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## COLLECTIVE BARGAINING

# Nabisco strike ends after 39 days

By Don McIntosh

A 39-day nationwide strike at Nabisco by members of the Bakers union ended Sept. 19, and workers returned to the job Sept. 23. Members of Bakery, Confectionery, Tobacco and Grain Millers (BCTGM) struck rather than accept concessions demanded by highly-profitable Mondelez-Nabisco, and by the end the company got the message. Nabisco dropped its “two-tier” proposal to provide less generous health benefits to future hires, and its proposal to shift workers to an “alternative work schedule” of three or four 12-hour shifts a week. Instead workers ratified a compromise that preserves their right to time-and-a-half pay after eight hours and on Saturdays (and double time on Sundays) but also lets the company pay some workers straight time for weekend work.



Photo by Dan O'Donnell

**SOLIDARITY IS A MUSCLE.** In Portland and elsewhere, Nabisco strikers encountered extraordinary support, both on the picket lines and off.

The new contract workers ratified continues a March 2021 2.25% pay increase, and adds \$0.60 an hour raises in years two and three; current pay is about \$29.60 for most. Workers also get a \$5,000 ratification bonus, and next March the

401(k) match will double (to 50% of the first 6% of salary an employee contributes.)

Workers were striking to preserve what they have, and what they have is remarkable by the

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## Hollywood strike could be coming

Three Oregon productions employing 300 crew members would also be affected.

By Don McIntosh

National contract negotiations between TV and film producers and the union IATSE are near impasse, and members are expected to take a strike vote any day.

The talks cover a pair of national contracts that set wages and conditions for 60,000 behind-the-scenes production workers in more than 30 specialties, from set designers and prop makers to gaffers and set painters. The contracts expired July 31, and were extended to Sept. 10 by mutual agreement. But talks broke down Sept. 3 and have not resumed, and no further negotiations were scheduled as of when this issue went to press.

IATSE Local 488 vice president cdauid cottrill, a member



of the national bargaining team, says a key reason no agreement has been reached is that the employer group has refused to address concerns about overwork and lack of breaks.

In union bargaining, the Alliance of Motion Picture and Television Producers represents traditional Hollywood studios as well as streaming film and tv producers like Netflix, Amazon Prime, Apple, HBO, and Paramount+. Work

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## 2021 OREGON BUILDING TRADES CONVENTION REPORT

Delegates backed a candidate for governor and committed to fight racism in the construction industry.

By Don McIntosh

SUNRIVER, Oregon—It was the first union convention to take place in Oregon since COVID-19 hit in March 2020. Sixty-five delegates—representing over 33,000 members of 27 local unions— assembled Sept. 14-16 at Central Oregon’s Sunriver Resort for the 59th Convention of the Oregon State Building and Construction Trades Council (OSBCTC). They gave Tina Kotek her first significant endorsement for Oregon governor, voted to ensure that the council and its political action committee will have adequate staff and resources, and re-elected the council’s leadership to new four-year terms.

Like at its previous conventions, the agenda was full of opportunities to hear from guests and

allies, like regular attendee **Val Hoyle**, Oregon’s Labor Commissioner. Hoyle reported on the many ways her agency is ramping up enforcement of labor laws. For example, her division chief Sonia Ramirez is trying to be more strategic in enforcing wage and hour laws.

“It’s not dinging someone if they’re slightly out of ratio for apprenticeship,” Hoyle said. Instead it’s going after employers who are repeatedly stealing wages.

“Somebody said to me, ‘It’s not like fines change behavior.’ Well, they’re not fining them enough,” Hoyle told delegates. “We want them to see that it’s going to be more expensive to break a law than it is to follow it. And that means all the contractors that are following the rules don’t have to compete with these bottom feeders that have been getting an unfair advantage.”

Hoyle also said she’s working on an agreement with the Mult-

nomah County District Attorney’s office to prosecute employers who break wage and hour laws. In 2016, the Oregon Legislature made it a felony for a contractor to knowingly violate the state prevailing wage law, but no such criminal cases have been pursued since then.

“We are going to criminally prosecute these bottom feeders who have been getting away for years at stealing from workers,” Hoyle said.

### Kotek’s first big endorsement

Besides Hoyle, Oregon House Speaker **Tina Kotek** was the highest profile state official to attend the convention in person this year, and Kotek validated what a groundbreaking year 2021 was for building trades unions in the State Capitol. Lawmakers approved a new and simpler way of setting the state prevailing wage based on

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**FOUR MORE YEARS.** Oregon State Building & Construction Trades Council convention delegates re-elected Robert Camarillo as executive secretary-treasurer. Camarillo has served that role since May 2018, after working as an Ironworkers organizer.