



OCTOBER  
2021

# VICE PRESIDENT'S REPORT

Brothers and Sisters:

It is hard to believe that we are entering the final quarter of 2021! Where has time gone? I hope that this newsletter finds you and your family happy and healthy and that you were able to enjoy your summer.

As of September 1, I have been your International Vice President for a full year. And, while the circumstances of my appointment were difficult, it has been an honor to lead this amazing district and see the hard work and dedication that each of you put in every day to make the lives of working men and women better. Thank you for the opportunity to serve you, your friendship and the help and support I have received from many of you over the last crazy year. The IBEW truly is all of us and we are always stronger when we stand together.

Work across the district continues to prosper with more opportunities on the way. As of August 31, 2021, the Fourth District has 53,622 members. That is an increase of 794 members from 1 year ago. Keep up the great work!

The Council on Industrial Relations (CIR) celebrated their 100<sup>th</sup> Anniversary after being delayed by a year thanks to the pandemic. What a special occasion none the less. It reminded me of what we are capable of. The IBEW is the only trade union that has a CIR. The only construction trade that figured out how to peacefully resolve our differences with our employers without spending thousands of dollars in arbitration costs. The only one that sets aside our individual rights when we go to council to focus on what is "right" for the industry. And, while that is not always popular with our membership, it sure beats going to arbitration on every matter, waiting months for awards, only then to have the company show up at the bargaining table and try to strip whatever benefit or working condition you won at arbitration.

There have also been a lot of amazing things happening across the district over the last quarter.

As COVID-19 continues to be a pandemic of the "mostly unvaccinated," some Local Unions are getting creative on how to deal with bargaining over the effects of the employers' vaccination mandates. For instance, Local Union 1347 Business Manager, Andrew Kirk negotiated a \$1500.00 bonus for his members! This agreement gives the employees a shot in the arm for getting a shot in the arm! Great job!

Local Union 64 Business Manager and International Executive Council Member, Jim Burgham earned the Salute to Labor Achievement Award from the Youngstown Warren Regional Chamber. What a great honor



## IBEW FOURTH DISTRICT

for a great labor leader. Thank you, Jim, for your leadership. You certainly have the skills to bring parties together to find common ground.

Local 82 Business Manager, Greg Gust and Special Projects Coordinator David Bruce just submitted 76 letters of support to the Ohio Power Siting Board for the Yellow Wood Solar Project in Clinton County. The developer was ecstatic. Great job of organizing members to support a project!!

The Pro Patria Award is presented annually to one small, one large, and one public sector employer in their state or territory. This is the highest-level award that may be bestowed by an Employer Support of the Guard or Reserve (ESGR) State Committee. Recipients have demonstrated the greatest support to Guard and Reserve employees through their leadership and practices, including adopting personnel policies that make it easier for employees to participate in the National Guard and Reserve. Local Union 466 apprentice and WV Army National Guard member, Dakota Gonzalez nominated the Local Union and they won for being the top of their business category. Congratulations Local Union 466!!

Local 70 members David Bergeron and Garland Brock while working for Dominion Energy on the South Anna Substation project in Gordonsville, VA showed up just in time to save a life. The two gentlemen were coming down the hotel elevator from their rooms headed out for dinner when they heard loud screaming coming from the front lobby area. The two ran to the area to find a hotel worker's daughter had stopped breathing. Their quick and heroic actions of administering CPR, chest compressions and dousing the girl with cold ice water saved her life. Thank you, Brothers, for your quick and heroic actions!

There have also been some very positive things happening for labor in general. For instance, on September 2, 2021, Gallup released a new poll that found that Labor Unions are more popular with Americans than they have been in half a century! Sixty-eight percent of respondents said they approve of unions, marking the highest level since 1965, when 71% said they approved.

Gallup conducts the poll on unions every year. (The full poll results can be viewed [here](#))

The approval of unions in the latest poll was particularly high among Democrats, at 90%. Forty-seven percent of Republicans and 66% of Independents said they approved of unions. Respondents were also more likely to approve of unions if they were young (77% of those ages 18 to 34) or identified as non-white (76%).

Also exciting is the fact that the National Labor Relations Board (NLRB) welcomed a new board member on August 28, 2021, David Prouty, putting the democrats back in the driver's seat with a 3-2 democratic majority. Mr. Prouty received his law degree with honors from Harvard Law School in 1986 and has served as the General Counsel of the Service Employees International Union (SEIU), the Major League Baseball Players Association, and UNITE Here. Prior to his legal work he worked as a researcher and organizer for the AFSCME. This will be a welcome change to the NLRB, we will likely see many of the anti-worker decisions of the Trump board reversed in the coming months. Finally!!

With all the positive things that are happening across the district I cannot wait to see what the next quarter holds. Thank you for all your hard work.

In Solidarity,



Gina P. Cooper  
International Vice President  
IBEW Fourth District



## Construction Organizing By: Gary Osborne

The number of unfilled calls across the Fourth District continues to remain high. Over the past months we have averaged around 200 unfilled Inside and Outside calls weekly. This trend is troubling on several levels. Employers' signatory to our collective bargaining agreements look to the Local Unions as their exclusive source of manpower. Our inability to deliver manpower in a timely manner causes our employers to back away from seeking additional projects which in turn opens the door for open shop employers to walk in and take our customers. Indications are that work opportunities will continue to increase, manpower needs will increase, and if we want to be in the game our Inside and Outside membership must increase. All the gains local unions have made in increasing market share over the past few years can go away with the loss of one large project. Here are a couple of ideas that you can use to address our manpower needs.

First, if you're a local currently slow on work and you have members laid off, encourage your members to assist surrounding locals in need of manpower. A personal phone call from the Business Manager may be the key to encouraging a member to travel to another local and assist in staffing their projects. Second, we must continue recruiting and bringing in new members. No matter if your local is currently slow on work, or you have an abundance of work, we must continue to organize workers. If you have open shop employees looking to join the IBEW and your work is currently slow, offer them the option to travel to another local union to help fill our manpower needs. Be sure these newly recruited individuals are properly classified and are members.

Local Unions that control the manpower control the work. To continue increasing our market share, increase our work opportunities, and increase our customer base, we have to grow our membership. We have immediate manpower needs, let's all work together to address these needs!

## Professional and Industrial Organizing

By: Bert McDermitt, Jr.

The following IBEW Local Unions have been working these campaigns since our July report.

**Local 369** – (Louisville, KY) Larry Wendler, Business Manager

**Arbor Metrics, LLC in Hazard, KY** – filed a petition and reached a stipulated election agreement for the Line Clearance Tree Trimmer Work Planners performing work on Kentucky Power of American Electric Power in the Commonwealth of Kentucky. This will be a mail ballot election with the ballots being mailed on September 29, 2021 and counted on October 28, 2021.

**Local 666** – (Richmond, VA) Charles Skelly, Business Manager

The **Campaign Workers** for the Virginia 40<sup>th</sup> House of Delegates Incumbent Dan Helmer were voluntarily recognized by the campaign on August 16, 2021. The negotiations were completed, and the contract ratified on September 20, 2021.

**Aclara Technologies, LLC – Meter Installers, Challenged Ballots**

Regional Director for Baltimore, MD upheld the Hearing Officer's decision in favor of Local 666's position on the challenged ballots for the furloughed workers. The Employer lawyers have requested a review from the Board of the Regional Director's decision.

**Local 1466** – (Columbus, OH) Jason Wright, Business Manager

The **Campaign Workers** for the Tim Ryan for Ohio Senate campaign were voluntarily recognized by the campaign on September 13, 2021. They are developing the negotiations committee and working towards opening negotiations.

**Local 1900** – (Largo, MD) Jerry Williford, Business Manager

**Shenandoah Valley Electric Cooperative in Rockingham, VA** – filed a petition for the Operations Division and secured a stipulated election agreement for a mail ballot election. The ballots were mailed September 20, 2021 and will be counted on October 12, 2021.

**Dominion Energy – Surry Power Station Security Officers**

Currently working on voluntary recognition, over 80% of the nearly 120 officers have signed authorization cards. They are standing strong with the barrage on anti-union influencers on the job daily. A special thank you to the officers of IBEW Local 1413 (Energy Harbor Security Officers) for their support on this campaign. You can also support them on the Surry Security Officers Facebook Page.

**Announcing Our First In-Person Training  
Since the Pandemic!!**

# **NEW BUSINESS MANAGER TRAINING WEEK 1**

We are excited to be able to get back together in person for training...finally! If you are a new business manager or have not completed "New Business Manager Training" Week 1, please mark your calendar and plan to enroll in this very important training!

**December 6-10, 2021**

# *Congratulations!*



Congratulations to the following members of the Fourth District who have recently retired or will be soon. We wish you a long and healthy retirement. Thank you for your leadership and commitment to the IBEW.

**Pete Demchuk, Local Union 24, Business Manager**  
**Joe Bucey, Local Union 972, Organizer**



I would like to welcome the following new officers and representatives to the Fourth District family:

**Mike McHale, Local Union 24, Business Manager**  
**John Rusnak, Local Union 673, Business Manager**  
**Kurtis Toothman, Local Union 673, Organizer**  
**Andy Chapman, International Lead Organizer**  
**Pat Kallaher, International Lead Organizer**



## **2021 UPCOMING VIRTUAL TRAININGS**

While we would prefer to host in person trainings at your local union that are customized to meet your needs, we realize that is not always possible, particularly for some of our smaller local unions.

Therefore, to ensure that everyone has the opportunity for training, we are offering the following trainings in a virtual format. **Please register a minimum of two (2) weeks in advance of these trainings to allow time to mail class handouts to participants.**

### **Stewards Virtual Training**

*(2 evenings, for 2 hours each)*

**December 15 & 16, 2021**

**March 2 & 3, 2022**

**June 1 & 2, 2022**

**September 7 & 8, 2022**

### **Local Union Election Judge Virtual Training**

*(2 evenings, for 2 hours each)*

**January 25 & 26, 2022**

**February 22 & 23, 2022**

**March 22 & 23, 2022**

**April 26 & 27, 2022**

To sign up for any of the above trainings, please send an email request, **from the Business Manager**, with the names and email addresses of the participants to:

**[IVPD\\_04@ibew.org](mailto:IVPD_04@ibew.org)**

## **CAN'T MAKE THESE TRAININGS WORK WITH YOUR SCHEDULE???**

Don't stress...we've got your back. If you cannot make the scheduled virtual trainings work for you, let us know and we can schedule a training just for your local union.

**Where trade unions are most firmly  
organized, there are the rights of the people  
most respected.**

*-Samuel Gompers  
1<sup>st</sup> AFL President*

## BUSINESS DEVELOPMENT UPDATE BY: JON ROSENBERGER

### Utility Scale Solar

The work on securing utility-scale solar opportunities for our members across the district continued this quarter. Meetings with developers, utilities, and contractors have continued. The Fourth District staff and our local unions are working to build strong relationships in the utility-scale solar space.

Business Development and the Fourth District staff are available to support you throughout relationship building, project permitting, and the staffing process. A first step toward being involved in this priority for the district is contacting us. We can provide you with a list of utility-scale solar projects in your area. After reviewing the list and discussing priorities for your local union, International Representative Malloy is available to assist your local union through participating in advocacy throughout the permitting process. It is through the advocacy work that we have built many of our relationships in the utility-scale solar industry. Your local union's servicing International Representative and the district's organizing staff can assist in recruitment efforts to be sure when the project is awarded to one of our contractors your local union has the manpower ready to complete the project. At every level and every step of the way, the district is prepared to support your local union.

### EVITP

With the recent announcements by several major automakers of planned production shifts to electric vehicles and the inclusion of 500,000 charging stations in the trillion-dollar infrastructure bill, the timeliness of advancing the training, certification, and marketing of the EVITP is crucial.

While the requirement for EVITP-certified installers did NOT make it into the final version of the current infrastructure legislation, it still makes sense for the IBEW and NECA to continue to embrace EVITP and set the bar for quality, safe installation of electric vehicle supply equipment. Towards that end, the IBEW Business Development department have been facilitating the recruitment of signatory contractors to register on the EVITP website [www.evitp.org](http://www.evitp.org) and formally commit to employing certified installers for their projects. Currently there are over 1,200 IBEW signatory contractor listings for the United States!

Several state and local entities have already adopted requirements for EVITP-certified installers for their projects and IBEW Business Development has been actively marketing the merits of the program to our friends in the utility and transportation industries across the country. JATCs have also stepped up their participation in the virtual and in-person "train the trainer" events hosted by EVITP, and we are on track to have around 5,000 EVITP certified installers in the IBEW by the beginning of 2022. For more information go to the website or contact me.

As I hope you are each aware, Business Development's role is not limited to utility-scale solar or EVITP. Please contact me to discuss all upcoming opportunities in your area.

## WHERE'S THE WORK??

**Local Union 573 (Warren, OH) – Lordstown Battery/Lordstown Motor** – Est. Peak Manpower – 300 JW

**Local Union 80 (Norfolk, VA) – Microsoft Data** – Est. Peak Manpower – 500 JW

**Local Union 666 (Richmond, VA) – Facebook, Hospital, Various Other Projects** – Est. Peak Manpower – 100 JW Ongoing

**Local Union 1105 (Newark, OH) – Facebook/Google and Various Other Projects** – Est. Peak Manpower – 150 JW from

**Local Union 683 (Columbus, OH) – Google and Other Projects** – Est. Peak Manpower – 150 JW

# 2021 PROJECTED SCHEDULE OF MEETINGS

(Please note: these dates are subject to be changed)

DATES:	CONFERENCE:	LOCATION:
October 3 - 8	Fall Telecom Meeting	CANCELLED
October 4	Broadcasting Fall Council Meeting	VIRTUAL
October 4-6	West Virginia Electrical Workers Association	Roanoke, WV
October 13	Metal Trades Department 71 <sup>st</sup> Convention	VIRTUAL
October 14-15	Ohio State Conference	Columbus, OH
October 20 - 23	RENEW	VIRTUAL
October 24 - 27	Railroad and Government Employees	CANCELLED
November 1- 4	Membership Development	VIRTUAL
November 13 - 17	CIR	Washington, DC
November 15- 17	Utility	VIRTUAL
November 16 - 18	Nuclear	VIRTUAL
December 6 - 10	New Business Manager's Training (Week 1)	Location TBD

# 2022 PROJECTED SCHEDULE OF MEETINGS

(Please note: these dates are subject to be changed)

DATES	CONFERENCE	LOCATION
January 23 - 26	IBEW NECA Benefits Conference	TradeWinds Resort - St. Pete's Beach, FL
February 13 - 17	CIR	Washington, DC
March 7 - 11	BMT Conference	Hyatt Regency - San Antonio, TX
March 31 - April 2	Construction Conference	Washington, DC
May 9 - 13	IBEW Convention	Chicago, IL
May 15 - 19	CIR	Washington, DC
May 23 - 24	Safety Caucus	Tempe Mission Palms Hotel - Tempe, AZ
May 24 - 26	Utility Conference	TradeWinds Resort - St. Pete Beach, FL
June 11 - 16	28 <sup>th</sup> Constitutional Convention of the AFLCIO	Philadelphia, PA
July 11 - 15	Fourth District Progress Meeting	Columbus, OH
August 14 - 18	CIR	Washington, DC
August 30 - Sept 1	Membership Development Conference	Grand Hyatt San Antonio - San Antonio, TX
September 5 - 10	Women's Conference	Hyatt Regency Washington D.C.
September 18 - 22	Gas Conferences (hosted by IBEW)	New Orleans, LA
October 16 - 19	Railroad & Government Employees Conference	Hilton - Myrtle Beach, SC
October 24 - 26	Fall Telecom and Broadcasting Meetings	TradeWinds Resort - St. Pete's Beach, FL
November 13 - 15	Nuclear Conference	TradeWinds Resort - St. Pete's Beach, FL
November 13 - 17	CIR	Washington, DC

*"There is nothing stronger than the American labor movement. United, we cannot, and we will not be turned aside. We'll work for it, sisters, and brothers. We'll stand for it. Together. Each of us. To bring out the best in America. To bring out the best in ourselves, and each other."*

-Richard Trumpka  
AFL-CIO President



Scan to Visit IBEWmade.com

In 2014, the IBEW Manufacturing Department developed the Product Identification Team (PIT Committee) to organize information on IBEW manufactured products. The PIT Committee is constructed from Local Union and International Representatives from most IBEW Vice Presidential Districts. In 2014, IBEWmade.com was launched to showcase IBEW-manufactured products. Since the launch of the website, the PIT Committee has expanded to include promoting IBEW Services and Contractors. Its mission is to not only promote IBEW products and services but to make it easy for contractors and the public to find and purchase IBEW made products and services. Another goal is to keep jobs at home in the United States and Canada. IBEWmade.com continues to grow each year expand to showcase other Union-made products and services. Help support Union Workers by utilizing Union Contractors and services in addition to buying high-quality union-made products. If you are interested in learning more or adding your products or services to the website, contact the Manufacturing Department at [ibewmade@ibew.org](mailto:ibewmade@ibew.org) or (202) 728-6089.

# You did it! *Congratulations*

Local Union 70 (James Horton, BM)

- VSL Electrical, Signing, Lighting LLC
- 43 new employees

Local Union 648 (Jeff McGuffey, BM)

- Membership passed their CBA – 3-year deal
- \$1.50, \$1.60, \$1.70



VSL Swearing in Ceremony 1

Local Union 2100 (Joel Saulman, BM)

- Shelby Energy Agreement; 14-yes, 0-no
- 3-year contract with raises (Year 1 – 2.5%, Year 2 – \$2.75%, Year 3 – 3%) plus added benefits

Local Union 2220 (Kevin Marcum) & Local Union 2287 (Pam Combs)

- Ratified 3-year Contract with Schneider Electric
- Minimum 5% increase in starting pay

Local Union 1805 (Kenneth Morris, BM)

- Ratified new 4-year Agreement with Northrop Grumman
- Unanimous vote

Local Union 1200 (Geoff Turner, BM)

- Ratified new 2-year Agreement with WMAR
- Significant progress made across the board in wage 'catch up' in current wage scale

Local Union 26 (George Hogan, BM)

- Signed J & G Contractors, Inc.
- Signed L & M Electric & Plumbing



# POLITICS

## ☑ KENTUCKY

The Governor convened a special session on September 9, 2021, and the following became law:

- SB-1 Ends mask mandate in Kentucky
- SB-2 Health Care related to COVID-19
- SB-3 69-million-dollar appropriation bill
- SB-5 410-million-dollar economic development bill

The Kentucky Supreme Court took away the Governor's power to declare an Emergency Order without the consent of the House signing off first, which of course ties his hands when it comes to the needed help for the state's residents.

The United States Secretary of Labor, Marty Walsh, visited IBEW Local Union 369's JATC Training Facility on the September 15<sup>th</sup> and toured the facility with IBEW Local 369's Business Manager, US Congressman Yarmuth, the Mayor of Louisville, other local area unions, and various dignitaries. Secretary Walsh then spoke at a luncheon for invited guests and told his story as a union laborer in Boston and the need for unions in the country to build the middle class stronger, which in turn helps everyone.



## ☑ MARYLAND

The Maryland Legislative Session will convene on January 12, 2022. In the meantime, the IBEW has joined forces with the Maryland State and DC AFL-CIO and the Baltimore/Washington Building Trades Council to work on preparing Labor Standards to be applied to non-residential Renewable Energy Projects in the State of Maryland. We were actually asked by the legislator who will be sponsoring the bill to provide Labor Standards language. These standards will require all contractors and subcontractors to: pay prevailing wages and fringes, participate in Maryland State registered apprenticeship programs, be compliant with federal and state wage and hour laws in the previous three years, establish and execute a plan for outreach, recruitment, and retention of Maryland residents, provide health care and retirement benefits, and maintain the appropriate license requirements. We are in the early stages but should have it completed when the session starts.

*"There is a direct relationship between the ballot box and the bread box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls."*

-Walter Reuther



## ☑ OHIO

The Ohio 134<sup>th</sup> General Assembly has been in recess since June but will be back in session by end of September. There are several bills in the House and Senate that will be debated before the end of the year. A couple of bills in particular, House Bill 235 and Senate Bill 131, in their current form will affect the construction industry. House Bill 235, referred to as the High Hazard Training Certification Act (HHTC) was jointly written by ACT Ohio Director Matt Szollosi. The bill pertains to construction services performed under a contract at a stationary source (Refineries, Chemical plants, Etc.). As written, the bill sets a minimum training requirement with regards to apprenticeship training and safety training for individuals working at High Hazard Facilities. The bill is assigned to the Commerce and Labor Committee and will need testimony in support from all the trades.

IBEW members are not strangers to bad legislation proposed at the State House and the next bill in its proposed form is a terrible bill for all licensed construction trades (Electrical, Plumbing and Pipefitting, HVAC). The bill in question is Senate Bill 131, which has a companion bill in the House, HB 203. The bill would require an occupational licensing authority to issue a license or government certification to an applicant who holds a license or government certification, or private certification or has satisfactory work experience in another state. The problem with this bill, the out of state occupational licensing authorities for which the State of Ohio is excepting licensing or government certification are not required to except or reciprocate an Ohio occupational license. This is by no means a reciprocating bill, even though some the legislators are referring to it as one. If this bill gains traction it will take a strong effort by everyone to defeat or change the bill.

## ☑ VIRGINIA

All eyes are on Virginia as the gubernatorial race kicks into high gear. The first general election debate was held on Thursday, September 16, and early voting opened the following day. This election is sure to be the most watched off-year election. Democratic candidate and former Gov. Terry McAuliffe (D) is head-to-head with Republican opponent and former businessman Glenn Youngkin.

This race is shattering fundraising goals with both candidates raising greater than 15 million dollars through the July & August reporting period according to the non-partisan Virginia Public Access Project (VPAP). Both candidates more than doubled Gov. Ralph Northam's \$7.4 million dollar fundraising for the same period (July & August) in the last election.

In addition, 92 of the 100 house of delegates seats are contested, as well as, the positions of the Lt. Governor, and Attorney General.

MEMBER-VOTER TURNOUT is the key to this election. Unions cannot afford to let the hard-fought gains we passed in the last legislative session be repealed or overturned. Gains such as, project labor agreements (PLAs) and prevailing wage requirements for taxpayer funded projects; increases to the state's minimum wage; penalties for employers who misclassify workers; expansion of Virginia's wage payment law including private right of action against employers who engage in wage theft or other violations of the law. These are major gains that took many years to achieve and were the direct result of the hard work by our union members. We must protect and re-elect the legislators who supported our efforts. If you are unsure who the IBEW or AFL-CIO has endorsed in your area, please contact your Local Union Registrar or the Business Manager. **Please remember to VOTE between now and Nov. 2, 2021!**

## ☑ WASHINGTON, DC

We are in the process of working with the Baltimore/Washington Building Trades Council to get legislation passed through the City Council that will require all underground work in DC to be covered under the Prevailing Wage laws. Currently water, sewer, telephone, and internet work are covered. We are looking to add electric and gas work.

## ☑ WEST VIRGINIA

In West Virginia, Labor Leaders are preparing for the upcoming Legislative Session which will open in January. With the Republican Party in charge of the House of Delegates, Senate and Governor's office the past three sessions, Labor has taken it on the chin. Right-to-Work was their top priority a few years ago, followed immediately by stripping away Prevailing Wage and they also attacked our public employees. You would think they would be happy. But they are not. Every session they continue to attack workers. They want to reduce our workers compensation and unemployment benefits, erode our licensing requirements, and dilute all enforcement. We must take a different tactic.

West Virginia Labor leaders are going to take an approach that has worked in other states. We have to put political parties aside and work with any elected official that supports workers and our issues. There are elected officials in all parties that support our issues. We have to identify them and build relationships with them. It's our only option for the moment.

However, this approach only helps us maintain the status-quo. Going forward, if we are to improve the lives of our members and their families, we must elect pro-union politicians who are willing to advance our causes because they believe in us, not because we hand them a check. But for now, without other options, this is the approach we must take.

# CHECK IT OUT!

The NEBF Trustees have added a link to the Economic Impact Report on the NEBF Website:

[https://www.nebf.com/assets/1/7/NEBF\\_and\\_NEAP\\_Economic\\_Impacts\\_of\\_Real\\_Estate\\_Investments\\_June\\_2021\\_FINAL.pdf](https://www.nebf.com/assets/1/7/NEBF_and_NEAP_Economic_Impacts_of_Real_Estate_Investments_June_2021_FINAL.pdf)

## COVID-19 UPDATE

As the COVID-19 Delta variant continues to ravage the country the IBEW has not been spared.

Throughout the IBEW over 26,000 of our fellow brothers and sisters been infected by this awful virus and 596 of them have died from it.

Brothers and Sisters this is not a difficult decision. 99.4% of the people that are dying from this virus are UNVACCINATED. I realize that no one likes to be told what to do . . . but, keeping the workplace safe is one of the most important jobs that we have as labor leaders. Please do everything within your power to convince your members to get VACCINATED.

