



Workers in TWO Major Areas Win Historic In-Range Wage Adjustments -- Charlotte City & DHHS Workers

Workers in two of our union's main concentrations waged long 3-year battles that eventually won historic mid-year salary in-range wage increases:

Charlotte City Workers Union leaders have been meeting with former City Manager Ron Carlee and Human Resources going back to 2013 regarding workers being way behind "market rates" and high levels of turn-over. An entire new pay structure will go into place in February 2017 that will move workers with more than 5 years service in that job title up in their pay scale. Those with over 11 years service will see **generally around a \$4,000 wage increase!**

This wage plan is much more fair and will help end reliance on only merit (favortism) based raises. Union members will have to keep fighting to make sure the increases get distributed fairly!



(Picture above) December 2013: Elected UE150 Charlotte City Workers union Executive Board members meet with city officials.

ALSO INSIDE:

- ★ **City Workers launch statewide Bill of Rights campaign (pg. 2)**
- ★ **DHHS Council launch "Sick & Tired" campaign (pg. 3)**
- ★ **Trump Appointees - War on Workers (pg. 4-5)**
- ★ **RMEP workers win NLRB ruling! (pg. 6)**

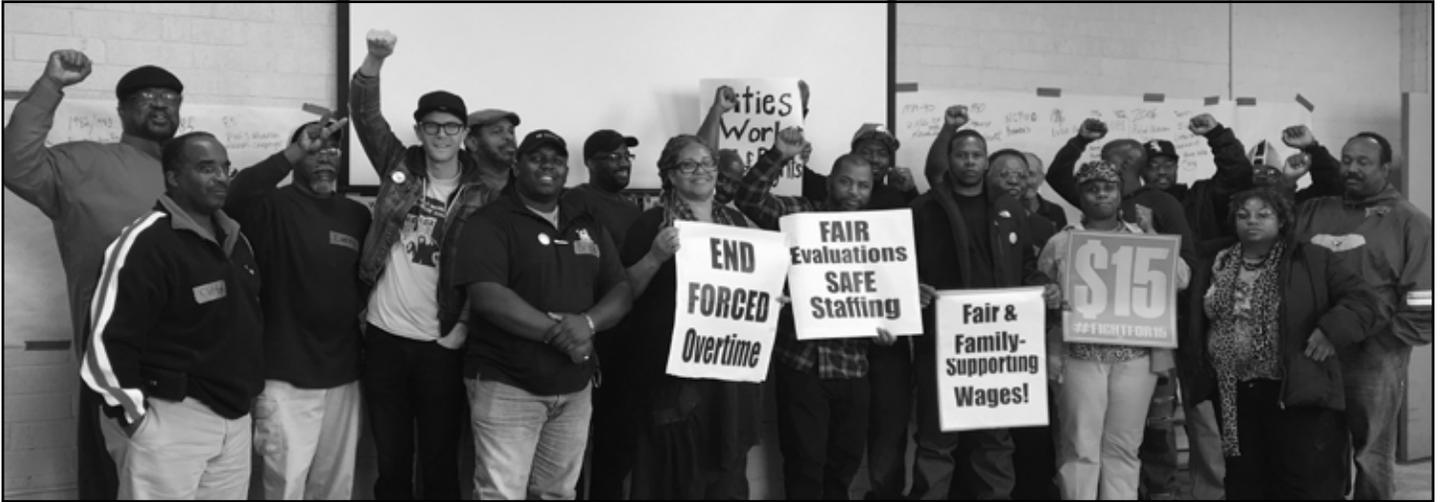
7, 000 Department of Health and Human Services Workers also recieved In-Range Salary Adjustments in their July 2016 paycheck. We applaud the state for granting these long-awaited In-Range Salary adjustments between \$500-\$2,500 on average.

But workers must be clear, this came from UE150 members across the state struggling for 3 YEARS to get this policy enforced! Starting in March 2013 when the union published a report on need for In-Range Salary adjustments showing that over 75% of all HCTs, Food service, housekeeping and all low wage jobs are still making ROCK bottom of their salary range. This was followed by four meetings with DHHS DSOHF Director Dale Armstong, rallies across the state, meetings with dozens of state legislators across the state to discuss difficulties with retention and turn-over because of low wages and much more.



Dec. 10, 2015 Rally against "Salary Inequities" at Goldsboro City Hall organized by Cherry Hospital UE150 chapter (above).

City Workers Launch Statewide Organizing Campaign - Fight for Workers Bill of Rights & Host Statewide Summit



Coming in the midst of a powerful new organizing campaign with city workers in **Greensboro**, where several hundred workers have expressed interest in joining the union and a strong Organizing Committee has been built over the last few months, workers from cities across the state - including Charlotte, Greenville, Raleigh and Durham - gathered in Greensboro for a Statewide Municipal Summit on November 5.

At the summit, workers were able to share about conditions and struggles in their various cities and learn from each other's campaigns. In every city we organize, we are able to make advances in different areas, for instance:

- Charlotte** - historic new pay scale that recognizes years of service.
- **Greensboro** - workers won 6 weeks paid leave for mothers, fathers and same sex couples for new children in their family
- **Raleigh** - city workers are covered by Civil Service Protections so have more rights to their and jobs makes harder to be fired.
- **Durham** - won wage increases by uniting with community against too much funding for police, including \$71 million for new police HQ.

Building the statewide movement of city workers helps us to share these lessons and bring victories/standards from one city to ALL cities! We must see our fights as both with City Hall, but also the State Government!

This past September marked the 10 year anniversary of the Raleigh Sanitation workers strike that rocked the state, resulting in not only the Mayor Charles Meeker riding on the back of a solid waste truck, but also recognition of the union payroll deduction, meet-n-confer system with Mayor, hiring all temporary workers as permanent and a back-pay settlement for stolen wages. Many of the lessons of this strike continue to be discussed and used in our current organizing campaigns, including how to build mass community support to advance the fight for collective bargaining and workers power.

Meanwhile, the **Charlotte** chapter continues to grow as workers in the light rail "LYNX" department have joined the union in large numbers, showing the expanding base of power for our union in the city.

In Greensboro, city workers have been meeting with Mayor Pro-Tempore Yvonne Johnson about several of their main concerns, including that solid waste worker don't have the time to get a lunch break while working their 10-hour shifts. Last year, one worker on a long shift without a lunch break, passed out from a health issues, and crashed into a childcare center. Since meeting, the city manager is now reporting he will send a memo out to the entire workforce, reinforcing their right to breaks.

Workers across the state are continuing to organize for basic standards - a Municipal Workers Bill of Rights- even in small cities like Winston Salem, Wilson, Goldsboro and beyond. Let's keep building!

DHHS Workers Launch 'Sick & Tired of Being Sick & Tired' Campaign

Workers are uniting to demand DHHS meet with the union to:

- ★ **Overturn the new Time & Attendance policy!**
- ★ **Full Bonus Pay and In-Range Salary Adjustments for all!**
- ★ **Fair Evaluations!**
- ★ **End Forced Overtime!**
- ★ **Hire Safe Staffing Levels!**

Workers are calling for a fair Time and Attendance policy. The new policy encourages workers to come to work sick. Instead of hiring enough staff, administration wants to give harsh punishment if employees are absent or tardy to work, even when they are sick. Management has way too much discretion to decide to excuse or unexcuse an absence. The previous policy allowed employees to be out 3 days without a doctors note, but the new policy requires a note after 1 day, plus other changes employees are pushing against.

At Central Regional Hospital, a few dozen workers called out sick one day in early October after being "sick and tired" of these conditions.

At Caswell Center the management is now threatening to fire people after 3 tardy's! Some of our members have been given 5 day suspensions on their 2nd tardy ! This is outrageous and we have grievances pending, but we need more than grievances, we need united action.

Additionally, workers salaries and bonuses are based on merit evaluations, yet management refuses to give any direct care staff ratings above the standard "meets expectations". It was reported in some DHHS facilities that no direct care staff were allowed to get "exceeds" expectations, which is required to get the full \$700 one-time bonus. Yet, management rate themselves such that they get the full bonus.



Workers rally at Central Regional Hospital, October 2016

The union fought a 3 year campaign to get workers In-Range Salary Adjustments that were finally awarded this June. Yet, workers that have been employed with the DHHS for many years are still at the bottom of their pay grade and some got skipped for the In-Range Salary Adjustments - because of minor infractions that they were unable to appeal due to the state's limited grievance protections. These same folks got a "double dip" and also did not get any bonus! This is unfair!

UE150 union's Mental Health Workers Bill of Rights calls for standards to be set about staffing, safety, wages and more that would help cure all these ills. But we need your support! Join the union today and help us build a united movement of workers across the state to overturn some of these rotten rules and practices that make us all Sick and Tired of Being Sick and Tired!

Workers at Caswell Center and Murdoch Center have already collected hundreds of petitions. Petitions are being circulated in every DHHS facility across the state, but we need your help to get them out far and wide and to collect signatures.



Order your campaign T-shirt today!
Call Bonita Johnson at 919-349-6290

Trump's Cabinet Appointees Open War On Workers & Unions - They Hate Departments They Lead

Labor leaders said after the election they'd give him a chance to deliver on his pro-worker agenda. But the ceasefire appears over. The president-elect seems to be assembling a pro-business, racist Cabinet that could clash with unions at every turn, and undermine the purpose of the departments they are appointed to lead.

Department of Labor:

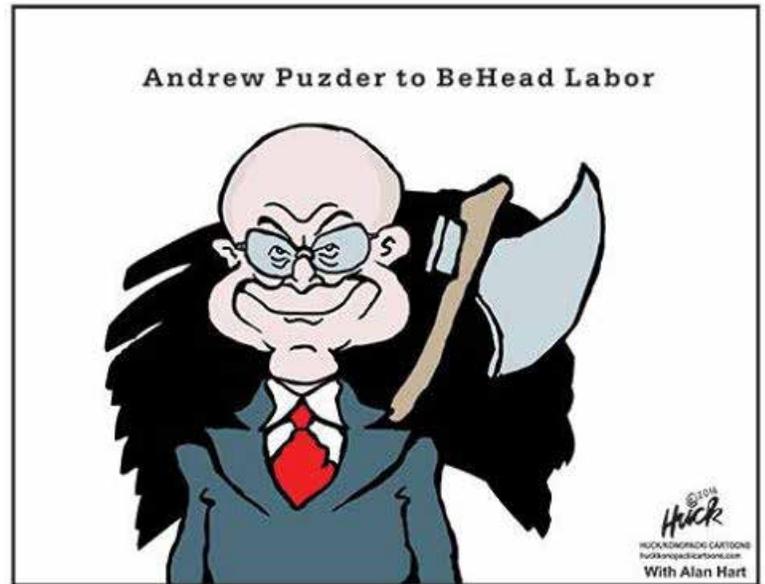
Trump appointed Andy Puzder, the CEO of fast food chain CKE Restaurants, the parent company for Hardee's, as Secretary of the DoL. Puzder spent \$29 million from 2004 to 2014 settling several employee lawsuits alleging wage theft. He advocates rolling back the minimum wage and using automation to eliminate jobs. DoL which is supposed to protect workers, now has one of workers' biggest enemies in charge!

Chief Strategist for the President

Trump appointed Stephen K. Bannon, a white nationalist media mogul, to a top White House position. Under Bannon's guidance, Breitbart News served as a hub for racist, anti-immigration and especially anti-Muslim lies and distortions. Shortly after a white supremacist, Dylann Roof, shot and killed nine people at a Charleston, SC church, the site declared that "the confederate flag proclaims a glorious heritage." Bannon also made headlines in August after an ex-wife accused him making anti-Semitic comments, and after court records revealed he's been charged with domestic violence against her.

Department of Education:

Trump plans to tap Betsy DeVos, a billionaire businesswoman for secretary of Education. She supports expanding charter and other private school options. DeVos wants tax payers to subsidize private religious schools. She has helped to force through changes to the law that gut the rights of workers. DeVos stated wants a "return on our investment."



U.S. House Committee on Education & Workforce
Representative Virginia Foxx, a Republican from North Carolina who will become chair of the U.S. House of Representatives Committee on Education and the Workforce in January. Foxx wants to completely obliterate unions, stating they "sort of lost its reason for being". She said one of her top priorities will be to roll back a slew of Obama administration labor initiatives including a recent rule that would extend mandatory overtime pay to more than 4 million workers.

Department of Health and Human Services

Tom Price, the Georgia congressman who has fought to repeal the Affordable Care Act.

Attorney General or Dept. of Homeland Security

Trump is highly considering nominating Senator Jeff Sessions for either AG or DHS Secretary. In years past, the Republican-controlled Senate rejected his nomination by President Reagan to a federal judgeship. Several US attorneys testified that he had made racist comments, and that he had been hostile to civil rights cases. Mr. Sessions denied making most of the remarks, but apologized for once saying that he had thought the Ku Klux Klan was O.K.

Housing and Urban Development

Ben Carson, who has no experience with housing, will bring his conservative anti-welfare ideology to his position as secretary of HUD.

Trump “lied his a-- off” , Worker-Union Leader Nearly Throws Up in His Own Mouth

President-elect Donald Trump is running around the country trying to convince us that he supports workers, and that he will save jobs. Trump’s smoke-and-mirrors speech in early December to Carrier employees had their union leader saying he “almost threw up in his mouth” after Trump claimed he helped Carrier, an air-conditioning manufacturing plant in Indiana, to keep 1,100 jobs in the country.

But T.J. Bray, a Carrier worker and communications representative for United Steelworkers 1999, representing workers in the plant stated “It seemed like since Thursday, it was 1,100 then it was maybe 900, and then now we’re at 700. So I’m hoping it doesn’t go any lower than that,” Bray said. In fact, as workers found out, 730 factory jobs and 70 supervisor positions will be saved.

Here are some of the facts:

- Carrier will still sending away more jobs than it keeps, about 1370.
- Tax payers in Indiana will pay \$7 million to United Technologies, Carrier’s owner,
- Carrier will get a tax cut from 35% to 15%.

So, it appears that Trump chose to reward rather punish corporate flight. Trump is championing the trickle-down theory of development. Provide huge benefits to companies and wait for the benefits to trickle down to workers. Unfortunately they don’t.

300 of the jobs “saved” were never scheduled to leave the U.S. They were administrative and research jobs, not union jobs, even though Trump kept bragging that it would be at least 1,100 jobs saved.

Carrier will keep some jobs from the Indianapolis plant, but they will also outsource other jobs. Imagine the workforce: “Do we go or do we stay?” Just down the road from the Indy plant in Huntington, is another Carrier plant where all 800 jobs will still be transferred. All the workers are members of the United Steel Workers, a union that has fought incredibly hard against capital flight. Some union workers will thank Trump from the bottom of their hearts; others will



Carrier United Steelworkers Union Leader, Chuck Jones

denounce him and his deal, even though most of this deal was worked out before Trump and Pence ever got involved.

Indiana, like N.C. is among the first states to require IDs for voting, to re-institute “right-to-work” legislation, and to deny women virtually any access to health care in order to outlaw abortions. Do we really want to see social programs slashed, as corporate America pays ever less taxes? Indiana went strongly for Trump, including support from 50% of union workers.

Election data seems to indicate that it was highly paid white workers more than poor white workers who supported Trump to begin with. The divide between highly skilled and paid workers and minimum wage workers harkens back to the 1920s when unions focused primarily on craft workers rather than the expanding industrial workforce.

This is partly due to the failure of Clinton and the Democratic Party to offer any real economic change to support working families. Plus what are we willing to pay in the long run for some jobs in the short run? Tax breaks, financial incentives, and deregulation will only deepen the divide between the haves and have-nots.

Workers must meet, discuss and fight against injustices together to overcome the divisions created by the Trump campaign and election.

N.C. sweet potato farmworkers win back wages and union rights

If you've enjoyed a sweet potato recently, chances are it was harvested in North Carolina by migrant farmworkers, who supply nearly half of all sweet potatoes in the U.S. Although the state's minimum wage is currently \$7.25, the workers who produce vegetables are paid piece rates that fall well below the minimum wage.

In 2014, four farmworkers at Birch Farms filed a lawsuit against their employer for widespread wage theft and other labor law violations. With help from the AFL-CIO's Farm Labor Organizing Committee, the workers negotiated a settlement that included over \$7,000 in payouts to the four plaintiffs, remunerations



for the rest of the workers and a three-year collective bargaining contract. Birch Farms paid over \$200,000.

As part of the settlement, the workers won a 3-year collective bargaining contract which includes: just-cause termination, a pay raise to \$10.72, a mechanism to file grievances through FLOC, and the right to be a union member and collectively bargain.

Nissan manufacturing workers continue 13 year battle to build a union in Mississippi

UE150 leaders Nathanette Mayo, Larsene Taylor, Angaza Laughinghouse and staff Dante Strobino got to meet with Nissan workers in Mississippi at the Dec. 9-11 Southern Human Rights Organizing Conference.

A growing number of workers at the Nissan car manufacturing plant in Canton, Mississippi desire union representation due to poor working conditions, low wages, and widespread safety issues that have led to the death of two workers in recent years. By some estimates, as many as 40 percent of the 5,000 workers at the Mississippi plant have been hired as temporary employees who work for years earning significantly lower wages and benefits than regular employees. An overwhelming majority of temporary employees are African-American.

Workers at the plant have been organizing their union, including building broad community support for over 13 years -- and they aren't backing down now.

"We have bona fide civil rights concerns when it comes to Renault-Nissan and its poor treatment of workers in Canton," said Derrick Johnson, state president of the Mississippi NAACP.

When automakers receive large tax incentives from state and local governments to locate their facilities there, like the \$363 million Nissan received for its Canton, MS, plant, they should be more engaged in treating workers fairly to create stronger communities for their workforce.



The workers have been traveling the world to put pressure on Nissan to do-the-right thing. Most recently, a few workers traveled to France to meet with the government there, who owns 20% of shares of Renault-Nissan, which in turn is the largest shareholder of Nissan. In June, 35 French and European policymakers signed a letter asking Nissan to adopt a position of neutrality toward union organizing efforts in Canton.

"Workers' rights are, in fact, human rights. When I return to France, I will be informing the French government and the French President Hollande about the anti-union practices in Canton," stated Honorable Christian Hutin, member of the French National Assembly. Renault-Nissan declined to meet with Hutin, who recently visited Mississippi on a fact-finding mission.

UE150 members shared our experience with CAAMWU and the importance to build a pre-majority union. Even if they don't win the union election, workers must always fight to have self-organization!

Stewards Corner

Our union stewards in every corner of the state have been busy these last few months. There are so many important cases that we have taken up that we don't have room to publicize. But here are a few of the more recent cases:

City of Charlotte -- Reversed 1 Day Suspension



Kim Vann-Burch, Special Transportation Services, was driving her bus when a resident side swiped her, causing minor damage to the vehicle. The management blamed Kim for the incident, even though she did everything by policy.

“I just recently got an unfair one day suspension. After I met with the union they helped me get all my paperwork organized, write everything down and even draw a diagram. After bringing my papers downtown 3 times and lots of persistence, thanks to the union support, I did get that overturned and back pay. I encourage all city workers to join the union today!” -- Kim Van-Burch

Longleaf Neuro-Treatment Center -- Unjust dismissal



Selwyn Pitt, a housekeeper, was dismissed for insubordination. One Friday afternoon, as workers were preparing to go home for the weekend, Fred, her boss, approached her and told her that she was going to be required to transfer to the floor to work with psychiatric patients, a very dangerous floor. Housekeepers are not properly trained to work with psychiatric patients and often get in harm's way without an proper techniques to defend themselves. Selwyn knew this, and had also been informed that other healthcare technicians that were recently injured while working that floor. Then on Monday morning, Fred approached her again stating she was now assigned to the psychiatric floor. Selwyn told him that she would not go because she did not feel it was safe. She left the room and grabbed

her cart to get on the elevator to go onto the floor where she was assigned to work. She was fired on the spot. She had a clean work record. State workers are protected with Just Cause and must have progressive discipline before being fired. She was not given a disciplinary warning, just fired. The union, including her steward **Barbara Barrons** has assisted Selwyn to file a step 1 and 2 grievance, which the state denied. The union is now supporting her to appeal the case to the State Office of Administrative Hearings (OAH).

Caswell Developmental Center -- 5 day suspension



Tankita (center) with chapter President Peggy Price and Rec. Secretary Sam Williams as they delivered petitions about her case.

Tankita Peterson, a developmental technician, was given a 5 day suspension on her second occurrence being tardy. This is an extreme escalation of the recent attacks that all DHHS workers face with the new Time and Attendance policy. At Caswell, several workers were given five days suspensions on their second occurrence, and threatened with termination on their 3rd. According to T&A policy, they aren't fired until 8th occurrence. The union proved that Caswell lied on Tankita's discipline letter and falsified language that does not appear anywhere in the policy, to justify her write up, yet DHHS Sec. Brajer upheld management's decision during the 2nd Step Grievance. The union is assisting her to appeal the case to the OAH.

Caswell Workers Challenge Sexual Harassment at Work

Sexual harassment is a form of sex discrimination that is against the law. Title VII of the Civil Rights Act of 1964 prohibits discrimination in the workplace based on race, color, religion, national origin or sex. Title VII is enforced by the Equal Employment Opportunity Commission (EEOC).

The EEOC defines sexual harassment as:

- unwelcome sexual advances;
- unwelcome requests for sexual favors; or
- unwelcome verbal or physical conduct of a sexual nature.

Caswell Center has recently promoted a worker that perpetrated sexually offensive behavior on **several** women -- this is unacceptable!

Over the last few years, several cases have been reported of unwelcome behavior and comments that were sexually offensive to women workers. Those workers reported this behavior. In a 2014 case, in the Parrott building rather than addressing the person responsible for the problem, Caswell Center transferred out the women to another building.

The harassment continued with other women. In early 2016, a man in Byrum displayed sexually offensive behavior including touching a co-worker. A few months later he made a sexually offensive comment to the same worker. She filed a complaint against him this past summer. A few months later he was promoted to be a supervisor.



These are not the only instances of sexual harassment at Caswell Center. As workers, we must remain vigilant, and document every instance and report it back in our monthly union meetings. We must continue to challenge Caswell and expose these incidents so that all workers feel that Caswell is a safe and a welcome place to work.



CAAMWU

This page is dedicated to The Carolina Auto, Aerospace and Machine Workers Union, which is the private sector manufacturing chapter of UE local 150

After Union Files Complaint with Labor Board, Uniform Policy Changed - WORKERS CAN WEAR UNION HATS IN THE PLANT AT WORK!

On October 26, 2016, RMEP Human Resource Director John J. Wolfe announced that previous uniform policy as relates hats and headwear distributed September 1 and 6, 2016 was rescinded. New guidelines were posted in NOTICE TO EMPLOYEES on the front and back entrance bulletin boards as well as team rooms and e mailed to plant employees.

The new policy states : “Jackets, sweatshirts, hats or headwear, etc., worn in working areas must be clear of graphics/painting/slogans, with the exception of Cummins apparel and insignia referring to unions, workplace matters of mutual concern, or other matters pertaining to working conditions for the purpose of mutual aid or protection that are protected by the National Labor Relations Act, which may be in any color.”

This policy revision came in response to the Union’s (CAAMWU-UE 150) unfair labor practice charges filed with Labor Board on September 2, the day after RMEP’s announcement of the policy revision that prohibited any hats with non-Cummins logos and insignia and non- Cummins colors (red and black), essentially prohibiting hats with union insignia and colors that are protected as workers rights under the National Labor Relations Act. On September 1, a security guard at the south gate asked workers to remove non-Cummins hats, including one worker wearing blue UE union hat (see UNITY NEWS, September 6, 2016)

The Employee and Union Member Guide to Labor Law, paragraph 1:75, states: “Employees have the right to wear union buttons, t-shirts, hats an other insignia to show support for the union while at work, unless the employer can show special circumstance that make a narrowly drawn prohibition lawful. Asking, suggesting to or ordering an employee not to wear a button is unlawful.”

Cummins Responds to 2014 Petition Signed by 540 RMEP Workers, Announces Vacation Carry-Over

On December 7, 2016, RMEP Plant Manager John Judd announced the “final decision” from Cummins on RMEP carry-over vacation. Judd recalled he promised in response to workers’ questions in all-employee meetings in past year that he would pursue the restoration of 40 hours carry-over vacation for RMEP workers. This follows the petition signed by 540 RMEP workers in December 2014 that called for restoration of our 40 hours carryover vacation while Cummins workers in southern Indiana still retain 200 hours carryover vacation. Judd announced the corporate decision was made to implement “one time only” carry-over of 40 hrs vacation into 2017 but must be used in the first quarter of 2017.

WORKERS PETITION FOR GREG BROWN REINSTATEMENT

Over 100 workers mostly from Machining signed petition to RMEP Plant Manager John Judd calling for the immediate reinstatement of Greg Brown, RMEP tooling technician in B Encore who was terminated in December 2015 for alleged lock out/tag out violation. According to machine operator Reggie Crooms, who was in machine with lock out applied, Brown was outside of the machine holding light to assist him. In August, NC Division of Employment Security appeals referee found that based on “competent evidence” Brown did not violate company lock out/tag out policy and was awarded \$4,550 in unemployment benefits (see UNITY NEWS #160). The petition was delivered to Plant Manager Judd on November 18.

Contracted C&W WORKERS GET 2% RAISE

Following UNITY NEWS #160 on August 28 reporting that contracted C&W workers had not received their annual raise, C&W workers received a 2% raise effective September 1. This is the third year in a row that C&W workers have not received their annual raise until it was reported in the Union’s UNITY NEWS.

Durham City Chapter Advances Fight for Meetings w/ City Manager

On December 1, 2016 several leaders of the Durham City Workers Union met with two City Council members- Jillian Johnson and Steve Schewel -- to follow up on our 2016 City budget proposals. The union is now pushing for many important changes to city policy and practice.

We need a new system of worker input -- meet and confer between the City Manager's office and the elected leaders of the union on a quarterly basis. We have practiced this for years, but since recent denials from the City Manager, are now advocating for the city to adopt a formal policy granting the union these important meetings. The brown bag lunches the city has recently set up are a response to our request for more input from workers. However, these meetings are often during work hours when workers can't attend, plus they are not set up to actually hear real concerns from workers. Workers have been reporting major safety issues to the union, which these meetings have not addressed.

END UNFAIR MERIT RAISES

The union was able to get information that shows how unfair merit raises are -- this past year it was managers and administration that got 5.5% wage increase while front line workers often were only given 3.25% based on unfair evaluation system. We need across-the-board raises based on seniority, and ability to evaluate ALL supervisors and upper management!

CHANGES TO GRIEVANCE PROCEDURE, INCLUDE WORKER REPRESENTATION AND STOP ALLOWING CITY MANAGER TO OVERTURN DECISIONS OF HEARING PANEL.

The Union represented two workers in unjust suspension grievances. The grievance hearing panel voted in favor of the workers, but City Manager Bonfield overturned the panel's decision in support of management.



This needs to end. We need Civil Service protections! Also, workers filing grievances have had a long practice of choosing a support person for pre-disciplinary meetings and grievance hearings. But since Regina Youngblood became director of Human Resources, she and City Manager Bonfield have changed the grievance policy to limit representation rights. Earlier policy changes limited topics on which grievances could be filed. This needs to be expanded so workers can appeal evaluations, grieve unsafe conditions, and more!

Worker grievance filings win release of Public Works Supervisor

In late Fall, many workers were relieved to hear about the release of Coleman Brown. It is important to note that he left after several workers filed grievances and fought them as far as they could go. After such a rash of negative instances, Coleman had no choice. Workers must continue the important work of filing grievances, documenting management, bringing concerns to union meetings to continue to develop strategies.

Southern Workers Assembly Hosts Workers School To Uplift Southern Organizing



Libby Devlin, Southern Director of NNU/NNOC on panel discussion about organizing lessons and strategy. Also pictured are Nathanette Mayo (UE local 150), Deb Casey (CWA local 2204), Leonard, Riley (ILA local 1422), Gary LaDuke (UE local 170), Roland Mc Millan (Raise Up).

By Dante Strobino

Workers from 12 Southern cities, several workplaces and a number of unions gathered in Raleigh, NC for the Southern Workers School over the Aug. 5-7 weekend to continue their study of the political economy of the Southern region of the U.S. and develop organizing skills. Attendees also participated in a strategy session about “How might the 2016 elections open opportunities for organizing Southern workers?”

The Southern Workers Assembly has been building the Southern Workers School as an important institution to train and develop rank-and-file workers to organize the South. The school has held eight sessions since March, tackling issues such as the role of slavery in shaping the political economy of the U.S. South, lessons from the history of past organizing campaigns such as Operation Dixie and the Civil Rights movement, fighting women’s oppression in the workplace, and building campaigns at work for more protections for LGBTQ people after passage of House Bill 2, which targets trans people and all working people. The school also offered basic organizing skills such as learning how to map your workplace and tips for one-on-one discussions with co-workers.

“The school is really important for us to continue to draw in Southern workers to educate ourselves and to continue to broaden out this fighting movement at the workplace,” stated Leonard Riley, leader of International Association of Longshoremen Local 1422 from Charleston, SC.

The latest school session occurred amid a massive year-

long media onslaught about the capitalist presidential elections, making workers feel like almost nothing else is going on in the world or at their workplaces. While workers are confronted with a choice between voting for an outright racist billionaire who hates workers like Donald Trump, or giving lukewarm support for Hillary Clinton, the school sought to elevate workers’ roles in building a social justice union movement. After all, it is the class struggle that is the motive force that changes history, not rich politicians.

The class struggle expands

The movements for Black Lives Matter and Fight for \$15 have rocked this country over the last few years and totally changed the expectations of the masses. They are forcing the politicians to change their political programs in an attempt to hold onto their fading support base. Yet, the Bernie Sanders campaign, which helped expose Wall Street’s profits and greed along with the growing economic inequality in this country garnered huge support from workers, collecting over 12 million votes in the primary. But even Sanders, who has a long history of supporting unions, was pushed by the grassroots movement in the streets, and workers organizing at the workplaces.

“These politicians don’t care about low-wage workers or Black people. They just want our votes,” stated Rolanda McMillan, a McDonald’s worker from Richmond and leader of Raise Up. “That’s why we must organize our people and build power to challenge them and the corporations.”

Delegations participating in the school included ILA dockworkers from Charleston, S.C.; fast food workers and members of Raise Up from several cities, including Richmond, Durham and Biscoe; state and city workers belonging to the United Electrical Workers (UE) from three states, including Local 150 from North Carolina, Local 160 from Virginia and Local 170 from West Virginia; the National Nurses Union/National Nurses Organizing Committee leadership from El Paso, Atlanta and Tampa; members of the Communication Workers from Virginia, some who victoriously struck Verizon and won a better contract and others who are currently voting on an AT&T contract; day laborers from New York City; the Pitt County Coalition Against Racism. Other workers who are not yet organized but are helping to form organizing committees came from plants and workplaces across the South.

Leaving the school, workers identified roughly 50 workplaces in their areas where they will begin leafleting as part of a massive agitation campaign to draw in more workers to the Southern Workers Assembly, build organizing committees and plant seeds for future union organizing campaigns.

SIGN UP NOW FOR THE 2017 Workers School!

UE local 150, NC Public Service Workers Union Statewide Officers:

Nathanette Mayo, President, 919-231-2660
nlmayo5@yahoo.com

Donald Harris, Vice-President 919-886-2315
fromtheheartincl@yahoo.com

Jim Wrenn, Financial Secretary, 252-641-0294
jimwrenn@embarqmail.com

Darrion Smith, DHHS council chair, 240-882-2102
darrionj1@yahoo.com

Bonita Johnson, DHHS council financial secretary,
919-349-6290 ebj_1232@yahoo.com

Raymond Sanders, Chief Steward, 919-394-2155
rsanders5254@yahoo.com

Kevin Yancey, Assist. Chief Steward, 919-519-3391
mr.mario59@hotmail.com

Latest News and Updates at Local Website
<http://UE150.org>



UE local 150, NC Public Service Workers Union
PO Box 46263
Raleigh, NC 27620



SAVE THE DATE:

**Monday, March 6
Rally in Raleigh
Tell Governor Cooper to
Expand Access & Rights for
State Workers!**

Time and location TBA

In recent years, state workers have had many fundamental rights eroded, such as the ability to grieve written warnings and unfair evaluations. Also, access to state facilities for employee organizations has been eliminated. Rally to restore and expand these rights!

ALSO:

March 6-10 will be a statewide organizing blitz. We are coming to every city where we have members. Sign up to volunteer today!