



Federation News

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EN
HUELGA
por
límite de
estudiantes en
el salón de clase



CHICAGO
TEACHERS
UNION

American Federation of Teachers
Local 1
AFL-CIO

STRIKE
against unfair
labor practices

CHICAGO
TEACHERS
UNION
American Federation of Teachers
Local 1
AFL-CIO

Padres,
maestros,
estudiantes,
¡UNIDOS!

When we fight, we win!

Chicago Teachers Union members at Acero schools just won the first-ever union strike against a charter school employer.

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go on strike*

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EDUCATORS AND
FAMILIES PICKET NEAR
THE SCHOOL ON THE
FIRST DAY OF THE
CHARTER EDUCATORS'
HISTORIC STRIKE
ON DEC. 4, 2018.
(PHOTO CREDIT:
HOWARD HEATH)

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It Takes a Village

Union members around McCormick Place gather for a photo for the cover of the January edition of Exhibit City News, a magazine covering the meeting, convention, and tradeshow industry.



President's Report

The new year brings new life to Illinois. On Jan. 14, JB Pritzker was sworn in as the 43rd Governor of Illinois. This is a great change for the state of Illinois, labor unions and working families from the chaos and lunacy brought on over the previous four years by then-Governor Bruce Rauner.

The labor movement and our allies worked hard over the last four years to get Rauner out of office. As you know, since Rauner's inauguration on Jan. 12, 2015, he proved himself to be an anti-union, anti-worker governor who would do anything and everything within his power to push his harmful agenda on union members across the state. Rauner made Illinois the epicenter of the *Janus* lawsuit, attempted to introduce so-called "Right-to-Work" zones, failed to negotiate in good faith with state workers represented by AFSCME Council 31, and tried to implement every other anti-union fantasy he could dream up. But, we as a movement would not let that happen. From speaking out at Village Board meetings to talking to our neighbors and knocking on doors, we all came together to rid this state of this disgrace of a governor. Ultimately, Rauner's obsession with the labor movement did him in. Union members are Republicans, Democrats, and Independents, and collectively, we had enough.

Nov. 6, 2018, was a referendum on Rauner's failures as Governor, but it was also a testament to Governor Pritzker's ability to connect with working people. What really sets Governor Pritzker apart from Rauner is Governor Pritzker's commitment to making sure the voice of organized labor is heard by giving us a seat at the table. He wants to put Illinois back on a path that will help all working families.

Currently, we are in the midst of municipal elections, including a run off for Chicago's Mayor, Treasurer, and several Aldermen, as well as dozens of local municipal elections across Cook County for seats such as Village President, Trustee and School Board. As important as the statewide elections are, the local races have just as much of an impact on working families. I encourage everyone to take a look at our endorsement list on page 11 of this newsletter. These candidates are the ones we believe understand what is in the best interests of workers and organized labor. Early voting begins in the city on March 15 and in Suburban Cook County on March 18. Election Day is Tuesday, April 2.

Thank you to everyone who participated in the CFL's Labor 2018 program. Thank you to the Illinois AFL-CIO, Illinois Working Together, and the people and affiliates that make up the Chicago Federation of Labor. We are a stronger, more unified movement because of the last four years. I look forward to building on this momentum with all of you.

BOB REITER
PRESIDENT



Unions Lead Giving for United for the Holidays Program

On Wednesday, Dec. 5, the United Way of Metro Chicago hosted its annual holiday resource fair, United for the Holidays, to provide families with winter gear, holiday gifts, health and household resources, and more. This year's event benefited families in Evanston.

As the UWMC prepared for the event, they turned to the Chicago Federation of Labor and its affiliated unions to lead the way in giving. In all, the CFL and 19 affiliated unions donated nearly \$19,500 in sponsorships and wares to provide coats, grocery store gift cards, and family essentials, such as diapers, and a night of family fun. The International Union of Elevator Constructors Local 2 helped connect the program to the Toybox Connection, a non-profit that provides gifts to low-income kids. Toybox Connection generously provided over 150 toys, including name-brand items and children's bicycles, for the event. The toys were delivered to the event by members of IBEW Local 134, Pipefitters Local 597, and the Chicago Teachers Union. Thanks to the participating unions, the event was a festive,

joyous occasion for the 100 participating families.

At the event, families chose from over 350 coats, 700 books, 300 toys, and over 1,000 gloves, hats and scarves. While the children were playing in the crafts room, parents attended a resource fair. Seven United Way agencies provided valuable resources for community residents and the CFL's Access United program presented information about employment opportunities within the union construction trades.

The CFL thanks all the affiliated unions and members who gave to this important event. The list of donors includes: AFGE District 7, Auto Mechanics Local 701, Cement Masons Local 502, Chicago Federation of Labor, IATSE Projectionists Local 110, IBEW Local 9, Iron Workers Local 63, IUOE Local 399, LiUNA Local 225, Machinists Lodge 126, Painters District Council 14, Painters Local 275, Plumbers Local 130, Sheet Metal Workers Local 73, Sprinkler Fitters Local 281, Steelworkers Local 9777, Teamsters Joint Council 25, Teamsters Local 703, Teamsters Local 731 and UNITE HERE Local 1.

To Read More, Visit: <https://Uw-Mc.org/Blog/Festive-Fair-Brightens-Evanston-Families-Holiday-Season/>

Two New Members Join CFL Executive Board

The Chicago Federation of Labor is proud to welcome Gary Perinar, Executive Secretary-Treasurer of the Chicago Regional Council of Carpenters, and Jesse Sharkey, President of the Chicago Teachers Union, to the Executive Board.

Gary Perinar was the Second Vice President for the Regional Council prior to assuming his new role as Executive Secretary-Treasurer in June 2018. He is a third-generation Business Representative of the union and a 40-year member of Carpenters Local 174, where he served his apprenticeship. At age 32, he became a full-time Business Representative and later an Assistant to the President/Executive Secretary-Treasurer Marty Umlauf. He was twice elected as the Second Vice President of the Regional Council and served under four Executive Secretary-Treasurers. He also served as a delegate to the Regional Council for 25 years and held the position of Trustee on various committees and boards, including health and welfare and pension funds during this period.

Jesse Sharkey was appointed President of the Chicago

Teachers Union in September 2018. A member of the CTU since 1998, he has been a champion of workers' rights throughout his career. Jesse served as CTU Vice President from 2010 until 2018, during which time he played a key role in two rounds of contract negotiations, the merger between the CTU and the Chicago Alliance of Charter Teachers and Staff, and the union's historic 2012 strike. He was on the front lines of the fight against school closings in 2013 and the ongoing campaign for revenue for the schools that Chicago's students deserve. Prior to being elected to CTU leadership in 2010, Jesse taught social studies in Chicago Public Schools for 12 years at Senn High School and Chicago Vocational Career Academy, where he also coached chess and served as a union delegate.

"Both Gary and Jesse have been champions for working families as well as the communities in which they live and work throughout their careers," said CFL President Bob Reiter. "I'm proud to welcome both of them to the CFL Executive Board."

CFL's Industrial Union Council Offers Programs for Affiliates

In response to the challenges facing manufacturing affiliates, the Chicago Federation of Labor's Industrial Union

LEFT: VOLUNTEERS FROM CHICAGO TEACHERS UNION, ELEVATOR CONSTRUCTORS LOCAL 2, IBEW LOCAL 134 AND PIPEFITTERS LOCAL 597 PICK UP GIFTS TO DELIVER TO THE UNITED FOR THE HOLIDAYS RESOURCE FAIR. RIGHT: UNION WORKERS FROM AMERICAN MANUFACTURING IN BRIDGEVIEW, ILL.



Council unveiled a suite of programs that offer possible solutions. The IUC convened a meeting in late November about the programs – which include a pair that are already up and running and two under development.

According to the Bureau of Labor Statistics, manufacturing and industry remain a large part of the Chicago economy, employing more than 500,000 people at production facilities and the various industries that support them. The Chicago metropolitan area also ranks second in the country for the number of manufacturing jobs, just slightly behind the Los Angeles/Southern California region. While overall union density for all workers across Chicago and Cook County is just shy of 16 percent, union density in the manufacturing sector is around 9 percent.

The IUC found that the pressures facing unions are more than just hard bargaining with employers, globalization and automation. They also include obstacles to organizing, the city's vanishing industrial zones, skills gaps of workers and ownership conversion. The Ownership Conversion Project is a collaborative effort with Chicago-based non-profit Manufacturing Renaissance, the State of Illinois, Cook County, and religious and community groups, to assist private, family owned companies struggling with succession issues. The OCP, which is in the formative stages, has the potential of saving jobs that could vanish if the facility shuts down.

“Business agents and shop stewards know of companies with an aging owner who wants or needs to retire and there is no one in the family to take over the reins,” said Dan Swinney, Director of Manufacturing Renaissance. “Hundreds of companies in Chicago have closed, or could close, because of this reason. The OCP is an opportunity for us to assist a group of union members and, maybe in partnership with others, to consider buying the company themselves, or at least help identify a new owner who will partner with labor to keep the company open and make it a stronger company.”

“Large and midsize manufacturing plants used to call Goose Island, the Clybourne Corridor, Fulton, Lake and Randolph streets home,” said CFL Secretary-Treasurer Don Villar. “They are rapidly being replaced by condos, apartments, retail and office space. While it may bring a lot of new construction to these areas, it also displaces a lot of business that employ union members.”

Besides working with affiliates, government and management to keep manufacturing and industry in Chicago, the CFL is working to improve the skills of

union members at these facilities. “We’ve already successfully worked with a number of companies—in conjunction with locals that represent their employees—on developing workforce training programs,” said Joe Costigan, Director of the CFL’s Workforce & Community Initiative. “If a company, where a union is present, needs help upgrading and improving the skills of their workforce, or training new employees, we can provide the resources needed to make it a success.”

While the CFL Initiative works on the technical skills gap at some facilities, the CFL’s partnership with United Way of Metropolitan Chicago’s Access United program connects people in the city’s struggling communities to good paying, highly skilled jobs. “We designed Access United to create pathways into the building trade apprenticeship programs for folks who haven’t traditionally been able to access these amazing opportunities,” said Gus Fuguitt, CFL’s Director of Community Engagement and Director of Labor Partnerships with the United Way of Metro Chicago. “In year two of Access United we had great success. We placed 20 people into eight different apprenticeship programs across Cook County in 2018, creating pipelines into life-changing careers.”

The CFL is also developing innovative ways to organize. Many manufacturers rely heavily on temp labor and often use them to circumvent organizing drives or unions that already exist in their facilities. The CFL has begun a new campaign, in partnership with the Chicago Workers Collaborative, to address those challenges to growing the labor movement. (See *LIFT Fund Story* on page 10.)

In a follow-up to the November meeting, and to further develop the programs for manufacturing and industry, the IUC has created a survey for all affiliates. The survey will help give the CFL an overview of manufacturing and industrial unions in Chicago and Cook County.



Strong Labor Representation Among Governor’s Transition Committees

Leaders from various labor organizations across Illinois were appointed to serve on Governor J.B. Pritzker’s transition committees.

Transition Co-Chair

Michael Carrigan, Illinois AFL-CIO

Budget and Innovation

Pat Devaney, Associated Fire Fighters of IL
Dan Montgomery, IL Federation of Teachers

Educational Success

Jaquie Algee, SEIU Healthcare
John Miller, Illinois Federation of Teachers
Jane Russell, West Suburban Teachers Union Local 571

Equality, Equity and Opportunity

Tom Balanoff, SEIU State Council
Ron Powell, UFCW Local 881

Growing our Agricultural Economy

Tim Drea, Illinois AFL-CIO

Healthy Children and Families

Greg Kelley, SEIU Healthcare
Roberta Lynch, AFSCME Council 31

Job Creation & Economic Opportunity

Tom Balanoff, SEIU State Council
Bob Reiter, Chicago Federation of Labor

Powering Illinois’ Future

James Connolly, LIUNA Chicago Laborers’ District Council
James Sweeney, IUOE Local 150
Rick Tervin Jr., Illinois Pipe Trades Assoc.

Restorative Justice

Mike Newman, AFSCME Council 31

Restoring Illinois’ Infrastructure

Ralph Affrunti, Chicago & Cook County Building & Construction Trades Council
Ken Franklin, ATU Local 308
John Penn, LiUNA! Midwest Region
Gary Perinar, Chicago Regional Council of Carpenters
Marc Poulos, IIFFC
Don Villar, Chicago Federation of Labor

Serving Illinois’ Heroes

Will Attig, Union Veterans Council
Jeanne Cameron, IARA

When we fight, we win!

Chicago Teachers Union members at Acero schools just won the first-ever union strike against a charter school employer.

Submitted by Chicago Teachers Union

The bargaining team for more than 500 striking Chicago Teachers Union members at 15 Acero charter schools reached a tentative agreement with management just before 5 a.m. on Dec. 9, 2018. Their demands were reasonable: lower class sizes for students, sanctuary for students and other members of Chicago public school communities, and fair compensation for educators, especially PSRP teacher assistants and other low-wage support staff.

Whether marching in the cold or enduring sleepless nights of negotiations, CTU members at Acero worked hard to win a strong contract that benefits students and educators at schools throughout Chicago. By rejecting charter operators' divide-and-conquer privatization strategy, they forged new bonds of solidarity in their own schools, with parents and students, and among educators throughout the city.

The new contract at Acero helps combat lower pay at charter schools from undercutting district educators' wages. It helps protect special education services, reduces class size and institutes system-wide seniority. The contract also establishes sanctuary schools, restorative justice and culturally relevant education. The CTU has fought for these issues in district schools and made some gains, but the improvements won in these 15 schools will bolster the Union's district-wide fight.

The strike also helped expose the world to the overpaid executives and management priorities draining school budgets in the charter model, and strengthened the struggle to end charter proliferation. By striking, CTU members at Acero shifted power, funding and rights from boardrooms to classrooms.

Said Acero Marquez kindergarten teacher Emma Tarkowski in a speech before the Acero board of directors last fall: "In a time when there are more teacher openings and fewer applicants, why should I work for a company that chooses profit over students? In a time when fewer people are choosing education as a career, why should I be made to feel inadequate for wanting fewer students in my classroom so that I can better serve them? In a time when people are fleeing our profession, why should I be made to feel guilty for asking for a salary, work day and work year comparable to all other schools in Illinois? Why should I stay when I am not valued and treated as a professional? To quote Sydney Hook, 'Everyone who remembers his own education remembers teachers, not methods and techniques. The teacher is the heart of the educational system.'"

Educators at the 10 other charter networks represented by the CTU continue to negotiate their own contracts. Members at CICS schools have already authorized a strike, as they demand both a new contract and union recognition for paraprofessionals.

Preparations for the CTU contract campaign are also heating up. In December, every delegate received a preliminary summary of contract demands submitted by CTU members of all stripes throughout the

district. That summary document lays out a proposed set of priorities that every member will review and discuss with their delegate and fellow educators. Before the Jan. 9, 2019, House of Delegates meeting, delegates will be presented with specific contract proposal language that will be reviewed, amended and recommended at that meeting. That step will prepare the CTU bargaining team to begin negotiations with Board representatives in earnest.

Solidarity with teachers and paraprofessionals at charter schools has moved the CTU forward. All Union members have to continue building that solidarity in the weeks to come, because in the coming year, educators at district schools will need to win those same rights and more.

The biggest win, however, is not written into the contract. The Acero strike has transformed relationships and grown educators' sense of agency as defenders of student interests against the business interests of their employers. Schools will function better because members are closer and more committed to each other as a union. Along with parents and students whose support has been critical, teachers, paraprofessionals, clinicians and support staff are also closer and more committed to their school communities.



"FAT CAT" AND ACERO EDUCATORS ON THE PICKET LINE AT ACERO ZIZUMBO, DEC. 4, 2018.



PHOTO: CHRISTINE GEOVANIS



PHOTO: JENNIFER JOHNSON

TOP: ACERO MARQUEZ KINDERGARTEN TEACHER EMMA TARKOWSKI (SECOND FROM LEFT) AT A NOV. 14, 2018, PRESS CONFERENCE ANNOUNCING THE DEC. 4, 2018, ACERO STRIKE DATE. THIRD FROM RIGHT IS CTU VICE PRESIDENT STACY DAVIS GATES. LEFT: PANORAMIC PHOTO OF THE CTU HOUSE OF DELEGATES STANDING IN SOLIDARITY WITH STRIKING ACERO EDUCATORS, DEC. 5, 2018. BOTTOM LEFT: "GLORIFIED BABYSITTER" BUDGET. BOTTOM RIGHT: ACERO ZIZUMBO SPECIAL EDUCATION APPRENTICE DANIRIA DUKES SPEAKS AT A PRESS CONFERENCE OUTSIDE OF THE ACERO OFFICE AT 209 W. JACKSON ON THE FIRST DAY OF THE ACERO STRIKE, DEC. 4, 2018. ON HER RIGHT IS CTU PRESIDENT JESSE SHARKEY.

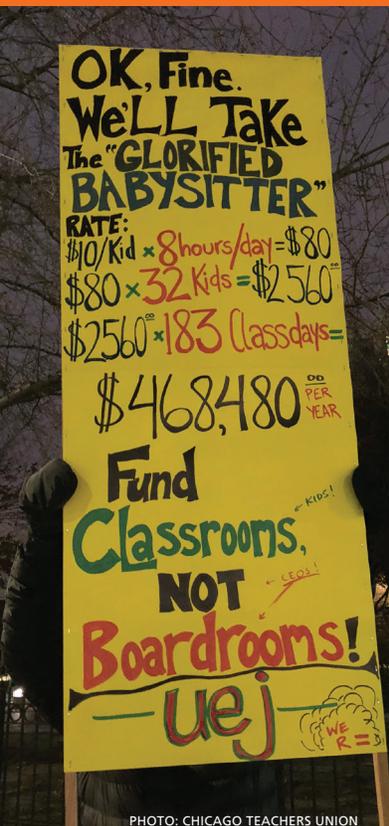


PHOTO: CHICAGO TEACHERS UNION



PHOTO: ERICA CLARK

Feature Stories

Who is A. Philip Randolph?

Submitted by Lyn Hughes Ph.D. and F. Finley McRae

America's political, economic and social landscape is dotted with trees bearing fruit from A. Philip Randolph's vision, courage, genius and pragmatic leadership.

In 1995, the National A. Philip Randolph Pullman Porter Museum excavated his name and created a specific connection in Chicago to Pullman. However, since 2014, in virtually every story written before and since the designation about the Pullman National monument, there has only been a general reference and use of the term Black labor. It is interesting to note, writers have made a point of singling out the Pullman Porters, but almost never any mention of Randolph's name. However, Randolph founded the Brotherhood of Sleeping Car Porters, and like the unions that make up the CFL, Randolph and the porters were a package deal. Without Randolph's leadership, the Porters would not even be a topic of conversation.

On the national stage, Randolph's leadership began with his defiant formation of the Brotherhood of Sleeping Car Porters—the first Black labor union chartered in America and the first to win a collective bargaining agreement with a major U.S. corporation, the powerful Pullman Company. The success of that effort was the first step on a journey filled with the genius of his strategic leadership, the impacts of which are felt not just in the Black community but in labor and communities across this country to this day. Yet many, unfortunately, do not know that they are the direct beneficiaries of his advocacy.

The founding of the BSCP was pivotal in helping Blacks to understand his philosophy: "That we must be masters of our own economic fate."

Randolph went on to orchestrate the Civil Rights movement with the effort that began in 1941. He successfully influenced the creation and signing of executive order 8802 by President Roosevelt. The result of those challenges delivered major Civil Rights legislation in employment, education, housing, and voting rights, and continue to underscore his fascinating legacy. These were tasks that involved putting coalitions together, challenging the government, making demands and standing firm until those demands were acceded to.



PHOTO SUBMITTED BY: NATIONAL A. PHILIP RANDOLPH PULLMAN PORTER MUSEUM

LEFT: A. PHILIP RANDOLPH, FOUNDER OF THE BROTHERHOOD OF SLEEPING CAR PORTERS. RIGHT: SAM YOUNGER, JR. AND ONE OF THE FOUNDING MEMEBERS OF PAINTERS LOCAL 1332 SAM YOUNGER, SR. OPPOSITE PAGE TOP: AN EARLY UNION MEETING OF LOCAL 1332. BOTTOM LEFT: THE FOUNDING MEMBERS OF PAINTERS LOCAL 1332. BOTTOM RIGHT: PAINTERS LOCAL 1332 ORGANIZER MIKE DIXON AND BUSINESS REPRESENTATIVE/ ORGANIZER LARRY THOMAS.

The History of Painters Local 1332

In the early 1900s, Chicago's Black union members of the Brotherhood of Painters, Decorators and Paperhangers of America, now known as the International Union of Painters and Allied Trades, worked under difficult and extremely discouraging conditions. The exploitation and abuse of the Black-American worker was rampant and widespread among homeowners and the commercial bosses that employed them at the lowest possible wages.

Although the AFL preached a policy of egalitarianism in regard to Black-American workers, in actuality it discriminated against the Black workers. The AFL sanctioned the maintenance of segregated locals within its affiliates—particularly in the construction and railroad industry. This practice often excluded Black workers altogether from union membership and thus from employment in organized industries.

In 1919, a group of Black craftsmen, including Al Wright, L. Cass and M.C. Roberts, joined Painters Local #191 and began informing unorganized Black craftsmen of the benefits of the organized labor movement. Russell Wright, L. Cass, Samuel Younger Sr., T. W. Stevens, T. R. Banks, the Eubanks Brothers, L.P. Lindolph, who at the time was Secretary-Treasurer of Painters District Council 14, Arthur Wallace, and International Organizers Al Gurner and A.C. Anderson all came to Chicago's Southside to organize Painters Local 1332.

On Aug. 20, 1920, Painters Local 1332 was granted its own charter with the Brotherhood of Painters, Decorators, and Paperhangers of America. Unfortunately, there are no charter members of this local still living today.

"We were named the Negro Local because back then District Council 14 was made up of different ethnic locals, the same as our communities," said Larry Thomas, current Business Representative/



PHOTO: PAINTERS LOCAL 1332

Organizer from Local 1332. “After the local got its charter, we were appointed a representative from our local, Mr. Ted Callion. However, Mr. Callion wasn’t actually allowed to speak for us because Local 191 was the White local who was appointed to oversee us.”

By the late 1970s, Robert Holder, a member of Local 1332, wanted to run for Business Representative, to give the Black members of the local an opportunity to have their voices heard directly, not through a White representation. So, in 1979, Holder ran for election with the help of the younger local members, and he became Local 1332’s first elected Representative. He remained Business Rep until 2004, when Thomas took his place. Thomas is only the second Black elected representative of Local 1332.

Thomas grew up the youngest of 17 brothers and sisters on Chicago’s South Side. His first job, at the age of 18, was painting vacant apartments at the Germano-Millgate Apartments at 87th and Burley in the South Chicago community.

In 1976, Thomas’ brother told him about a program at the Chicago Urban League which had Urban Progress Centers that were stationed throughout the state in different neighborhoods for the purpose of helping with outreach programs, job opportunities, and other resources. He was placed in a program called the Comprehensive Employment and Training Act (CETA), a program to help low-wage and under-skilled youth find better employment.

Thomas stated, “The CETA program was there to help poor Black and poor Whites excel. In 1976, I took the test and was told to pick a trade. Well, I was already painting, so I wanted to continue painting. I worked with the journeyman workers who were teaching me how to do it. By the time I became a journeyman, I was making \$8.60 an hour. I had benefits and everything. Then I became a full fledge member of Local 1332 in 1980.”

What sets Local 1332 apart is what Thomas describes as the “Black microphone.”

“Our local was one of the places for the Black microphone to be used. We use it to empower, to make sure every Black person regardless of where you come from, has an opportunity to excel. One thing that makes Black folks come together is what we can say to each other. If I’m talking to them about discrimination or the values of what we are supposed to have, we show up. The other locals can’t do that. That is the power of the Black microphone.”

Thomas went on to say the union hall was the place Black union members could elevate within their union. Their meetings were always about Black empowerment and earning the right to be there.

“When I started, no young bucks were allowed into the meeting room. You had to graduate to that. That’s where the ‘each one teaches one’ comes from. If I teach you how to be an activist, you will embody

that, and you will teach the next one. It was about Black empowerment and graduating to the next level. It isn’t to be disruptive; it’s to make sure we are all included.”

In addition to empowering their members, Local 1332 along with the Coalition of Black Trade Unionists and the NAACP worked to elect Black people to various offices across the city, county and state. One of the more famous elected officials to spend time at Local 1332 was former Chicago Mayor Harold Washington.

“Our rule was to never give someone our power. We do not create politicians to make them famous, we hold politicians to what we elected them for. You have to earn the right to want to be a part of us.”

As Thomas progressed in his local, he noticed that within the District Council as well as at the international level, the leadership of the Painters union was all White. So, he challenged the leadership at the time and continues to challenge them today to select a Black person in their local to be a delegate. Since then there has been some changes within the IUPAT. In addition to Thomas serving as a Business Rep. on Painters District Council 14, Kenneth Rigmaiden was unanimously elected General President of the IUPAT General Executive Board in March 2013. President Rigmaiden is the first Black person to serve in this capacity.

Thomas continued, “The union is supposed to look like the people. All the people. And everybody is supposed to be given an opportunity. And you fight for everybody. So if I’m an elected union representative, and I go to a job, and I can see that it is predominantly White or predominantly Black, I tell the contractors they have to mix this up a bit. They have to hire a couple of Whites, a couple of Black, and some women. That’s why our union teamed up with different organizations. Our union teamed up with [Chicago] Women in the Trades. They have to have an opportunity too.”

According to the Bureau of Labor Statistics report Union Members—2018, Black workers have the highest likelihood of being union members than White, Asian, or Hispanic workers.¹

“Like the industry, Black folks get lost now in minority participation because we don’t want to have an honest conversation,” said Thomas. “Why should it make you uncomfortable to have a conversation? I’m going on my 39th year in the union. Ninety-nine percent of the time, I’m uncomfortable in the union because everything I attend is all White. I’m the only Black in the room. When I’m uncomfortable, I lean in. I say, ‘Tell me more about it.’ If I can get you to feel comfortable enough to talk to me, you are going to learn a little more about Black people.”

¹ [HTTPS://WWW.BLS.GOV/NEWS.RELEASE/PDF/UNION2.PDF](https://www.bls.gov/news.release/pdf/union2.pdf)

PHOTO: PAINTERS LOCAL 1332



PHOTO: PAINTERS LOCAL 1332



PHOTO: PAINTERS LOCAL 1332

Labor Turns Out Thousands of Members to Bring 2018 Races to the Finish Line

Nov. 6 was a big day for the Illinois labor movement, especially here in Chicago. In total, 146 of the 150 CFL-endorsed candidates were elected to office in the highest midterm voter turnout Illinois has seen since 1990.

After four years of Bruce Rauner's anti-worker agenda, labor mobilized to elect JB Pritzker as the 43rd Governor of Illinois. CFL-endorsed candidates were elected across the statewide ticket, including new Attorney General Kwame Raoul, Secretary of State Jesse White, Comptroller Susana Mendoza and Treasurer Michael Frerichs. Democrats also picked up three seats in the Illinois Senate and five seats in the Illinois House of Representatives, creating a supermajority of pro-labor candidates in both houses of the Illinois General Assembly.

In Cook County, the CFL mobilized to flip two County Board seats long-held by Republicans. First was the election of 15th District Commissioner Kevin Morrison, who became the youngest and first openly-LGBT member of the Cook County Board. In the 14th District, CFL-endorsed candidate Scott

Britton ousted a five-term incumbent. The CFL also came within inches of flipping a third County Board seat, with CFL-endorsed candidate Abdelnasser Rashid coming just shy of ousting the Cook County Republican Party Chairman. Other CFL-endorsed freshmen Commissioners include Donna Miller, Bridget Degnen, Alma Anaya, Bill Lowry and fellow union member Brandon Johnson (Chicago Teachers Union).

The CFL also ran issue campaigns in support of three ballot referendums, all of which were supported overwhelmingly by voters. They include an infrastructure plan for Harper Community College as well as referendums on voters' desire for local minimum wage and earned sick time laws.

Throughout this robust Labor 2018 program, the CFL ran a five-piece mail program that was sent to over 150,000 union members in addition to a field program. Volunteers contacted nearly 15,000 individuals through phone banks and door-to-door canvassing. Special thank you to Illinois Federation of Teachers and Painters



GUBERNATORIAL CANDIDATE JB PRITZKER VISITS A CFL PHONE BANK.

District Council 14 for mobilizing the most volunteers, as well as all the unions who participated in Labor 2018.

Thank you to the following unions who supported the CFL's program by hosting phone banks, labor walks, and providing release staff: AFGE, CWA, Heat & Frost Insulators Local 17, IAM Local 126, IBEW Local 9, IBEW Local 134, LIUNA Chicago Laborers' District Council, Northwest Suburban Teachers Union Local 1211 and Transit Workers Union.

National AFL-CIO Awards LIFT Fund

The Chicago Federation of Labor is getting a big lift in its latest effort to grow the movement and strengthen workers' rights. The Labor Innovations for the 21st Century (LIFT) Fund is recognizing the CFL's project, in partnership with the Chicago Workers Collaborative, that will focus on the fastest growing area of the workforce, temp workers.

According to the temp industry group, American Staffing Association, there are more than 540,000 temp workers in manufacturing in Illinois. The vast majority of those manufacturing temp workers live and work in the Chicago area.

"It's always a challenge to organize temp workers at a facility," said Don Villar, CFL Secretary-Treasurer. "When organizers establish contacts with workers at a facility who are temps, and management learns that their temp workers are unhappy with their wages, hours and working conditions and are thinking about forming a union, the temp agency will simply stop hiring the temp workers or move them to another facility. Those actions will hobble the organizing effort."

"We are excited to work with the CFL and affiliated unions to bridge worker center and union power via the Temp Worker Union Alliance Project," said Tim Bell, Executive Director of the Chicago Workers Collaborative. "TWUAP provides a vehicle to include all of a shop's workers in a powerful unit to win better wages and working conditions."

The CFL is the best and most critical organization to serve as the hub of this innovation."

Thanks to the two-year, \$150,000 LIFT Fund grant, the TWUAP has begun work on achieving its three goals to raise up the lives of temp workers. The first is the creation of a temp worker agency seal of approval from the Illinois Department of Labor, with enforcement from the Illinois Attorney General. The second goal is to pave the way for CFL locals to organize temp workers into their existing collective bargaining agreements. The third goal is to create a local and national model for organizing other temp workers.

"While globalization and offshoring may have led to a decline in union density in manufacturing during the past couple decades, we've actually seen a number of manufacturers grow or relocate to Chicago because of what the metropolitan area offers in transportation infrastructure and resources," said Villar. "Instead of hiring fulltime workers, many of these companies are staffed by temp workers who desperately need a voice and a union."



PHOTO: CHICAGO WORKERS COLLABORATIVE

CFL SECRETARY-TREASURER DON VILLAR DISCUSSES THE CHALLENGES TEMP WORKERS FACE AT A RECENT MEETING OF COMMUNITY ALLIES.

Access United Hits Several Milestones During First Full Calendar Year

Launched in spring of 2017 in partnership with United Way of Metro Chicago, Access United focuses on supporting community organizations in neighborhoods across Chicago and suburban Cook County. This allows these organizations to help clients start new careers in the building and construction industry, with a focus on people of color, women and low-income candidates. Throughout 2018, the program succeeded on multiple fronts, including hitting placement targets, expanding services to community partners throughout the Greater Chicago area and winning several major grants.

Access United placed 20 candidates in eight different construction trades in 2018, successfully meeting the program's year-one goal. One candidate, Dionte George, enrolled in the IBEW Electricians Trainee program. Through the program, George was placed as an assistant on a construction site at Macy's Department Store on State Street. After working low-wage jobs in machine operation, George seized on the opportunity. Looking at his future, now he says, "I find myself working hard still and finishing out my apprenticeship, on my way to being a journeyman."

Many of these candidates were supported by the Barrier Reduction Fund, a grant established in partnership with the Chicagoland Workforce Funders Alliance and the Obama Family Foundation, to support candidates entering the construction trades. Candidates enrolled in established pre-apprenticeship programs, such as Chicago Women in Trades and St. Paul Community Development Ministries, are eligible to receive funding to cover costs associated with joining apprenticeship programs, including tools, boots, classroom fees and textbooks. In 2018 over \$50,000 in funds were spent to support over 60 candidates, many of whom succeeded in entering skilled apprenticeships. In addition, 96 percent of these funds supported candidates in the program's target populations.

Access United's successes were also recognized by funders, as the program received several major grant awards last year, including the Illinois Tollway, the Department of Commerce and Economic Opportunity, and AT&T.

Through work with the Illinois Tollway, Access United brought their slate of resources and training to 14 new community organizations in the Greater Chicago region. The program is also planning to work alongside the United Way of Rock River Valley, the Northwestern Illinois Building and Construction Trades, and Project First Rate, to serve the greater Rockford area.

In partnership with Chicago Women in Trades, Lakeside Alliance, IBEW Local 134, the Chicago Regional Council of Carpenters and a coalition of community organizations, Access United will support work at the Lakeside Alliance's South Chicago resource center. As

part of the Illinois Talent Pipeline Program, Access United will support case management and curriculum development for candidates seeking to enter the trades from the neighborhoods near the prospective site of the Obama Presidential Center.

FOR INFORMATION, CONTACT GUS FUGUITT, DIRECTOR OF COMMUNITY PARTNERSHIPS, AT GUS.FUGUITT@UW-MC.ORG.



PHOTO: UNITED WAY OF METRO CHICAGO

DIONTE GEORGE.

Consolidated Election April 2, 2019

For information on when and where to vote, visit chicagolabor.org/vote

City of Chicago

Mayor: Neutral

Treasurer: Melissa Conyears-Ervin

Aldermanic:

5th Ward	Leslie A. Hairston	30th Ward	Ariel E. Reboyras
6th Ward	Roderick T. Sawyer	31st Ward	Felix Cardona Jr.
12th Ward	George Cardenas	33rd Ward	Deborah Mell
15th Ward	Raymond Lopez	39th Ward	Samantha Nugent
16th Ward	Toni Foulkes	40th Ward	Patrick J. O'Connor
20th Ward	Jeanette Taylor	43rd Ward	Derek Lindblom
21st Ward	Howard Brookins Jr.	46th Ward	James Cappelman
25th Ward	Neutral	47th Ward	Michael Negron
26th Ward	Roberto Maldonado		

Suburban Cook County

Arlington Heights Trustee: Mary Beth Canty

Calumet City School Board, Dist. 155:

Yvette Franklin | Lamarr X. Miller | Bonita Rising

Des Plaines Alderman, 2nd Ward: Colt Moylan

Des Plaines Alderman, 4th Ward: Artur Zadrozny

Des Plaines Alderman, 8th Ward: Andrew Goczowski

Elgin City Council: Baldemar Lopez

Elk Grove Village Trustee: Jeff M. Ziemann

Forest Park Mayor: Rory Hoskins

Hanover Park Trustee: Roberto Sepulveda

Lincolnwood Trustee:

Atour Sargon | Jesal Patel | Craig Klatzco

Maywood Trustee:

Arnettra Barber-Burnside | Nathaniel George Booker

Moraine Valley Community College Trustee,

2-year term: Patricia Joan Murphy

Niles Trustee:

Craig Niedermaier | Denise McCreery | Dean Strzelecki

Oak Lawn School District 218, Dist. 6: Tricia O'Sullivan

Oak Park Trustee:

Susan Buchanan | Tim Thomas | Thomas Gary

Oak Park Library Trustee: Colleen P. Burns

Oak Park and River Forest High School Board, District 200: Sara Spivy

Orland Park Trustee:

Devin Hodge | Carole Griffin Ruzich | Kelly O'Brien

Park Forest Mayor: Jonathan Vanderbilt

Prairie State Community College Board, Dist. 515: Jay Readey

Proviso High School Board, Dist. 209: Sandy Aguirre

Schaumburg Village President: Nafees Rahman

Schaumburg Trustee: Rocco Terranova

Kirby School Board District 140: Lisa Strand



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CFL Delegates' Meetings

Tuesday, April 2, 2019

Tuesday, May 7, 2019

Tuesday, June 4, 2019

START TIME: 6 p.m.

WHERE: Chicago Plumbers Local 130 Hall
1340 W. Washington, Chicago

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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

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