Paycheck Deception: It’s Back

Teamsters Local 848 Shop Steward training October 22, 2017
Labor News

• H.R. 2127- National Paycheck Protection Act

• Purpose- To amend the Labor-Management Act of 1959 to require employee consent before labor organization dues of such employee are used for any purpose not directly related to the labor organization’s collective bargaining or contract administration functions.
H.R. 2127

• Authorization expires every year and there is no automatic renewal of an authorization.

• Introduced on April 25, 2017

• Referred to the Committee on Education and the workforce.

• No action on the bill as of yet.

• Incorporated into H.R. 2723 also known as “Right To Work[for less]” legislation.
Canada and NAFTA

Renegotiations with Canada, Mexico, and US.

- The Canadian Government is formally demanding that the U.S. must eliminate so-called “right to work” laws as part of any new pact.

- This is intended to balance the playing field of wages in equal skill fields instead of the discount wages in states with “Right To Work” legislation.
Canada and NAFTA

A new Trade Pact must also force all three countries to sign and follow all 8 International Labor Organization conventions specifying workers’ rights worldwide.

- Canada has signed eight
- Mexico has signed seven
- U.S. has signed two
Canada and NAFTA

- Mexico minimum wage is $0.65 per hour!
- Mexico poverty rate is 51%
- BMW is building a plant in Mexico in 2019 to manufacture $60,000 cars while paying workers $1.10 per hour, an agreement made by the employer-sponsored Union, not an independent trade union.
H.R. 1180

Working Families Flexibility Act of 2017

Purpose:

• To amend the Fair Labor Standards Act of 1938 to provide compensatory time for employees in the private sector.

• Received May 3, 2017

• In lieu of monetary overtime compensation, compensatory time off at a rate of one and one half hours for each hour of employment for which overtime compensation is required.
H.R. 1180

Conditions:

• An employer may provide compensatory time to employees only if such time is provided in accordance with applicable provisions of a collective bargaining agreement between the employer and labor organization.

• Employee must have worked at least 1000 hours in the previous 12 month period

• Employee may not accrue more than 160 hours of compensatory time.

• Compensatory time not used shall be paid off to the employee within 31 days following the 12 month compensatory calendar.
H.R. 1180

Sunset clause:

• Act will cease to be in effect 5 years from the date of enactment.
H.R. 2723

Employee Rights Act

• Introduced on May 25, 2017

• Purpose- To provide protections for workers with respect to their right to select or refrain from selecting representation by a Labor Organization.

• Another name is Right To Work! (for Less)

• Referred to the Committee on Education and the Workforce.
**H.R. 2723**

- This is the bill that MUST be defeated in Congress. Website is:
  - Edworkforce.house.gov.
- Committee composition- 23 GOP, 18 Dems
- California representatives are:
  - GOP-Duncan Hunter
  - DEM- Susan A. Davis
  - DEM- Mark Takano
  - DEM- Mark De Saulnier