

ISSUE 1 VOLUME 1 OCT 2017

TODAY



IN UNION THERE IS STRENGTH



Labor Day Parade 2017



President's Message

Dear Brothers and Sisters,

Welcome to the inaugural newsletter issue of the Delaware State AFL-CIO. The purpose of this quarterly newsletter is simple: to share news about the public sector, private sector and building trades Unions that comprise the Delaware State AFL-CIO.

In Delaware, as in many other states, an economic war is being waged on the middle class. Strengthening Organized Labor is a proven method to defend workers against wage and class inequality and grow the middle-class.

An August 2017 Economic Policy Institute (EPI) study found when Organized Labor is strong, wages for both union and nonunion workers rise. The reason, when an economic sector becomes more Unionized, nonunion employers pay more to retain qualified workers and norms of higher pay and better conditions become standard. EPI also found that

- On average, workers covered by a Union contract earn 13.2% more in wages;
- Unions raise pay for workers by helping to enforce labor standards, like guarding against wage theft;

- Hourly wages for women represented by Unions are 9.2% higher on average than for nonunionized women with comparable characteristics; and
- Unions help close wage gaps for black and Hispanic workers.

Plus, more and more people are realizing how much Unions matter to restoring the middle-class. Last month Gallup released a poll showing public support for Labor Unions has risen to 61%, the highest it has been since 2003. Along with this increase, Gallup found that more Americans would like to see Labor Unions have greater influence.

Now more than ever, all members from all sectors of Organized Labor need to support each other, understand each other and remain united. Remember, in Union there is strength.

In Solidarity,

Jim Maravelias, President
Delaware State AFL-CIO

OFFICERS

James Maravelias,
President

Laborers Local #199

Donna A. Smits
Vice-President

UFCW Local #27

Faith Morris
Secretary/Treasurer

AFSCME Council #81, Local #640

Gerald L. Brady
Executive Director

EXECUTIVE BOARD

Vincent Ascione
Operating Engineers #542

William Ashe
I.L.A. #1694

Jimmy Bradley
APWU Southern Delaware Area

Al Castagno
NALC

Jim Ryan
CWA #13101

Ken Gomeringer
USW/Staff Representative/District 4

Michael Harrington
I.A.T.S.E. #284

Jeff Hendrickson
AOBSORIW #451

Francis Lally, III
AFSCME District Council #81

Gurvis Miner
DE Federal and State Employees #1029

James "Bobby" Murrian
IBEW #313

Steve Newberry
IBEW #1238

Tony Papili
UA Local 74

Melvin Phillips
C.B.T.U.

Dinah Russ
AFSCME #1102

Preston "Jeff" Smith
Insulators #42

DELAWARE AFL-CIO NEWS

GOLF OUTTING

DE AFL-CIO RAISES NEARLY \$40,000 FOR UNITED WAY OF DELAWARE

On September 8, the AFL-CIO Labor Engagement 2017 Fall Classic was held at Back Creek Golf Club in Middletown, Delaware. Thanks to the many sponsors, 120 golfers and supporters who attended, the AFL-CIO raised nearly \$40,000.

For 22 years, the Delaware State AFL-CIO has been a proud supporter of United Way of Delaware, having raised more than \$860,000 dollars.

Proceeds of the Fall Classic directly go to Delawareans in need - specifically, members of Organized Labor and their families who have fallen on hard times.



2017 LABOR DAY PARADE



The Delaware State AFL-CIO, comprising of 36 local Delaware Unions and representing 40,000 Delawareans, commemorates Labor Day 2017 with the parade theme, "Rise and Resist."

"Rise and Resist" is a call to action for Union members and their families to unite and to oppose anti-Union policies that threaten Delaware's middle class.



Labor Day Parade 2017 Grand Marshalls (L. to R.) Doug Drummond, retired IBEW 313; Fran Lally, retired AFSCME Council 81, New Castle County Recorder of Deeds Mike Kozikowski, and Jim Ryan, retired CWA.

IN THE COMMUNITY



LIGHTS-ON DOVER STRONG

This past summer, members of Carpenters Local 173 joined with HELP Initiative, Inc. to volunteer to install energy efficient LED lights for front porches and solar-powered LED motion-sensor floodlights for Dover residents.

Under the program, residents of 14 Dover streets received the free lights with a pledge to turn them on every night. This is part of an effort to reduce crime and help revitalize the neighborhood.

AFSCME Organizes Non-Union DOC Employees



State Employees in Delaware have been collectively bargaining and organizing under Senate Bill 36 for a decade and it isn't working. AFSCME Council 81 has been working diligently during every legislative session to ensure that in every other entity, including the city of Smyrna, Newark, Dover, and New Castle, Sussex and New Castle County and University

of Delaware and Delaware State University, public employees have the right to negotiate their wages, wage increases and step increases. There are even a few state employees that have that right today. Those employees include Correctional Supervisors (and officers) and nurses and CNAs.

Council 81 represents the Department of Corrections

(DOC) supervisors and non-uniform employees in Local 247. After the horrible hostage situation on February 1, at Vaughn Correctional Institute, where a correctional

officer died and several others were taken hostage or trapped (including several AFSCME members), Council 81 and Local 247 demanded action.

On August 15, 2017, Governor John C. Carney signed HB 214 into law. This legislation allows anyone who works in a prison or who has inmate contact to now bargain for their wages. It was important for AFSCME to ensure that their non-uniform

DOC members—who are on the front lines with the officers and supervisors—were at the table negotiating the wages. It was also important for AFSCME to differentiate job classifications that work within DOC from those that work in other departments and divisions throughout Delaware. A DOC paralegal's job is different from a paralegal that works for any of the other departments in Delaware.

House Bill 214 is the first step to getting all state employees the right to go to the bargaining table and negotiate their wages and AFSCME is looking forward to continuing the fight for HB 96—guaranteeing the right to bargain for wages for all state employees—in the next legislative session.



PEACE ON THE STREETS

The Delaware Building Trades was honored to be a sponsor of the Cure Youth Inc.'s 2017 Peace On The Streets. This event, under the direction of Va'Shun Turner and held at Tubman Garrett Riverfront Park, provided school children with free book bags, free haircuts and included speakers, community service activities, civic organizations.



INTERNATIONAL UNION OF OPERATING ENGINEERS

Affiliated with AFL-CIO

LOCAL 542



Robert Heenan,
General Vice President
Business Manager

James Reiley,
President
Carlos Smith,
Vice President

Thomas Danese,
Rec. Secretary
James Jones,
Treasurer

Vincent Ascione,
Financial Secretary

BUSINESS AGENTS & EXECUTIVE BOARD

CARPENTERS PICKET ATLANTIC THEATERS IN REHOBOTH



Members in the picture from left to right are as follows: Ben Bowen, Harry Webb, Tony Sterling, Bobby Carroll, Lane Brittingham, Mel Ensey

This past summer, members of the United Brotherhood of Carpenters and Joiners of America Local 173 picketed Atlantic Theater's new addition in Rehoboth, raising awareness that workers' pay on this construction project did not meet area wage and benefit standards. These standards have been established over

years of collective bargaining and the performance of Local 173's skilled members. With approximately 900 members who live in Delaware, Local 173 plans to continue their campaign throughout the state to fight for fair wages, health and welfare benefits and ensure that all proper local, state and federal taxes are paid.

MEET THE OPERATING ENGINEERS

The approximately 6,000 members of the International Union of Operating Engineers Local 542, in Eastern Pennsylvania and the State of Delaware, are responsible for operating all types of heavy construction equipment. Involved in all aspects of construction, Operating Engineers move earth, do the site work and are there to place the last beam on a new building. From the cranes you see on the horizon to the Bobcats on the ground, Local 542 members do it all.



Safety is paramount in all phases of construction and Local 542 strives to make sure its members are educated and certified to deal with on the job hazards.

Members undergo extensive, state of the art training for all equipment and many are certified first responders in their communities. Local 542 members work at many sites throughout Delaware, including the Delaware River and Bay Authority, the Delaware City Oil Refinery and the new highway construction on US Route 301.

JOIN THE AFL-CIO ADVOCACY TEAM

Send an email with your name, address, union, and phone to deafclcioadvocacy@gmail.com to become a part of the Delaware State AFL-CIO Advocacy Team. You would only receive an email when legislative issues affecting Delaware State AFL-CIO members arise in Dover.

Each quarter, we will select a random email to win a gift card.

WHAT IS PREVAILING WAGE? Prevailing Wage laws set the value of a worker's total compensation – take home pay, cash value of health benefits and retirement benefits – for state-funded construction projects. It is not the state's minimum wage nor is it what many people term, "a living wage."

HOW IS IT DETERMINED? Prevailing Wage is determined by surveying wage rates on construction work done in Delaware. The rate then reflects a market rate for construction workers.

IS PREVAILING WAGE A UNION WAGE? No. Prevailing wage rates apply to both Union and non-union workers working on state funded construction projects.

WHY DO WE NEED PREVAILING WAGE? Prevailing Wage laws standardize worker pay and level the playing field for Delaware workers by protecting their wages

from unscrupulous contractors and out of state workers. By imposing a standardized pay scale, Prevailing Wage requirements help ensure the bidding process focuses on efficiency, high productivity and innovation rather than undercutting a community's pay standards.

WHY IS IT IN THE NEWS? Anti-union and anti-working families politicians argue that Prevailing Wage rates drive up construction costs, a simplistic view that equates higher wages with higher overall construction costs. Wages and benefits are only about one-third of overall construction costs – and that percentage has been falling. Plus, multiple studies and analyses of other states, like Wisconsin and Indiana, that have eliminated Prevailing Wage have shown that the savings promised through the deceitful and anti-worker rhetoric NEVER materializes.

MEET I.B.E.W. 313

I.B.E.W. L.U. 313, the International Brotherhood of Electrical Workers of DE, has been serving the community since 1902. Comprised of local men and women, we provide top skilled craftspeople to the tri-state area and across the nation.

Furnishing electrical services to construction projects small and large is one of our daily responsibilities. We also assist in the day-to-day operations of small personal businesses, large companies and industrial sites throughout the country and here in Delaware. We handle all aspects of the electrical industry from low voltage telecommunications (data, fiber optics, etc.) to solar power and lighting - up to and including the power plant and generation facilities.

Our Electrical Training and Apprenticeship programs are the gold standard in the industry worldwide. Bringing projects in on time and with the highest safety standard is the order of the day.

By fighting for a good living wage and fair benefits, we support families within our membership and your community. With families, communities, and businesses united, together we can continue to power up Delaware and beyond for another 115 years.



NEWS

Hundreds of Delaware State AFL-CIO members, family members and supporters come out for 2017 parade.

T Delaware State AFL-CIO, comprising of 36 local Delaware Unions and representing 40,000 Delawareans, commemorated Labor Day 2017 with the parade theme, “Rise and Resist.”

“Rise and Resist” is a call to action for Union members and their families to unite and to oppose anti-Union policies that threaten Delaware’s middle class.

During the past few years, we have witnessed a coordinated, sustained attack on Organized Labor throughout the country and in Delaware. These attacks have manifested themselves through states passing Right to Work laws, opposing minimum wage increases, attacking prevailing wage for government construction projects and weakening worker protections. During this same period, large corporations have escalated their own efforts against Unions, working families and Union organizing.

The progress and gains the labor movement has made on behalf of the middle class and workers throughout the country did not come easy. There are countless examples in American history where men and women fought, and died, so workers could have a voice, be protected, and have an opportunity to achieve economic security.

“Rise and Resist” calls on all members of the Delaware State AFL-CIO to unite, to remember the fight begun decades ago continues today in earnest, and to keep others from turning back the clock to a time when working and middle class families had no voice.





PRIVATE SECTOR

MEET THE COMMUNICATIONS WORKERS OF AMERICA

Originally organized in the telephone industry, today's Communications Workers of America represents 700,000 workers in communications, health care and public service, customer service and many other fields in the United States, Canada and Puerto Rico.

Here in Delaware, CWA Local 13101 represents more than 700 workers and retirees from Verizon, Avaya, VCS, Delaware State Police, Kent County Public Works, and the Delaware Department of Health and Social Services. CWA 13100 represents workers at AT&T Mobility and Verizon.

In 2016, Locals 13101 and 13100 fought through a 49 day strike with Verizon that resulted in an improved Collective Bargaining Agreement, added new jobs, and saved Delaware jobs by halting the closure and offshoring of Delaware call centers.

Local 13101 continues to fight for its members and its President Jim Ryan notes, "In addition to two Verizon collective

bargaining agreements, we successfully negotiated a new collective bargaining agreement with Avaya and are moving forward to finalize new collective bargaining agreements with the Delaware State Police 911 communications and civilian employees."

Local 13100 is currently negotiating with AT&T for a new collective bargaining agreement.

Ryan added that CWA Local 13101 had a successful organizing drive for social workers employed by the State of Delaware.

As a community minded union, CWA Local 13101 actively participates in many community events. Two of which are Delaware's annual Toys For Tots drive and the annual Stamp Out Hunger Food Drive.

To learn more about CWA Local 13101, visit their website at <https://cwa13101.org>, @CWAUnion or www.facebook.com/CwaDistrict213.

Colonial Parking Workers Join UFCW Local 27



Last December, 28 workers at Colonial Parking, Inc. in Wilmington, Del., voted to join UFCW Local 27.

The workers were concerned about low wages, unfair treatment by management, and not having seniority recognized. Even though the company hired union busters, the workers stood strong and were very united.

"I'm glad we won and we're ready to negotiate for a fair contract" said Russell Marshall, a worker at Colonial Parking, Inc.

"I am happy that Local 27 had our backs

in the campaign and we are anxious to get to the bargaining table with Colonial Parking" said Margaret Harding the Lead worker in the Organizing Campaign.

"These workers fought hard for what they believed in, when the Company tried to turn them around with scare tactics and threats to hold back their wages the workers stood strong" said Nelson Hill, UFCW Local 27 Vice President and Director of Organizing.

"I am very proud of the organizers and the leadership of their director, Nelson Hill, in this victory," said UFCW Local

27 President Jason Chorpensing. "This employer employed a union busting law firm, but our organizers were able to overcome the law firm's lies and threats and educate and empower these workers.

After their long, hard fight and victory, we are preparing for negotiations to increase pay, improve their working conditions, provide job protection, and guarantee a future for all of these hard-working folks and their families!"





For patients looking for coverage in uncertain times, **PPA may be able to help.**

In 2005, the Partnership for Prescription Assistance was born out of a desire to help patients access the medicines they need.

A clearinghouse for more than 475 public and private patient assistance programs, PPA connects patients to their prescription medicines for free or nearly free, should they need a helping hand.

In Delaware and across the country, PPA is committed to improving the lives of patients and families everywhere when they need access to their medicines.

Today, **the program has connected more than 10 million patients to the medicines they need to live longer, healthier lives** - and will continue to do so for years to come.



Visit **www.pparx.org** to learn more.

PPA

Partnership for
Prescription Assistance

www.pparx.org



facebook.com/PPAHelp



twitter.com/pparx

PPA
RESEARCH • PROGRESS • HOPE



Delaware State AFL-CIO

3302 Old Capitol Trail

Wilmington, DE 19805

www.delawareaflcio.com



LIKE US ON FACEBOOK

