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NEWS FROM THE AFL-CIO, CTW, INTERNATIONAL & NATIONAL UNIONS

After weeks of intensive negotiations and heated internal debate, Machinists (IAM) at the Boeing Co. voted to accept an eight-year contract extension January 3 that ensures production of Boeing's 777X in Washington State. The company, which had threatened to move production of the new plane if the contract had failed, also received billions more in tax breaks from the state to remain. The contract narrowly passed by a 51-49 percent vote. Workers will receive a two-part \$15,000 signing bonus but gave up their defined benefit plan. The company will continue to offer the plan to vested workers, but all others will be covered by a company-funded 401(k) plan and a separate savings plan that includes matching company contributions. The national union had pushed for acceptance of the pact to save jobs. "IAM members at Boeing made decisions they felt were in the best interest of their careers. Despite individual differences, I believe this vote preserves thousands of good-paying IAM jobs, while assuring the success of the 777X program," said national president R. Thomas Buffenbarger.

The Air Line Pilots Association (ALPA) and the AFL-CIO filed statements recently opposing a move by Norwegian Air Shuttle to operate its U.S. services through an Irish subsidiary, using

contract crews provided by a staffing service. The airline, based in Norway, began service between the U.S. and Europe last year and wants the Transportation Department to grant a permanent license to operate in the name of Norwegian Air International, which it described as an air carrier of Ireland. The labor groups charge Norwegian is seeking to establish an Irish identity "expressly to evade the social laws of Norway in order to lower the wages and working conditions of its air crew." They said the DOT should block the plan on public interest grounds, citing a statutory mandate to promote "fair wages and working conditions" in aviation.

UPS Freight employees represented by the Teamsters union approved a five-year agreement January 12 that covers 13,000 workers and makes them the best-paid drivers in the less-than-truckload industry. The pact pays workers a total \$2.50 in wages over the contract term and improves pension, new health care options and new structure for subcontracting. The members rejected an earlier contract offer seven months ago. "UPS Freight members told us their top concerns were pensions and protecting their work and this new contract addresses those issues head on," Ken Hall, Teamsters general secretary-treasurer, said in a statement. Other contract terms lower



UPS Delivery Driver. Flickr.com photo used under Creative Commons from Lynn Freidman.

retiree health care costs and provide options for more part-time workers to advance to full-time status.

U.S. labor opposed The Trade

Promotion Authority bill submitted January 9 by Ways and Means Chairman Dave Camp, Senate Finance Chairman Max Baucus and Senate Finance Ranking Member Orrin Hatch. The measure restores the president's so-called "fast track" authority to negotiate trade deals that Congress can pass or reject but cannot amend. The bill sponsors called TPA a vital "tool" for final passage of pending negotiations, most notably the Trans Pacific Partnership as well as free trade agreement talks with the European Union (EU). But union critics said the measure fails to provide transparency, accountability and oversight necessary for the far-reaching trade and investment agreements, citing the negative effects of the North American Free Trade Agreement on Americans. "Rather than focusing on empowering multinational corporations, we should be working to support domestic manufacturing jobs, fix our crumbling infrastructure and rebuild a strong middle class. This fast track bill will do the opposite," said AFL-CIO President Richard Trumka.

INTERNATIONAL LABOR NEWS

The International Federation

of Journalists (IFJ) reported that 108 journalists were killed in targeted attacks over the past year while a further 15 died accidentally. IFJ said Syria had the highest number of deaths, where 15 journalists lost their lives in targeted attacks, bombings and cross-fire incidents in 2013. The IFJ welcomed action by the United Nations General Assembly which adopted a resolution calling for a new UN international day of action on November 2 to end the killing of journalists with impunity. "Following the United Nations' resolution establishing November 2nd as an international day to end impunity, we urge countries across the world to take immediate action to protect the safety and freedom of journalists," said IFJ president Jim Boumelha. The UN resolution, adopted on December 18, condemned "unequivocally

all attacks and violence against journalists and media workers, such as torture, extrajudicial killings, enforced disappearances and arbitrary detention, as well as intimidation and harassment in both conflict and non-conflict situations."

South Korea's top court ruled

in December that regular bonuses paid to workers constitute "ordinary wages," siding with labor in a prolonged dispute. Establishing a final guideline on the controversial issue, the Supreme Court said regular bonuses paid at intervals exceeding one month should also be included in calculating ordinary wage. "The amount of paid bonuses varies depending on the employment period, but such bonuses are part of ordinary wage when paid out regularly and uniformly," the court said in its ruling. The landmark ruling means that bonuses must be added to ordinary wages for the purposes of calculating certain employee benefits, such as overtime pay, holiday shift, paid annual leave, severance pay and other allowances. The court, however, said that fringe welfare benefits given to workers who are not on leave, such as holiday bonuses, cannot be viewed as part of standard wages. "We welcome the ruling that included bonuses as part of ordinary pay, but excluding welfare benefits is perceived as a retreat from the previous ruling," said the Federation of Korean Trade Unions, one of two major umbrella trade union groups.

After rejecting a tentative set-

tlement, some 160 members of UFCW Canada Local 175 at Horizon Plastics Intl. in Cobourg were locked out by their employer on January 5. The union declared workers at Horizon will not be "frozen out" of a favorable agreement despite the brutally cold weather for walking a picket line. "The members' concerns are valid; the erosion of full-time jobs is unacceptable," stated UFCW Canada Local 175 President Shawn Haggerty. "It was a surprise to everyone to learn that these members had been locked out, but this has only proven to strengthen the ties of solidarity on our picket line." According to the union, the employer is demanding to schedule an unlimited number of part-time workers during the week which reduces the need to maintain or hire any new full-time employees.

A two-week strike by Cambo-

dian garment workers came to an end after escalating violence against protestors January 6 led to the deaths of at least four people. The workers are demanding an increase in the minimum wage to double from US\$80 per month to US\$160. The government has offered US\$100 with additional increases over the next five years. The workers' campaign has sparked international outrage as labor rights groups and trade unions called on global clothing brands to



Cambodian Police attacking protestors. Flickr.com photo used under Creative Commons from Luc Forsyth.

support the Cambodian garment workers. H&M, Gap, Inditex, Adidas, Puma, Levi Strauss & Co and Columbia Sportswear wrote an open letter to the Cambodian government over their concerns about the recent violence, but labor rights groups say they haven't gone far enough. "Until brands recognize that [their] practices contribute to the poverty wages received by workers in Cambodia, and in turn the demonstrations we are witnessing, then no brand sourcing from Cambodia can claim to be acting fairly or decently," said Jeroen Merk of the Clean Clothes Campaign.

NATIONAL & POLITICAL EVENTS

Labor praised the confirmation of Janet Yellen as chair of the Federal Reserve under new rules which bar a filibuster on non-Supreme Court presidential nominees. Yellen is the first woman to hold the post of the nation's top banker. The Senate approved her nomination on a 56-26 vote to replace Chairman Ben Bernanke, whose term expired January 31. She is expected to begin her new post February 1. Labor activists noted that she consistently supported job-producing monetary policies during her years of service as vice chair of the Fed. Among other challenges, the Fed under her watch will take on the

responsibility for regulating Wall Street under the 2010 Dodd-Frank law. "The American people will have a fierce champion who understands that the ultimate goal of economic and financial policymaking is to improve the lives, jobs and standard of living of American workers and their families," President Barack Obama said of Yellen in a statement following the vote.

Maine Gov. Paul LePage (R), sparked controversy recently when he said the state's child labor laws that require children younger than 16 to get a work permit and meet other requirements "are causing damage to our economy." Speaking to the 73rd annual Maine Agricultural Trades Show on January 8, LePage said 12-year olds should be allowed to work in Maine. "We don't allow children to work until they're 16, but two years later, when they're 18, they can go to war and fight for us," LePage said. "That's causing damage to our economy. I started working far earlier than that, and it didn't hurt me at all. There is nothing wrong with being a paperboy at 12 years old, or at a store sorting bottles at 12 years old." According to news reports, LePage plans to reintroduce legislation this session to make it easier for 12- to 15-year-olds to work by removing a requirement for students younger than 16 to get approval from school officials to get work permits for the summer.

A recent survey of more than 250 employers revealed that a Connecticut law requiring employers to provide paid sick leave to all full- and part-time employees had minimal effects on businesses. A large majority of employers said the law did not affect their operations and they had no or small increases in costs. The survey was conducted by Eileen Appelbaum, Senior Economist at Center for Economic and Policy Research and Ruth Milkman, Professor at City University of New York (CUNY). Connecticut made history in 2011 when it became the first state to mandate paid sick leave to workers. The law took effect on January 1, 2012 and applied to approximately 400,000 Connecticut workers in businesses in service industries with fifty or more employees and allows these employees to earn five paid sick days a year. According to the survey, 18 months after the law took effect, more than three-fourths of employers reported that they were very supportive or somewhat supportive of the paid sick days law.

REGIONAL & LOCAL LABOR NEWS

Workers at Entergy Corp.'s Indian Point, N.Y. nuclear power plant, members of the Utility Workers Union of America Local 1-2, approved a strike authorization vote if a new contract isn't reached when their current pact expires January 17. "A strike authorization is a powerful tool to have when we enter talks with any employer and Entergy is no different," James Slevin, president of Local 1-2, said. "Entergy is a large, profitable corporation and we look forward to productive discussions. But make no mistake; our members want a fair share of the fruits of their labor, nothing more, nothing less." The union represents 400 workers at the plant which produces 25 percent of the power consumed in New York City and Westchester County. New Orleans-based Entergy Corp., which owns Indian Point, is trying to relicense the plant's dual reactors for another 20 years. But the company faces opposition from environmental groups and politicians including Gov. Andrew Cuomo. No power plant in U.S. history, however, has closed due to an expired license.



Janet Yellen new chair of the U.S. Federal Reserve. Flickr.com photo used under Creative Commons from International Monetary Fund.

A decision by Maryland state

officials to approve building plans for a massive MGM Resorts International casino complex just a few miles from the nation's Capital could mean thousands of new union jobs in the state. "We have a labor peace agreement with MGM, so I expect we will be moving pretty quickly to organize wall-to-wall," John Boardman, an officer of D.C.-based Unite Here Local 25, told the news media. He estimates that the \$925 million project will generate about 2,000 temporary construction jobs and 4,000 permanent ones. According to news reports, Boardman said about 2,000 of the permanent casino workers are likely to be represented by Local 25 with the remainder spread out among Teamsters Local 639, International Union of Operating Engineers (IUOE) Local 99 and International Alliance of Theatrical Stage Employees (IATSE) Local 22. Similarly, the 2,000 temporary construction jobs are expected to be filled by union building trades' members including electricians, ironworkers, painters, plumbers and others.

IN THE PUBLIC SECTOR

Rhode Island Governor Lin-

coln Chafee recently threw his support behind a union campaign to get WPRO radio talk show host John DePetro thrown off the airwaves. The controversy was sparked by comments DePetro made about public employees participating in a demonstration in September. He used words such as "union hags" and "whores" to describe the

protesters, including the female leader of the Cranston teachers' union, a day later. He has since apologized for his choice of words. The protest itself was centered on the pension overhaul, approved by the General Assembly. Many of the unions taking part in the protest are challenging the overhaul in court. The group leading the campaign against DePetro is chaired by the state's AFL-CIO secretary treasurer Maureen Martin, who is also the political activities director of the Rhode Island Federation of Teachers.

The City of Portland declared

an impasse January 6 in bargaining with the District Council of Trade Unions, the coalition of seven unions representing more than 1,600 frontline city workers. The two sides have been in negotiations for nearly eleven months. According to the union, most issues have been settled except for the outsourcing of work. The city is demanding sweeping changes in language over contracting-out. "The City's contract proposals remove requirements to demonstrate that contracting out city work will actually produce cost savings," said the union in a statement. A DCTU grievance in 2006, based on the current language in the agreement, revealed corruption in an outside contract to install parking meters. "HR has made it clear that management will not comply with the language that has been in the contract for decades," said Rob Wheaton, chief negotiator for the DCTU. "But rather than correct bad policy, the City insists on eliminating good contract language that protects both workers and the taxpayers."

SIGNIFICANT LEGAL AND NLRB RULINGS

The U.S. Supreme Court heard

arguments in January over the president's authority to make "recess appointments." The suit challenges the right of the president to make two recess appointments to the National Labor Relations Board in January 2012 when the Senate was not in session. In February 2012, the NLRB found that Noel Canning, a Pepsi bottler in Yakima, Washington, had reneged on a

verbal contract during union negotiations. The company appealed to the courts in a suit that was backed by business and conservative interests groups and Republican congressional leaders. The president's recess appointees presided over the board's Noel Canning deliberations. Because the president didn't have the authority to make the recess appointments, the company and its supporters said the ruling should be voided since the board lacked the three-member quorum required to make decisions. If the high court sides with Noel Canning, the NLRB will have to re-hear more than 100 cases pending before U.S. appeals courts that challenge decisions made, in part, by the recess appointees.

In a victory for employers, the

National Labor Relations Board (NLRB) recently decided not to petition the United States Supreme Court to review challenges to its controversial "Poster Rule" which would have required employers to post notices of workers' rights under the National Labor Relations Act. The rule was proposed in 2011 and fiercely challenged by employers who did not want notices in the workplace informing workers of their right to engage in collective bargaining. The rule was supposed to take effect in 2011, but was delayed to April 30, 2012. Legal challenges resulted in both the D.C. Circuit and the Fourth Circuit Court of Appeals striking down the Poster Rule on different grounds, with the D.C. Circuit holding that the Poster Rule violated an employer's right to free speech and the Fourth Circuit holding that that the NLRB exceeded its authority in enacting the posting requirement. The NLRB stated on January 6, 2014 that it would continue its "national outreach program to educate the American public" about their rights to join a union.



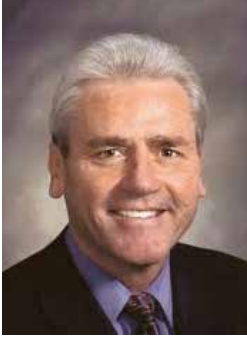
Governor Chafee. Flickr.com photo used under Creative Commons from Governor Chafee.

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Terry O'Sullivan
General President,
Laborers'
International Union
of North America

AT A CROSSROADS: CONGRESS CAN PROVE THIS IS AMERICA THE GREAT

The very backbone of our country – our highways, bridges and transit systems – are falling apart and it is creating a noose around the ability of people and commerce to move. Our nation is at a crossroads. Will we be America the great or America the crumbling?

We have failed to invest and the consequences are showing. Investing in the basics will have a positive impact for generations to come and is one of the most important issues that Congress will face this year. The Highway Bill and the federal gas tax are how the vast majority of transportation projects are built and maintained. Gas taxes go to the Highway Trust Fund and if a new bill is not passed, the fund will crash over a fiscal cliff when the current bill expires on October 1. Federal transportation officials are warning that within just months, the fund will be unable to forward full resources to states for their local projects because the current gas tax no longer meets needs.

That will create instability in the construction industry, stalling projects, freezing jobs, slowing our economy – and furthering the decline of American transportation.

Consider that today in the United States the average bridge is 44 years old, dangerously close to the average lifespan of 50 years. One in four bridges is deficient or obsolete. Nearly half of our roads are in less than good condition, carrying people and goods that far exceed their original capacity.

A CEO for a major equipment manufacturer recently testified before Congress that his corporation has moved much of its export operations to Canada to avoid transportation bottlenecks in the U.S.

Our neglect is costly – and it can also be tragic. LIUNA members were on the I-35 Bridge in Minneapolis when it collapsed, killing 13 people and injuring 145 others. We would have much rather been working to bring that bridge to safety standards, than offering a duct-tape fix. Just last year the I-5 Bridge in Washington State collapsed, blocking international traffic and costing hundreds of millions of dollars in lost commerce. Without as much attention and publicity, an average of 25 bridges a year collapse in the U.S.

The last significant boost in investment in our transportation infrastructure was two decades ago, in the form of a 4.3-cents per gallon increase in the gas tax. Since the last increase, escalating construction materials costs and increased vehicle fuel efficiency have eroded the overall value of that tax by a third.

While the value of our country's infrastructure investment has declined – to about 2 percent of our national gross domestic product – China now invests 10 percent of its GDP in infrastructure. They are building super-highways and bullet trains, while we fall behind.

The challenge for our country is to create a new vision for modernizing and maintaining our transportation systems; one that will provide a more sustainable, reliable and longer-term flow of resources than the gas tax. We believe all options must be considered – infrastructure banks, grants that states can leverage, public-private partnerships and alternative user fees. But the challenge and the immediate charge for Congress is to build a bridge now that will carry us to the time when that new vision is real. The most likely, common-sense bridge is adjusting the gas tax.

Until recently considered unspeakable, a growing chorus is speaking up for indexing the tax to inflation and adding 15 cents per gallon to the tax. Congressman Earl

Blumenauer of Oregon has submitted a bill to Congress that would do just that. Called the Update Act, the few nickels it adds to the gas tax provide enough resources to cover shortfalls for the next ten years, giving our country enough time to develop viable alternative forms of investment. And, he calls for abolishing the tax entirely at the end of those 10 years.

The Congressman is not alone. Supporters of his bill include LIUNA and a broad array of others, including the Chamber of Commerce, the American Automobile Association and transit advocates. And those who are speaking out about the urgency of passing a long-term, full-investment Highway Bill this year include respected leaders in the Executive Branch and others in Congress, including the Chairman of the House Transportation and Infrastructure Committee, Bill Shuster. That is a mix of Republicans, Democrats and non-partisan voices, as it should be.

Interstate highways were built under Republican President Dwight Eisenhower. Both parties provided resources to maintain them under Presidents Reagan and Clinton. And the proud men and women of LIUNA did the work of building our transportation systems and have maintained them for generations. We are eager to do it again.

Yes, it is an election year. An anti-tax fervor has been loud – even when absurd, as in the case for a few sorely needed nickels. But the needs are great and nothing less than the future of our country is at stake. Congress must prove what we all believe to be true: this is America the Great.



Collapsed I-5 Bridge. Flickr.com photo used under Creative Commons from WSDOT.

LABOR ADVISORY BOARD

These outstanding union leaders are members of American Income Life Insurance Company's Labor Advisory Board.

With their advice, American Income Life Insurance Company provides substantial financial assistance to labor and labor-related causes, and develops programs to best meet the needs of union members and their families.

Membership on the Labor Advisory Board constitutes neither an endorsement of American Income Life Insurance Company nor its products. The only obligation of membership on the Board is

to provide guidance on how AIL might best serve the interests of their respective members and the labor movement.

Labor Advisory Board members recognize that AIL is a fully organized, 100 percent union company that offers supplemental insurance plans primarily to union members. AIL is honored to be among those "All-Union Wall-to-Wall" companies cited by the AFL-CIO Union Label and Service Trades Department.



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Chairman Emeritus,
Labor Advisory Board



Diann Woodard
President,
American Federation of
School Administrators



Hon. Jim Wright
Former Speaker of the House
Honorary Member,
Labor Advisory Board



LIUNA's O'Sullivan to Lead the LAB

Laborers' International General President Terry O'Sullivan has been named the new chairman of the AIL/NILICO Labor Advisory Board, effective January 1, 2014. He replaces Painters International President Emeritus James Williams who retired (see separate story).

His nomination as chair of the LAB was hailed by AIL/NILICO CEO Roger Smith. "I have known Terry for a very long time and we are honored to have him serve as Chairman of the Labor Advisory board. He is known as an innovator among labor leaders and is dedicated to aggressive approaches to increase the power of working people in the 21st century. He will bring these same qualities to the LAB as chairman," said Smith.

O'Sullivan has served as General President of LIUNA since January 1, 2000. He has guided the more than 500,000 collective bargaining members of LIUNA to the forefront of the labor movement, reshaping the Union into one of the fastest-growing, most aggressive and progressive unions in North America. Despite the decline in overall union membership in the U.S., LIUNA has shown steady and consistent growth. LIUNA members work in construction, hazardous waste remediation, state and municipal government, the Postal Service, health care, maintenance and food service.

Before becoming LIUNA General President, O'Sullivan served the union as a Vice President, Mid-Atlantic Regional Manager, and Assistant to the General President. He has also served as Administrator of the West Virginia Laborers' Training Center. A native of San Francisco, he joined LIUNA in 1974 and is a member of Local Union 1353, Charleston, West Virginia.

In addition to his union service, O'Sullivan is a Board Member ex officio of La Fuente, the Chair Emeritus of the Bridge Builders and he sits on the Board of Directors for the Apollo Alliance and for the NCCMP (National Coordinating Committee for Multiemployer Plans).

American Income Life's Labor Advisory Board is unique in business. The Board is made up of leaders of more than 45 international unions, associations, organizations, representing more than nine million members covered by AIL's policies and benefits.

With the LAB's advice, AIL/NILICO provides substantial financial assistance to labor and labor-related causes, and develops programs to best meet the needs of union members and their families. AIL/NILICO is honored to be among those "All-Union Wall-to-Wall" companies cited by the AFL-CIO.



Williams Retires as LAB Chair

Painters President Emeritus James Williams has stepped down as chairman of the AIL/NILICO Labor Advisory Board (LAB). He retired as head of the International Union of Painters and Allied Trades (IUPAT) on April 1, 2013.

AIL CEO Roger Smith praised Williams' years of service to the LAB and the labor movement. "He was a great union president and a terrific chair and member of the Labor Advisory Board," said Smith. "There are no words to express how much we will miss his leadership."

General President Williams served the IUPAT for 45 years as a

member and a leader. He was general president of the union for 11 years.

He began as an apprentice glazier in District Council 21/Local Union 252 in Philadelphia, Pennsylvania in 1968. Over the course of the next nearly five decades, Williams rose through the ranks of his local union, district council and the International headquarters to eventually lead the IUPAT as general president.

IUPAT Executive General Vice President Ken Rigmaiden was unanimously elected by the union's General Executive Board after being endorsed by all IUPAT business managers as Williams' successor.



LAB Welcomes AFL-CIO EVP

AFL-CIO Executive Vice President Tefere Gebre is the newest member of the AIL/NILICO Labor Advisory Board. He was unanimously elected at the September AFL-CIO convention to replace Arlene Holt-Baker, who retired.

"We are delighted to welcome Tefere to the Labor Advisory Board, joining his colleagues AFL-CIO President Rich Trumka and Secretary-Treasury Elizabeth Schuler as members," said AIL/NILICO CEO Roger Smith.

Prior to his election, Gebre was Executive Director of the Orange County Labor Federation, which represents more than 90 local unions with a total membership of more than 140,000 working men and women.

During his tenure, the federation grew by 15,000 members and became a model of innovation, leadership and organization. Previously, he also has served as Southern California Political Director of the California Labor Federation; Director of Government Relations for Laborers Local 270; and Executive Director of Frontlash, the youth and college arm of the labor movement.

He also was twice elected the president of the California Young Democrats and served as an aide to then-Speaker of the California State Assembly, Willie Brown, Jr. Originally a political refugee from Ethiopia, Gebre received a bachelor's degree in International Marketing from Cal Poly Pomona.



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