

FederationNews

Issue 1 | 2023



**SOLIDARITY IS
BREWING IN
CHICAGOLAND!**



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On the Cover

Starbucks Workers United members hold a rally at Federal Plaza on Dec. 9, 2023.



President's Report

The other day I read a story about a newly organized group of Starbucks workers in Cleveland. While we have our own Starbucks stores in Chicago organizing and six Intelligentsia's under union contract, something struck me about the Cleveland story. It was an interview with a 21-year-old barista named Anthony. In the interview, Anthony said that workers at his store formed a union because they wanted to utilize their collective voice and demand better from their employer. Then he said something that hints at what I believe is helping fuel the rising union movement among young people: his grandfather was a union steelworker.

And through his grandfather, he learned the lessons of what collective action and solidarity can accomplish. His grandfather's good union job provided a foundation for his family and so much more.

A lot of us growing up in Chicago and the Midwest know the importance of the labor movement. I always joke that everyone in Chicago knows someone in the trades and a schoolteacher. Everyone knows people who can fix something in a pinch and people in our community who educate our children.

And whether our neighbors, parents, or grandparents were the ones fighting for better treatment from the boss, we learned the importance of work. And that stuck with us.

So often we hear the slogan, "This isn't your grandparents' (fill-in-the-blank)!" And that notion is tied up in the idea that what is past lacks ingenuity, passion, and fresh air. However, I have a different perspective. My take is that this IS your grandparents' union. That old-fashioned grit, determinism, and advocacy are alive and well in coffeehouses, warehouses, and workplaces all over the country. And while the concept of work changes in so many ways, the fundamentals are the same and collective bargaining is as important as it has ever been.

The new generation of young people entering the workforce realize they have a lot more in common with their grandparents than they thought. They are seeing the tremendous fortunes being made off their hard labor, and they are demanding their fair share. Whether it's pouring piping-hot espresso or scalding-hot steel, the struggle is no different. There is respect and dignity in all work, and every worker deserves a share of the value they are helping create.

Teaching the new generation about labor history and the ongoing struggle is up to us. We pass it down from one generation to the next, because our story, the story of the labor movement, has value and power in and of itself. The challenge before us is to share with the influencer generation what it means to stand up and fight for dignity, respect and fair pay. And that lesson, starts at home.



Bob Reiter
President



AffiliateNews

SEIU Puts More Pressure on Swissport Cargo

Swissport Cargo workers at Chicago O'Hare International Airport walked off the job in an unfair labor practice strike in December 2022, as part of their larger effort to fight for safe working conditions.

Swissport Cargo workers have filed nearly 100 formal complaints with the Occupational Safety and Health Administration. Those complaints include faulty vehicles, extreme heat issues and run-down equipment that puts workers at risk. SEIU Local 1 said the city of Chicago has charged Swissport Cargo over 70 times this year for breaking rules and regulations. SEIU Local 1 also revealed that since 2015, Swissport Cargo has been investigated by OSHA 34 times.

The 400 Swissport Cargo workers at O'Hare are not SEIU Local 1 members, but the union has been working to fight for higher wages and better safety on the job for them. The

company is allegedly retaliating against workers involved with union activity.

"We received great support during our Dec. 8 walkout," said SEIU Local 1 President Genie Kastrop. "We wanted the company to see that we come in numbers and we aren't backing down until they take accountability for the mistreatment of essential workers and uphold the labor standard that we have fought long and hard for here in Chicago."

In January 2022, a successful living wage initiative led by SEIU Local 1 culminated in a pay raise for roughly 6,500 contracted airport employees—including caterers, de-icers, baggage handlers, wheelchair attendants, aircraft cleaners and cargo workers, among others. SEIU Local 1 is hoping their efforts will lead to positive change for Swissport Cargo workers in the very near future.



Swissport Cargo worker Christopher Enterline details the harmful working conditions he and his coworkers experience at a downtown press conference on Nov. 22, 2022.



Howard Brown Health Workers United picket outside the healthcare company's offices on Chicago's North Side in January.

Howard Brown Health Workers Strike After Job Cuts

The fight for a first contract continues for more than 400 Howard Brown Health workers who went on a three-day strike in January. The strike is the latest move to put pressure on the health center to negotiate a fair contract with non-nursing workers who voted to form a union with the Illinois Nurses Association in August 2022.

Days earlier, Howard Brown Health laid off more than 60 workers on Dec. 30 in a "cost-saving measure," according to their CEO. What the CEO did not realize is that his "cost-saving measure" not only meant union members would lose their jobs, but patient care would begin to suffer immediately.

"One of my teammates, a therapist, was in the middle of a phone call with a patient, and it was suddenly just cut off," said Lindsey Martin, a behavioral health therapist that was among the 60-plus workers laid off in December. "Now she has no way to contact this patient and explain what happened. It's extremely traumatic."

Howard Brown Health is one of the largest LGBTQ+ healthcare organizations in the country. For months, Howard Brown Health officials have claimed the layoffs were necessary to close a

revenue shortfall created by recent losses in federal funding. However, the union points out that Howard Brown Health has invested nearly \$50 million into a new clinic on the North Side, as it cuts jobs and fails to reinvest in crumbling clinics on the South Side that serve mostly black and brown patients.

"For years, we've watched this organization slowly stray from its mission of equity and activism into one focused on money and corporate growth," said Martin.

The fight has been almost constant since non-nursing workers at Howard Brown Health voted to form a union with INA over the summer. Howard Brown Health nurses, who voted to form a union with INA in 2019, have shown full support for their fellow union members in their fight for a first contract.

Howard Brown Health Workers United felt the love and support of the entire community on Saturday, Dec. 3 when they hosted a rally outside the health center's Uptown offices. Hundreds of supporters from the labor, progressive and LGBTQ+ movements joined allies from all across the city in sending a message to management that they will not back down until the fight is won.



NO CONTRACT? NO COFFEE!

Starbucks Workers United is using creative strategies to put pressure on the global coffee company to come to the bargaining table.

The similarities were too spot-on to pass up, especially right before the holidays. Christmas is often closely associated with its red-clad, sleigh-driving hero, Santa Claus, but Starbucks Workers United had a different Yuletide character in mind when they launched a series of actions in late 2022 to bolster their organizing drive and get under the skin of Starbucks CEO Howard Schultz: The Grinch Who Stole Wages.

“Our movement hit the one-year mark this winter, so we wanted to step it up. We knew we wanted to hurt the company where it counts and impact their bottom line,” said Chicago and Midwest Regional Joint Board of Workers United Organizer Madison Lisle.

SBWU Chicago began their season of action in mid-November, joining in the nationwide initiative targeted at one of Starbucks most iconic items: their beloved red holiday cups.

Instead of indulging in the annual purchase of Starbucks’ red holiday cups, Starbucks workers at Chicago area stores joined thousands of their co-workers nationwide asking customers to take part in the #RedCupRebellion on Nov. 17. Workers went on strike at organized stores and rallied outside other locations, asking customers to skip their usual order and buy a red cup from organizing workers in support of their organizing drive, with all proceeds going toward worker aid.

“The Red Cup Rebellion was just the start,” said Lisle.

On Dec. 9, the anniversary of the first SBWU election win in Buffalo, N.Y., SBWU Chicago members held a rally with support from community allies and the Chicago labor movement. Despite the cold and rain, supporters packed Federal Plaza in downtown Chicago to send a message to their CEO that they would not back down. CMRJB Workers United President and Workers United International Vice President Kathy Hanshew praised the

commitment of workers to form a union against a truly ruthless company.

“To date, 7,000 workers have showed up, stood up, and said yes to wanting safer working conditions, better wages and benefits by forming a union,” Hanshew said. “Starbucks reaction to these workers exercising their rights guaranteed by law has been brutal. They have responded with store closures, firings, denying worker benefits, retaliatory scheduling and reducing hours to take away workers’ healthcare. They’re breaking the law almost three times a day, every day. Even under these conditions, these workers continue to organize. They continue to win elections. The board has issued 39 official complaints encompassing hundreds of charges. That’s why this campaign should matter to all of us.”

CFL President Bob Reiter brought a coalition of union members from across the movement to the rally in support of SBWU.

“We have workers here who are construction workers, manufacturing workers, healthcare workers, teachers, all types of workers, and they are standing in solidarity with Starbucks workers,” President Reiter said.

Starbucks workers delivered powerful testimony, detailing how the company is conspiring to crush all unionization efforts. Aryssa Burton started at the Starbucks in Edgewater in February 2022. She said the company took a ruthless tactic to avoid bargaining with her unionized store.

“My partners and I fought hard to establish our union, and won the election by a vote of 10-1 in May 2022. Yet, in October, we were all brought in under the guise of a mandatory safety and security meeting, where our manager blindsided us by immediately informing us that our store will be closing in three weeks, without our input, say or approval,” Burton said. “By closing our store on Oct.



SBWU members at the Ashland & Irving Park store on Chicago’s North Side on strike on Dec. 17, 2022.



CMRJB Workers United President Kathy Hanshew speaks at the SBWU Chicago rally in Federal Plaza on Dec. 9, 2022.

30, Starbucks corporate conveniently dissolved our union right as we were scheduled to bargain our contract.”

At the time of this writing, Starbucks has yet to agree to a contract with any of the 330+ stores nationwide that have voted to unionize with Workers United. Bargaining has been slow moving because of Starbucks’ constant union-busting tactics.

One week after the Federal Plaza rally, SBWU Chicago members went on a weekend strike to put pressure on the company to come to the bargaining table and negotiate fairly with the handful of stores in Illinois that have voted to form a union. The community support was incredible. Regular customers refused to cross picket lines and dumbfounded managers forced to work behind the counter wound up closing several stores that weekend because of the strike.

“That was in response to the company short-staffing and cutting hours. The majority of stores that struck in December had never struck before. Those partners shined. You had workers who haven’t really taken any action, and they’re willing to go on strike for three days to send a message, and they actually shut some stores down,” Lisle said.

Since the first store in Buffalo, N.Y. voted to unionize in December 2021, Starbucks has publicly waged war on its workers. The company did not wait long to make bold and wildly illegal moves to try and quell the growing union movement.

In February 2022, a Starbucks store in Memphis, Tenn. fired seven workers who were heavily involved in organizing the first store in the city. In the first major legal win by SBWU, the company was ordered in September to reinstate all seven workers it fired.

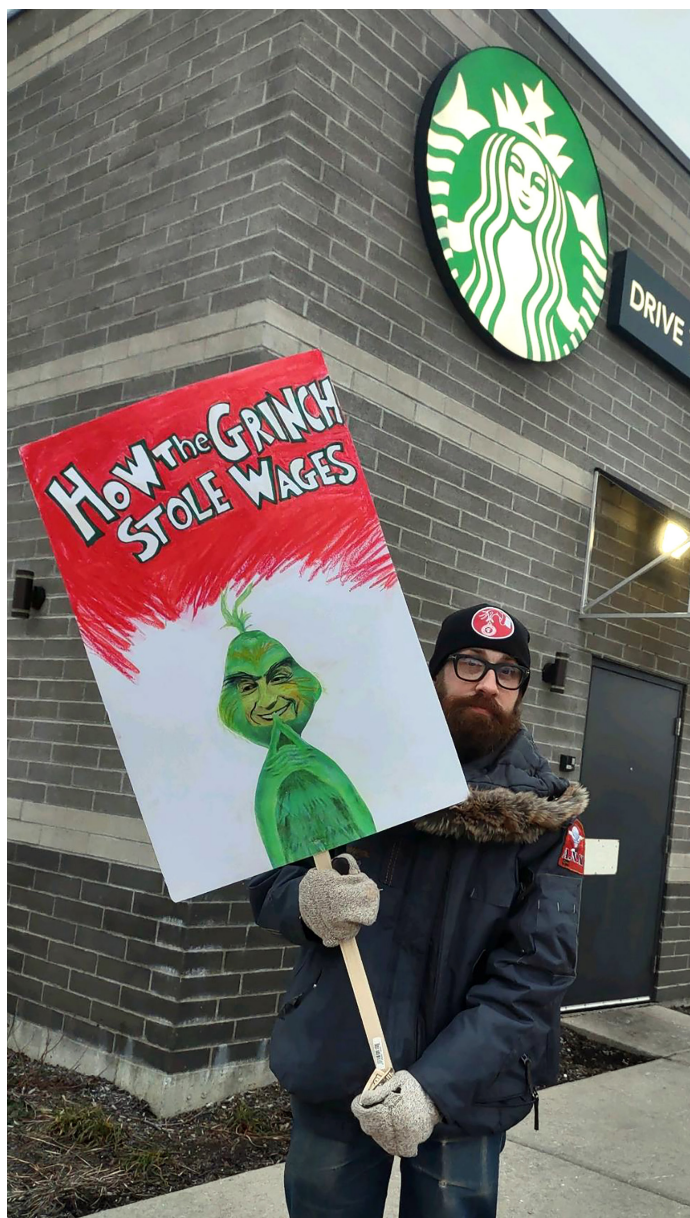
But unfortunately, Starbucks continues to use its corporate and legal muscle to intimidate and coerce workers into voting against forming a union. Very few managers take the brazen step of actually firing workers involved in organizing. Most have learned much more subtle and egregious ways of union-busting from the hundreds of union-busting lawyers the company hired to squash the growing movement.

“Starbucks corporate union busting campaign is insidious. They will break the law and lie to workers about the union or threaten their jobs just to scare them into voting no. We’re fighting that every day,” Lisle said. “We’re actively organizing a store in Skokie, and just this week managers have rolled out new lies about how partners will get fired once the store unionizes.”

Store managers will cut workers’ hours, implement arbitrary policy changes, and restrict benefits to workers and more, just to deter union organizing. The National Labor Relations Board has issued dozens of official complaints against Starbucks, that includes more than 80 charges and 500 allegations of labor law violations which are currently under review.

Despite all that, SBWU Chicago remains committed and determined as ever to win equity for workers at the world’s largest coffee chain.

“I’m continually impressed with how our partner-leaders in Chicago are mentoring each other and bringing more partners into our movement every day,” Lisle said. “We’re ready to grow the movement and organize more stores and get a fair contract!”



SBWU members in Cary, IL got creative with their picket signs for the #RedCupRebellion on Nov. 18, 2022.

Featured News

Panel Tackles Closing the Latina Pay Gap

The Latina Pay Gap in the United States is an issue that is deepening the inequities among Americans. The Latina Pay Gap is defined as the difference in pay between what a white, non-Latina worker is paid, and what a Latina worker makes for doing the same job. That gap is wider than one might think. According to a 2022 study by the National Women's Law Center, Latina workers were paid just \$0.57 for every \$1 a white man is paid for performing the same job. Therefore, Latinas need to work twice as long to get just as far.

The pay gap is one of the most visible challenges Latinas face in the workplace. To bring awareness to the pay gap this year, CFL Deputy Director of Government Affairs Izzy Dobbel and Director of Policy and Community Outreach for Ald. Mike Rodriguez Elianne Bahena hosted a panel and day of action on behalf of the Trabajadoras Fellows from the Labor Council for Latin American Advancement.

Over 80 attendees joined to learn how to bridge the gap personally and legislatively, and wasted no time getting started. The attendees were called to action to contact their congresspersons to pass the Paycheck Fairness Act. The act would prohibit employers from retaliating against employees who discuss wages and from requiring salary history for hiring, and would reduce barriers to demonstrating that pay discrimination has occurred. They also were challenged to advocate for the BE HEARD in the Workplace Act, the first comprehensive federal legislation to address workplace harassment in the wake of #MeToo. Both items are important legislation that responds to the needs of working people and sets out a vision for what it means to appropriately respond to—and prevent—all forms of harassment, including sexual assault in the workplace.

Dobbel and Bahena were joined by Sonia Vasquez Luna, chair of the LCLAA Si Podemos Fund and a LCLAA National Board member; Starr De Los Santos, Senior Coalition Manager at Women Employed; Claudia Marchan, Executive Director of Northern Illinois Justice for Our Neighbors; Celia Deanna, an Apprentice with Painters District Council 184; and Dina Ninfo, Legal Investigator for the Illinois Department of Central Management Services.

The CFL is committed to fighting for pay equity in the workplace among Latinas and all workers from all demographics.

To learn more about the Latina pay gap and LCLAA's campaign to close the gap, visit lclaa.org/trabajadora-campaign.

The panelists and moderators for the Latina Pay Gap Panel: Izzy Dobbel, Starr De Los Santos, Claudia Marchan, Dina Ninfo, Celia Arreola, and Elianne Bahena.



Secretary-Treasurer Don Villar Reflects on Labor & Global Politics

In early December, a delegation of labor leaders, led by Illinois AFL-CIO President Tim Drea, traveled to Israel. The delegation included CFL Secretary-Treasurer Don Villar, UNITE HERE Local 1 President Karen Kent, Teamsters Local 705 President and IBT Vice President Juan Campos, TWU Local 556 2nd Vice President Corliss King, APWU Local 0001 President Keith Richardson, and INEA President Kathi Griffin. Secretary-Treasurer Villar reflected on his time in Israel and the connection between faith and labor.



The entrance to the Temple of the Holy Sepulchre in Jerusalem.

It was the last full day in Israel for the Illinois labor delegation. During a hectic week, we had met with Israeli and Palestinian labor leaders, visited religious and historical sites, and learned more about the struggles of the people in the region. The struggles of workers and their families are universal. All over the world, workers struggle and yearn to make a meaningful living, a job with dignity and respect, and to care for themselves and their families.

In the early morning, I made my way to the Church of the Holy Sepulchre. Christians believe the church is on the site of Jesus' tomb and crucifixion. I joined a group of Italian pilgrims in the small tomb inside the church for mass. During the course of the mass, two pilgrims at a time would enter the tomb, kneel before and touch the place where Jesus was laid to rest. I was the last go in the tomb. I knelt and said a prayer, grateful for this moment. When it was time for Holy Communion, the priest placed the Eucharist in my hand. I paused, stared at the wafer, and thought about this moment. I was taking the body of Christ in the tomb where he had risen from the dead.

I placed the host in my mouth. As it dissolved, I felt a sudden rush of emotions come upon me. The hairs on the back of my neck stood up, goosebumps ran up my arm. I felt a sensation throughout my entire being. It was something I have never felt before. I felt the immense solidarity of faith across the world and time. I felt small and humbled. I felt joy and elation. I felt so many emotions. We often talk about being in a state of Grace, about having the Holy Spirit come upon us. At that moment, I truly felt a state of Grace, the Holy Spirit.

After the priest gave his final blessing, ending the mass, we filed out of the tomb. It is said that a visit to the Holy Land can be life changing. Mass in the tomb for me was a transformative moment. I was burdened when I entered the tomb. I had been preoccupied by work, family life, responsibilities, meetings, challenges, personal and professional relationships, image, disappointments, heartache, sorrows, joys, successes, and with absorbing all I had seen and heard during the past few days. The burdens, ebb and flow of life that preoccupy everyone weighed me down. For a moment, those burdens felt lifted. As I exited the church, I felt a new sense of clarity.

I pray daily for guidance, wisdom, patience, and strength to continue on as a labor activist, as an advocate, as someone trying to live their faith, and advance the Labor Movement and the cause for worker justice. When I first entered the church, it was dark outside. The darkness was now replaced by the morning light and blue skies. The sound of birds singing filled the air. It gave me hope for the work we all do in the Labor Movement, to keep fighting for respect and dignity for workers everywhere.



After HB 5107 passes the Illinois Senate in January, State Senator Robert Peters, the bill's sponsor, joined CPAA President Troy LaRaviere and CFL Deputy Chief of Staff – Government Affairs Andrea Kluger in the halls to celebrate.

CFL Scores Two Big Wins in Springfield for Workers

Chicago Principals win Collective Bargaining Rights

Alongside the Chicago Principals and Administrators Association and the Illinois AFL-CIO Illinois House Bill 5107 in January. The bill gives Chicago principals and assistant principals the right to collectively bargain. The key language of the bill changes the definition of “managerial employees” to “district employees.” The change allows principals and assistant principals to negotiate collective bargaining agreements and create management policies and practices. This is a profound win for principals to negotiate and advocate for policy changes for their schools.

Andrea Kluger, CFL Deputy Chief of Staff–Government Affairs, traveled to Springfield, Ill. to fight for the bill with CPAA President Troy LaRaviere. LaRaviere advocated for the bill for four years, hard work that has finally paid off. The CFL is proud to be part of the team to pass this historic legislation and give principals their seat at the bargaining table.

Illinois Passes Paid Leave for All Workers Act

Illinois is set to become the third state in the country to mandate paid time off for workers. In January, Illinois Senate Bill 208, the Paid Leave for All Workers Act, passed the General Assembly. The bill allows employees to accrue up to 40 hours of paid leave per year. These days can be used for vacation, sick time, caring for a family member and medical appointments, among other reasons. The bill is a win for working families across the state, union or non-union alike. After the governor signs the bills, paid leave will take effect on Jan. 1, 2024.

Employees will begin to accrue paid leave on the first day of employment at a rate of one hour of leave for every 40 hours worked. The time accrued can also carry over year after year. Advocates and unions have relentlessly kept up the fight for paid time off for nearly a decade. The CFL is honored to fight alongside the coalition of organizations, including the Illinois AFL-CIO, to ensure every worker has the right to paid time off.



Join the Chicago Federation of Labor for the May Day 5K Run and Walk along Chicago's iconic Lakefront Trail!

SAVE THE DATE

DATE: Sunday, April 30, 2023
TIME: 8:30 a.m.
STARTING LINE: McCormick Place

For all ages!

All participants will receive a commemorative race t-shirt and medal!

Visit chicagolabor.org/mayday5k or scan the code to register now!



HIRE360's Success Makes Its Way Across the Nation

Thanks to all the support from building trades unions and contractors here in Chicago, HIRE360 is garnering national attention as it makes great strides towards meeting its goals. Other major cities like Philadelphia, Pa. and Buffalo, N.Y. have taken note. Both have reached out to HIRE360, eager to implement similar programs in their cities. In just three years, HIRE360 created a model for the rest of the country, and hopes to continue to expand on that success.

HIRE360 launched in Chicago in January 2020 and is a unique partnership of construction unions, general contractors and developers. HIRE360 connects community members to careers in construction and invests in minority- and women-owned construction firms so they grow and create generational and community wealth.

In September, The Philadelphia Tribune reported that a coalition of Philadelphia developers, corporations, labor unions and trade groups are launching an initiative called "Everybody Builds," modeled after HIRE360. Everybody Builds is working to improve diversity within Philadelphia's construction industry. Together, the groups representing Everybody Builds expect to generate \$10 billion in construction and development statewide in the next decade.

Keiana Barrett, director of diversity and strategic development at Sterling Bay, formed a partnership with HIRE360 to reduce the barriers that many women and persons of color face. Sterling Bay collaborated with HIRE360 to recruit candidates into union trade apprenticeship programs and prepare them for work opportunities in upcoming construction projects.

Locally, Herman Pride, CEO of Complete Mechanical Piping, wanted to expand his business into materials. Pride, a pipefitter by trade, worked with HIRE360 to launch Pride Pipe and Supply—the first Black-owned heating, ventilation and air conditioning supply company in the Midwest. The launch of the business includes a partnership with Trane, a world leader in air conditioning systems, services and solutions. HIRE360 helped him obtain a \$1 million loan to buy a warehouse on the

West Side of Chicago to house his new business. With the support of HIRE360 and Related Midwest, a founding partner of HIRE360, Pride established a partnership with Trane for commercial services.

Pride spent his career mentoring and encouraging young people to find their path in the construction trades. With both of his businesses, Pride seeks to keep the West Side community engaged in the trades and brings the full circle model of HIRE360 to fruition: a community-connected employment in the service, manufacturing and construction industries.

None of this would be possible without the leadership of the unions that helped create HIRE360 and provide candidates with a path to a successful career in the trades. The other part of HIRE360's success is partners like the Chicago Transit Authority, Related Midwest, the Obama Presidential Center and more. HIRE360 is now working with 150+ diverse contractors to help them scale up for the over \$100 billion of mega-projects coming to the city of Chicago for the next 10 years, including the CTA's Red-Purple Line program.

In 2023, HIRE360 has many new innovated partnerships in the works to support its mission. HIRE360 is grateful for the major support of the Chicago Federation of Labor, the Chicago & Cook County Building & Construction Trades Council and local unions.

To learn more about HIRE360 visit www.HIRE360Chicago.com.





CONSOLIDATED PRIMARY ELECTION ENDORSEMENTS

FEBRUARY 28, 2023

MAYOR

Neutral

CITY TREASURER

Melissa Conyyears-Ervin

CITY CLERK

Anna M. Valencia

CITY COUNCIL

1st Ward Daniel La Spata
 2nd Ward Brian Hopkins
 3rd Ward Pat Dowell
 4th Ward Lamont Robinson
 5th Ward Desmon C. Yancy
 6th Ward William E. Hall
 7th Ward Neutral
 8th Ward Michelle A. Harris
 9th Ward Neutral
 10th Ward Ana Guajardo
 11th Ward Nicole Lee
 12th Ward Neutral
 13th Ward Marty Quinn
 14th Ward Jeylu B. Gutierrez
 15th Ward Neutral
 16th Ward Stephanie D. Coleman
 17th Ward Neutral

18th Ward Derrick G. Curtis
 19th Ward Neutral
 20th Ward Jeanette B. Taylor
 21st Ward Ronnie L. Mosley
 22nd Ward Michael D. Rodriguez
 23rd Ward Neutral
 24th Ward Neutral
 25th Ward Neutral
 26th Ward Jessica "Jessie" Fuentes
 27th Ward Walter Burnett, Jr.
 28th Ward Jason C. Ervin
 29th Ward Chris Taliaferro
 30th Ward Ruth Cruz
 31st Ward Felix Cardona Jr.
 32nd Ward Scott Waguespack
 33rd Ward Rossana Rodriguez Sánchez
 34th Ward Bill Conway

35th Ward Carlos Ramirez-Rosa
 36th Ward Gilbert "Gil" Villegas
 37th Ward Emma M. Mitts
 38th Ward Nicholas Sposato
 39th Ward Samantha "Sam" Nugent
 40th Ward Andre Vasquez
 41st Ward Neutral
 42nd Ward Brendan Reilly
 43rd Ward Timmy Knudsen
 44th Ward Bennett R. Lawson
 45th Ward James "Jim" Gardiner
 46th Ward Roushaunda Williams
 47th Ward Matt Martin
 48th Ward Joe Dunne
 49th Ward Maria Hadden
 50th Ward Debra Silverstein



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UPCOMING CFL DELEGATES MEETINGS

Tuesday, **March 7, 2023**
Tuesday, **April 4, 2023**
Tuesday, **May 2, 2023**

6 p.m.

IBEW Local 134
2722 S. Martin Luther King Dr, Chicago

Delegates must present their current Chicago Federation of Labor membership card or this notice for admission. We look forward to full representation from your local union to assist the Federation in the development of its policies.

Don V. Villar
Secretary-Treasurer



Proud Union Home Store

Show that you are Union Strong. Take a moment and visit the Proud Union Home Store to see the array of Proud Union Home and CFL merchandise. From hats and apparel to yard signs, you're sure to find the perfect items to show off your union pride!

PROUDUNIONSTORE.COM