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IUOE Local 148

States with the Highest Union Density:

1. New York - 23.6%
2. Hawaii - 19.9%
3. Alaska - 18.5%
4. Connecticut - 17.5%
5. Washington - 17.4%
6. New Jersey - 16.1%
7. California - 15.9%
8. Rhode Island - 15.5%
9. Illinois - 14.5%
10. Michigan - 14.4%

Of these, only one is a “right-to-work” state: Michigan which became RTW in 2012.



Find us online at
www.iuoe148.com

The Gauge

By the International Union of Operating
Engineers, Local 148

Happy Holidays as we Prepare for a Great 2018!

As we enter the season of celebration, I want to take this opportunity to sincerely thank each member of Local 148. Local 148 is not me, the Business Representatives or Officers. Local 148 is each member united together, fighting for each other in order to protect what has been passed on to us through

the efforts of previous generations in the labor movement. I sincerely thank you for that support throughout the year. Next year will be very challenging for us with the Right-to-Work campaign in Missouri and the governor's election in Illinois. It can be the best year ever if we unite together and give every possi-

ble effort to these campaigns. I sincerely wish you and your family members love, happiness, and peace during the holiday season and throughout the New Year.

Keith Linderer
Business Manager

Right to Work Facts

The supporters of right-to-work would want you to believe that their only intention is to weaken the influence of unions. Nothing could be further from the truth. They put out threats and statements that play on peoples' emotions and there is no factual basis for these statements.

When we deal in facts, we get a very different picture. It's a picture where every single person is hurt by right-to-work laws. It's a picture where the most vulnerable in our society, the children and the poor are hurt the most.

Here are some of the facts:

1. The average worker in states with right-to-work laws makes \$5,791 a year less than workers in other states (*Bureau of Labor Statistics*). The higher wages in a union household help our local community, state, nation by creating a strong tax base that benefits all people.
2. The rate of workplace

deaths is 36% higher in states with right-to-work laws (*AFL-CIO, Death on the Job: The Toll of Neglect, April 2013*). Unions have a long history of fighting for tougher workplace safety and health rules.

3. States with right-to-work laws spend 26.7% less per pupil on elementary and secondary education than other states, and students are less likely to be performing at their appropriate grade level in math and reading (*National Education Association, Ranking and Estimates*). The simple reason is that they do not have the necessary tax base to provide the financial support. All of the research tells us that the way to break the cycle of poverty in a family is through a quality education.

4. People in states with right-to-work laws are more likely to be uninsured, 19.1%, compared with 14.9% in free bargaining states (*Kaiser Family Foundation*). One of the strengths of a union is being

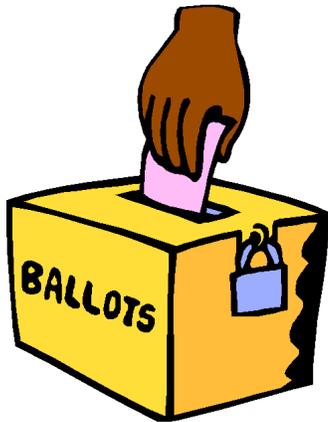
able to negotiate quality benefits for their members and families.

These are the facts we are left to deal with as we enter the year where voters in Missouri will have the opportunity to say that we do not want these facts to become a reality for the people of Missouri.

It is perhaps best expressed in the following words.

"I say let's go back to a truer use of the word "freedom". Let's start with President Franklin Roosevelt's Four Freedoms: freedom of speech and expression, freedom of worship, freedom from want and freedom from fear. I would add the freedom to bargain collectively. These freedoms are under attack today". - Richard Trumka, President of the AFL-CIO

Nominations and Election of Delegates to 2018 International Convention



Nominations for election to the May, 2018 39th General Convention of the International Union of Operating Engineers will be held at the January 9th, 2018 regular notified membership meeting.

Pursuant to Article II, Section 3 of the International Constitution, the election of delegates shall be conducted by secret ballot. In order to be a candidate for delegate, a member must, at the time of nomination, be a member in good standing with respect to payment of dues and meet the requirements of Article XXIV, Subdivi-

sion 1, Section (b), paragraph two, to wit:

- For the last year, been continuously employed at the trade, or actively sought continuous employment at the trade, or

- For the last year, been employed by or working for a Local Union or the International Union or been assigned by his Local Union or the International Union to perform work in furtherance of the interests of organized labor, in each case in such a time-consuming capacity as to preclude continuous employment in the trade or actively seeking of such.

The election of delegates will be held on February 13, 2018 at the regularly scheduled union meeting. All members of Local 148 who are in good standing are eligible to vote in this election. The Local will be electing seven (7) delegates.

U.S. Supreme Court to Hear Illinois Fair Share Case

The United States Supreme Court has agreed to hear *Janus v. AFSCME*, a case that started in Illinois but could have far-reaching effects across the country.

The case raises the question of whether public employees must pay dues even if they disagree with their union's position. In this case, the plaintiff is arguing that wages, benefits, and working conditions of employment are fundamentally political. The case is expected to be heard

in January or February.

The Supreme Court has in the past considered whether members of public employees unions must pay dues. In the 1970's the Supreme Court ruled on a case called "Abood" which stated opponents of unions do not have to pay the political part of union dues, but do have to continue paying for their fair share portion.

The most recent case ended in a 4-4 tie due to the death of

Justice Scalia. Neil Gorsuch, a Trump appointee, replaced Scalia and appears to be siding with the plaintiff.

Destroying unions and diminishing worker rights is in the forefront of corporate America's agenda. This case may open the door for them to make right-to-work a national law. We must do everything we can to educate our members about the importance of unions and how right-to-work will destroy what they have earned and deserve.

Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor. - JFK

Illinois Politics

A republican state representative is taking on the party's leader. State Representative Jeanne Ives from Wheaton is circulating a petition to run in the GOP primary against Governor Bruce Rauner. She said republicans need a choice because Bruce Rauner has failed the integrity test.

In the meantime, the Illinois AFL-CIO's endorsed candidate, JB Prizker's campaign for governor continues to gain momentum. It recently obtained the endorsement of the Illinois Democratic County Chair Association.

For the second time, the Illinois House failed to override Governor Rauner's

veto of a bill that prohibits local right-to-work areas in the state. The attempt to override the veto of SB1905 fell one vote short, 70-39-1. Since taking office, the governor has made obtaining right-to-work zones a major goal.

Can an Employer Shut Down When Workers Unionize?

Workers who are trying to form a union at their workplace are protected from retaliation by their employer. If someone is fired for being pro-union, it is likely an unfair labor practice by the employer. Likewise, if during an organizing campaign, all of a sudden the pro-union workers have their hours cut, that is likely a violation.

Also, if the owner of a company tells workers at one location that he will simply close that shop if they unionize, it is likely illegal.

But, what about recently when billionaire owner Joe

Ricketts decided to close down the Gothamist and DNAInfo? The workers at the New York office voted to unionize and the next week Ricketts announced to his 115 employees (in an email), that he was closing all of the offices (New York, San Francisco, Washington DC, Chicago and Los Angeles) and shutting down the websites.

Is that legal? It is likely not a cut and dry question. Companies are allowed to absolutely close shop for any reason. They are normally not allowed to close part of their business that unionizes and leave the other parts open.

Since Ricketts closed every office of the companies (only New York voted to unionize), it might be legal. The Writer's Guild has not yet said if they plan to file an unfair labor practice charge in the matter. If they can show that the company is still operating somewhere, in some manner, then they might have a case.

Fortunately for most workers, they do not work for a billionaire that can easily afford to put 115 people out of work because a fraction of them did something he did not like.

Dynergy Sold to Vistra

Dynergy announced it was bought by Vistra, a Texas based power producer. Vistra is the largest retailer and generator of electricity in Texas. The all-stock deal was worth \$1.74 billion.

The combined companies will be worth more than \$20 billion and have power generating and retail operations in the six largest electricity markets in the United States.

They will generate approximately \$3 billion annually before interest, tax, depreciation and amortization (EBITDA).

The acquisition has to be approved by governmental regulators, but Vistra CEO Curt Morgan was confident that it would go through.

Local 148 represents approximately 250 members at the

Coffeen and Joppa Power Stations that are part of the acquisition.

In September, Dynergy announced it was going to begin a round of layoffs. It was also studying the possibility of closing the plant due to cheap gas prices and shrinking profit margins. The future of these plants is uncertain at this time.

Skilled Worker Shortage in the United Kingdom

There have been many reports about the shortage of skilled trades workers in the United States over the last few years. Industry organizations, major contractors, and business groups have all complained about not being able to find enough workers to complete their projects.

It appears this is not just a problem here in the United States. A recent report in the Telegraph in the UK noted that Great Britain is also experiencing a shortage of surveyors, bricklayers and other crafts people.

The Royal Institute of Chartered Surveyors noted that 2/3rds of surveyors said a

lack of skilled workers is limiting their building activity.

Much like in the United States, this shortage of trained workers is coming at a time when construction has been on the rise and unemployment levels are fairly low. The article noted that employment in the UK construction industry rose by about 45,000 in the last year to about 2.9 million total workers. Earnings for British construction workers has risen about 2.1% over the same time.

There are likely several reasons for the shortage in the UK, some of which are simi-

lar to causes of the shortage here. Union density in the United Kingdom has declined in the last 2 decades, from about 32% in 1995 to about 23% in 2016.

Also, it is likely that the Brexit vote (the UK leaving the European Union) will further exacerbate the problem by making it more difficult for people from other European countries to work in the UK. A recent survey found that 1/2 of construction firms in the country are concerned about finding workers post-Brexit.

This is similar to the US business community's concerns over increased immigration enforcement in the United States.

The only effective answer to organized greed is organized labor - Thomas Donahue, Report to the Convention from the AFL-CIO Executive Council

By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them - MLK

Without unions, workers will lose many of the protections against abusive employers. Wages for all will be depressed, even as corporate profits soar. The American Dream will be destroyed for millions. And we will have a government of the corporations, by the already powerful, for the wealthy - Ken Bernstein

National AFL-CIO Conference in St. Louis

Over 1,200 union delegates and attendees met in St. Louis in October for the AFL-CIO's national convention.

The delegates unanimously re-elected Richard Trumka (United Mine Workers) as president, Liz Shuler (IBEW) as secretary-treasurer and Tefere Gebre (UFCW) as executive vice president of the organization.

The delegates also elected 55 vice presidents who will serve four year terms on the executive council.

Several resolutions were approved by the conventions delegates, among them:

Resolution 7 Reviving Our Communities and Putting Millions to Work Rebuilding the Country: *"The labor movement expects Congress to work with the administration to achieve the promises President Trump made in 2016 for a \$1 trillion infrastructure plan. Yet we know that \$1 trillion is not enough to fund existing needs, much less to invest in new infrastructure. The labor movement will fight for an infrastructure program that goes beyond this down payment and comprehensively invests in our nation's future."*

Resolution 10 Encouraging Union Members to Run for Public Office: *"With an ur-*

gent need to expand these efforts, we hereby resolve to strengthen the independent political voice for labor in local government by identifying and recruiting new candidates for local office, ensuring the candidates we recruit and endorse reflect the diversity of our labor movement. These labor candidates will champion pro-labor values and campaign aggressively and in partnership with labor."

Resolution 16: Inclusion and Equity: *Ensuring Equity and Inclusion Internally and Externally: "Politicians and corporations have used race and ethnicity, cultural differences and geography to divide us for decades. It is simple: If we are fighting each other, then we are not fighting together for better jobs, better schools, more affordable health care, good housing, strong communities and a more secure retirement for all. Eradicating bigotry is not just the moral thing to do—it is the only way we will win these things for all working families and leave a better future for our children."*

Resolution 24: Fighting Together for Workers in Manufacturing: *"To win these fights, raise wages and improve diversity in manu-*

facturing, we must activate workers to fight for political demands and to organize. We must insist on inclusion and solidarity, and reject exclusion and racism. The alternative is continued decline and the growth of a political narrative on manufacturing that is contrary to our values and our interests."

Resolution 29: Resolution Supporting 100 Percent Buy American for Defense Procurement: *"To fight for American jobs and American security, we will: vigorously support eliminating all loopholes to Buy American laws, and demand that all goods purchased for defense procurement are manufactured in the United States; strengthen and expand measures that apply to defense procurement and support our defense industrial base, including Buy American, the Defense Production Act, the Jones Act, the Specialty Metals Clause and the Berry Amendment; and support measures to rectify U.S. dependence on any foreign-sourced critical military supplies and systems, including government support for establishing U.S. production capacity."*

Kansas City to St. Louis in 31 Minutes?

State officials have announced a public-private partnership to study the feasibility of building a hyperloop route between KC and STL. The partnership includes MODOT, the University of Missouri, the St. Louis Regional Chamber of Commerce, the KC Tech Council, the Missouri Innovation Center and Hyperloop One.

It currently takes about 55 minutes by plane or 3:40 by car to travel between the two

cities. A hyperloop would utilize passenger pods inside mostly airless tubes. The pods could travel at speeds of up to 760 MPH.

The feasibility study will look at building the tubes either above ground on pylons along I-70 or underground in tunnels.

The proposed route is an attractive one for one of the first possible hyperloops, as it is

incredibly straight, which would allow the pods to reach their maximum speed. A stop in Columbia for the University of Missouri is likely to be included in any final plan.

The study will cost about \$1.5 million and is being funded by private sources.

Several Hyperloop projects are also being considered in other states.



The Outdoor Corner

Top Bass Fishing Lakes for 2017

Every year, Bass Master magazine ranks the 100 best bass fishing lakes in the United States, divided into four regions. They also released the top 12 nationwide.

Coming in at number 12 is Chickamauga Lake, located northeast of Chattanooga, TN. Chickamauga is a 36,240 acre reservoir that produced the largest bass in the state record book (15 lbs., 2 oz.).

Next up at #11 is the Thousand Islands in upstate New York. This 50 mile stretch of the St. Lawrence River actually contains 1,864 islands. While there is plenty of largemouth action to be found, the area is best known for producing record stringers of small mouth bass.

From right along the Canadian border with number 11 to straddling the Texas/Mexico border, #10 is the Falcon International Reservoir (Falcon Lake). At about 83,000 acres, the water level at Falcon can vary greatly, but when it is full, it is known for producing some really big fish.

Number 9 is back on the Canadian border, this time with Michigan. Lake St. Clair is just upriver from Detroit and is part of the Great Lakes System. Smallmouth are again the highlight in this relatively shallow (10 foot deep average) lake, with 40-60 fish days commonly reported.

Marion and Moultrie Lakes, part

of the Santee Cooper Hydroelectric and Navigation Project in South Carolina comes in at number 8 on Bass Master's list. In a recent tournament, a team weighed in a nice catch of 20.99 lbs. They came in 10th and were beat by almost 10 pounds.

#7 is Lake Erie in the 30 mile radius surrounding Buffalo. In the initial tournament of 2016, a 7.59 pound small mouth was collected. Later in the year, the state record of 8.26 lbs. was tied. Local guides report that small mouth in the 6 lb. range are no longer even noteworthy.

Lake Berryessa, California is number 6. At about 20,000 acres, a 13.89 pound largemouth anchored a nearly 37 pound stringer in a tournament held here.

While not known for huge fish in recent years, the Sacramento-San Joaquin Delta in California has enough 8's and 9's to place it at #5 in the list. Two tournaments this year had 32.29 and 31.57 pound winning stringers.

Number 4 is Shearon Harris Lake located SW of Raleigh NC. The lake is just over 4,000 acres but produced 40+ lb. stringers two weekends in a row in March.

#3 is California's largest natural lake, Clear Lake, located a few hours north of San Francisco. A two day tournament

this year yielded a winner with a total of almost 65 pounds.

Back in Texas for number 2 on the list is Sam Rayburn Reservoir. While the larger Toledo Bend just to the east may be traditionally more famous for its bass fishing, Sam Rayburn has produced really nice largemouth in the last couple of years.

Number one on Bass Master's list was Mille Lacs Lake in Minnesota. Home of the Toyota Bass Master's Angler of the year championship, winning fishermen have averaged around 25 lbs. per day for each of the three-day tournament.

If you do not usually catch 14lb lunkers...or 30+ pound stringers of largemouth, don't worry...you aren't alone. In fact, one could probably visit all 12 of these lakes and not even come close to these results.

Of course, you could always exaggerate how well you did...so just remember, hold that 2.5 pound fish way out in front of you for the picture. Using a wide-angle lenses and the flash will also exaggerate the size and make the fish stand out more.

And never say you don't learn helpful info in The Gauge!



Feral Hogs in Illinois and Missouri

Wild swine are a problem in many US states, causing an estimated \$1.5 billion in damages annually. A single group of 10 feral hogs can destroy 20-30 acres in a single day.

In Illinois, 32 counties have reported the presence of feral swine. These animals are often descendants from escaped livestock or dumped pets.

In Missouri, 30 counties have

established hog populations. Starting in the early 1990's hog hunting became popular in the state and groups began raising and releasing European Wild Boar (it is illegal to do so now).

Feral hogs cause environmental, agricultural, and livestock damage. They carry a wide range of diseases and ailments. Extreme care should be used if

you come in contact with them.

Illinois allows licensed deer hunters to shoot wild hogs during deer season. Missouri, however, recommends reporting sightings instead of shooting them, as it is easier to trap an entire group that has not been spooked.

Wild hogs cause an estimated \$1.5 billion in damages the United States each year.

Common Labor Terms

More common labor union terms below...

Grievance - A dispute between a union member and management (health hazard, contract violation, etc.). If a grievance is not resolved, it may progress to arbitration.

Haymarket Affair - in 1886, police opened fire on a labor protest. The next day a protest was organized against the shooting - a bomb exploded, killing 8 police officers and the officers opened fire into the crowd. Eight were convicted, 4 were hanged, 4 were pardoned - though no one knows who actually threw the bomb.

Joe Hill (1879-1915) - Labor

organizer who was convicted of murder (though it was widely contested), and executed. Hill's famous last words were, "Don't mourn...Organize".

James R. Hoffa - the things you likely don't know— Hoffa negotiated substantial nationwide increases in wages and benefits for truck drivers. In 1964 Hoffa negotiated a national agreement for most commercial drivers.

House calls - union members and organizers visit the homes of workers who are seeking to form a union.

Industrial Revolution - starting in the 1870's, refers

to the switch from the small scale economy to a more factory based model. This greatly increased production, consumption, and wage labor.

Industrial Workers of the World - The "Wobblies" - a radical labor organization in the early 20th century. They organized all workers, in all industries, regardless of race or nationality.

Internal Dispute Plan - method to settle disputes between affiliated AFL-CIO unions.

List compiled with assistance from the "Lexicon of Labor", R. Emmett Murray.

It is now clear, I think, that whether or not you think unions raised wages 50 years ago, the absence of unions and their weakness that is inflicted by anti-union public policy depresses wages. - Barney Frank

Strong, responsible unions are essential to industrial fair play. Without them the labor bargain is wholly one-sided. The parties to the labor contract must be nearly equal in strength if justice is to be worked out, and this means that the workers must be organized and that their organizations must be recognized by employers as a condition precedent to industrial peace. - Louis Brandeis

History of US Labor Movement Part 3

When FDR took office in 1933, the Great Depression was at its worst. There were 50 million jobless workers and dependents, over 5,500 banks had failed, thousands of homes were in foreclosure, and many businesses could not afford their payrolls.

Roosevelt took immediate action and had congress pass the New Deal legislation. The New Deal included several different programs and reforms. It put hundreds of thousands of people back to work through public projects (roads, bridges, dams) and tightened government regulation of banks and the stock market (two of the prime causes of the depression).

The National Industrial Recovery Act (NIRA) sought to stabilize business markets. It instituted regulated prices, production quotas, and labor standards. Part of the NIRA said that workers must be allowed to organize and bargain collectively. However, it quickly became apparent that businesses did not intend to follow that portion of the new law. Likewise, the federal government proved that it

was not intent on enforcing the rights of workers either.

In 1933 and 1934, over 2.5 million workers went out on strike. In the second half of 1933, union membership grew by over 3/4 of a million. The gains for workers continued over the next year. The United Mine Workers organized 300,000, the International Ladies Garment Workers gained strongholds in New York, Los Angeles and San Antonio, and the industrial unions organized 100,000 autoworkers, 90,000 woodworkers, and 60,000 in the rubber industry.

In May of 1934, the stevedores in San Francisco organized with the Longshoremen's Association. After the companies would not bargain, on May 9th workers at every west coast port went on strike. Sympathy strikes spread all the way to the Port of Mobile, AL.

Two months in, the police moved to break the strike. Two strikers were killed and over 100 were wounded. In

response, a general strike was called in San Francisco. 127,000 workers shut down the city. Towards the end of July, the striking dock workers agreed to federal arbitration and won most of their demands.

American businesses responded to the gains made by workers in a variety of ways. They had their state and local governments pass laws to slow down unions, they employed strike breakers and thugs, engaged in violence and sabotage, and did their best to portray all union members as being unpatriotic.

The massive unrest in the country resulted in the FDR administration pushing for the second New Deal. This one included the National Labor Relations Act (still in effect). It established a method for workers to unionize and encouraged collective bargaining. Businesses despised it.

More to come next time.

Tesla Unveils Partially Automated Fully Electric Semi Truck

In mid-November, Elon Musk presented Tesla's first fully electric semitruck. The truck can haul 80,000 pounds and travel 500 miles between charges. It can also partially drive itself, on highways at least.

"Every truck we sell has Autopilot as standard. This is a massive increase in safety," said Musk.

Increased safety is one thing (a positive one), but how else will automated electric trucks change society? There are about 3.2 million truck drivers in the United States, earning a rough average of about \$34,000 per year (local deliv-

ery and heavy haul truck drivers). A lot of truck drivers are unionized, with significantly higher than average wages and good benefits.

With the decline in manufacturing over the last few decades, driving a truck has been one of the few remaining mass employment fields where blue collar workers could earn a good wage.

However, driving a truck is obviously not a dream job either. The American Trucking Association estimates that turnover is about 90% and there is currently a shortage of 50,000 drivers.

The need for trucks on the road will likely increase as we increasingly move away from brick-and-mortar shopping to a more online/delivery model.

In any case, one thing seems certain, automated trucking is in our future. It will undoubtedly be a huge cost savings for companies. No salaries, no benefits, no breaks, no sleeping. Just truck maintenance...probably eventually done by a mostly automated process with robots.

Who's Ready for the Trickle-down to Begin?

One thing Republican politicians all seem to agree on is that cutting taxes for corporations and the rich is essential for job and wage growth in America. We must give more to the big corporations and the wealthy to "incentivize job creation."

The GOP's tax plan calls for cutting the corporate tax rate to 20% from its current 35%. Obviously, it has been noted countless times, the EFFECTIVE corporate tax rate (the rate actually paid after all of the loopholes) is closer to 18.6%...the lowest it has been in over 65 years.

Likewise, there have been an unlimited number of analyses that show the biggest beneficiaries of the proposed tax

plan will be the wealthy. They plan on eliminating the estate tax, which only applies to estates worth at least \$5.49 million. This change would save President Trump's heirs about \$600 million

Another portion of the bill would provide a wind fall for golf course owners. Hmm...

But, enough about giving money to the rich...that part of the plan is not really disputed. Let's look at the logic that if we give to the rich, it will trickle down to us peasants.

Corporate profits are already at their highest in recorded history. Corporations are currently sitting on about

\$1.84 trillion in cash. CEO pay has increased by almost 1000% since 1978. The average top 350 CEO makes more in 2 days than the average US worker does in one year.

So...why have real wages been stagnant for decades? How much more do corporations and the rich need for this trickle down to start?

This policy was actually tried in the 1890's too. It was called the "horse and sparrow" theory then. If you feed the horse enough oats, some will...um, pass through... fall on the road and could be picked up by the sparrows.

Yes, we are the sparrows, and they are still trying to feed us...well, you get the picture.

Robb Confirmed as NLRB General Counsel

The US Senate confirmed Donald Trump's nominee for the General Counsel's position at the National Labor Relations Board on November 8th.

The vote was 49-46 for Peter Robb. He succeeds Richard Griffin, who's term expired in

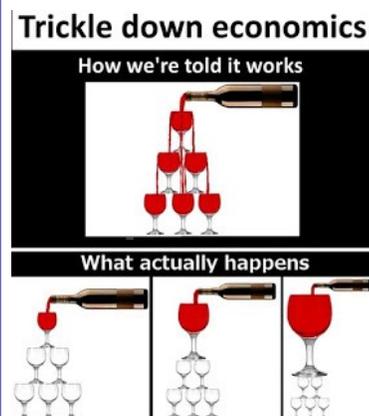
October 2017. Mr. Griffin was appointed by President Obama. His previous position was as General Counsel for the Operating Engineers.

With Robb in as General Counsel for the NLRB, it is anticipated that cases will be brought before the Board that

will reverse many of the pro-employee decisions from during Griffin's tenure.

Robb was a long time management-side lawyer prior to his appointment. 3/5 of the board members are also Republican appointees.

When Henry Ford made cheap reliable cars people said, 'Nah, what's wrong with a horse?' That was a huge bet he made, and it worked -
Elon Musk,
Tesla Motors



IUOE Local 148

11000 Lin Valle Drive
St. Louis, MO 63123

THE GAUGE

Local 148

11000 Lin Valle Drive
St. Louis, MO 63123

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Right-to-Work on the 2018 Ballot!

Secretary of State Jay Ashcroft has certified that the new right-to-work law will be left up to the people of Missouri! After reviewing the 300,000+ petitions submitted in August, the office determined that a sufficient number were valid to force the issue onto the November 2018 ballot.

Workers in Missouri should definitely rejoice at this achievement. Historically, more than 90% of the time that voters have been asked to approve or disapprove a measure put in place by lawmakers, they have voted against it. With RTW being incredibly unpopular in the state (which is why it was passed in the manner it was done), hopefully voters will send a clear message to the Mis-

souri legislature: keep your hands off our bargaining power!

However, just because history is on our side, we should definitely not underestimate our opponents. Over the next year, expect massive amounts of money from big business interests inside Missouri and from far-right fringe groups all over the nation to fund a campaign promoting RTW. It will be unlike anything we've seen before.

But, as usual...they've got more money, we've got more people. And thanks to our coordinated efforts, repealing RTW in Missouri will be left up to the people!

Mark Your Calendar!

On November 6th, 2018

we repeal Right-to-Work in Missouri!