Right To Work™ In Iowa And The United States

So why is this a problem? It’s a problem because someone who is benefiting from the higher wages, family supporting benefits and better working conditions secured in your union contract isn’t contributing their share of the collective cost to weaken labor unions. When the sponsors of the bill claim that by weakening unions, they are giving rights back to individual workers, they ignore the basic reason why unions are important in our democracy. Unions exist so that laboring men and women can bargain with their employers on a basis of equality. Because of unions, the living standards of our working people have increased steadily until they are today the highest in the world. 

Shortly thereafter, states began passing “Right to Work™” laws that were now allowed by the act. On April 22nd, 1947 one hundred thousand Iowa workers protested Taft-Hartley by staying home from work. Nearly 50,000 of them gathered at the Iowa State Capitol to protest against the act. Despite the protests, Iowa became a “Right to Work™” state, and has been ever since. In response, the labor movement mobilized in 1948 to defeat 66 members of Congress who supported Taft-Hartley, and elected 188 new members who were pro-labor candidates. While Taft-Hartley was not overturned, labor proved it could win elections and many of these new representatives ushered in an era of pro-labor legislation that would ban employment discrimination, improve health care, gain affordable housing, create jobs, and raise wages.

This year, in the Iowa Legislature 53 House Republicans signed on to a measure to enshrine “Right to Work™” enshrined in the Iowa Constitution. They’ve shown no interest in raising wages of workers, no interest in creating jobs, no interest in passing laws that raise our middle class or working conditions for all. In the 2012 Presidential campaign, Governor Romney backed a proposal to make “Right to Work™” part of the U.S. Constitution.

Sixty-six years ago, 100,000 of your brothers and sisters right here in Iowa, maybe even your parents or grandparents fought for workplace democracy. The labor movement has faced tough times lately. We’re on the brink here in Iowa, and if not for a one vote majority in the Iowa Senate we would be the next Indiana, Michigan, or Wisconsin. Where will you be when you’re called to stand up for not just your rights, but for the rights of your fellow workers across this nation? How will you answer your children when they ask, “What did you do to help protect the working class?”

“Right to Work™” is not a reality, just a slogan owned and used by corporate America to fool the working class.

In Iowa the Secretary-Treasurer’s Notes...

In the past few years, we’ve seen an eroding of workplace democracy in states across the upper Midwest. There are currently 24 states that are so-called “Right to Work™” states. In early 2012, Indiana became the 23rd state to become “Right to Work™,” followed by the labor stronghold Michigan during a lame duck session of their legislature in December. Iowa too, is a right to work state. But what is right to work, where does it come from, and why does it matter?

“Right to Work™” does not mean that anyone has a guaranteed right to a job, nor does it guarantee employment for those seeking work as the name implies. These laws simply mean that a person is not required to pay the union for the services it provides in the workplace, and cannot exclude employees from the contractual agreements bargained between the employer and the union.
Politics Never End

Chances are you have not heard of them. You probably don’t know who they are or where they are, but they are doing a world of good for our communities.

They are the AFL-CIO Community Services Liaisons, and Iowa has six of them.

The AFL-CIO Community Services Program supports the mission of the AFL-CIO to: activate and build on the strengths and capacities of workers and the working community and to rebuild relations ships with these workers, unions, and the community.

This program works on many principles but two that stand out are “The union member is first and foremost a member of the community” and “prevention of social problems is preferable to the best treatment of social ills.”

Historically the United Way and the AFL-CIO serve as partners in community development efforts and recourses development for organizations who provide assistance to those in need.

According to the AFL-CIO, “A community’s primary responsibility is to its people. It must be prepared to meet those social needs that individuals of families cannot meet, or meet adequately, with their own resources. Unions as community organizers have a responsibility for the health and welfare of members and their families that extends beyond the workplace.”

The Iowa locations are in Cedar Rapids, Davenport, Des Moines, Dubuque, Sioux City and Waterloo (see the list of Liaisons).

The Iowa liaisons were recently at a conference in Sioux City. They discussed what their jobs are and things they have done and are planning.

“We reach out to union broth- ers and sisters in the community, raise food for food banks; distribute food to those in need, blanket pro- grams, and provide assistance at tax time with VITA (Volunteer Income Tax Assistance).

Holly Sagar said they did 4,600 taxes in central Iowa, and returned over 8 million dollars to the community.

They all said that they would like more people to know who they are, what they do, and to volunteer to help the community services pro- gram.

Marshall said, “Spread the word...”
Creating A Road Map To Citizenship For Aspiring Americans

By Ken Sagar, President
Iowa Federation of Labor, AFL-CIO

The recent announcement of a roadmap to citizenship for more than 11 million aspiring Americans is a testament to the unstoppable momentum in our country around creating a just and compassionate immigration process.

As may be expected in a first response to an issue as complex as immigration, there are details in the bill that could cause unintended, but serious, harm to immigrant workers and the broader labor market.

We still have much work to do to fix these aspects and mobilize our community to ensure we have the best, most comprehensive and inclusive bill possible.

It is unfortunate that our Senator Grassley has come out against this Bi-partisan created bill, and that he has used the recent Boston bomb-ings as a platform at hearings to speak against the bill. This is not the time to inject politics into this trying time by tying this national tragedy to pending immigration legislation.

This bill represents the unprecedented cooperation between the AFL-CIO and the Chamber of Commerce to address a pressing national need.

Our work does not stop now, not when our families and communities continue to be torn apart. Workers who stand up for themselves in the workplace are being deported by employers while DREAMers watch their arms. We call for an immediate moratorium on deportations of their parents as they are seized out of workplace by employers while DREAMers watch their arms. We call for an immediate moratorium on deportations of their parents as they are seized out of workplace by employers while DREAMers watch their arms. We call for an immediate moratorium on deportations of their parents as they are seized out of workplace by employers while DREAMers watch their arms.

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The bill that could cause unintended, but serious, harm to immigrant workers and the broader labor market.

We still have much work to do to fix these aspects and mobilize our community to ensure we have the best, most comprehensive and inclusive bill possible.

The creation of a road map to citizenship for new American immigrants would improve wages and labor standards for all workers by empowering immigrant workers and halting employers who take advantage of our failed immigration policies to pursue a race to the bottom.

Temporary worker programs do not reflect America’s values as a democratic society. History teaches that guest worker programs create a second class of workers, unable to exercise even the most fundamental rights, which lowers wages and working conditions for all workers.

The dreams of young immigrants to have access to quality education and the hopes of millions of immigrants to reunify their families are consistent with American values.

America’s unions remain committed to working together on the side of justice for all, along with our community partners, including civil rights, human rights and immigrant rights organizations, to pass fundamental reform that encompasses these principles and strengthens our democracy.

THEREFORE BE IT RESOLVED:

That the Iowa Federation of Labor, AFL-CIO, which represents the voices of tens of thousands of working families in Iowa, calls upon Congress to pass common-sense immigration reform that reflects the principles outlined in the unified union movement’s framework for comprehensive immigration reform, “Immigration for Shared Prosperity: A Framework for Comprehensive Immigration Reform”; AND BE IT FINALLY RESOLVED:

The Iowa Federation of Labor, AFL-CIO will continue to work with allies to promote comprehensive immigration reform based on the principles outlined in this resolution and will communicate this position to Iowa’s congressional delegation.

Iowa Federation of Labor, AFL-CIO Resolution Supporting a Road Map to Citizenship for Aspiring Americans February 22, 2013

WHEREAS: Every day, more than 11 million immigrant aspiri...
POST THIS IN YOUR OFFICE

IOWA WORKER'S COMPENSATION AND YOUR RIGHTS

Leaves Of Absence For Military Service Of Public Employees

IOWA CODE, SECTION 29A.28
Section 29A.28 of the Code of Iowa provides rights similar to USERRA, but applies only to state and local government employers. However, it covers more types of military and quasi-military service than USERRA.

WHAT DOES THE LAW REQUIRE EMPLOYERS TO DO?
Public employers are required to grant a leave of absence to any worker who is called to active duty in the armed forces of the United States, or of the state of Iowa or in the “nurse corps” or in the civil air patrol or in the national disaster medical team of the United States.

Section 29A.28 does not restrict the length of the leave granted. The first 30 days of the leave are without loss of pay.

A public employer may temporarily replace an absent worker, but upon return from active duty, the worker is entitled to reinstatement.

A public employer must reemploy the returning service member in the position, classification and in the same geographic location held by the service member at the time he/she entered active duty.

WHICH EMPLOYERS ARE COVERED BY THIS LAW?
State and local government.

WHAT TYPES OF WORKERS ARE NOT COVERED BY THIS LAW?
Temporary public workers employed for six months or less. Private sector workers.

WHAT ARE THE REMEDIES FOR VIOLATIONS OF THIS LAW?
None are specified in the law, but presumably a veteran would be entitled to reinstatement and/or back pay.

HOW IS THE LAW ENFORCED?
The enforcement mechanism not specified in the law. Presumably it is enforced by private legal action in state court.

WHAT INJURIES ARE COVERED?
Under the law, injuries which arise out of and in the course of a worker’s employment trigger the employer’s liability for providing Workers’ Compensation benefits. As a general matter, this includes all injuries which an employee suffers while performing work for the employer and which are caused by the employee’s work activities.

Injuries caused by a traumatic event, such as an object falling on a worker, are covered. So too, injuries caused by repetitive work activity (cumulative trauma) are covered. Work activities which cause an aggravation of an earlier (pre-existing) injury are also covered.

Special statutes and rules apply to industrial diseases and hearing losses. This booklet deals primarily with the laws covering bodily injuries. If you are experiencing an illness or hearing loss which you believe is related to your work, you should contact your union representatives about what you must do to pursue a claim for benefits under these special laws.

WHAT IS MY FIRST STEP IF I AM INJURED?
If you sustain a work-related injury or if you believe a physical condition you have is caused by your work, you must report the injury to

WEINGARTEN RIGHTS:
The rights of unionized employees to have present a union representative during investigatory interviews were announced by the U.S. Supreme Court in a 1975 case (NLRB) vs. Weingarten, Inc. 420U.S. 251, 88 LRRM2689.

These rights have become known as the Weingarten rights.

Employees have Weingarten rights only during investigatory interview. An investigator interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or ask an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation.

Management is not required to inform the employee of his/her right to representation; it is the employee’s responsibility to know and request. When the employee makes the request for a union representative to be present, management has three options:

1. It can stop questioning until the representative arrives.
2. It can call off the interview, or
3. It can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (An option the employee should always refuse).

Once you have asked for union representation, any attempt by management to continue asking questions before a union representative gets there is Illegal.

If supervisors pressure you by telling you that “you’re only making things worse for yourself” by asking for union representation, that’s against the law too.

IOWA AFL-CIO NEWS
June 2013
KNOW YOUR RIGHTS!

Compensation And Your Rights

your employer. Under the law, you must report the injury no later than 90 days after it occurs. You should report the injury as soon as you are aware of it.

As a general rule, it is best to make sure you comply with the employer’s rules and procedures for reporting work injuries. The employer cannot refuse to accept an injury report, even if you do not report it within the time or in the manner required by the employer’s policies.

If you do not provide notice of the injury within the 90-day period under the law, the employer can claim that it is not obligated to provide Workers’ Compensation benefits for the injury. In turn, it is best if you obtain a copy of the injury report or have a witness to the report in case a dispute about whether you gave notice or when you gave it arises later.

WHAT HAPPENS AFTER I REPORT THE INJURY?

After you report an injury, the employer must decide whether it will “accept” the injury as work-related and thus “compensable.” If the employer accepts the injury as a “compensable injury,” it is then obligated to commence providing benefits as required by the law.

If the employer determines it will not accept the injury as a compensable injury, the employee has a “contested” or “disputed” claim for benefits. The employee will need to pursue a formal claim through the administrative procedures of the Iowa Workers’ Compensation Commissioner’s office.

WHAT NEXT!

Depending on the status of your claim, you will have many different options.

You may also be entitled to benefits. Depending on your collective bargaining agreement, you might be required to perform “light” or “restricted” duty. This has to be within your limitations and cannot be at a reduced rate of pay.

If your injury is permanent, you could receive partial or total disability benefits. This requires a lot of medical documentation and examinations. The time you are allowed off, it based on the severity of the injury.

An injury that prohibits you from returning to gainful employment, could be entitled to payments.

If an worker dies as a result of a work-related accident or injury, they are entitled to payments for medical attention, and the spouse is eligible for payments. There is also compensation for burial expenses.

Should an employer refuses to pay workers compensation benefits, you need to contact the Iowa Workers’ Compensation Commissioner’s office. If you have a contested or disputed claim, you should contact your union representative or possibly a lawyer.

A formal claim must be filed within two years from the date of the injury.

SUMMARY

As noted in the Introduction, Workers’ Compensation benefits, in most cases, are the sole remedy against your employer for a work-related injury. Generally, they are also the only remedy you have against a co-worker, whose actions may have contributed to you sustaining an injury.

Under some limited circumstances, you may have a right to pursue legal action for damages against someone other than your employer or a co-worker who caused your work-related injury. If you believe you have such a claim, you need to discuss it with competent legal counsel.

Finally, your collective bargaining agreement may contain benefits, which are available in addition to the benefits provided for under the Workers’ Compensation statutes. You should always check with your union representatives to determine whether there are additional contract benefits to which you are entitled as a result of a workplace injury.

If you have additional questions, contact the Iowa Federation of Labor, AFL-CIO, 2000 Walker Street, Suite A, Des Moines, IA 50317, Tel. 515/262-9571 or 800/372-4817, or by e-mail at http://www.iowaflicio.org/. Or contact Iowa Workers’ Compensation Commissioner, 1000 East Grand Avenue, Des Moines, IA 50319, Tel. 515/281/5387 or 800/562-4692, or by e-mail at http://www.iowaworkforce.org/wc/.
What Is The ‘Chained’ CPI And How Does It Hurt Seniors?

Iowa Alliance of Retired Americans President Jan Laue

Regrettably, President Obama included cuts to the Social Security cost of living adjustments (COLA) in his recent budget release, and this measure may have some support in Congress as part of a “grand bargain.” These cuts, in the form of the chained Consumer Price Index (CPI) formula, will adversely impact over 584,113 Social Security beneficiaries in Iowa.

The chained CPI assumes that a lower COLA is acceptable because consumers can substitute cheaper products when prices go up, like substituting chicken for beef. But seniors spend more than the general population on health care, prescription drugs, and energy, which cannot always be substituted with a cheaper version. For example, if your doctor tells you that you need triple heart bypass surgery, you can’t really choose a cheaper double bypass instead.

Since the chained CPI formula for calculating Social Security COLAs does not reflect the spending patterns of seniors, it amounts to immediate benefit cuts for current and future beneficiaries. Estimates are that someone who retires this year would lose more than $6,000 in benefits over 15 years if the chained CPI were in effect. Even President Obama’s benefit enhancement for older beneficiaries does not make up for the cut. (See graph below)

The idea of adopting the chained CPI as part of deficit reduction efforts is truly bad policy, because Social Security does not contribute to the deficit to begin with. It asks seniors to pay for a fiscal debacle they did not create out of their very modest Social Security benefits. This is just plain wrong.

State Social Security info by state: http://strengthensocialsecurity.org/resources/state-reports

Social Security Benefit Cuts from Chained CPI Net of Benefit Enhancement for Average Worker (Career Average Earnings $40,728) Retiring at Age 65

Our Community Services Program . . .

Iowa Alliance of Retired Americans . . .

Our AFL-CIO Community Services Program Liaisons

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bmarshall@unitedwaysiouxland.com

Our Community Services Program is designed to help union leaders build a strong vibrant community that supports workers and their families and provides dignity and respect on the job as well as at home. The AFL-CIO Community Services program has over 160 full-time state and local Liaisons who serve as links between their state federations and central labor councils and United Way and Red Cross Chapters. In addition, 20 local labor agencies and five state labor agencies receive direct United Way support.
Post-Session Wrap Up

By Charlie Wishman, Secretary Treasurer
Iowa Federation of Labor, AFL-CIO

The Iowa Legislature’s 2013 session finally came to a close three weeks after their targeted adjournment. This year was definitely a year that the legislature tackled big issues, and much of the end of the session involved both sides compromising on their priorities.

PROPERTY TAX

For years now, both Democrats and Republicans have clamored for “property tax relief” for businesses. They had very different visions of how it would look, but in the end both sides worked toward an agreement. Unfortunately, we at the Iowa Federation of Labor (IFL) believe that any good news was going to be dangerous for our state, city, and county budgets.

These tax changes will drain the state budget by over $3 billion over the course of the next ten years. In addition, our local governments will be facing a $115 million short-term shortfall when this is fully phased in. The IFL opposed this because of our concern that we will turn to public employees to take the brunt of these cuts, either in job losses, in cuts to services, or both.

The upside to this tax deal is that there is still some negative impact to property tax. Governor Branstad can still “line item veto” property taxes, he can unilaterally veto items from budget bills without vetoing the entire legislation, and his new Development department did receive a slight increase in state funding.

BUDGETS

State budgets could have been better this year, but for many items Governor Branstad can still “line item veto” them, meaning he can unilaterally veto items from budget bills without vetoing the entire legislation. By mis-guiding the IFL budget, the Governor did receive a slight increase to investigate Employee Misclassification. Efforts to re-open all of the Workforce Development field offices failed. The three offices could be re-opened in underdetermined positions in the state. Efforts to obtain funding for high speed passenger rail failed this year on numerous occasions. What we would have helped were freight rail, passenger rail, steel and manufacturing sectors. Also disappointing was the lack of attention given to the low staffing levels in the Department of Corrections. Fortunately the Iowa House loosened its objections to using surplus and reserve funds with some of that money going to invest in maintenance and repairs, paying down state debt, and shoring up pension funds. There is not enough space to cover all aspects of the state budget, so if you have questions about a certain item, please contact us at the IFL at 515-262-9571.

MEDICAID EXPANSION

Last year, the United States Supreme Court upheld most of the Affordable Care Act, or what became known to some as “Obama care.” In that ruling, the Supreme Court said that states do not have to accept federal dollars for an expansion of the Medicaid program that would cover people without coverage up to 138% of the Federal Poverty Level (FPL). Thus, a battle was set up for states with Governors who had ideological or some other unknown opposition to expanding health care coverage.

Governor Branstad immediately refused the Federal funds, which were 100% paid for, and after several attempts at getting them, the governor finally provided that an enrollee receives an annual wellness check-up. While this is not exactly what the IFL would have designed, the important fact is that 150,000 Iowans now have health insurance coverage and the Governor did an about face on his position that he'd reject federal dollars for Medicaid expansion. This plan will still need to be approved by the Federal Government.

2013 Labor Hall of Fame Inductees

Please Join Us for the Labor Hall of Fame Dinner & Ceremony Thursday, August 22, 2013 Prairie Meadows-Skinner Ballroom Altoona, Iowa

JAN LAUE
Communications Workers of America (BCTGM Local 36)

RON MONTGOMERY
Graphic Communications International Union (GCIU Local 86)

KEN RAINS
Communications Workers of America (CWA Local 7114 & 7113)

Tickets are $30.00 To Purchase Labor Hall of Fame Tickets Please Call Iowa AFL-CIO at 515-262-9571

EDUCATION REFORMS

After a long battle, a misguided education reform bill did pass. By misguided, what we are referring to is the entire focus of these “reforms” offered all year, focused on teachers being the problem, not finding ways to help our educational system. In the end, a 2% allowable growth plus $57 million in one time monies was appropriated for FY14, and a 4% increase for FY15. The teacher minimum salary was increased to $33,500, however a “council on educational development” will make recommendations on a teacher and administrator evaluation system. Oddly, much of the bill contains language that would weaken public schools and education as well as the value of the professional public teachers and the education they receive to teach in our state. This legislation allows home school parents to teach their child’s education, teach up to 4 unrelated students in their home, exempts reporting to local schools their curriculum and lesson plans, and exempts home school students to take tests to determine proficiency.

OTHER ISSUES

There were some small but meaningful victories for labor this year. HVAC (Heating, Venting and Air Conditioning) licensing was simplified in legislation this year, making HVAC, refrigeration, and hydronic licenses all covered under one new license. Under this law, the maximum number of licenses a person would need to get would be two, plumbing and mechanical, and this legislation also created a new specialization option for sheet metal.

There are new limitations on when rail crew transport drivers can work, and when they must rest, which should lead to conductors and engineers having a much safer environment to travel to and from work destinations.

Serious allegations were leveled by employees and residents at the Iowa Veteran’s Home that Commandant Worley has fostered an environment of harassment and intimidation, to the point that people are afraid to speak about his mis-management of the facility. Despite calls for the suspension or removal of the Commandant, the Governor left him in his position and appointed someone else to be the “Chief Operating Officer” of the Veteran’s Home. Our Veterans deserve better

and the Commandant will face a tough reappointment, if he is reappointed.

The Governor’s office is using all the leverage it can to pressure the State Electrical Board to exempt all new electrical installations on farms. This stems from a Carroll County court case which a judge ruled that current Iowa law exempts farms and agriculture environments from inspection. This case has placed the burden on the electrical board to either get new legislation including farms, which is not likely at this time, or have the board exempt specific farm situations. This poses a danger to electrical workers, as well as the workers that work on these farms and in these facilities.

Labor did fight off attacks as well. Numerous bills that sought to weaken licensing boards were introduced but died. Attacks on Chapter 20 and the public employee bargaining process failed as well. House Republicans tried but backed down in an attempt to amend the Iowa Constitution to include so called “Right to Work” laws. Attempts to put dozens of Machinists out of Iowa were defeated.

Finally, thank you. While we are disappointed at many aspects of this legislative session, the IFL and your unions’ labor lobbyists stood together and stood with you, and fought for a better Iowa. Let’s stay strong, let’s grow our movement, and let’s prepare for the battles to come.
GREETINGS

Pursuant to Article XII of the Constitution of the Iowa Federation of Labor, AFL-CIO, you are hereby notified that the Seventy-First Convention will be held at The Meadows on Prairie Meadows, Altoona, Iowa, August 21-23, 2013. The Convention will convene Wednesday, August 21 at 9:00 a.m. and will continue for a session from day to day until its business has been completed.

REPRESENTATION BY DELEGATES

The Constitution of the Iowa Federation of Labor, AFL-CIO provides in Article XII, Section 2, page 12 that: "Each Local Union shall be entitled to the number of delegates according to the following scale:

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One (1) additional delegate for each one hundred (100) members thereafter."

The voting strength of a Local Union on roll call votes shall be the average number of members on which per capita tax has been paid to this Federation over the one (1) year immediately preceding the issue of the Convention Call [May 2012 through April 2013]. The average membership of the Local Union, which has affiliated within the past year, shall be computed from the month of affiliation and shall be determined by dividing the total per capita tax for all months affiliated by twelve (12)."

According to the Constitution, Local Unions shall assign the number of votes that each delegate shall carry. "If any Local Union fails to designate the number of votes assigned to each of its delegates from the Local Union, the Secretary-Treasurer of the Iowa Federation shall divide the total number of votes of said Local Union as equally as possible among the registered delegates of that Local Union."

"Local unions affiliated with this Federation, which do not choose to be represented with a delegate, may transfer the vote or votes of their Union to one of the delegates from their organization."

The Constitution states: "The basis of representation and the allowed voting strength in the convention of this Federation shall be: From State Organization - one delegate with one vote. From Local Central Bodies - one delegate with one vote. From Local Trade or Industrial Councils - one delegate with one vote. From AFL-CIO State Retiree Council - one delegate with one vote. From AFL-CIO Constituency groups - one delegate with one vote."

The Constitution also provides: "No person shall be eligible to serve as a delegate to conventions of this Federation unless he or she is a member of a Local Union affiliated with this Federation, with the exception of an AFL-CIO Retiree delegate, and AFL-CIO constituency group delegate."

REGISTRATION

Registration will be Tuesday, August 20th from 4:00 P.M.-7:00 p.m. and Wednesday, August 21st from 8:00 a.m.-3:00 p.m. Registration will be at The Meadows at Prairie Meadows in Altoona, Iowa. Registration fee is forty dollars ($40.00) per delegate. In addition, ALL DELEGATES are encouraged to buy a $20.00 COPE Ticket at the Convention. COPE Tickets MUST be paid for in cash or by personal check made out to AFL-CIO COPE. Also, ALL DELEGATES are encouraged to buy a $30.00 Hall of Fame Banquet ticket for Thursday, August 22, 2013. Banquet tickets may be paid for in cash or by check made out to the Iowa Federation of Labor, AFL-CIO.

Contributions or gifts to COPE are not deductible as charitable contributions for federal income tax purposes. COPE uses the contributions which it receives for political purposes, but not limited to, making contributions to and expenditures for candidates for federal, state and local offices and addressing political issues of public importance. You are free to refuse to contribute to COPE without reprisal. You may contribute any amount you wish without being favored or disadvantaged by the union for contributions made. Federal law requires political committees to report the name, mailing address, occupation and name of employer for each individual whose contributions aggregate in excess of $200 in a calendar year. AFL-CIO COPE PSC, 816 16th Street, NW, Washington, DC 20006.

MAIL CREDENTIALS BY JULY 22, 2013

HOTELS

The Iowa Federation of Labor, AFL-CIO has blocked rooms at the union built and staffed Prairie Meadows Hotel attached to the Convention Hall.

ALL ROOM RESERVATIONS MUST BE MADE DIRECTLY BY THE DELEGATES

Reference Group Code 08212031AFL
Book Reservations by Phone: 1-800-372-4817
Prairie Meadows Hotel
(515) 967-6544 - Mention Iowa AFL-CIO Convention Room Rate: $99.00 + tax/night
www.prairiemeadows.com/hotel

DEADLINE TO RESERVE ROOMS - JULY 22ND AT 5:00 PM

EXHIBITS AND DISPLAYS

Any union wishing to have an exhibit table set up should contact the Iowa AFL-CIO no later than August 7, 2013 so arrangements can be made.

EXHIBIT HALL

The exhibit hall will be available for set-up on Wednesday, August 21st from 7:00-8:00 am. Each 10’ booth space will be supplied with an 8’ skirted table, two chairs and an 8’ back wall.

INTERNET SERVICE

Free wireless internet service is accessible for exhibitors.

SECURITY

Prairie Meadows provides their own security officiers. However because the convention area is not locked at night vendors will want to park any valuables at the end of convention each day in a secured room that will be provided.

PRINTED MATERIALS

All printed materials you use in your booth MUST be printed by a union printer and display the union logo.

COST

There will be NO CHARGE for affiliated unions and all non-profit organizations.

Please call LeeAnn at 515-262-9571 to reserve space no later than August 7, 2013.

CALENDAR OF EVENTS

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday, Aug 19</td>
<td>Convention Call - IFL Executive Council Meeting</td>
<td>2000 Walker St Des Moines</td>
</tr>
<tr>
<td>Tuesday, Aug 20</td>
<td>Convention Call - CLC Conference</td>
<td>2000 Walker St Des Moines</td>
</tr>
<tr>
<td>Wednesday, Aug 21</td>
<td>Convention Call - Convention Registration</td>
<td>2000 Walker St Des Moines</td>
</tr>
<tr>
<td>Thursday, Aug 22</td>
<td>Convention Call - Convention Committees</td>
<td>2000 Walker St Des Moines</td>
</tr>
<tr>
<td>Friday, Aug 23</td>
<td>Convention Call - Convention Until Completion of Business</td>
<td>2000 Walker St Des Moines</td>
</tr>
</tbody>
</table>

All events held at The Meadows at Prairie Meadows unless otherwise indicated.

LABOR HALL OF FAME

The Labor Hall of Fame Dinner and Induction Ceremonies will be Thursday evening, August 22nd. Space will be available for ads in the Labor Hall of Fame Program. Information regarding purchasing tickets and ads is included with this Convention Call.

Ads must be submitted no later than July 15, 2013.

FOR MORE INFORMATION

Please Contact:
Iowa Federation of Labor, AFL-CIO
2000 Walker Street Des Moines, IA 5031
515-262-9571 Office
800-372-4817 Fax
iowafamilcio.org Email
CREDENTIALS
Janie Miller
Exhibits
LeeAnn Ambler
Labor Hall of Fame
Betty Brim-Hunter

Iowa Federation of Labor AFL-CIO • 57th Annual Convention • August 21-23, 2013 • ‘Building the Movement’