaining units that contain a mixture of public safety employees and other employees. However, we note that there was no policy argument as to why the cutoff was placed at thirty percent.

Notably, the definition provided for in Section 20.3(10A) excludes many other public employees who perform public safety functions such as nurses, jailors, and 911 dispatchers. As explained below, public safety employees, as defined under Section 20.3(10A), are entitled to a significant number of bargaining rights that are no longer afforded to non-public safety bargaining units.

Significant Change No. 3 – Mandatory, Permissive, and Illegal Subjects of Bargaining

HF 291's creation of non-public safety and public safety bargaining units coincided with different bargaining rights depending upon the type of bargaining unit covered by the contract.

Non-Public Safety Bargaining Units – Mandatory Subjects of Bargaining

Base Wages. Iowa Code §20.9(1).

Non-Public Safety Bargaining Units – Permissive Subjects of Bargaining

Other matters mutually agreed upon. Iowa Code §20.9(1).

Non-Public Safety Bargaining Units – Illegal Subjects of Bargaining

All retirement systems, dues checkoffs, and other payroll deductions for political action committees or other political contributions or political activities, insurance, leaves of absence for political activities, supplemental pay, transfer procedures, evaluation procedures, procedures for staff reduction, and subcontracting public services. Iowa Code §20.9(3).

Public Safety Bargaining Units – Mandatory Subjects of Bargaining

Wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training, grievance procedures for resolving any questions arising under the agreement, and other matters mutually agreed upon. Iowa Code Section 20.9(1).

Public Safety Bargaining Units – Permissive Subjects of Bargaining

Other matters mutually agreed upon. Iowa Code §20.9(1).

Public Safety Bargaining Units – Illegal Subjects of Bargaining

All retirement systems, dues checkoffs, and other payroll deductions for political action committees, or other political contributions or political activities. Iowa Code §20.9(3).

Significant Change No. 4 – Arbitration

HF 291 modified the factors an arbitrator can consider when issuing an award pursuant to Iowa Code Section 20.22. Again, as with the mandatory topics of bargaining, HF 291 also drew a distinction between the factors an arbitrator can consider based upon whether the bargaining unit in question constitutes a non-public safety or public safety bargaining.

Factors Considered by an Arbitrator for Non-Public Safety Bargaining Units

The following factors may be considered by an arbitrator for non-public safety bargaining units:

- (1) Comparison of base wages, hours, and conditions of employment of the involved public employees with those of other public employees doing comparable work, giving consideration to factors peculiar to the area and the classifications involved. To the extent adequate, applicable data is available, the arbitrator shall also compare base wages, hours, and conditions of employment of the involved public employees with those of *private sector employees* doing comparable work, giving consideration of factors peculiar to the area and the classifications involved. Iowa Code §20.22(7A)(a)(1).
- (2) The interests and welfare of the public. Iowa Code §20.22(7A)(a)(2).
- (3) The financial ability of the employer to meet the cost of an offer in light of the current economic conditions of the public employer. The arbitrator shall give substantial weight to evidence that the public employer's ability to utilize funds is restricted to special purposes or circumstances by state or federal law, rules, regulations, or grant requirements. Iowa Code §20.22(7A)(a)(3).

However, an arbitrator may not consider the following:

- (1) Past collective bargaining agreements between the parties or bargaining that led to such agreements. Iowa Code §20.22(7A)(b)(1).
- (2) The public employer's ability to fund an award through the increase or imposition of new taxes, fees, or charges, or to develop other sources of revenues. Iowa Code §20.22(7A)(b)(2).

Iowa Code Section 20.22(9)(b)(1) limits the ability of an arbitrator with respect to the amount of a wage increase that may be awarded. Under the statute the arbitrator may only award the lesser of the following percentages:

- (1) Three percent. Iowa Code §20.22(9)(b)(1)(a).
- (2) A percentage equal to the increase in the consumer price index for all urban consumers for the Midwest region, if any, as determined by the United States department of labor, bureau of labor statistics, or a successor index. Such percentage shall be the change in the consumer price index for the twelve-month period beginning eighteen months prior to the month in which the impasse items regarding base wages was submitted to the arbitrator and ending six months prior to the month in which the impasse item regarding base wages was submitted to the arbitrator. Iowa Code §20.22(9)(b)(1)(b).

Factors Considered by an Arbitrator for Public Safety Bargaining Units

An arbitrator may consider the following factors for public safety bargaining units:

- (1) Past collective bargaining contracts between the parties including the bargaining that led up to such contracts. Iowa Code §20.22(7)(a).
- (2) Comparison of wages, hours and conditions of employment of the involved public employees with those of other public employees doing comparable work, giving consideration to factors peculiar to the area and the classifications involved. Iowa Code §20.22(7)(b).
- (3) The interests of and welfare of the public, the ability of the public employer to finance economic adjustments and the effect of such adjustments on the normal standard of service. Iowa Code §20.22(7)(c).

Significant Change No. 5 – Retention/Recertification Elections

In addition to making significant changes to collective bargaining, HF 291 also created a requirement that an election be held to determine whether the labor organization representing a bargaining unit be retained. HF 291's retention/recertification requirement requires labor organizations to pay for the cost of the election. And, HF 291 requires the Union to win a majority of *all* members of the bargaining unit – not just those who choose to participate in the election.

For contracts expiring on June 30, the retention/recertification election shall be held between June 1 and November 1, in the year prior to the expiration date. Iowa Code §20.15(2)(a).

So, for example, if a labor organization's contract with a public employer expires on June 30, 2021, the retention/recertification election will be held between June 1 and November 1, 2020.

For contracts with other expiration dates, the retention/recertification elections are to be held between three hundred sixty-five and two hundred seventy days prior to the expiration date. Iowa Code §20.15(2)(a).

PERB'S EMERGENCY AND NOW FINAL RULES IMPLEMENTING HF 291

In late July and early August 2017, PERB issued emergency rules to implement the changes to Chapter 20 required by HF 291. Prior to adopting the emergency rules, PERB held three public meetings regarding the proposed emergency rules. Several unions appeared and objected to the proposed emergency rules. Nonetheless, PERB felt compelled by the changes to Chapter 20 required by HF 291 to adopt the proposed emergency rules.

Since August 2017, PERB has continued to "tweak" the Rules. In the course of "tweaking" the Rules throughout the last two years, the Labor Movement requested and received several public hearings with PERB for the purpose of raising concerns regarding the Emergency Rules. To a certain extent, PERB was receptive to the suggestions made by the Labor Movement. Significantly, following significant protest by the Labor Movement in 2018, PERB backed away in late March/early April 2018 from requiring "voter registration."

Subsequently, as a result of its decision to not require "voter registration," PERB opened its contract with the vendor up for bid. Following the bidding period, PERB decided to enter into a contract with Election America d/b/a YesElections. YesElections will not require "voter registration." Further, after significant feedback from the Labor Movement regarding telephonic voting problems, PERB has assured the Labor Movement that YesElections will provide a more simplified telephonic voting process. Given the new vendor, PERB did raise the price per voter to \$1.50.

Finally, in late 2018 and early 2019, PERB made some additional changes to the Rules including separating out the Retention/Recertification Election Rules from the Rules pertaining to other types of elections. At this point, PERB is not planning on changing any of the Rules prior to the 2020 elections. The following is a summary of the Rules that follow should assist Local Unions with preparing for and navigating the Fall 2020 Retention/Recertification cycle.

Rule 1.6(14) – defines supplemental pay, which is an illegal subject of bargaining for non-public safety bargaining units as follows:

a payment of moneys or other thing of value that is in addition to compensation received pursuant to any other permitted subject of negotiation specified in Iowa Code section 20.9 as amended by 2017 Iowa Acts, House File 291, section 6, and is related to the employment relationship.

Notice by the Employer – generally – Throughout the rules, PERB adopted a broader notice requirement for public employers for elections, etc. Under the rules, the public employer not only has to post notices for employees (as was true under the prior rules) “in the manner and locations customarily used for the posting of information to employees,” but if the public employer also communicates with employees by distributing hard copies of information to employees or by email, the public employer now must also provide notice to employees by hard copy and/or email as well.

Chapter 4 of the Rules – Bargaining Unit and Bargaining Representative Determinations

Rule 4.3(3) – Showing of Interest – Certification – Decertification – Intervention – PERB modified the requirements for a showing of interest in two respects. First, PERB now requires that the signatures on the showing of interest not be more than one year old. This change codifies the prior informal rule and the unwritten rule followed by the NLRB. Second, each signature must be accompanied by the job classification of the signatory, and a statement by the signatory that he or she is a member of the employee organization or has authorized it to bargain collectively on the signatory’s behalf. Finally, we note that, while not a change in from the 2018 modified rules, the rules now require intervenors to provide a showing of interest of thirty percent of the bargaining unit as opposed to ten percent.

Rules 4.9 and 4.10 – Mergers and Amendments of Unit – In the latest round of rule changes in 2019, PERB also put forth new rules regarding mergers and amendments of existing bargaining units. We do not discuss those changes here, but if a Local Union has questions regarding mergers and amendments of existing bargaining units, we recommend that the Local Union speak to its legal counsel.

Chapter 5 of the Rules – Elections

One of the biggest changes to the rules encompass the moving of the retention and recertification rules to Chapter 15 of the Administrative Rules. Later in PART IV of the Legal Report, we will discuss the changes contained in Chapter 15. Below, however, is a summary of the rules applicable to all non-retention and recertification elections.

Rule 5.1(20) – General Procedures. This rule now requires that the parties file electronically all documents in the applicable adjudicatory case file electronically.

Rule 5(1) – Defines the types of elections as follows: (1) certification; (2) retention and recertification (which are now specifically addressed in Chapter 15); (3) decertification; (4) professional and non-professional; and (5) amendment of unit election.

Rule 5.2(a) – Requires the union to prepay the election fee for certification and decertification elections. If there is an intervenor, the intervenor is required to pay a proportionate share of the election fee.

Rule 5.1(2)(b) – Unions may file a *written request* with PERB for an extension of time to pay the election fees. If the union requests an extension, the request must be made *no later than seven days after the agency's filing of an order directing an election*.

Rule 5.1(2)(c) – A union may choose not to pay the fee for a decertification election. If the union chooses not to pay the fee, the union must indicate its intent to do so no later than *seven days* after PERB's filing of an order for a decertification election.

The notice must state that (1) the union is not going to pay the fee, (2) an acknowledgement that PERB will not conduct an election, and (3) the union's certification will be revoked. The notice also must be signed by an authorized representative of the organization.

Rule 5.1(2)(d)(1) – Election Fees.

If there are ten or less eligible voters, the fee is *\$15.00*.

If there are more than ten eligible voters, the fee is *\$1.50* per eligible voter. If there is an increase of more than ten voters, the union must make additional payment to the agency. If there is a decrease of ten voters, PERB will refund the overpayment.

Rule 5.1(2)(d)(2) – Election Fees – Limited Refunds

PERB will not refund an election fee if the fee is paid and PERB has performed duties to conduct an election but an election does not occur.

Rule 5.1(3) – The date of the election is the date on which ballots are counted.

Rule 5.2 – Voter Eligibility Lists

Rule 5.2(1) – Eligible Voters (all non-retention and recertification elections) are employees who (1) were employed and included in the bargaining unit on the date of the order directing an election, unless a different date was agreed upon by the parties and agency, and (2) were employed on the date of the election.

Rule 5.2(2) – Voter Lists

PERB will determine the election fee based on the initial employer-provided list of employees used to verify the showing of interest. Subsequently, when PERB files an order that an election will be conducted, the employer has seven days to provide PERB with an alphabetical list of the names, addresses, email addresses, if known, telephone numbers, and job classifications of the employees eligible to vote. In cases of telephonic/web-based elections, the employer shall also provide the date of birth and last four digits of each employee's social security number. Upon receipt of the list, PERB will file the list of names and job classifications, which will become the official voting list for the election.

Unions and employers may also email proposed additions or deletions of employees' names, changes in job classifications, addresses, contact information, or other eligible voter changes to the agency and to the other party. The parties may amend the list by agreement.

Rule 5.2(3)(a) – Voter Eligibility Challenge

Either party may challenge, for good cause, the eligibility of any voter. PERB will attempt to resolve the challenge. A hearing will be held if the challenge(s) are outcome determinative. Following the hearing, PERB may, if necessary, order a new election, and the costs may be taxed to the non-prevailing party.

Rule 5.2(3)(b) – Methods and Timing of Voter Eligibility Challenges

1. In Person Elections – Challenges must be made prior to the time the voter deposits the ballot in the ballot box.
2. Mail Ballot Elections – Challenges must be made prior to the time the outer envelope containing the voter's secret envelope and ballot is opened.
3. Telephonic/Web-Based Elections – Challenges must be made prior to the end of the election period.

Rule 5.3 – Methods of Voting

PERB may conduct an election, in whole or in part, in person, by mail ballot, or through a telephonic/web-based system.

Rule 5.3(1) and Rule 5.3(2) – In Person Election and Mail Ballot Elections

These types of elections will continue to be similar in manner and form to the in-person and mail ballot elections PERB previously conducted. However, it should be noted that for in-person elections, employees may request an absentee ballot. Further, PERB now has a rule that permits it to utilize voting machines to assist with the casting or tabulating of votes.

Rule 5.3(3) – Telephonic/Web-Based Elections

Rule 5.3(3)(a) – Notice of Election shall include the telephone number the voter is to call to cast a ballot and the website for web-based voting. The Notice of Election shall also include the script of the ballot or sample ballot.

Rule 5.3(3)(c) – Inoperable Voting System – PERB may extend the period of the election due to inoperable voting systems.

Rule 5.3(4) – Alternative Voting Method – When a voter promptly informs PERB of the voter’s inability to cast a ballot using the designated methods of voting, PERB shall assist the voter in using an alternative method to cast a ballot.

Rule 5.4 – Objections to an Election

Written objections may be filed by any party or public employee. Objection to an election must be filed *within ten days* of the filing of the tally of ballots. The objections must identify the objecting party; provide the objecting party’s mailing address, telephone number, email address, if available, and contain a statement of facts upon which the objections are made.

Rule 5.5 – Certification Elections

Rule 5.5(2) – The union must pay the election fee either with the certification petition or no later than seven days after the agency’s filing of an order directing an election, unless an extension of time is made in writing and is granted by the agency. In the absence of payment, PERB will not conduct an election. The election fee shall be paid by check payable to PERB and is deemed paid upon receipt, or if submitted by mail, on the date the U.S. Postal Service postmark affixed to the envelope in which the payment was mailed.

Rule 5.5(6)(c) – Within ninety days of a successful election, the successful union must comply with Iowa Code Section 20.25, which requires the filings of various reports with PERB. Failure to file the report will result in non-certification, provided however, PERB may grant extensions of time to file the report upon good cause shown.

Rule 5.5(7)(a) – Bars to certification elections. A certification election will not be held unless of period of *two years* has elapsed from the date of any of the following:

- (1) the last certification election in which a union was not certified;
- (2) the last retention/recertification election in which a union was not retained/recertified; or
- (3) the last decertification election in which a union was decertified as the exclusive representative of the bargaining unit.

Rule 5.6 – Decertification Elections

Rule 5.6(1) – If a petition for decertification is filed with a proper showing of interest, PERB shall file an order directing an election to be conducted not less than 150 days prior to the expiration date of the collective bargaining agreement, unless barred by Rule 5.6(6). PERB may not conduct an election if it determines that it cannot conduct an election at least 150 before the expiration date of the bargaining unit’s collective bargaining agreement.

Rule 5.6(2) – After the filing of a decertification petition, but no later than seven days after PERB’s filing of an order of election, the union must pay the applicable election fee,

unless an extension of time is granted. Fees must be paid in the same manner as for retention/recertification elections.

If the union fails to pay the election fee in a timely manner, the union's certification will be revoked.

Rule 5.6(5) – If the union is not successful in the decertification election, PERB will file an order decertifying the union.

Rule 5.6(6) – Bars to Decertification Elections.

Rule 5.6(6)(a) – PERB will not consider a petition for decertification unless the collective bargaining agreement exceeds two years in duration or during the pendency of a retention/recertification election.

Rule 5.6(6)(b) – PERB will not consider a decertification petition during the pendency of a retention and recertification proceeding.

Rule 5.6(6)(c) – PERB shall not schedule a decertification election within one year of a prior certification, retention/recertification, or decertification election.

Rule 5.7 – Professional and Nonprofessional Election.

Rule 5.7(1) – If PERB determines, in any case, that professional and nonprofessional employees are appropriately included in the same bargaining unit, PERB shall file an order directing that an election be conducted to determine whether those professional and nonprofessional employees agree to be represented in a single bargaining unit and requiring the employer to submit by email separate lists of eligible professional and nonprofessional employees.

Rule 5.7(2) – This Rule requires the public employer to supply the list of employees in the professional and nonprofessional categories to PERB within seven days of PERB's order. The Rules regarding the lists are the same as for other types of elections.

Rule 5.7(3) – Once the public employer has submitted the list to PERB, PERB shall file a notice of election containing a sample ballot for each category of employee and setting forth the date, time, place, method, and purpose of the election, and such additional information as PERB may deem appropriate. The public employer must then post and distribute the notice.

Rule 5.7(4) – There is no election fee assessed for a professional/nonprofessional election.

Rule 5.8 – Amendment of Unit Elections.

Rule 5.8(1) – If PERB determines that a job classification or classifications are appropriately amended into a bargaining unit, but that those classifications existed at the time the employee organization was certified and would separately constitute an appropriate unit, PERB shall file an order directing an election to be conducted. The election will determine whether a majority of employees in those classifications wish to be represented by the existing employee organization.

Rule 5.8(2) – The public employer then has seven days to email the list of eligible voters to PERB. The Rules regarding the lists are the same as for other types of elections.

Rule 5.8(3) – Once the public employer has submitted the list to PERB, PERB shall file a notice of election containing a sample ballot for each category of employee and setting forth the date, time, place, method, and purpose of the election, and such additional information as PERB may deem appropriate. The public employer must then post and distribute the notice.

Rule 5.8(4) – There is no election fee associated with this type of election.

Rule 5.9(20) – Destruction of Ballots – In the absence of litigation over the validity or outcome of an election and after sixty days have elapsed from the date of the filing of an order of certification, noncertification, recertification, decertification, or continued certification of an employee organization pursuant to the election, PERB will cause the ballots cast in the election to be destroyed.

Rule 6.4 – Public Safety Unit Determination

Rule 6.4(1) – This rule applies to bargaining units with at least *one* public safety employee.

Rule 6.4(2) – A public safety unit is a bargaining unit with at least thirty percent of the employees who are public safety employees.

Rule 6.4(3) – A bargaining unit will constitute a public safety bargaining unit if at least thirty percent of the employees in the unit were public safety employees at *any one time in the six months* preceding the applicable date identified in Rule 6.4(7).

Under Rule 6.4(3), then, even if a potential bargaining unit consisted of public safety employees of at least thirty percent for *one day* in the applicable time frame, the union has a strong argument that Rule 6.4(3) applies, and the bargaining unit in question should be considered a public safety bargaining unit.

Rule 6.4(4) – This rule requires the parties engaging in negotiations for a collective bargaining agreement to “endeavor” to agree upon and stipulate to the question of

whether a particular bargaining unit is a “public safety bargaining unit” or a non-public safety bargaining unit.

Rule 6.5(5) – If the parties agree to a stipulation regarding the type of unit, the parties shall complete a stipulation form provided by PERB and deliver it to PERB.

Rule 6.4(6) – Petition, Response, and Hearing of Public Safety or Non-Public Safety Unit Status

Rule 6.4(6)(a) – If the parties fail to reach agreement, the party *asserting public safety unit status* shall file a petition for determination of the unit status, on the PERB prescribed-form and file it electronically with PERB. The party must do so within the dates specified in Rule 6.4(7).

Rule 6.4(6)(b) – The party, who has taken the position that the unit is not a public safety unit, within *ten days* of the filing of the petition for determination, must provide a response for its position detailing the basis for its position.

Rule 6.4(6)(c) – Hearings will then be conducted under the applicable rules. The public employer presents its evidence first.

Rule 6.4(7) – Deadlines – Stipulations regarding public safety bargaining units or petitions for unit determinations shall be submitted on or before the dates indicated.

- (a) August 1 for contracts that expire January 1 to March 31 of the subsequent year.
- (b) November 1 for contracts that expire April 1 to June 30 of the subsequent year.
- (c) February 1 for contracts that expire July 1 to September 30 of the same year.
- (d) May 1 for contracts that expire October 1 to December 30 of the same year.

Under Rule 6.4(7), then, if an agreement expires January 1, 2022 and there are at least some members of the bargaining unit that are public safety employees as defined by Iowa Code Section 20.3(10A) and PERB Rule 1.6 (which is the same as Section 20.3(10A)), the parties must file a stipulation as to the status of the unit as a public safety or non-public safety bargaining unit by August 1, 2021.

Further, unions should note that the stipulation or petition for unit determination must be filed under the parameters in Rule 6.4(7) prior the expiration of each collective bargaining agreement.

Rule 6.6(20) – The public employer is required to submit a copy of the collective bargaining agreement entered into by the parties within ten days of the date on which the agreement is entered into by the parties.

Rule 7.5(7) – *Arbitration involving a bargaining unit that has at least thirty percent of member who are public safety employees.*

This Rule simply codifies in the rules Iowa Code Section 20.22(7)(a-c) noted above with respect to factors that an arbitrator may consider for arbitrations involving public safety bargaining units.

Rule 7.5(8) – *Arbitration involving a bargaining unit that does not have at least thirty percent of members who are public safety employees.*

This Rule simply codifies in the rules Iowa Code Sections 20.22(7A)(a)(1)–(3), 20.22(7A)(b)(1)–(2), and 20.22(9)(b)(1)(a)–(b) with respect to factors that an arbitrator may consider for arbitrations involving non-public safety bargaining units and the limits upon base wage awards.

Rule 8.7(1) – *Upon Completion of a Valid Certification Election* – If an employee organization fails to file a registration report, constitution and bylaws, or annual report or otherwise comply with the rules or Iowa Code Section 20.25 within ninety days following the completion of a valid election, PERB will not certify the employee organization and will serve notice of noncertification. PERB may grant extensions of time for good cause.

Chapter 15 of the Rules – Retention and Recertification Elections

Rule 15.1 – New Provision

This Rule requires the parties to electronically file all documents in the respective “BU” case file in the electronic filing system unless otherwise specified by the Rules. Employers and *unions* must have a representative or agent for service listed in the applicable BU case electronic filing system.

Employers and *unions* have a continuing duty to keep updated the representative or agent for service in each BU case file. In turn, if there is a change in leadership in a local union, the new leadership must update who is the representative is in the electronic filing system.

Rule 15.1(1)(a) – The union is responsible for and shall prepay the election fee.

Rule 15.1(1)(b) – A union may request an extension of time to pay the fee. The request must be made no later than the date the fee is due, which is contained in the notice of intent to conduct an election.

Rule 15.1(1)(c) – A union may file a notice of nonpayment of the fee. The notice of nonpayment may be filed at any time, but it must be filed no later than *thirty days* prior to the

commencement of the election period. The notice must be signed by an authorized representative of the union, state the union will not pay the fee, acknowledge PERB will not conduct an election, and also acknowledge that the employee organization's certification will be revoked.

Rule 15.1(1)(d) – Applicable fees are based upon the number of eligible voters. If there are fewer than ten voters, the fee is \$15.00. If there are more than ten voters, the fee is \$1.50 per voter. If the number of voters increases or decreases by ten or more, a union may be required to pay additional funds (in the case of an increase) or be entitled to a refund (in the case of a decrease). PERB will not make any refund in the event the election fee is paid, and PERB has performed duties to conduct the election but the election does not occur.

Rule 15.1(2) – The date of the election shall be the date on which the ballots were tallied.

Rule 15.1(3) – The Election Period begins at the time and on the date PERB sets for when eligible voters may first cast a ballot and ends at the time and on the date the agency sets for the tally of the ballots.

Rule 15.2 – Eligibility – Voter Eligibility Lists.

Rule 15.2(1)(a) – Eligible voters are those employees who were employed and included in the bargaining unit on the date of the order directing the election, or were employed on another date or dates agreed upon by the parties and PERB.

Rule 15.2(1)(b) – The employer is responsible for ensuring the accuracy of the list after its submission and throughout the election period. The employer is responsible for promptly notifying the union whenever an eligible voter leaves employment and is no longer in the bargaining unit prior to the close of the election or election period.

Rule 15.2(2)(a) – List for Determining Fees

When PERB files the notice of intent to conduct a retention and recertification election, the employer has seven days to email PERB a list of employees along with the information required for other types of elections – e.g. classification, contact information, etc. The employer is also required to separately email the union to confirm that the employer provided the list to PERB. The employer's notification must contain the date the list was emailed to PERB and the number of employees on the list.

Subsequently, PERB will file the list of eligible voters by name and job classification. PERB shall then provide to the union the voter list containing the employees' contact information.

Rule 15.2(2)(b) – Final Voter List

When PERB filed an order that the retention and recertification election be conducted, the employer has the obligation to email PERB a second list of voters including the information required for other types of elections e.g. classification, contact information, etc. The employer is not required to submit a second list if the original list would be the same as a second list. The second list, or the unchanged first list, shall become the official eligible voter list for the election. PERB will then provide the list to the union.

Once the final list has been submitted, the employer shall not add or delete from the list any employee. However, by contacting the employer, the union may propose additions or deletions from the list prior to the date of election for in-person elections, prior to the date the ballots are mailed for mail ballot elections, or seven days prior to the commencement of the election period for telephonic/web-based elections.

The parties may amend the list by agreement, subject to the time restrictions listed above for the various types of elections.

Rule 15.2(3) – Voter Eligibility Challenges

Rule 15.2(3)(a) – Either party may challenge, for good cause, the eligibility of any voter. PERB will attempt to resolve the challenge. A hearing will be held if the challenge(s) are outcome determinative. Following the hearing, PERB may, if necessary, order a new election, and the cost may be taxed to the non-prevailing party.

Rule 15.2(3)(b) – The following are the methods for challenging the eligibility of a voter *prior to* the election:

1. **In Person Elections** – Challenges must be made prior to the time the voter deposits the ballot in the ballot box.
2. **Mail Ballot Elections** – Challenges must be made prior to the time the outer envelope containing the voter's secret envelope and ballot is opened.
3. **Telephonic/Web-Based Elections** – Challenges must be made *at least seven days prior to the commencement* of the election period.

Rule 15.2(4) – Post Election Challenges

A union may make postelection challenges to the total number of bargaining unit employees for a retention and recertification election. In order to make such challenge, the following must occur:

1. An eligible voter must have left employment and no longer be employed by the public employer prior to the close of the election or election period.
2. The union must file the postelection challenge within *ten days of the filing of the tally of ballots*.

If these two conditions are met, PERB will attempt to resolve the dispute. If the postelection challenges are outcome determinative, a hearing will be held. Following the hearing the Board may make appropriate adjustments to the tally or order a new election.

*** *Important Note*** – The difference between Voter Eligibility Challenges and Post Election Challenges is the following. Voter Eligibility Challenges challenge the inclusion of an employee in the bargaining unit in which an election is to be held. Conversely, for Post Election Challenges, the voter was properly included in the bargaining unit, but left employment with the public employer prior to the closing of the election.

Rule 15.5 – Retention and Recertification Election Process

Rule 15.5(1) – Timing of Election Periods.

Rule 15.5(1)(b) – If a collective bargaining agreement expires on June 30, PERB will conduct the retention/recertification election between June 1 and November 1 in the year prior to the expiration of the agreement.

For contracts expiring June 30, 2021, PERB will conduct telephonic/web-based retention/recertification elections during the period of October 15 through October 29, 2020.

Rule 15.5(1)(c) – For collective bargaining agreements with other expiration dates, retention/recertification elections will be held no earlier than 365 days and no later than 270 days prior to the expiration of the agreement.

Rule 15.5(1)(d) – If an employee organization has paid the applicable election fee in a timely manner, the union's status will not be adversely affected if the election is not concluded or if the election is not certified.

Rule 15.5(1)(e) – New Provision

The public employer is required to email to PERB the collective bargaining agreement within ten days upon which it was entered into by the parties.

However, for retention and recertification elections, all collective bargaining agreements must be submitted to PERB at least *fifty days* prior to the commencement of the retention and recertification election period.

There will be no election if *the employer and union are not parties to a collective bargaining agreement or if the collective bargaining agreement is submitted less than fifty days prior to the commencement period of the retention and recertification election.*

When scheduling a retention and recertification election, if a collective bargaining agreement indicates that the agreement is for a term of one year, but does not contain specific commencement and termination dates, PERB will presume an effective date of July 1 and a termination date of June 30. In turn, unions should ensure that the duration dates are included in the contract.

Rule 15.5(1)(f) – Contract Extensions

PERB will recognize a contract extension so as to alter the timing of a retention and recertification election only if the parties have reached an agreement on the extension and notified PERB of the extension prior to the date the election fee is due.

If a contract exceeds five years or two years duration, including any extensions, PERB will nonetheless conduct any election within five years or two years, whichever is applicable.

Rule 15.5(2) – General Procedure

Rule 15.5(2)(a) – If a retention and recertification election is required, PERB shall file a Notice of Intent to Conduct an Election. The Notice of Intent shall contain the dates of the election period; the place, method, and purpose of the election; the date the voter list for determining fees is due; and the date upon which the union shall pay the applicable fee.

Rule 15.5(2)(b) – After the list of eligible voters is provided and the election fee is paid, PERB will file an order directing a retention and recertification election and notice of election. The public employer must post the list, and if the public employer communicates information to employees by other means such as email or mail, the employee must distribute the information in the same manner. The notices shall contain (1) a sample ballot or script; (2) set forth the dates of the election period; and (3) the time, place, method, and purpose of the election.

Rule 15.5(3) – Objection and Notice Regarding Notice of Intent to Conduct an Election – Modified Provisions

Rule 15.5(3)(a) – The public employer or union may file an objection asserting that the elections should not be conducted. The objection must be in writing and electronically filed *no later than seven days* following the date of the Notice of Intent to Conduct the Election. PERB may hold an election to resolve the objection. The objecting party shall present evidence first.

Rule 15.5(3)(b) – If PERB *fails to file a Notice of Intent to Conduct an Election*, the public employer or the union may file a notice with PERB asserting the reasons that that an

election should occur. The notice shall be in writing and electronically filed no later than seven days following the date of the Notice of Intent to Conduct an Election. The parties shall submit all information requested by PERB. PERB shall conduct an investigation to determine whether the election is required by statute or rule.

Rule 15.5(4)(a) – Eligible Voter List for Determining Election Fee – This Rule conforms to the Rules for other types of elections regarding the information required. However, it should be noted that the employer has seven days from the Notice of Intent to Conduct an Election to provide the initial list.

Rule 15.5(4)(b) – If the public employer *fails* to submit the list of eligible voters to PERB by the deadline set in the Notice of Intent to Conduct an Election, PERB *will not* conduct an election and will file an order recertifying the employee organization.

Rule 15.5(5) – Payment of Fee – The union must pay the applicable election fee as set forth in the Notice of Intent to Conduct the Election. The election fee shall be paid by check payable to PERB and is deemed paid upon receipt by PERB, or if submitted by mail, on the date the U.S. Postal Service postmark affixed to the envelope in which the payment was made.

PERB may grant a union's written request for an extension of time to pay the fee for good cause if the request is filed as set forth in the Notice of Intent to Conduct the Election.

Rule 15.5(6) – Final Voter Eligibility List

Rule 15.5(6)(a) – When PERB files an order that an election will be conducted, the employer has seven days to provide PERB with an alphabetical list of the names, addresses, email addresses, if known, telephone numbers, and job classifications of the employees eligible to vote. In cases of telephonic/web-based elections, the employer shall also provide the date of birth and last four digits of each employee's social security number. Upon receipt of the list, PERB will file the list of names and job classifications, which will become the official voting list for the election.

Rule 15.5(6)(b) – Unions and employers may also email proposed additions or deletions of employees' names, changes in job classifications, addresses, contact information, or other eligible voter changes to the agency and to the other party. The parties may amend the list by agreement.

Rule 15.5(7) – The ballot shall contain the question:

Do you want [name of certified organization] to be retained and recertified and continue to be your exclusive bargaining representative?

The question shall be followed by the choices "Yes" or "No."

Rule 15.5(8) – A union must receive a majority of those employees in the bargaining unit to be retained and recertified. If a union does not receive a majority of those employees in the bargaining unit choosing to retain and recertify the union, PERB will issue an order decertifying the union.

Rule 15.5(9) – Elections for School Districts, Area Education Agencies, and Community College – If a Union represents employees of a school district, AEA, or community college that would otherwise be scheduled for a retention/recertification election to be held between May 1 and September 30, PERB will postpone those elections until October of that calendar year.

CONCLUSION

We note that the guidance provided in this Report may change between receipt of the report and when an issue may arise. If a Local Union confronts a situation that appears to involve similar facts to those in one of the cases cited above, the Union should consult with its national organization or competent legal counsel to determine if the decision applies. Finally, in this regard, if a Local Union has questions concerning any of the topics covered in this report, the Local Union should consult with its national organization or competent legal counsel to determine the current legal landscape.

APPENDICES

Appendix A - Breakdown of Bargaining Unit Subjects for Non-Public Safety Units

Appendix B – Breakdown of Bargaining Unit Subjects for Public Safety Units

Appendix C – Elections Matrix

Appendix D – Misc. Reminders Re: New and Modified Rules

Appendix E – Sample PERB Notices

- 1. Fall 2020 Retention/Recertification Dates**
- 2. Sample Notice of Intent to Conduct An Election**
- 3. Sample Voting Schedule**
- 4. Sample Election Fee Schedule**
- 5. Sample Voter List**
- 6. Sample Bargaining Unit Description**
- 7. Sample Notice to Employees**
- 8. Sample Order Directing Retention and Recertification Election**

Appendix A

Non-Public Safety Unit – Breakdown of Subjects of Bargaining

Mandatory Subjects of Bargaining	Permissive Subjects of Bargaining	Illegal Subjects of Bargaining
Base Wages. Iowa Code §20.9(1)	Other matters mutually agreed upon. Iowa Code §20.9(1)	Retirement Systems Dues Checkoffs Payroll Deductions for PACs Other Political Contributions or Political Activities Insurance Leaves of Absence for Political Activities Supplemental Pay* Transfer Procedures Evaluation Procedures Procedures for Staff Reduction Subcontracting Public Services Iowa Code §20.9(3)

* PERB Rule 1.6(15) defines supplemental pay as follows: a payment of moneys or other thing of value that is in addition to compensation received pursuant to any other permitted subject of negotiation specified in Iowa Code section 20.9 as amended by 2017 Iowa Acts, House File 291, section 6, and is related to the employment relationship.

Appendix B

Public Safety Unit – Breakdown of Subjects of Bargaining

Mandatory Subjects of Bargaining	Permissive Subjects of Bargaining	Illegal Subjects of Bargaining
Wages Hours Vacations Insurance Holidays Leaves of Absence Shift Differentials Overtime Compensation Supplemental Pay Seniority Transfer Procedures Job Classifications Health and Safety Matters Evaluation Procedures Procedures for Staff Reduction In-Service Training Grievance Procedures for resolving any questions arising under the agreement Iowa Code Section 20.9(1)	Other matters mutually agreed upon. Iowa Code §20.9(1)	Retirement Systems Dues Checkoffs Payroll Deductions for PACs Other Political Contributions or Political Activities Iowa Code §20.9(3)

Appendix C

Elections

Type of Election	Election Fee	Election Fee Due	Result of Fee Non-Payment	Employer Duty to Provide Voter List	Effect of Failure to Provide Voter List	Objections to Election
Certification	Yes	Upon filing of certification petition, or no later than 7 days after PERB's Order Directing the Election.	Dismissal of Petition.	Within 7 days following an Order by PERB directing the election.		Within ten days of the filing of the tally of ballots.
Retention/Recertification	Yes	By the date set forth in the Notice of Intent to Conduct the Election.	Decertification.	Within 7 days of filing of the Notice to Conduct an Election.	An Election will not be conducted.	Within ten days of the filing of the tally of ballots.
Decertification	Yes	After the filing of a decert. petition but no later than seven days after PERB's filing of an Order for Election.	Decertification.	Within 7 days following an Order by PERB directing the election.		Within ten days of the filing of the tally of ballots.
Professional/Non-Professional	No	N/A	N/A	Within 7 days of filing of the Notice to Conduct an Election.		Within ten days of the filing of the tally of ballots.
Amendment of Unit	No	N/A	N/A	Within 7 days of filing of the Notice to Conduct an Election.		Within ten days of the filing of the tally of ballots.

Appendix D

Misc. Reminders

- *Public Safety Unit Determinations*
 - PERB Rule 6.4 applies to all bargaining units with at least one public safety employee.
 - Upon the filing of a petition, a stipulation must be filed or a petition for a unit determination.
 - Prior the expiration of a contract, as required by Rule 6.4, a stipulation or petition for unit determination must be filed within the deadlines described in Rule 6.4(7).
- *Submission of Contracts*
 - It is the public employer's duty to submit contracts within ten days of the contract's effective date.
 - If a public employer fails to do so, PERB will assume that the duration of the contract is five years or two years, whichever is applicable.
- *Retention/Recertification Elections*
 - If the public employer *does not* submit the voter list within seven days of the Notice of Intent to conduct an election, PERB will not conduct an election and the union will be recertified. Public Employers must now email Public Sector Unions that it has submitted the list to PERB. Public Sector Unions must pay attention to determine whether the public employer abides by this requirement.
 - Public Sector Unions may choose not to pay the fee for a retention/recertification election or a decertification election if it provides notice to PERB of its intent to do so no later than seven days after PERB's filing of an order for a decertification election or thirty days prior to the commencement of a retention/recertification election.
- *Required Filings by Unions*
 - Public sector unions must file a registration report, constitution and bylaws, or annual report within ninety days of a successful election. Otherwise, the union will not be certified.
- *Challenges to Voters*
 - Challenges regarding whether a voter is properly included on the list in retention/recertification elections must be made seven days prior to the start of the retention/recertification election.
 - Challenges regarding whether a voter was still employed by the public employer following the retention/recertification election must be made within ten days of the tally of the vote.
- *Effect of Losing a Retention/Recertification or Decertification Election*
 - PERB's position is that if a public sector union loses a retention/recertification or decertification election, the public sector union's certification is revoked.

SCHEDULE FOR FALL 2020 RETENTION/RECERTIFICATION ELECTION

Type of Employer	Collective bargaining agreement expiration date	Employer must submit collective bargaining agreement by this date for election to be scheduled	PERB eFiles Notice of Intent to Conduct Election	Employer must email employee list by this date	CEO fee payment/request for extension of payment due	PERB eFiles Direction of Election/ Notice of Election	Election Period
All employers	June 30, 2021	August 24, 2020	August 26, 2020	September 2, 2020	September 14, 2020	September 16, 2020	October 13 – October 27, 2020
AEAs, K/12, Community Colleges	June 30 – August 31, 2021						

Last modified July 24, 2020

Fall 2020 Retention and Recertification Election Schedule (telephone/web-based)

All Employers: Contracts with Expiration Date of June 30, 2021
AEAs, K/12, Community Colleges with Expiration Date of June 30-August 31, 2021.

PERB will conduct a retention and recertification election by telephonic and web-based ballot. The schedule for this telephonic/web-based election is as follows:

August 24, 2020	All collective bargaining agreements must be emailed to the agency by this date.
August 26, 2020	PERB eFiles Notice of Intent. Employers may begin sending PERB initial voter lists to determine election fees.
September 2, 2020	Last day for Employer to submit initial list to determine the election fee. Last day for parties to object to Notice of Intent or, if no Notice of Intent was filed, to notify agency that an election should be conducted.
September 14, 2020	Last day for Employee Organization to pay the election fee. Last day to provide PERB with sufficient evidence of contract extension.
September 16, 2020	Direction/Notice of Election filed. Voter must be employed on this date in the bargaining unit to be an eligible voter unless the parties agree on a different eligibility date. Employers may begin sending PERB updated voter lists. Employer must notify Employee Organization when employees leave the bargaining unit.
September 23, 2020	Last day for Employer to update voter eligibility list.
October 6, 2020	Last day for Employee Organization to propose additions or deletions from voter list. Last day for the parties to mutually agree on any changes in the voter eligibility list. Last day for a party to challenge a voter's eligibility.
October 13, 2020 7:00a.m.	Beginning of election period. Voters may begin to cast their ballots by calling the toll-free number or logging on to the voting website. The number and website will be provided in the Notice of Election.
October 27, 2020 9:00a.m.	End of election period. Voters must cast their ballot by phone or online prior to this time and date in order for the ballot to be counted. A PERB election agent will review the tally of the results at PERB's office.
November 8, 2020	Last day to eFile objections to the election. Last day to eFile postelection challenges.

Last modified July 24, 2020



**STATE OF IOWA
PUBLIC EMPLOYMENT RELATIONS BOARD**

Cheryl K. Arnold, Chairperson
Mary T. Gannon, Member
Erik Helland, Member

RE: BU-XXXX-EMPLOYER/CERTIFIED EMPLOYEE ORGANIZATION

Notice of Intent to Conduct a Retention and Recertification Election

- (1) Employer to post and distribute Notice to Employees.
- (2) Employer to submit initial voter list to PERB by September 2, 2020.
- (3) Employee Organization to pay election fee by September 14, 2020.

Dear Representatives:

The Public Employment Relations Board (PERB) intends to conduct a retention and recertification election pursuant to Iowa Code section 20.15(2) and Chapter 15 of PERB's administrative rules. The purpose of this election is to determine whether certain employees of EMPLOYER wish to retain CERTIFIED EMPLOYEE ORGANIZATION as their exclusive bargaining representative for the bargaining unit described at the end of this document.

According to our records, the expiration date of the collective bargaining agreement between EMPLOYER and CERTIFIED EMPLOYEE ORGANIZATION requires an election be held in the fall of 2020 pursuant to Iowa Code section 20.15(2) and PERB rule 621—15.5(20).

By **September 2, 2020**, please let us know if we have incorrectly determined the expiration date of the collective bargaining agreement. If you would like to formally object to this Notice of Intent to Conduct an Election, you may do so by filing the objection through PERB's electronic filing system in case number BU-XXXX.

By **September 2, 2020**, the Employer shall e-mail an Excel spreadsheet of the names of the employees in the bargaining unit in alphabetical order by last name, their job classifications, their dates of birth (MM/DD/YYYY), the last four digits of their social security number, their home addresses, their work and personal email-addresses, if known, and their work and personal telephone numbers, if known, to iaperb@iowa.gov with the **subject line: BU-XXXX-EMPLOYER/CERTIFIED EMPLOYEE ORGANIZATION Voter Eligibility List**.

If the employer would prefer to submit the voter list to PERB through a Citrix ShareFile portal, the employer must email iaperb@iowa.gov and request a link to a portal by **4:30 p.m. on August 31, 2020**. The agency will email the Employer a link to a Citrix ShareFile portal. By **September 2, 2020**, the Employer must submit the Voter Eligibility List to PERB through the portal and the Excel spreadsheet must be titled **BU-XXXX EMPLOYER/CERTIFIED EMPLOYEE ORGANIZATION Voter Eligibility List**.

After submitting the list to the agency (either via email or via Sharefile), the Employer shall send a separate email to the Certified Employee Organization confirming the Employer provided PERB with the voter list, the date the list was submitted to PERB, and the number of

employees on the list. **When emailing the Certified Employee Organization, do not forward the voter list as it contains confidential information.**

A sample voter list is included at the end of this document for your review. Failure to provide the voter list to the agency by September 2, 2020, will result in the recertification of the employee organization without the process of the retention and recertification election.

By **September 14, 2020**, the **Employee Organization** shall submit a check to PERB pursuant to Iowa Code section 20.6(7) and PERB subrules 15.1(1) and 15.5(5). See the fee schedule included with this Notice to determine the amount owed. **The check shall be made out to the Public Employment Relations Board and must include on the check the Certified Employee Organization's name, the Employer's name, and the BU number [BU-XXXX] for the voting unit.** If paying for multiple elections, the employee organization may provide one check, but attach a list to the check with the BU numbers, Employer Name, Certified Employee Organization name, the number of employees in each unit, and the amount paid for each unit. An Employee Organization may make a written request to PERB for an extension of time in which to pay its election fee. That request must be submitted by 11 a.m. on September 14, 2020.

Failure to pay the required fee or failure to request an extension by September 14, 2020 shall result in the employee organization's certification being revoked. Upon PERB's revocation of the employee organization's certification, the collective bargaining agreement may become void and the terms of the agreement may become unenforceable.

Filed in a separate document in the case is a Notice to Employees. The **Employer shall promptly post the Notice to Employees in the manner and locations customarily used for posting.** That notice shall remain posted until **September 16, 2020.** If the Employer customarily distributes information to employees by additional means, such as by e-mail or hard copy, the **Employer shall promptly distribute the Notice to Employees to the affected employees through those means as well.**

PERB will hold the retention and recertification election on the schedule provided later in this document.

Thank you for your attention to this matter. Feel free to contact me with any questions.

Sincerely,

/s/ Susan M. Bolte
Administrative Law Judge

Electronically filed.
Served via eFlex.

VOTING SCHEDULE

PERB will conduct a retention and recertification election for this bargaining unit by telephone and web-based ballot. The schedule for this telephone/web-based election is as follows:

September 2, 2020

Last day for the Employer to submit the Voter Eligibility List by e-mail to iaperb@iowa.gov or by ShareFile in Excel format with the bargaining unit employees' names in alphabetical order by last name, job classifications, dates of birth (MM/DD/YYYY), last four digits of social security number, home addresses, their work and personal e-mail addresses, if known, and work and personal telephone numbers, if known. Employer shall send a separate email to the Certified Employee Organization confirming the date the list was sent to PERB and the number of employees on the list. Employer should not forward the voter list to the Certified Employee Organization as it contains confidential information.

Last day for parties to object to Notice of Intent to Conduct an Election.

September 14, 2020

Last day for the Certified Employee Organization to pay the election fee according to the attached fee schedule. Any request for an extension to pay the fee shall be submitted by 11 a.m. on September 14, 2020.

October 13 2020
7:00 a.m.

Telephone and web-based voting begins. Voters may cast their ballot by calling the toll-free number or logging on to the website. The Notice of Election filed by PERB on or around September 16 will contain the voting phone number and website address.

October 27, 2020
9:00 a.m.

Telephone and web-based voting ends. Voters must cast their ballot by calling the toll-free number or logging on to the website prior to this time in order for the ballot to be counted. PERB will e-file the tally on the electronic document management system.

ELECTION FEE SCHEDULE

# of Eligible Voters on Initial Voter Eligibility List**	Election Fee
10 or fewer	\$15.00
10 or more	\$1.50 per eligible voter

**Any overpayment or underpayment resulting from changes to the voter list due to the supplemental list, mutual agreement of parties, or challenges upheld by the Board will be handled pursuant to PERB subrule 621—15.1(1).

Make payment by check made out to the Public Employment Relations Board.

If writing a check for an individual unit, please include the Certified Employee Organization's name, employer's name, and BU number [BU-XXXX] on the check.

If writing one check for multiple units, attach a document with the check that lists the employee organization name, employer name, BU number, the number of employees in the unit, and the amount paid for each unit for which you are paying.

SAMPLE VOTER LIST

The Voter Eligibility List shall be organized in alphabetical order by the employees' last names.

The Employer needs to provide the following for all employees in the bargaining unit:

1. First Name
2. Last Name
3. Job classification
4. Date of birth (MM/DD/YYYY)
5. Last four digits of social security number
6. Home address (in one cell)
7. Work e-mail address, if available
8. Personal e-mail address, if known
9. Work telephone number, if available
10. Personal telephone number, if known

SAMPLE

Employer	
Employee Organization	
BU #	

First Name	Last Name	Job Classification	Birth Date	Last 4 Digits of Social Security #	Home Address	Work E-mail Address	Personal E-mail Address	Work Phone #	Personal Phone #
Anderson	James	Worker 1	01/02/1960	1111	111 Ash Street, Des Moines, IA 50317	janderson@city.gov	Unknown	111-111-1111	111-111-1111
Miller	Tina	Worker 1	04/08/1960	2222	222 Birch Street, Adair, IA 50002	tmiller@county.gov	Unknown	222-222-2222	222-222-2222
Olson	Donna	Worker 3	08/16/1970	3333	333 Cedar Ave., Winterset, IA 50273	dolson@city.gov	dolson@homeemail.com	333-333-3333	333-333-3333
Peterson	Kelly	Worker 1	12/24/1990	4444	444 Dogwood Blvd., Newton, IA 50208	kpeters@school.edu	kpeters@homeemail.com	444-444-4444	Unknown

****THE EMPLOYER MUST PROVIDE THE VOTER ELIGIBILITY LIST IN EXCEL FORMAT BY E-MAIL TO IAPERB@IOWA.GOV OR SUBMIT THROUGH SHAREFILE**

Please provide one worksheet per unit, No multiple tabs

E-mail Subject Line or Document Title (If Through ShareFile):

BU-XXXX-EMPLOYER/CERTIFIED EMPLOYEE ORGANIZATION Voter Eligibility List

BARGAINING UNIT OF EMPLOYEES OF EMPLOYER

****The unit description below is subject to the mutual agreement between the parties concerning who is eligible to vote in the upcoming recertification election.**

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE IN THE MANNER AND AT THE LOCATIONS CUSTOMARILY USED FOR POSTING. THIS NOTICE SHALL REMAIN POSTED UNTIL WEDNESDAY, SEPTEMBER 16, 2020.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS NOTICE TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

NOTICE TO EMPLOYEES
FROM THE
PUBLIC EMPLOYMENT RELATIONS BOARD

Pursuant to the Public Employment Relations Act, Iowa Code chapter 20, the Public Employment Relations Board (PERB) certified CERTIFIED EMPLOYEE ORGANIZATION as the exclusive bargaining representative for the bargaining unit of EMPLOYER employees described at the end of this document.

Iowa Code section 20.15(2) requires PERB to conduct a retention and recertification election. In this election PERB will ask the employees in the bargaining unit whether you wish to retain and recertify CERTIFIED EMPLOYEE ORGANIZATION as your exclusive bargaining representative for purposes of collective bargaining.

Iowa Code section 20.6(7) and PERB subrules 621—15.1(1) and 15.5(5) require that CERTIFIED EMPLOYEE ORGANIZATION pay an election fee. This fee must be paid by Monday, September 14, 2020.

If CERTIFIED EMPLOYEE ORGANIZATION fails to pay the required election fee, PERB will revoke its certification. If PERB revokes the certification of CERTIFIED EMPLOYEE ORGANIZATION your collective bargaining agreement may become void and the terms of the agreement may become unenforceable.

IF AN ELECTION IS HELD, your employer shall post and distribute, in mid-September, a Notice of Election giving details on how and when to vote. The election period will be from 7:00 a.m. on Tuesday, October 13, 2020 to 9:00 a.m. on Tuesday, October 27, 2020. The election will be conducted by the Public Employment Relations Board and your right to a secret ballot and a free choice will be protected.

**THE PUBLIC EMPLOYMENT RELATIONS BOARD DOES NOT ENDORSE ANY
CHOICE IN ANY ELECTION CONDUCTED.**

Any questions should be directed to:

Public Employment Relations Board
510 East 12th Street • Suite 1B
Des Moines IA 50319-0203
515/281-4414
<https://iowaperb.iowa.gov>
iaperb@iowa.gov

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE IN THE MANNER AND AT THE LOCATIONS CUSTOMARILY USED FOR POSTING. THIS NOTICE SHALL REMAIN POSTED UNTIL WEDNESDAY, SEPTEMBER 16, 2020.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS NOTICE TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

[BU-XXXX]

BARGAINING UNIT OF EMPLOYEES OF EMPLOYER

****The unit description below is subject to the mutual agreement between the parties concerning who is eligible to vote in the upcoming recertification election.**

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

EMPLOYER,
Public Employer,

and

EMPLOYEE ORGANIZATION,
Certified Employee Organization.

BU-XXXX

ORDER DIRECTING
RETENTION AND
RECERTIFICATION ELECTION

The Public Employment Relations Board (PERB) has previously determined that the grouping of employees of EMPLOYER as described and attached at the end of this document constitutes an appropriate bargaining unit for purposes of collective bargaining pursuant to Iowa Code chapter 20.

Pursuant to Iowa Code section 20.15(2) and Chapter 15 of PERB's administrative rules, PERB must conduct a retention and recertification election prior to the expiration of the collective bargaining agreement to determine whether CERTIFIED EMPLOYEE ORGANIZATION will be retained and recertified as the exclusive collective bargaining representative for the unit of employees described at the end of this document. Having determined that an election is required pursuant to Iowa Code section 20.15(2) and PERB rule 621—15.5(20), and having received payment from the employee organization pursuant to Iowa Code section 20.6(7) and PERB subrules 15.1(1) and 15.5(5), PERB finds that such retention and recertification election should be conducted.

IT IS THEREFORE ORDERED that a retention and recertification election be conducted under the supervision and direction of the Public Employment Relations Board from 7:00 a.m. on Tuesday, October 13, 2020 to 9:00 a.m. on Tuesday, October 27, 2020. Eligible to vote are all employees in the bargaining unit who were employed in the unit on the date of this order, September 16, 2020.

IT IS FURTHER ORDERED that if the previously provided employee list needs to be updated or corrected, EMPLOYER shall email to iaperb@iowa.gov or submit through ShareFile the voter list in an Excel spreadsheet by September 23, 2020. The spreadsheet shall include all names of the eligible voters (employees in the unit on September 16) in alphabetical order by last name, their job classifications, their date of birth (MM/DD/YYYY), the last four digits of their social security number, their home addresses, their work and personal email addresses, if known, and their work and personal telephone numbers, if known. This is the same format you previously used. The subject line (if emailed) or title of the Excel spreadsheet (if through ShareFile) shall be BU-XXXX EMPLOYER/CERTIFIED EMPLOYEE ORGANIZATION Voter Eligibility List-Updated.

EMPLOYER has a continuing duty to inform CERTIFIED EMPLOYEE ORGANIZATION if any eligible voter leaves employment prior to the conclusion of the election.

EMPLOYER shall immediately post and distribute copies of the attached Notice of Election, Voting Schedule, Voting Instructions, and Unit Description in the manner customarily used for the posting and distribution of information to employees. If EMPLOYER customarily distributes information to employees by additional means, such as by email or hard copy, then EMPLOYER shall also do the same with the attached Notice of Election, Voting Schedule, Voting Instructions, and Unit Description. The notices should remain posted until EMPLOYER receives notification of the tally of the ballots at the conclusion of the election.

DATED at Des Moines, Iowa, this 16th day of September 2020.

THE EMPLOYER SHALL PROMPTLY POST THIS NOTICE AND ATTACHED DOCUMENTS IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR POSTING. THESE NOTICES SHALL REMAIN POSTED UNTIL THE EMPLOYER RECEIVES NOTIFICATION OF THE TALLY OF BALLOTS AT THE CONCLUSION OF THE ELECTION.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THESE NOTICES AND ATTACHED DOCUMENTS TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

NOTICE OF TELEPHONE AND WEB-BASED RETENTION AND RECERTIFICATION ELECTION

The Public Employment Relations Board (PERB) has ordered that a retention and recertification election be conducted to determine whether CERTIFIED EMPLOYEE ORGANIZATION will be retained and recertified as the exclusive collective bargaining representative for the employees of EMPLOYER in the bargaining unit described at the end of this document. It has been determined that this election will be conducted by telephone and online with the assistance of YesElections, an internationally recognized neutral election service corporation. During the election period, which begins October 13 at 7:00 a.m. and ends October 27 at 9:00 a.m., voters can either go online (<https://vote.yeselections.com/iaperb/>) or call in (toll free at 877-639-7161) to cast a ballot.

The script of the ballot question and ballot options are shown below.

Retention and Recertification Election
for Certain Employees of
EMPLOYER

<p>DO YOU WANT</p> <p>CERTIFIED EMPLOYEE ORGANIZATION</p> <p>TO BE RETAINED AND RECERTIFIED AND CONTINUE TO BE YOUR EXCLUSIVE BARGAINING REPRESENTATIVE?</p>
Yes.
No.

VOTING SCHEDULE

PERB will conduct a telephone and web-based retention and recertification election for this voting unit. The schedule for this telephone and web-based election is as follows:

October 13, 2020
7:00 a.m.

Telephone and web-based voting begins.

October 27, 2020
9:00 a.m.

Telephone and web-based voting ends. Voters must cast their ballot by logging on to the website or calling the toll-free number prior to this time in order for the ballot to be counted. YesElections will provide PERB with the results and PERB will e-file the tally on the electronic document management system.

You can vote online (<https://vote.yeselections.com/iaperb/>) or by phone (toll free at 877-639-7161). The voting system is in operation 24 hours a day, 7 days a week during the voting period. Please see the attached voting instructions.

EMPLOYEE ORGANIZATION will be retained and recertified if CERTIFIED EMPLOYEE ORGANIZATION receives a "yes" vote from a majority of eligible voters. An eligible voter's choice not to vote is the same as casting a "no" vote.

The Public Employment Relations Board does not endorse any choice in the election.

YesElections Help Desk

If you experience any problems with the voting system or need special assistance in voting, call TBD.

PERB

If you have questions about the election process, email PERB at iaperb@iowa.gov or call PERB at 515-281-4414.

VOTING INSTRUCTIONS

Voting Begins Tuesday, October 13 at 7:00 a.m.

Voting Ends Tuesday, October 27 at 9:00 a.m.

To Vote by Phone:

1. Call 877-639-7161 toll-free.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you on the phone.
4. You will be asked, "Do you want CERTIFIED EMPLOYEE ORGANIZATION to be retained and recertified and continue to be your exclusive bargaining representative?"
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You MUST CONFIRM your choice for your vote to be counted.

To Vote by Internet

1. Go to <https://vote.yeselections.com/iaperb/>.
2. Be prepared to provide your birth date (MM/DD/YYYY) and the last four digits of your Social Security number.
3. Follow the instructions provided to you.
4. You will be asked, "Do you want CERTIFIED EMPLOYEE ORGANIZATION to be retained and recertified and continue to be your exclusive bargaining representative? Select either "Yes" or "No" Then submit your selection.
5. After you vote, you will be asked to confirm your choice for your vote to be counted. You MUST CONFIRM your choice for your vote to be counted.

If you receive a message saying you have already voted and you have not done so, please contact PERB.

YesElections Help Desk

If you experience any problems with the voting system or need special assistance in voting, call TBD.

PERB

If you have questions about the election process, e-mail PERB at iaperb@iowa.gov or call PERB at 515-281-4414.

BARGAINING UNIT OF EMPLOYEES OF EMPLOYER**

****The unit description below is subject to the mutual agreement between the parties concerning who is eligible to vote in the upcoming recertification election.**



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Crystal Edwards, VP Relationship Manager
515-252-1267 | cedwards@bankcsb.com



*Thank you to
our sisters and
brothers in labor
for working so
hard to help
all of us through
this difficult
time.*

We shall overcome,
We shall overcome,
We shall overcome, some day.

Oh, deep in my heart,
I do believe
We shall overcome, some day.

We'll walk hand in hand,
We'll walk hand in hand,
We'll walk hand in hand,
some day.

Oh, deep in my heart,

We shall live in peace,
We shall live in peace,
We shall live in peace,
some day.

Oh, deep in my heart,

We shall all be free,
We shall all be free,
We shall all be free, some day.

Oh, deep in my heart,

We are not afraid,
We are not afraid,
We are not afraid, TODAY

Oh, deep in my heart,

We shall overcome,
We shall overcome,

We shall overcome, some day.

Oh, deep in my heart,
I do believe
We shall overcome, some day.

BEST WISHES
to the
Iowa Federation of Labor, AFL-CIO
On the 64th Annual Convention

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***Best Wishes for a
Successful Convention!***

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL UNION 347**



**CHARTERED DECEMBER 26, 1914
WE PROUDLY SERVE 1600 MEMBERS IN
CENTRAL IOWA IN CONSTRUCTION,
MAINTENANCE, MANUFACTURING AND
BROADCASTING**

Can Iowans Survive Two More Years of Republican Control?

In the Past 8 Months Iowa Republicans Have:

- ◆ Created Unsafe Conditions for Frontline Workers
- ◆ Put Teachers' and Students' Lives in Jeopardy
- ◆ Put Partisan Politics Ahead of COVID-19 Testing and Iowans' Safety
- ◆ Once Again Put Corporate Profits Ahead of Workers' Protection

**The Future of Your
Union Members,
Your Family and
Friends Depends on
Who is in Charge!**



**HELP BRUCE WIN A
DEMOCRATIC MAJORITY**

State Representative
Bruce Hunter
*Ranking Member
House Labor Committee*

Paid for by the Committee to Elect Bruce Hunter



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Cedar Rapids — Hawkeye Labor Council

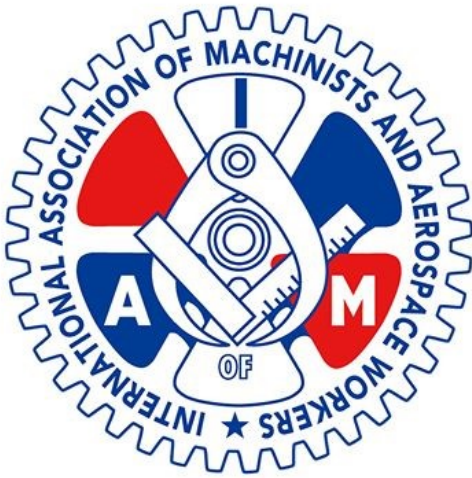
Iowa City — Iowa City Federation of Labor

Marshalltown — Iowa River Labor Coalition

Mason City — North Iowa Nine Labor Council

Waterloo — Black Hawk Labor Council

AFM	137	IAFF	11
AFSCME	12	IAMAW	112
AFSCME	183	IAMAW	831
AFSCME	620	IAMAW	1526
AFSCME	679	IAMAW	1728
AFSCME	861	IATSE	191
AFSCME	1068	IATSE	690
AFSCME	1195	IBB	D-106
AFSCME	1367	IBEW	204
AFSCME	1722	IBEW	288
AFSCME	1835	IBEW	405
AFSCME	2659	IBEW	499
AFSCME	2749	IBEW	1362
AFSCME	2984	IBEW	1634
AFSCME	2985	IBT	238
AFSCME	2987	IRONWORKERS	89
AFSCME	2988	IUEC	33
AFSCME	2994	IUPAT	246
AFSCME	2998	IUPAT	447
AFSCME	3002	IUPAT	2003
AFSCME	3004	IUPAT	581
AFSCME	3009	LIUNA	43
AFSCME	3012	Millwrights	2158
AFSCME	3289	NALC	373
AFSCME	3489	NALC	471
AFSCME	3576	NALC	512
AFT	716	OPEIU	277
APWU	166	ROOFERS	182
APWU	451	SEIU	199
ARA		SMART	263
ATU	638	UA	125
ATU	1192	UAW	838
BCTGM	10G	UAW	893
BCTGM	100G	UAZW	1024
CREA		UBC	308
CWA	7101	UBC	1260
CWA	7108	UNITED FACULTY	
CWA	7250	USW	11-00436
GMP	459	USW	11-604
Heat & Frost Insulators	81	Workers United	497



***Wishing the
Iowa Federation of Labor,
AFL-CIO, a successful
64th Annual Convention.***



Randy Krewson

Assistant Directing Business Representative

John P. Herrig

Business Representative

David "Scott" Webster

Business Representative

Jerry Nowadzky

Business Representative

Douglas Day

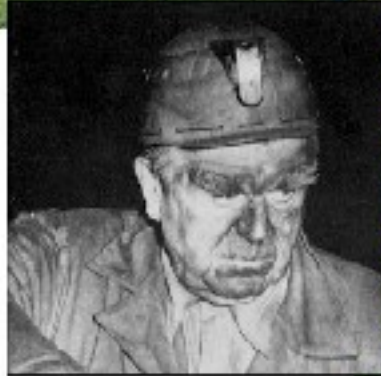
Business Representative

Best Wishes on the Iowa Federation of Labor,
AFL-CIO's 64th Annual Convention!



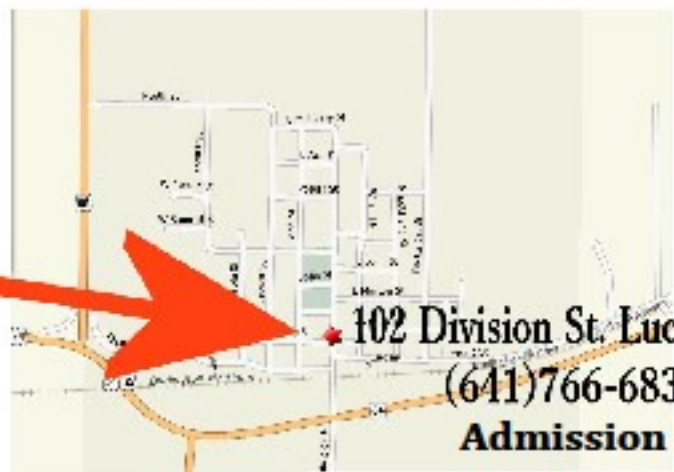
COME AND SEE US!

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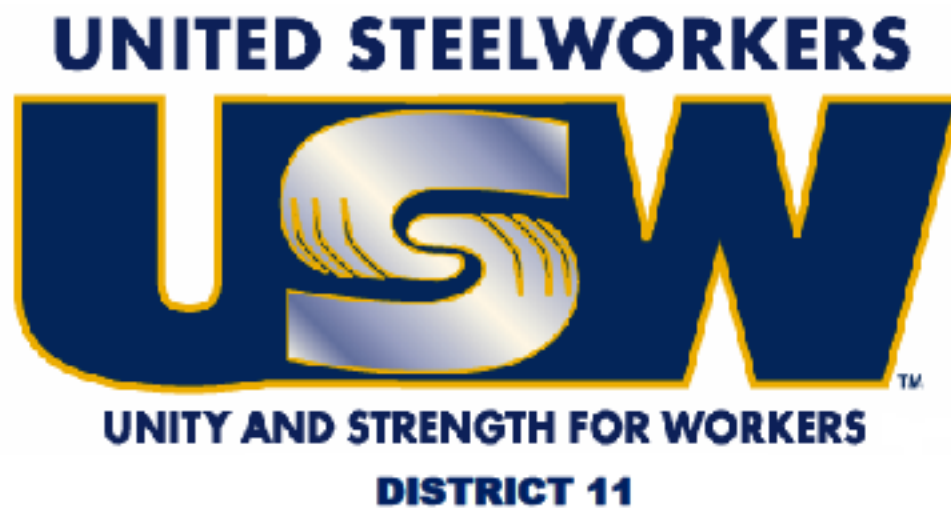
LUCAS, IOWA



102 Division St. Lucas, Iowa
(641)766-6831
Admission \$2.00

The Museum has decided not to open this year because of the COVID-19, the Board felt that we did not need to put volunteers or visitors in a position of any kind that could jeopardize their health.

On behalf of all the United Steelworker members in Iowa,
we wish you the best during these ever-changing times and
hope that your 2020 Convention will be a success!



In solidarity,

Emil Ramirez, Director

Cathy Drummond, Assistant to the Director

Randy Boulton, Sub-District Director

Stacey Andersen, Staff Representative

Jeff Hartford, Staff Representative



**THANK YOU IOWA FEDERATION OF
LABOR, AFL-CIO, FOR YOUR
PARTNERSHIP AND FOR STANDING UP
FOR WORKING FAMILIES!**

**PROGRESS
IOWA** 

**PLEASE USE THIS GUIDE TO CONTACT
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Washington, DC 20510
Phone: (202) 224-3254

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Rep. Cindy Axne
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Washington, DC 20515
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Rep. Abby Finkenauer
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Washington, DC 20515
Phone: (202) 225-2911

Rep. Dave Loebsack
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