

THE IMPACT OF ELECTIONS ON LABOR LAW, UNIONS, & THEIR MEMBERS

Labor Law History and Department of Labor Enforcement & Compliance Initiatives



International Alliance of Theatrical
Stage Employees

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Schultheis & Panettieri LLP
— Accountants and Consultants —

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Agenda

- Labor Law History
- About the Department of Labor – Structure and responsibilities
- Impact of Presidential appointments on DOL, NLRB, PBGC, and courts
- Anticipated future agenda items of DOL, NLRB, PBGC
- Key points to share with others

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National Labor Relations Act of 1935 (aka: Wagner Act)

- Guarantees workers rights to organize, bargain collectively, take collective action, and strike.
- Excludes Independent Contractors, domestic workers, and farm workers.
- Created Employer Unfair Labor Practices (ULP) Against employers.
- Created the National Labor Relations Board (NLRB).
 - Independent agency which regulates relationships between the Union, It's workers, and employers.
- Outlawed "Yellow Dog" contracts.
- NLRB vs. Jones & Laughling Steel Corp (1937).
- Several hundred bills introduced to amend/repeal... until 1947...

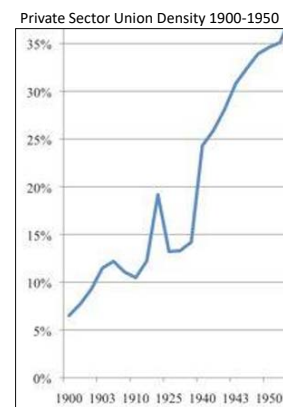


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Impact of the Wagner Act

- Union Representation
 - Within 18 months - 3 million new union workers
 - Within 36 months - 8 million new union workers
 - By the end of 1940s – one third of American workers were unionized
- Unleashed workplace democracy for women and African-Americans
- Motivated Vance Muse to create Right-to-Work laws



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Labor Management Relations Act of 1947 (aka: LMRA, Taft – Hartley Act)

- Amends Wagner Act
- Passed over Truman’s veto by Republican controlled Congress
- Restricts activities and power of labor unions
- Added unfair labor practices (**against unions**)
- Rights of employers to oppose unions
- Gave NLRB power to seek injunctions against either employers or unions
- Prohibited jurisdictional strikes, wildcat strikes, secondary boycotts, mass picketing, closed shops, monetary donations by unions to federal political campaigns
- Authorized individual states to outlaw union security clauses by passing right-to-work laws
- Imposed rules and standards for benefit funds (“Taft-Hartley Funds”)
- Prohibits transfer of ANYTHING of value from employer to any employee representative



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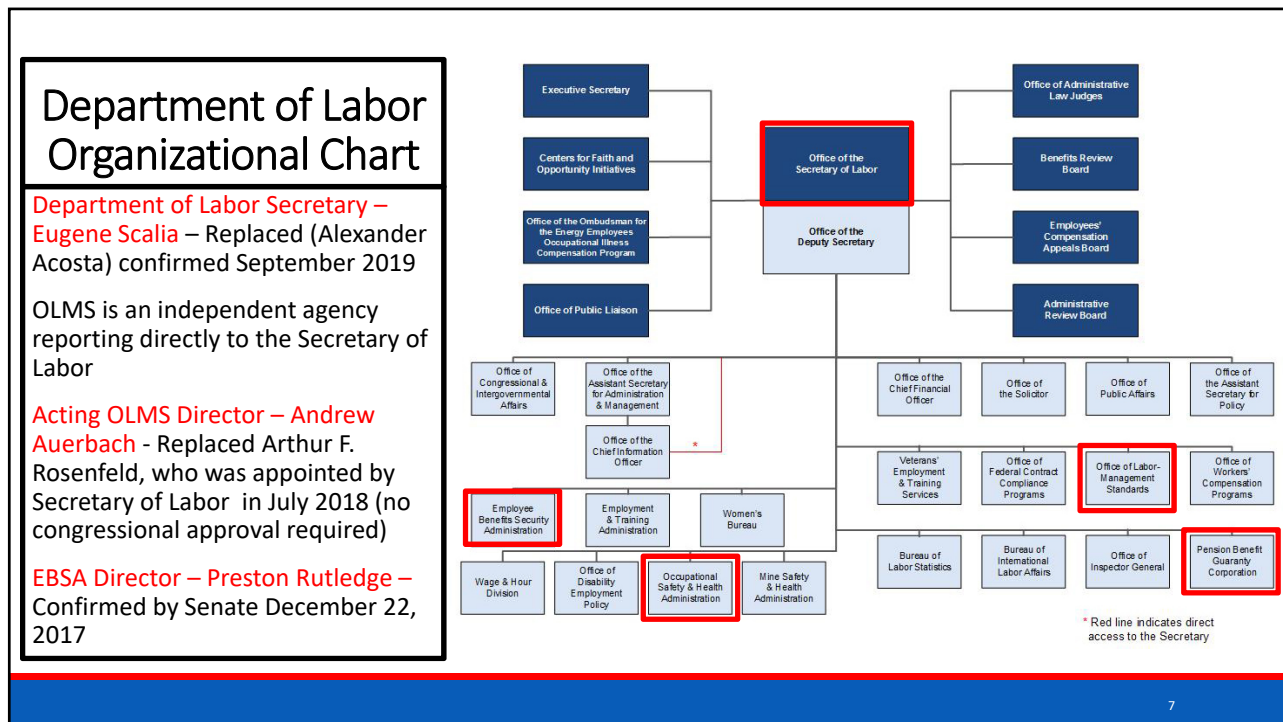
Labor Management Reporting and Disclosure Act of 1959(aka: LMRDA, Landrum Griffin Act)

- Governs internal Union affairs
- Regulates day-to-day activities of Unions
- Promotes labor union and labor-management transparency
- Enforced by the United States Department of Labor (“DOL”), namely the Office of Labor-Management Standards
- Components of LMRDA
 - *Union Members Bill of Rights
 - *Reporting requirements
 - *Safeguards for Labor Organizations
 - *Trusteeships
 - *Elections
 - *Miscellaneous



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Office of Labor Management Standards (OLMS)

U.S. DEPARTMENT OF LABOR

- Enforces most provisions of LMRDA
- Regulates relationship between the Union and it's members
- Election and financial Investigations
- Education and Compliance assistance
- Public disclosure of reports

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OLMS Public Disclosure of Reports



U.S. DEPARTMENT OF LABOR

- LM2, LM3 & LM4
- LM-10 – Employer report
- LM-30 – Labor Organization Officer and Employee report
- CAP Audits (investigations)
- Criminal enforcement actions
- Forms available on line at:

<https://www.dol.gov/olms/regs/compliance/rrlo/lmrda.htm>

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Recent Labor Department Appointees

“Trump Taps ex-labor Board Member Acosta to be Labor Secretary” Politico, February 16, 2017

- Acosta started his law career as a clerk for justice Samuel Allito. He was appointed by President George W. Bush to the National Labor Relations Board. He resigned in 2019 due to controversy surrounding a “sweetheart plea deal” with Epstein.

“Labor-Management Office gets a Director at Long Last” Bloomberg News, July 9, 2018

- Arthur Rosenfeld was appointed to head the Office of Labor Management Standards. Mr. Rosenfeld returns to the Department of Labor, where he previously held top labor positions under the George W. Bush administration.

“Right to Work Alum Tapped for DOL Union Auditing Office” Bloomberg News, August 7, 2018

- Geoffrey MacLeay will serve as policy advisor to OLMS. Mr. MacLeay formerly served as an attorney at the National Right to Work Foundation, whose stated mission is to “combat the evils of compulsory unionism.”

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Recent Labor Department Appointees

“Trump Taps Scalia’s son for Labor Secretary” Politico, July 18, 2019

- Scalia previously served as chief legal officer for the Labor Department during the George W. Bush administration. As management-side attorney [argued on behalf of Walmart](#) against a Maryland law that would have required the retail giant to spend more health care money on its employees,...

“Union Oversight Agency Adds Staff Entrenched in Labor Opposition” Bloomberg News, February 4, 2020

- Rusty Brown and Trey Kovacs quietly added to the Labor Department. Brown was involved in a massive campaign to decertify a union representing 27,000 home care workers....
- Kovacs has publicly urged the Department to treat more entities as labor unions, requiring them to file detailed financial information and subject them to additional oversight and has accused the Department of [“dragging their feet” on pending regulations to expand financial disclosures.](#)

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IATSE LM-30s		<h2>Forms LM-10 & LM-30</h2> <hr/> <h3><u>Form LM10 – Employer Report</u></h3> <ul style="list-style-type: none"> • Reports things of value given to Union Officers and Employees <h3><u>Form LM30 - Officer and Employee Report</u></h3> <ul style="list-style-type: none"> • Personal filing • Reports things of value received by Union Officers and Employees
2000	6	
2001	6	
2002	1	
2003	1	
2004	257	
2005	65	
2006	27	
2007	22	
2008	20	
2009	25	
2010	24	
2011	29	
2012	11	
2013	9	
2014	17	
2015	14	
2016	22	
2017	7	
2018	5	
2019	4	

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<h2>Form T-1</h2> <hr/>	
<ul style="list-style-type: none"> • A Form T-1 is a financial report enacted by the DOL on March 6, 2020. • Filed by Labor Organizations with \$250,000 or more in annual receipts that, acting alone or with other unions, either <ul style="list-style-type: none"> (a) appoints or selects a majority of the members of the trust's governing board or (b) contributes more than 50% of the trust's receipts. Contributions under a collective bargaining agreement are considered contributions by the union. • A separate Form T-1 report is required for each Trust. • Due 90 days after the Labor Organization's year end. • Registered PAC Funds and Funds that file Forms 5500 are excluded. 	

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Entities for which T-1's may be required

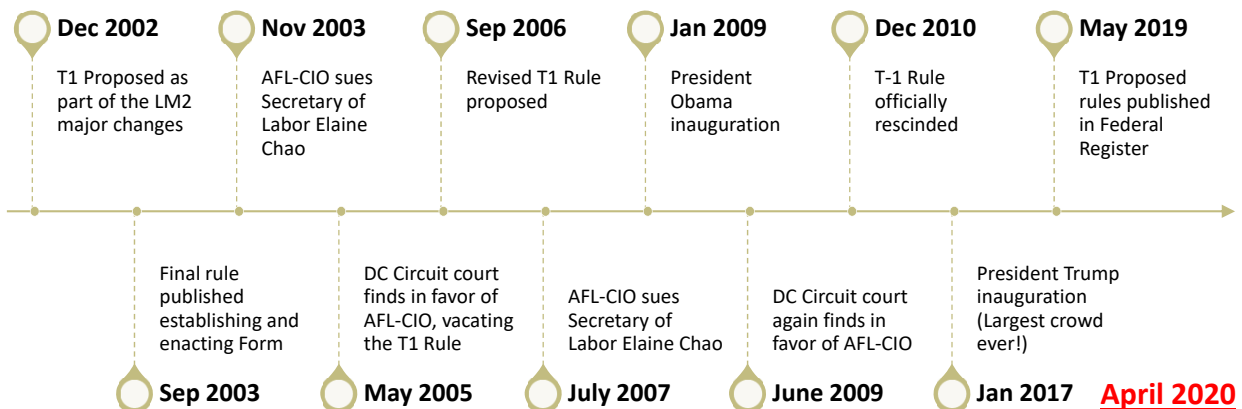
- Apprenticeship Training Funds
- Scholarship Funds
- Cooperative Trusts
- Building Corporations
- Credit Unions
- Employer Joint Funds
- Job Targeting Funds



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The T-1 is Back, maybe for real this time?



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Draft Form T-1 All set up and ready to go! - Look Familiar?

U.S. Department of Labor
Office of Labor Management Standards
Washington, DC 20210

FORM T-1 TRUST ANNUAL REPORT

Form Approved
Office of Management and Budget
No. 1545-0005
Expires 05-31-2021

This report is mandatory under P.L. 95-257, as amended. Failure to comply may result in criminal prosecution, fines, or civil penalties as provided by 29 U.S.C. 432 or 442. **READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.**

For Official Use Only

1. FILE NUMBERS
UNION FILE NUMBER (6) TRUST FILE NUMBER (7)

2. PERIOD COVERED
NO. DAY YEAR Through

3. IS AN AMENDED REPORT? Check: YES (20) NO (21) - If this is an amended report, check YES (20) NO (21) - If this is a terminal report, check here.

4. NAME OF UNION
5. DESIGNATION (State, League, etc.) 6. DESIGNATION NUMBER

7. UNIT NAME OF UNION (if any)

8. BUSINESS ADDRESS OF UNION (see instructions)
First Name and Name Last Name

9. P.O. Box (Building and Room Number (if any)) 10. P.O. Box (Building and Room Number (if any))
Number and Street

11. CITY 12. STATE 13. ZIP CODE - 4

14. Are the union's records kept at its mailing address? (If "No," provide address in Item 25.) Yes No

15. Will the labor organization be submitting an independent, certified audit in place of the remainder of Form T-1? Yes No

16. SIGNER: PRESIDENT 17. SIGNER: TREASURER
Date Telephone Number Date Telephone Number

Form T-1 (2019) Page 1 of 6

UNION FILE NUMBER (6)
TRUST FILE NUMBER (7)

Complete Items 16 Through 25

16. During the reporting period did the trust discover any loss or shortage of funds or other property? (Answer "Yes" even if there has been repayment or recovery.) YES NO

17. During the reporting period did the trust acquire or dispose of any goods or property in any manner other than by purchase or sale? YES NO

18. During the reporting period did the trust liquidate, reduce or write-off any liabilities without full payment of principal and interest? YES NO

19. Has the trust extended any loan or credit during the reporting period to any officer or employee of the reporting labor organization at terms below market rates? YES NO

20. During the reporting period did the trust liquidate, reduce or write-off any loans receivable due from officers or employees of the reporting labor organization without full receipt of principal and interest? YES NO

21. Enter the total assets of the trust at the end of the reporting period.

22. Enter the total liabilities (debts) of the trust at the end of the reporting period.

23. Enter the total receipts of the trust during the reporting period.

24. Enter the total disbursements of the trust during the reporting period.

Please be sure to:
* Enter your labor organization's 6-digit file number and the trust's 7-digit file number in Item 1.
* Have your labor organization's president and treasurer sign the Form T-1 in items 16 and 17.
* Complete Schedules 1 through 3

25. (Text entered will appear on last page of form. To enter comments, press the "General Additional Information" button.)

Estimated Costs of Form T-1

Federal Register estimates:

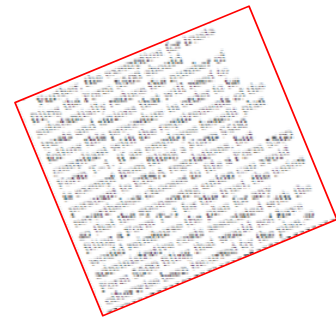
Estimated average annual cost per T1 filing : **\$8,000**
Estimated average annual cost per affiliated Union : **\$16,000-\$24,000**



TABLE 3—NUMBER OF FORM T-1 REPORTS PER UNION FILING AT LEAST 1 FORM T-1

Decile of LM-2s with at least 1 3(l) Trust	Formula*	Number of T-1s	Number of unions filing at least 1 T-1	Average number of T-1s per union**
10 (Top 10%)	X / Y = Z	330	100	3.3
9	X / Y = Z	299.25	95.25	3.14
8	X / Y = Z	268.5	90.5	2.97
7	X / Y = Z	237.75	85.75	2.77
6	X / Y = Z	207	81	2.56
5	X / Y = Z	207	81	2.56
4	X / Y = Z	176.25	76.25	2.31
3	X / Y = Z	145.5	71.5	2.03
2	X / Y = Z	114.75	66.75	1.72
1 (Bottom 10%)	X / Y = Z	84	62	1.35
Total		2070	810	***2.56

* = Where "X" represents the Number of Form T-1s, "Y" represents the Number of Unions Filing at Least 1 Form T-1, and Z represents the Average number of Form T-1s per Union.
** = Rounded to the Nearest 100th.
*** = This represents the overall average number of reports Form T-1 filers must file.



National Labor Relations Board (NLRB)

- Monitors practices between employers, Unions, and their workers (including hiring hall , organizing activities, and dues checkoff)
- The Board:
 - Composed of 5 positions with 5 year terms
 - Must have three members for a quorum
 - 3 positions currently filled by Trump appointees with 2 vacancies (the last Democrat's term expired in December 2019)
- General Counsel:
 - Independent
 - 4 year term
 - Appointed by President (currently Peter Robb)

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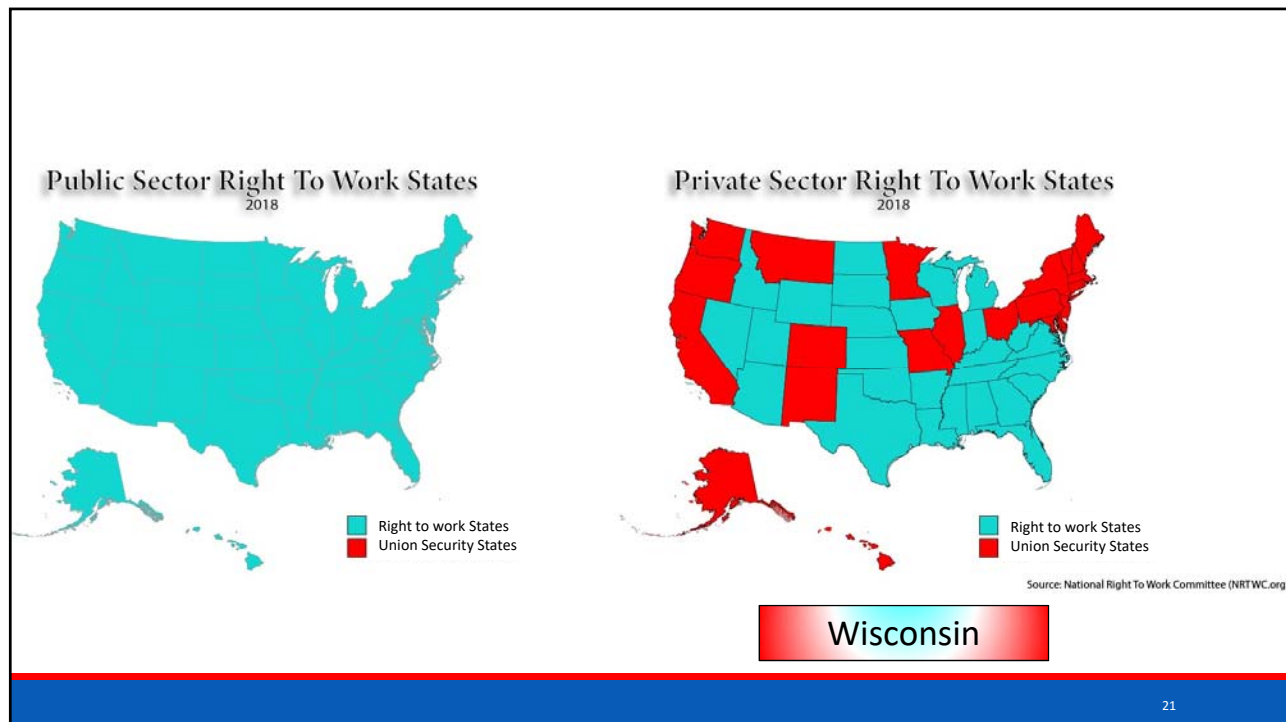
“Right to Work”

Generally refers to laws that prohibit an agreement between an employer and union that requires all employees who benefit from the contract to contribute to the cost of union representation- often called “Union Security Agreements”.

- Private employees - Governed by State law
- Public employees – “Right to Work” rules apply (Janus v. AFSCME)
- 27 States are currently right to work, mostly in the South, Midwest, and interior Western States
- National right to work law introduced in 2017, never got out of committee
- Right to work laws allow “free riders”. These are employees who benefit from collective bargaining, but do not have to pay any dues, fees, etc.
- Supreme Court *Janus v. AFSCME* decision opened up public sector unions to Free Riders in every State
- Momentum continues to build as states take up Right to Work laws (5 new states in last 7 years)

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Union Security

- Union security agreements were made law in 1935 by the Wagner Act, which allowed that if a majority of workers voted in favor of Unionizing, all workers were bound to the Union.
- Taft Hartley Act of 1947 weakened these laws (outlawed required Union membership), and allowed States to enact Right to Work Laws.
- 22 States have not enacted right to work legislation and remain Union Security States.

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Union Security Under Attack

- 1988 - Communication Workers of America v. Beck Supreme Court rules that in a Union Security Agreement, unions are authorized to collect from non members only those fees necessary to perform duties as a collective bargaining representative.
- 2018 - Janus v. AFSCME Supreme Court decision opened up public sector unions to Free Riders in every State
- 2/22/19 NLRB Memo - Changes notice requirements to members and non-members and dictates when dues authorization revocation requests must be honored.
- 12/16/19 NLRB Ruling – Valley Hospital Medical Center – Employers are not required to withhold union working dues after expiration of CBA. *This ruling reverses two prior rulings requiring withholding.*

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NLRB 2/22/19 General Counsel Memo

PRIOR TO FEBRUARY 2019 MEMO

- Notice of right to be non member required to be provided annually.
- Notice of Beck adjustment provided when person objects.

POST FEBRUARY 2019 MEMO

- Notice of right to be non member required to be provided annually, and may not be “hidden in a lengthy publication.”
- Notice of Beck adjustment required before an employee is required to make a membership decision.
 - Estimate is allowed if Union does not have any current Beck objectors
- Dues authorization revocation requests by members need to be honored at next available revocation period and may not include unnecessary impediments (certified mail, unclear CBA language.)

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NLRB



NATIONAL LAW REVIEW – JUNE 9, 2020

Companies can prohibit employees from encouraging coworkers to support unionization during working time.

Employee disciplined for talking to a coworker for several minutes about a union election.

Overrules prior NLRB precedent allowing minimal discussion about union organizing.

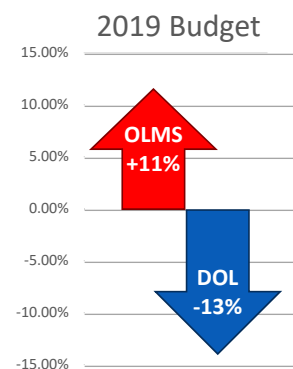
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“Trump Budget Calls for More Scrutiny for Unions”

Washington Examiner March 11, 2019

“The proposed budget would, the White House says, “restore the Office of Labor-Management Standards’ investigative workforce, which has fallen by more than 40% during the past 10 years. The Budget would strengthen protections for union members by supporting more audits and investigations to uncover flawed officer elections, fraud, and embezzlement.”



17% increase in 2020 Budget

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United States Department of Labor Criminal Enforcement Actions

Indictments	2,331
Convictions	2,237
TOTAL - LAST 20 YEARS	96%

	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
Indictments	84	73	77	93	83	95	97	121	145	129	123
Convictions	60	72	79	87	68	100	116	121	116	130	121

[Criminal Enforcement Actions](#)

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Year	# of Audits	<h2>OLMS Compliance Audit Program (CAP)</h2> <p>Resurrected in 2006</p> <p>Selection Process</p> <ul style="list-style-type: none"> Failure to file Discrepancies in reporting Member complaints Random <p>End Results</p> <ul style="list-style-type: none"> Agree to comply in the future Amend filings Possible criminal enforcement Results are public <div style="border: 1px solid red; padding: 5px; text-align: center;"> <p>2020 budget anticipates 400 audits with 315 criminal investigations.</p> </div>
2006	163	
2007	268	
2008	654	
2009	616	
2010	356	
2011	309	
2012	213	
2013	203	
2014	142	
2015	141	
2016	225	
2017	188	
2018	171	
2019	183	

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DOL Compliance Audit Findings

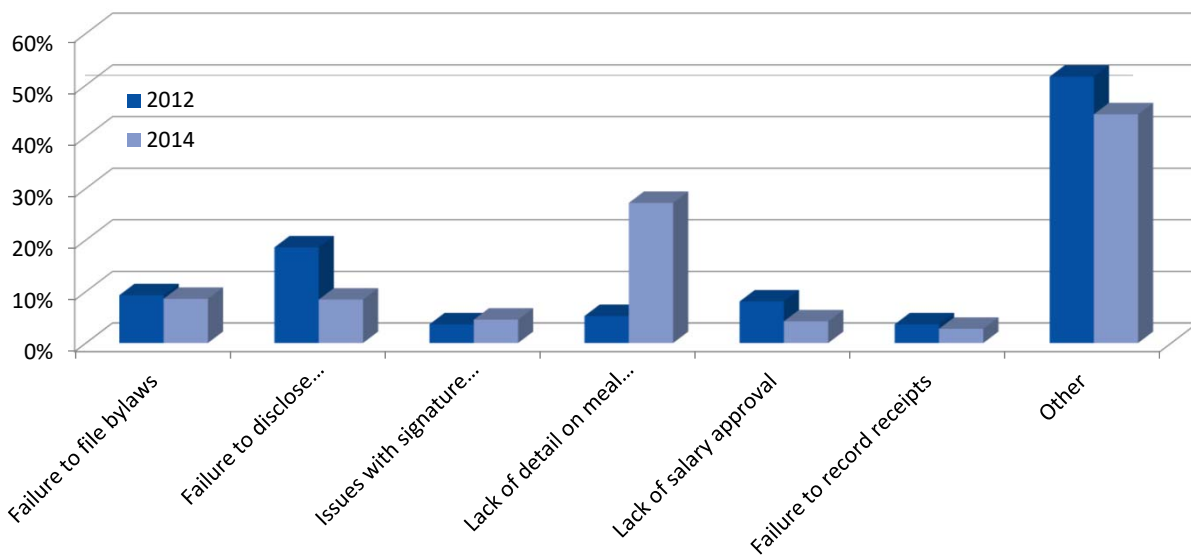
Based on a review of approximately 400 audits

- Average 4 findings per audit
- Findings letters with all details posted on the internet
- Most common deficiencies:
 - Lack of salary, bonus, allowance approval
 - Failure to maintain adequate documentation
 - Lack of receipts (including details of meals, those present, and purpose of meeting)
 - Failure to record disbursements to officers and employees
 - Failure to report receipts and disbursements
 - Failure to file bylaws
 - Failure to file timely
 - Issues with signature stamps and/or authorized signers
 - Inadequate bonding

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Analysis of CAP Audit Findings



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Union Best Practices

How to be prepared for a CAP Audit

- Attend Officer Institute, Secretary Treasurer Class
- Send Trustees to Trustee Training

Review most recent LM-1

- Update By-Laws if needed

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Court Appointees

Supreme Court

- Neil Gorsuch and Brett Kavanaugh

Federal Judge Appointments

- Since 2017 Trump has appointed 198 Federal Judges (1 in 4)
- Twice as many as most other presidents
- 85% white, 75% male
- These are lifetime appointments
- Direct result of Mitch McConnell's refusal to accommodate 106 of Obama's appointments
- Many are members of the Federalist Society (Nationalist Organization Founded in 1982)
- Already flipped Second (CT, NY, VT), Third (NJ, PA, DE), and Eleventh (AL, GA, FL) Circuit Court of Appeals
- The Supreme Court hears approximately 70 cases/year out of approximately 7,000
- ***The remaining 6,930 cases are decided by the lower courts!***



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OLMS Agenda

Expanded LM-2 reporting

- Breakout of "Other Revenue"
- Additional information on officers/employees
 - Breakout of employee benefits by person
 - Breakout of airfare by person
 - Breakout of hotel by person

Return to expanded LM-30 requirements

- Required for Officers and employees (clerical employees may be excluded)
- Expanded 2 page form to 9 pages
- Require Shop Steward to comply (even if not a union officer)
- Certain personal financial information may be reportable
- Increased enforcement

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OLMS Agenda (Cont'd)

Intermediate bodies rule

- Would require public sector unions with any private employees to file LM reports. For example, the NEA (National Education Association) files an LM report because it represents a mix of private and public sector employees. Certain NEA affiliates that represent only public sector employees are currently exempt. The Intermediate bodies rule would sweep in all affiliates if the parent (International Union) is subject to LMRDA. Notice published December 17, 2019, comments were due by February 18, 2020. Comments currently under review.

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OLMS Agenda (Cont'd)



Sweep Work Centers/Issue campaigns under LMRDA reporting

- Would expand the definition of Labor Organization to include any organization that engages with employers on behalf of employees. Non Profits like “Fight for \$15” or “Count me in” may be required to file LM reports.

Expanded the “Compliance Audit Program”

- Increased investigations of Labor Unions

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PBGC Agenda

Pension Benefit Guarantee Corp (PBGC):

- Proposal to “Save” the PBGC and defined benefit pension funds by:
 - Mandating lower assumed interest rate to 6%
 - Increasing premiums 1100% (from \$30pp to \$330pp)

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OSHA

Occupational Safety & Health Administration (OSHA):

Responsible for U.S. workers health and safety

- Decreased average annual OSHA inspections.

<u>2001-2004</u>	<u>2005-2008</u>	<u>2009-2012</u>	<u>2013-2016</u>	<u>2017-2019</u>
38,143	38,686	40,393	35,793	32,611

- Funding has been reduced so that it would take the agency more than 150 years to visit every workplace under its jurisdiction.
- Repealed electronic reporting requirement of workplace injuries (to be used to target investigations of unsafe workplaces).

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NLRB

The Plan:

- Continue to act on top 10 corporate wish list published by Chamber of Commerce in 2017.

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#	Chamber of Commerce Top 10 Wish List Published in 2017	Status
1	Overturn Specialty Healthcare to give employers more say in bargaining unit determinations.	✓ Completed
2	Weaken rules that were adopted in 2015 to streamline representation election process.	In process
3-a	Overturn Browning-Ferris decision on joint employer.	✓ Completed
3-b	Allow employers to force employees into arbitration and disallow class or collective claims.	✓ Completed
4	Change the standard so employers can push more disputes into arbitration.	In process
5	Change rules on "management rights" clauses to give employers more power to make unilateral changes and undermine the collective bargaining process.	✓ Completed
6	Allow employers to undermine the bargaining process by unilaterally imposing discretionary discipline without bargaining with the union.	In process
7	Allow employers to deny employees use of the employer email system for communication with co-workers about workplace issues.	✓ Completed
8	Allow employers to fire or discipline workers for profane or offensive language, even if it interferes with protected NLRA activity.	In process
9	Allow employers to keep their investigations confidential and gag employees from talking with each other about pending employer investigations.	✓ Completed
10	Allow employers to keep employees and their supporters off the employer's property to discuss and publicize their views on workplace issues.	✓ Completed

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KEY TAKEAWAYS

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THE IMPACT OF ELECTIONS ON LABOR LAW, UNIONS, & THEIR MEMBERS

Labor Law History and Department of Labor Enforcement & Compliance Initiatives



International Alliance of Theatrical
Stage Employees

James M. Heinzman, CPA, CFE



Schultheis & Panettieri LLP
— Accountants and Consultants —

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Impact of Elections on Labor Unions

- When electing a President, you elect an entire Administration with an agenda that will impact your Union.
- Governmental Agencies overseeing Unions, their members, and employers are managed by persons appointed by the President of the United States.
- The impact of an Administration on your Union is one of the most important factors to consider when voting.



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Impact of Elections on Labor Unions

- Throughout history, laws have been enacted that either promote or weaken Unions
 - Wagner Act - spurred Union growth and equal rights for workers
 - Taft Hartley Act – significantly restricted Union’s rights and gave employers stronger rights to oppose unions. Introduced “right to work”.
 - LMRDA – significantly increased reporting obligations and oversight of Labor Unions and their Officers



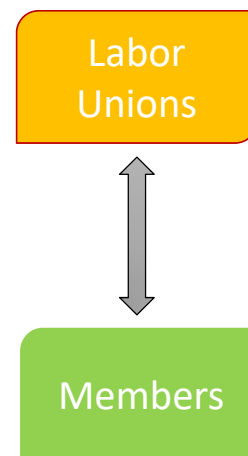
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United States Department of Labor (DOL) Office of Labor Management Standards (OLMS)

Agency of the DOL responsible for interpreting, enforcing, and prosecuting provisions of the LMRDA (relationships between Unions and their members).

Secretary of Labor appointed by President of the United States.



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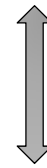
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United States Department of Labor (DOL) Occupational Safety & Health Administration (OSHA)

Agency of the DOL responsible for assuring safe and healthy working conditions for all employees.

Secretary of Labor appointed by President of the United States.

Employers



Workers

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Who is in charge at the DOL?

Secretary of Labor (DOL):

- Eugene Scalia: Chief legal officer for the Labor Department during the George W. Bush administration. As management-side attorney argued on behalf of Walmart against a Maryland law that would have required the retail giant to spend more health care money on its employees,...

Office of Labor Management Standards (OLMS)

- Arthur Rosenfeld – Director to 5/2020. Held several top labor positions under the George W. Bush administration.
- Geoffrey MacLeay - Policy Advisor: Served as an attorney at the National Right to Work Foundation, whose stated mission is to “combat the evils of compulsory unionism.”

Occupational Safety & Health Administration (OSHA)

- Assistant of Secretary of Labor for OSHA - position remains unfilled since Trump election.
- Loren Sweatt – Acting Principal Deputy Asst for OSHA: Served in House of Representatives as Senior Policy Advisor.

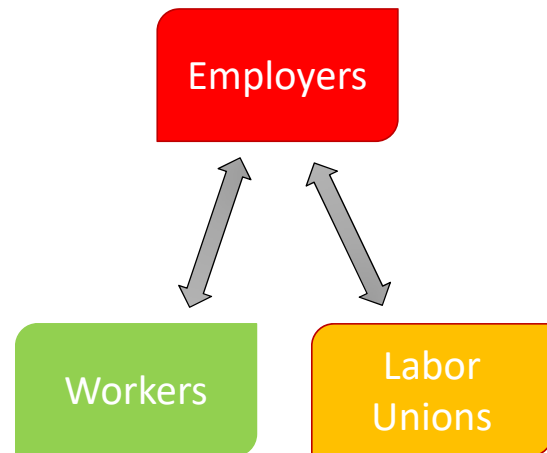
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National Labor Relations Board (NLRB)

Independent Agency of the Federal Government responsible for interpreting, enforcing, and prosecuting labor laws (governing relationships between Labor Unions, Employers, and their workers).

General Council and Board Members appointed by the President of The United States.



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Who is in charge at the NLRB?

General Council:

- Peter Robb: Worked at NLRB under President Reagan, and the firing of 11,000 air traffic controllers.

Board Members:

- Composed of 5 positions with 5 year terms (one term expiring each year)
- Must have three members for a quorum
- 3 positions currently filled by Trump appointees with 2 vacancies (the last Democrat's term expired in December 2019)

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About Presidential Appointments

- Presidential appointments often include persons who have previously worked in Government directing specific agendas.
- Recommendations for appointments come from interested persons and/or entities.
- Although many Americans thought they were electing a “political outsider” when voting for Trump, his Administration is packed with many political insiders from prior anti-union Administrations and/or affiliations.



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Select Trump Appointments Affecting Unions

<u>Appointee</u>	<u>Position</u>	<u>Past Affiliations</u>
Arthur Rosenfeld	Director -OLMS	GW Bush Administration
Alexander Acosta	Secretary of Labor	GW Bush Administration
Eugene Scalia	Secretary of Labor	GW Bush Administration
Geoffrey MacLeay	OLMS Field Auditing	National Right to Work Foundation
Peter Robb	NLRB General Council	Reagan Administration
Preston Rutledge	Asst Secretary of Labor	Senior aide to Orrin Hatch
Numerous	Federal Judges	Federalist Society

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Anti-Union Directives from the Trump Administration Coming from all Sources

<u>Directive</u>	<u>Source</u>
Expanded LM reporting requirements (Unions and their Officers & Employees)	OLMS
7 out of 10 Chamber of Commerce 2017 wish lists items complete, 4 in process	NLRB
Broadened interpretations of "Labor Organizations" requiring substantial reporting	OLMS
Free Riders in every State for Public Employee Unions	Supreme Court
Employers not required to withhold dues after expiration of CBA	NLRB
Expanded Union reporting for affiliated entities (Form T-1)	OLMS
Repealed electronic reporting of workplace accidents	OSHA
Increased notice requirements encouraging Free Riders	NLRB
Significant increase in budget for Union investigations (Compliance Audits)	OLMS
Save the PBGC at the expense of healthy Pension Plans (and their participants)	PBGC
Reduced workplace inspections	OSHA

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There is no doubt....

That the current Administration

- is run by persons who have an anti-union bias
- has systematically eroded workers' protections and rights
- intends to increase reporting burdens and costs on Unions and their officers while reducing them for Corporate America
- promotes the "Right to Work" agenda
- **Must be replaced to preserve the working class and keep your Local strong!**

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**ELECTIONS
HAVE
CONSEQUENCES!**

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