



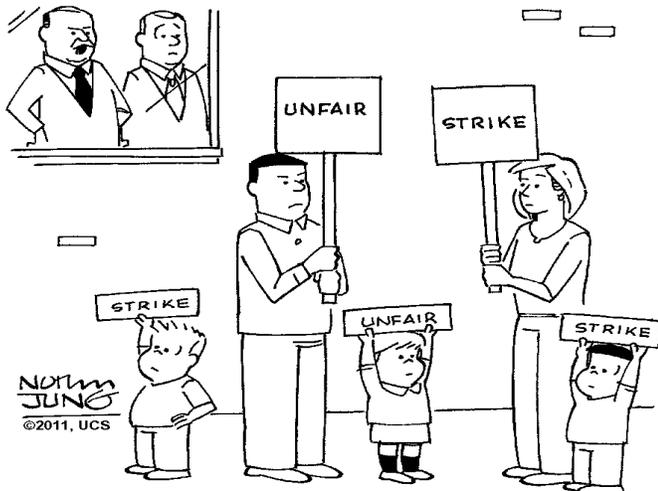
## PGO Hires New Field Representative

Andrea Canini began working with PGO this month. Andrea recently moved back to Columbus, Ohio after spending several years working in Seattle's labor movement. While in Seattle, she also received her Masters of Social Work and a Masters in Anthropology from the University of Washington.

Andrea's interest in worker's rights began when she worked as a refugee resettlement case manager in SeaTac, Washington. She then worked for Teamsters Local 117 as a communications intern, SEIU 775 as a growth organizer, and UAW 4121 as the communications coordinator and member organizer. She is passionate about advocating for a living wage for all and more equitable communities. Andrea looks forward to working with PGO members in their fight!

## GM Strike – Our Ohio Labor Community

Forty-nine thousand UAW members striking GM are fighting a bigger fight for all of us - against a two-tier employment structure. The Big Three automakers (GM, Ford, and Chrysler) began hiring temporary workers to fill in for absentees. However, temp workers became stuck in this position for years with low pay, no benefits, and only 3 days off (with advance approval) each year. These "permatemps" stay on in hopes of becoming full time employees under the union contract.



"Say, isn't it 'Bring your kid to work day'?"



"I'd like you to keep your eyes and ears open to make sure our office is safe from any charges of sexual harassment. Thanks, babe."

Walking out was "scary and uplifting at the same time," said Shawn Edwards, a worker at GM's Detroit-Hamtramck assembly plant with three-years' seniority. "It's scary because we have lives to maintain and we don't know how long we'll be out. It's uplifting because we're making a stand," she said. "We're not accepting concessions from a company posting billions of dollars of profit. And because we're all together. There's safety in numbers."

Increasing "permatemp" positions is something that is happening all over the country in different industries, and one of the striking workers' fights. The outcome of this struggle is important for all of us. If the workers win, it will set a new precedent for labor contracts and ignite momentum in the fight against temporary work and the erosion of pay and benefits.

To support our Ohio UAW siblings, you can join the picket line at these GM facilities:

- Defiance Foundry, 26427 OH-281, Defiance (*Local 211*);
- Parma Metal Center, 5400 Chevrolet Blvd., Parma (*Local 1005*);
- Toledo Transmission, 1455 W. Alexis Rd., Toledo (*Local 14*);
- Lordstown Assembly, 2300 Hallock-Young Rd., Warren (*Local 1112*);
- West Chester Processing Center, 9287 Meridian Way, West Chester (*Local 696*);
- Cincinnati Parts Distribution Center, 8752 Jacquemin Dr., West Chester (*Local 674*).

## Sexual Harassment In The Workplace

The Ohio Civil Rights Act prohibits discrimination in employment based on sex, including sexual harassment (*OH Rev. Code Sec. 4112.01 et seq.*). The Act applies to all public employers.

So what does sexual harassment in the workplace look like? According to regulations issued by the Ohio Civil Rights Commission, sexual harassment is any unwanted attention of a sexual nature that creates discomfort and/or interferes with the job. Sexual harassment can occur in several ways including verbal abuse (e.g., suggestive comments or demands), or physical conduct of a sexual nature (e.g., touching, pinching, and patting) or nonverbal actions (e.g., unwelcomed sexual gestures or staring).

Sexual harassment can happen in various forms, creating uncomfortable situations where the power dynamic between a worker and co-worker or manager become heightened. One situation is called **quid pro quo harassment**, where submission to sexual demands becomes the basis for an employment decision. For example, a supervisor stating or implying to an employee that their job depends on meeting sexual demands.

Another situation is a **hostile working environment**, where the sexual harassment creates an intimidating and offensive working environment for any employee. In this situation, co-workers or a supervisor make unwanted sexual advances or comments or treats a person as a sexual object. This situation may be less explicit, but creates an uncomfortable work



space, where someone feels that the acts are inhibiting them from working their best.

Under Ohio law, a hostile working environment shares at least three characteristics: (1) one or more employees are discriminated against or harassed because of their sex, age, nationality, religion, sexual orientation, or disability; (2) the mistreatment is severe and persistent; and (3) the discrimination or harassment makes it difficult or impossible for the targeted individuals to do their work or stay on the job at all. This is often called “severe and pervasive.”

If you believe that you are experiencing sexual harassment in the workplace, *your union is here to support you!* **It is important that you document incidences** - recording who, what, where, and when. This helps to establish a pattern of bad behavior that will illustrate either a hostile working environment where it becomes difficult to fulfill your job duties successfully or a threat to your job itself.

Remember, **you have the right to be represented by a Union representative** in the grievance process - which can be a way to address sexual harassment in the workplace. Harassment complaints may also be filed with the Ohio Civil Rights Commission. The Commission will investigate your complaint and prosecute offenders if it finds probable cause that harassment has occurred.

Please reach out to your field representative, steward, or Council official if you have any concerns. Even if you aren’t sure if the situation is harassment, please begin the conversation and we can figure out strategies and next steps.



**Amazon Workers Continue To Fight For Each Other**

Sandra, a worker at an Amazon delivery center in Sacramento, was rehired within 24 hours of her coworkers delivery of a demands letter to management. Sandra was fired after she exceeded her unpaid time off by one hour when her mother-in-law died. The demands letter also called for a fellow worker’s reinstatement and paid time off for part-time workers.

This is not the first time Amazon workers have stood up for each other and taken on management. Recently, around 60 Amazon warehouse workers in Minnesota walked off the job to fight for higher wages and to reverse a 30-hour work week cap (which allows the company to avoid paying for health insurance under the Affordable Care Act). Additionally, on Amazon Prime Day (July 15, 2019), workers at a different Minnesota fulfillment center staged a strike.

**PGO Executive Board Meeting**

The PGO Executive Board is scheduled to meet October 19, 2019, at 10:30 a.m., at the Lucas County Children Services offices, 705 Adams Street, Toledo, Ohio.

**Massachusetts Community Supports Striking Workers**

Republic Services brought in scabs to collect garbage when Teamsters Local 25 members in three Massachusetts towns struck in August for a first contract. But residents backed workers up by hauling their own trash to the dump. About 5,000 cars dropped off 122 tons at one station in the strike’s first week, local media reported.

“I had a tiff with my neighbor because he put his trash out on the curb,” one woman said. “I won’t be waving hello to him anymore.” To up the pressure, Local 25 sent revolving pickets to Republic locations in four California cities, where fellow Teamsters refused to cross picket lines.

*Source: Labor Notes, October, 2019.*

**Going Through Changes? Let Us Know**

Has your name changed? Have you moved? Do you have a new telephone number? If so, please let our office know. Help us maintain accurate membership files by contacting the PGO office to update your personal contact information. Keeping us informed will allow us to serve you better.

**This Halloween, Buy Union-Made!**

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- Red Vines
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