Working Together, We Are Able
To Accomplish Things That None
Of Us Could Accomplish Individually!
Dear Union Leader,

The Iowa Federation of Labor, AFL-CIO is made up of some 500 affiliated local unions representing approximately 50,000 members. By working together, we are able to accomplish things that none of us could individually accomplish.

Even though our main function is political, with a full time lobbyist, we provide numerous other programs, resources and educational opportunities. The Iowa AFL-CIO is committed to assisting affiliated unions in organizing, providing communication resources to local unions, acting as a catalyst for building coalitions both within the labor movement and with those outside the ranks of labor. In addition we are dedicated to helping develop and maintain young workers’ groups.

Thank you for taking the time to review the Iowa Federation of Labor, AFL-CIO’s affiliation book. You will find in this book many of the benefits offered to our affiliated unions. We are constantly striving to improve and expand the resources we offer our affiliated unions.

If you have any questions or if we can be of any assistance to you or your members, please feel free to contact our office at 515-262-9571. Thank you again for considering affiliating with us.

Sincerely,

Ken D. Sagar
President

Charlie Wishman
Secretary/Treasurer
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who We Are</td>
<td>4</td>
</tr>
<tr>
<td>Objectives &amp; Principles</td>
<td>4</td>
</tr>
<tr>
<td>Legislative</td>
<td>4</td>
</tr>
<tr>
<td>Political</td>
<td>5</td>
</tr>
<tr>
<td>Political Resources</td>
<td>6</td>
</tr>
<tr>
<td>Communications</td>
<td>8</td>
</tr>
<tr>
<td>Organizing</td>
<td>10</td>
</tr>
<tr>
<td>Working Iowa Neighbors (WIN)</td>
<td>10</td>
</tr>
<tr>
<td>Young Workers</td>
<td>10</td>
</tr>
<tr>
<td>Education</td>
<td>11</td>
</tr>
<tr>
<td>Coalition Building</td>
<td>11</td>
</tr>
<tr>
<td>Events</td>
<td>12</td>
</tr>
<tr>
<td>Officers and Staff</td>
<td>13</td>
</tr>
</tbody>
</table>

“Working Together For All Iowans”
WHO WE ARE

The Iowa Federation of Labor, AFL-CIO is made up of some 500 affiliated locals representing over 50,000 members of AFL-CIO unions. Our main functions are political, legislative, education and assisting our affiliates in organizing.

By working together, we are able to accomplish things that none of us could individually accomplish.

OBJECTIVES & PRINCIPLES

As stated in Article II of our Constitution, the Objectives and Principles of the IFL are to:

• Aid Workers in securing improved wages, hours and working conditions.

• Aid and assist affiliated Unions in organizing the unorganized into a Union of their own choosing. The State Federation will not participate in any organizing campaign where there is more than one International Union which is affiliated with the National AFL-CIO seeking the same bargaining unit.

• Encourage all workers, without regard to race, creed, color, sex, national origin, religion, age, disability or sexual orientation to share in the full benefits of Union organization.

• Secure legislation which will safeguard and promote the principle to free collective bargaining, the right of workers, farmers and consumers and the security and welfare of all people.

• Aid and encourage sale and use of Union-made goods and Union services.

• Protect the Labor Movement, both from within and without, from any and all corrupt influences and undermining efforts.

• Encourage workers to register and vote, to exercise their full rights and responsibilities of citizenship and to perform their rightful part in the political life of their local, state and national communities.

LEGISLATIVE

Full Time Lobbyist
The Federation provides a full time lobbyist at the Iowa Legislature working to insure that the laws that are passed are beneficial to working people and their families.

Weekly Lobbyists Meetings
Weekly Lobbyists Meetings are held during the Legislative session. These meetings are open to all union leaders, union lobbyists, and members wanting to be involved.
LEGISLATIVE (continued)

**Legislative/Political Updates**
The Federation provides updates during session on the status of bills that are important to Iowa workers.

**Voting Records**
We provide our affiliates with the AFL-CIO Congressional Scorecard which records the votes of the U.S. Senate and House members from Iowa.

At the completion of each Legislative session the Iowa AFL-CIO publishes an Iowa Voting Record. This Scorecard registers votes taken by the House and Senate that have an effect on labor and working families in Iowa.

**Iowa Legislative Guide**

**Iowa AFL-CIO Legislative Directory**
Our Legislative Directory provides union members with information about legislative elected officials in the Iowa House and Senate. Information including names, photos, districts and committees they serve on are provided to make lobbying easier.

**POLITICAL**
The Iowa Federation of Labor, AFL-CIO takes politics seriously. We employ a fulltime Political Director and additional staff to work year round to achieve our political goals. Our staff is available to help our affiliated unions with their political mobilization, trainings, customized mailings and handbills, and more. We conduct a major effort to ensure that all of our members are registered to vote, are informed about key political issues and that they get out to vote.

**POLITICAL PLAN AND PROGRAM**
The Iowa AFL-CIO creates a detailed written political plan for the elections every 2 years, which is provided to all affiliated unions. This plan, which is adopted by delegates to our convention, includes the political landscape of Iowa, electoral goals, building structure for mobilizing, and details of the member-to-member communications program. Major components of the plan typically include:

- **Labor Campaign Offices**
  Each election cycle the Federation establishes labor campaign offices throughout the state. These offices serve as a central location for unions to participate in the member-to-member program.
POLITICAL (continued)

- **Voter Registration**
  We can provide local unions with the name, address and phone number of their members that are not registered to vote.

- **Absentee Ballot Program**
  “Give Me 10” is the absentee ballot program of the Iowa AFL-CIO. This program encourages local unions to ask their members to identify 10 members, family, friends and/or neighbors that support labor endorsed candidates to vote by absentee ballot. We will track all absentee requests for locals.

- **Political Trainings**
  We provide Local Unions, Central Labor Councils and State Councils with political training customized for their particular needs and area.

- **Release Staff Recruiting**
  Each election cycle, the IFL seeks out activists and political release staff from affiliated locals and national unions to run labor campaign offices.

- **Release Staff Trainings**
  All political release staff will be provided with training to ensure they have the skills to run the Labor Political program.

POLITICAL RESOURCES

**LABOR ACTION NETWORK (LAN)**
The Labor Action Network (LAN) is the computer database that allows the Iowa AFL-CIO to generate lists for our affiliates. Some of the information that can be ordered from the LAN include: membership lists that can be sorted by county, zip code, age, gender; members’ voting history; unregistered member lists; and members that have voted by Absentee Ballot. With the LAN we can generate

- **Mailing Labels** can be ordered at no charge to use on your own local mailings.

- **Call Lists** can be ordered with your members phone numbers.

- **Unregistered Voter Lists** can be provided to local unions with the name, address and phone number of their members that are shown on the Secretary of State’s list as not registered to vote.

- **List of Members Who Vote Absentee** can be provided in order to get Absentee Ballot Requests (ABR) to members who have voted early in past elections.
POLITICAL RESOURCES (continued)

- **Walk Packets with Maps**: can be provided to local unions for labor to labor direct contact, for literature distribution or Absentee Ballot Requests and pickups.

**VOTER EDUCATION PROGRAM**
The Federation will assist in providing education materials for local unions or councils to inform members about the positions of labor endorsed candidates on critical working family issues.

- **Worksite Handbills**
  Handbills/flyers are available for endorsed candidates from the Iowa Federation of Labor, AFL-CIO and the Working families Toolkit at [www.workingfamiestoolkit.com](http://www.workingfamiestoolkit.com)

- **Customized Mailers/Flyers**
  If you need a specific mailer/flyer that is not on the Working Families Toolkit for an endorsed candidate we can design a customized mailer/flyer for your local.

- **Local Union Letters**
  The Iowa AFL-CIO can send letters from your local union (signed by the President or Business Rep) to each of your members at a nominal charge regarding upcoming elections, issues, and endorsed candidates.

- **Local Union Publications**
  Articles to use in your local union publications will be posted on the Iowa AFL-CIO website [www.iowaaflcio.org](http://www.iowaaflcio.org) and on the Working Families Toolkit [www.workingfamiestoolkit.com](http://www.workingfamiestoolkit.com)

**CANDIDATE EVALUATIONS**
As part of the process leading to endorsement of candidates for elections, the Iowa AFL-CIO sends questionnaires to candidates. U.S. Senate and Congressional candidates; Iowa state-wide candidates; and state legislative candidates all receive appropriate questionnaires to help us determine their positions on issues important to working families.

**CANDIDATE GUIDE**
“How to Run for Local Elected Office” is a guide for union members who are contemplating becoming a candidate for an elected position.

**IOWA CAUCUS GUIDE**
A how to guide for participants of the Iowa Presidential Caucus which includes history of the Iowa caucuses, who can participate, explanation of what a caucus is and the different processes used by the Republican party and the Democratic party.
COMMUNICATIONS

COMMUNICATIONS DIRECTOR
The Iowa AFL-CIO employs a full-time Communications Director.

IOWA AFL-CIO NEWSPAPER
Each member of affiliated locals receives this newspaper several times a year.

POLITICAL ACTION UPDATE
The Political Action Update is published electronically several times a week at iowalabornews.com and sent out via email weekly.

WEBSITE
We maintain a website, and can assist you in setting one up as well. Our website, www.iowaaflicio.org, links to a lot of information and to all the Central Labor Councils web pages as well.

E-ACTIVISTS
This is our e-mail list that currently reaches thousands of labor activists. Use this to reach out to other unions and activists when you have an issue or event that needs to be advertised.

PRESS EVENTS
We are able to help you get out media alerts for your events or help you with media turnout and press releases.

LOCAL UNION NEWSLETTERS
Don’t have a local newsletter? We can help! We can help you get a newsletter established, printed and ready to mail, handout or post on bulletin boards.

PHOTOGRAPHY/VIDEOGRAPHY
The IFL can provide still and video photography for any event.
SOCIAL NETWORKING

Facebook:
The IFL has a very active Facebook page Iowa AFLCIO. Please “Like” us and share whatever we post. We are one of the most viewed labor Facebook sites in the nation.

Blog Page:
The Iowa Labor News (ILN) is the IFL’s blog posting page. It offers daily news updates, as well as events, candidate information and much more info. This page offers more current information than the webpage, iowalabornews.com. Get your daily dose of current labor news, from around Iowa. Some stories from ILN are posted on the Iowa Federation of Labor’s Update and sent out several times a week. www.iowalabornews.com. If you have news you want to share with us on this page, please send to lance@iowaaflcio.org. Check it out daily, the news never stops!

Pinterest:
Before you go shopping you need to check out this resource. Sign up for Pinterest and check out the Iowa Federation of Labor’s page. Here you will find post after post of Union and American made products and services. After you sign up for Pinterest, go to Union Iowa and click on IFL logo then click on “boards” - union goods and services by various categories. http://pinterest.com/iowafed/

Flickr:
Save and print the photos we are sharing from around the labor movement. www.flickr.com/photos/iowafedaflio/

YouTube:
They say there is nothing good on TV—well then check out the Iowa Federation of Labor’s You Tube Channel. There are hours of videos dealing with the labor movement. From history, to music, to state and local videos this channel has it all.

Twitter:
The Iowa Federation of Labor can be found and followed at @iowaaflcio. Follow us! twitter.com/IowaAFLCIO

Iowa Daily Labor News:
We all like one stop shopping—how about one stop news! Get a sample of the labor news from around Iowa and the country every morning right on your computer, laptop or smart phone. Subscribe today and get your Iowa Daily Labor News every morning!
ORGANIZING

The Iowa AFL-CIO is committed to assisting our affiliates organize. Whether it’s building new locals or expanding current locals, the Iowa AFL-CIO can assist in many ways such as: research, strategic planning and communication efforts.

The Iowa AFL-CIO’s organizing office is located Ames. Currently in the Ames area the Iowa AFL-CIO is engaged with affiliates on a regional organizing effort to advance the union movement in places with low union density. This project started in June of 2015 and the Iowa AFL-CIO employs an Organizing Director in the Ames office.

Ames Organizing Project Office
546 Main Street
Ames, Iowa 50010
515-232-0827

YOUNG WORKERS

The Iowa AFL-CIO brings together young worker groups from all across Iowa. Whether from an affiliated union or a young worker group from a local labor assembly, we help your workers share ideas, learn skills, and cooperate.

WORKING IOWA NEIGHBORS (WIN)

Working Iowa Neighbors (WIN) is a Federation program designed to educate, involve and develop our members into local political committees. These committees work to identify local issues that affect union members in their communities, educate membership on the issues, get members registered to vote and support local labor councils.

- WIN committees also work to recruit union members to run for local elected offices.
- WIN committees concentrate on county, city, and school board.
- WIN committees build partnerships with community organizations and non-affiliated unions in their areas.
EDUCATION

The Iowa AFL-CIO is a strong supporter of education efforts for our membership.

- We work closely with the Labor Center at the University of Iowa to provide labor education programs both on the campus and in local union halls.
- We provide funding for a Graduate Assistant for the Labor Center to assist in research activities to support local union information requests.
- Central Labor Councils are eligible to receive financial support to host Labor Center classes for local unions in their jurisdiction as part of the education program sponsored by the Iowa Federation of Labor, AFL-CIO.
- Iowa Labor History Oral Project (ILHOP) is an effort to interview Iowa labor leaders, activists, and members to preserve the rich history of the labor movement in Iowa. It is housed in the Iowa Historical Museum in Iowa City and has been used as the basis for several history books and by researchers from across the United States and the world.

COALITION BUILDING

The Iowa Federation of Labor acts as a catalyst for building coalitions both within the labor movement and with those outside the ranks of labor to amplify our ability to promote the interests of working Iowans.

The Iowa Federation of Labor works with community partners on many issue and legislative campaigns. Whether it's coming together to educate the community on issues that matter to working families or fighting back together against corporate greed, the IFL understands that labor isn't big enough to win every battle on our own.

We partner with groups such as the Iowa Alliance for Retired Americans, which seeks to keep union members engaged after they retire and to help union retiree groups working together. With the help of the Iowa ARA, we've educated countless retirees about the dangers of privatizing Medicare and Social Security.

The IFL works hard at finding community partners that have interests that align with the core mission of labor and are fighting for the same things, and finds ways to make a difference together. Union members care about the environment, schools, health care, and a host of other issues that we've worked on with community partners. After all, we know from our experience in the labor movement the best way to fight back is to band together and find our collective power.
EVENTS

AFL-CIO Annual Convention
Every year labor leaders, activists, and members come together to discuss priorities, endorse candidates, adopt resolutions and listen to national, regional and state leaders. Education, networking, and outreach opportunities are provided as part of the continuing effort to grow Iowa’s labor movement.

Legislative/Lobbying Conference
Each Legislative session, we hold a conference in Des Moines to educate union members on the issues at the General Assembly and then lobby our elected officials at the State Capitol.

Central Labor Council Conferences
Two Central Labor Council Conferences are held each calendar year. The conferences are an opportunity for Central Labor Councils to compare notes, learn about AFL-CIO programs and get educated on skills necessary to support working family issues in their areas.

Next Up Conferences
Today’s young workers are part of the largest generation since the baby boomers and make up the most diverse and technologically savvy generation in America’s history. This conference is a place where young workers come together to find out about the labor movement and about working together to build power.

C.O.P.E. Convention
In even numbered years, a one day Committee on Political Education (C.O.P.E.) Convention is held, prior to the Iowa Primary Election Day, for the purpose of endorsing labor friendly candidates.

Labor Hall of Fame
In 1981 during the 26th Annual Iowa Federation of Labor Convention a resolution was introduced to create the Labor Hall of Fame Award. This award is presented to men and women within the labor movement whose efforts and sacrifices have enhanced the quality of life for Iowa workers. We honor retired union leaders, living or deceased, by inducting them into the Labor Hall of Fame at a formal induction ceremony and banquet.

Working Families Summit
The Working Families Summit is an annual event that brings over 50 different and diverse groups together to raise issues important to working people. This event brought in over 500 people from many diverse backgrounds to learn about wages, making work family friendly, and protecting our civil rights. The Working Families Summit is focused on issues, not politicians, and how to move them forward as a coalition.
IOWA AFL-CIO OFFICERS AND STAFF

Ken Sagar
President
IBEW Local 204

Charlie Wishman
Secretary/Treasurer
AFT Local 716

Betty Brim-Hunter
Political Director
CWA Local 7102

Ben Murry
Organizing Director
USW Local 310

Tracy Leone
Political Organizer
AFT Local 716

Lance Coles
Communications Director
APWU Local 44

Jamie Miller
Administrative Bookkeeper
CWA Local 7102

“Working Together For All Iowans”
Iowa Federation of Labor, AFL-CIO
2000 Walker Street, Suite A
Des Moines, Iowa 50317
515-262-9571
ifl@iowaaflcio.org
www.iowaaflcio.org

“Working Together For All Iowans”