

Diana Pei Wu, *Executive Director*



Portland Jobs with Justice

A Campaign for Workers' Rights
1500 NE Irving Street, Suite 585
Portland, Oregon 97232

(971) 242-8705 • Fax (503) 239-9441

Cell (971) 221-~~6664~~ 5464

E-mail: diana@jwjpdx.org

www.jwjpdx.org



summer school - se

Subject: DPW draft talking points for City Council meeting tomorrow 9:30 am

From: Diana Pei Wu <diana@jwjpdx.org>

Date: 6/30/15, 7:21 PM

To: Instafab Company Workers <instafabworkers2015@yahoo.com>, "irnwrk@gmail.com" <irnwrk@gmail.com>, Mmartin <mmartin@iwintl.org>, Ttanner <ttanner@iwintl.org>, "joe@ironworkers29.org" <joe@ironworkers29.org>, "shopmens@pacifier.com" <shopmens@pacifier.com>, "Nnguyen@iwintl.org" <Nnguyen@iwintl.org>, SteveP <stevep@ironworkersnw.org>, Robert Camarillo <robert@ironworkers29.org>

Good morning, Mayor Hales and Councilmembers. My name is Diana Pei Wu and I am the Executive Director of Portland Jobs with Justice. I'm proud to say that we celebrate our 25th anniversary next year!

Portland Jobs with Justice has a long history of working to make conditions better for working people in our city, and we have collaborated with many of you over the years in various instances, including on paid sick days, on socially responsible investing, and back when we were just forming, on the fair wages policy in the City of Portland.

I'm here to talk with you today on the hazardous workplace conditions at Instafab Company, and I'm here today with Instafab workers, their families and children, Iron workers, Building Trades members, and members of the Portland Workers Rights Board, the JWJ Faith-Labor Committee, and other members who care about workers having access to safe jobs and workplaces with justice and dignity.

Imagine you are working on a construction site - maybe the Block 67 project near the Burnside Bridge, or the North Williams Mixed Use Project. Today is one of these hot days, in the sun. There is no water on the job site, and there's no shady place for you to take a break or eat lunch, or store your tools. You might be welding 50 or 100 feet up in the air but you know that your company forged the welding training certifications and other safety documents, and there are people walking below you. In addition, although federal OSHA law states that employers are supposed to provide safety equipment, you had to pay for your own safety equipment on your last paycheck. On your first day of work, your employer threatened you that if you even spoke to anyone who was a part of a union, you could be fired or face other disciplinary action. What would you do?

When faced with these unsafe working conditions, the nonunionized workers for Instafab Company decided to strike. They have been on strike since February 27 of this year, when some of the workers went on strike to protest unsafe conditions on job sites. Since then, 14 workers are now on strike from both the construction side and the fabrication side.

Our research shows that Instafab Company has contracts through Andersen Construction and Andersen Development, at projects including Block 67 and the North Williams Mixed Use Project.

Our research also shows that Instafab Company has a history of serious OSHA violations that went unresolved. The most recent investigation in 2012 found 20 violations, 4 of

them serious. In fact, one of the first things these striking workers did back in February was to submit claims to BOLI. BOLI found the violations to be true and told Instafab to clean up their act, but Instafab never did.

Other violations under investigation include wage theft and violating the new paid sick days ordinance, that many of you worked so hard to develop and pass.

Block 67 (B67) is part of the Portland Development Commission's (PDC) Burnside Bridgehead Redevelopment Area. The North Williams Mixed Use Project is a project that the City of Portland's Bureau of Planning and Sustainability are touting as landmark projects.

We also know that the City of Portland has signed neutrality agreements regarding organizing, but Instafab has a history of anti-union activity.

For all of these reasons: unsafe working conditions, violations of basic health and safety provisions on the job and in the shop, anti-union activity, and bucking the law, we believe the City of Portland should not be doing business with Instafab Company, directly or indirectly. We ask the City of Portland to explore all avenues to move their – our – business away from Instafab company until the workers issues are resolved.

As Portlanders, we think that it is groundbreaking when projects support good jobs that are safe, so the workers who build those "landmark" buildings can go home at night to their families. We know that good and safe working conditions are important to Portlanders, and we are asking City Council to take up that cause once again by moving our business to contractors who treat their workers with respect and dignity on the job, and who work hard to ensure their workers and the public's safety.

Thank you. I have 7 copies of our Coalition's report, along with signed letters of support from [list letters]

On 6/30/2015 10:58 AM, Instafab Company Workers wrote:

FYI - I will be reaching out to Bruce to accept his invitation. Let's discuss who we want to send to the meeting with the strikers.

On Monday, June 29, 2015 2:54 PM, bruce <bruce@instafab.com> wrote:

If you strikers want to meet, let's do it.

STOP the abuse at Instafab!

**JOIN TOGETHER to demand
Instafab provide:**

- Proper personal protective equipment;
- Safe working conditions and real safety training;
- Drinking water on the jobsite;
- Proper meal and rest breaks;
- Accurate payment for all the hours worked. No wage theft!
- Compliance with the City of Portland's Sick Leave Ordinance, paid sick days for shop employees.
- Affordable family health insurance;
- Retirement benefits;
- Dignity and respect. No more threats and retaliation!



Together, we can stop the mistreatment!

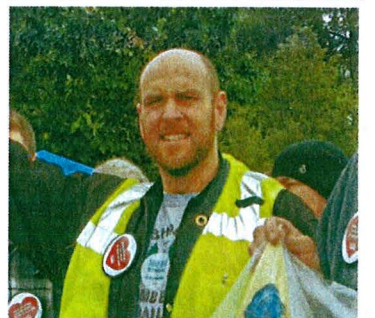
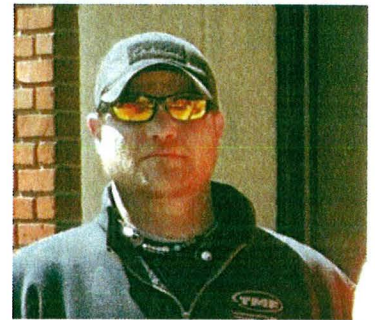
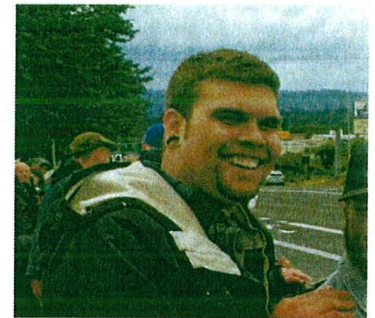
For more information contact – instafabworkers2015@yahoo.com

Join together for dignity and respect!

We, the employees of the InstaFab Company's steel fabrication division, demand that InstaFab provide all fabrication shop employees with the following:

- A uniform pay scale and uniform pay increases
- Affordable family health care
- Employer-provided retirement benefits
- Adequate personal protective equipment
- Consistent safety and occupational training
- Management needs to stop behaving aggressively, devaluing, and bullying employees.
- All work related equipment and tools must meet Washington State Division of OSHA standards
- Eliminate restrictions, including time on employee's use of bathroom facilities, and uphold all bathroom facilities in a clean and sanitary condition.

To join us and receive more info, contact –
instafabworkers2015@yahoo.com



We can stop the mistreatment!



The struggle for safe conditions, justice and respect at the Instafab Company

The Instafab Company makes and installs stairs, handrails and other metal building components used in construction. Instafab is owned by Bruce Perkins.

Instafab employs about five-six dozen individuals who work in the fabrication facility located in Vancouver, Washington and out on construction sites. The company helps build offices, condominiums, and mixed-use developments across the Pacific Northwest.

Unfortunately, workers say Instafab exploits and abuses them.

Instafab workers report:

- Serious safety and health violations,
- Charged for safety gear that federal law requires is employer provided,
- Little or no safety or occupational training,
- No affordable family health insurance,
- Irregular schedules and forced time off,
- No daily overtime pay,
- Inconsistent meal and rest breaks,
- No dry shacks in the winter months, and
- No drinking water at the jobsite.

Worker Neglect and indifference

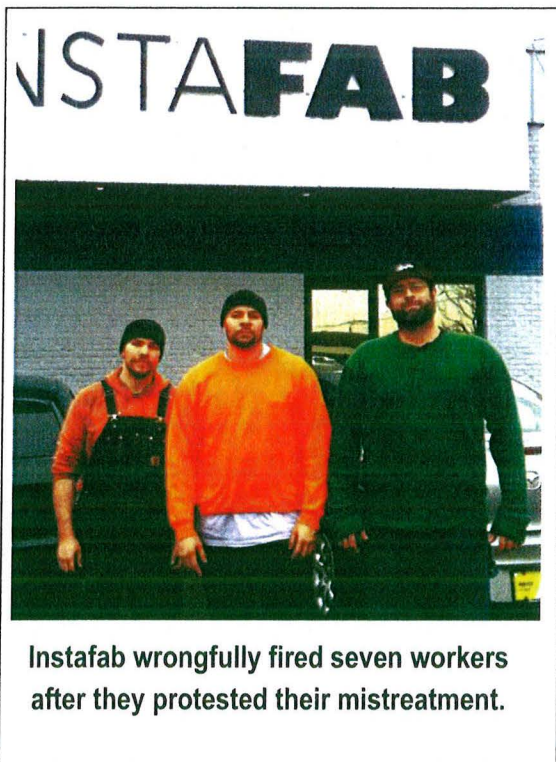
Patrick Goggin said “water was not provided for us on jobsite.” in violation of federal OSHA rules (1926.51) requiring employers to provide drinking water in all places of employment. This neglect raises the chances workers will become dehydrated.

Instafab also did not provide any break areas, generally forcing workers to take their breaks and lunch exposed to rain and cold. According to William Skyler McCall, “it was common for us to have to keep our belongings with us or in the truck. We also had to take our breakfast or lunch outside.”

Many workers stated they’d frequently be required to work long hours but then forced to take days off in order to avoid overtime. Patrick Goggin said, “I was frequently given days off if I had just done extra shifts in order to avoid overtime.” “The irregular shifts mess with your family schedule,” said William Russell and, “it was impossible to get ahead without the overtime. All the ways that Bruce Perkins and Instafab treated us workers or shortchanged us really said they didn’t care about us as people.”



Instafab working high off the ground



Instafab wrongfully fired seven workers after they protested their mistreatment.

Paying for safety

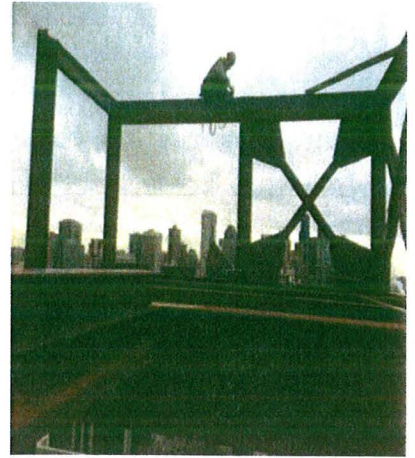
According to William Skyler McCall, “The work we do often involves the risk of a fall so fall harnesses are a requirement. We were expected to pay for our harness and provide our own lanyard.” However, Federal OSHA rules (1910.132 and 1926.28) require that “Employers Must Pay for Personal Protective Equipment (PPE).” Workers say this is another way the company takes from workers.

Hazardous working conditions

Instafab has been fined for numerous serious federal safety and health violations. OSHA has conducted at least 6 investigations and cited Instafab for over 20 violations over the years.

The most recent OSHA investigation in 2012 found a dozen violations of which four were considered serious. OSHA only issues a “serious citation” when there is “substantial probability that death or serious physical harm could result from a hazard about which the employer knew or should have known.” One serious violations was for failing to develop a formal, written accident prevention program. In 2009, Instafab was issued three serious violations over the use of ladders and other issues. Instafab entered into three state settlements over the violations.

In spite of numerous OSHA investigations and citations, workers say that Instafab continues to disregard their safety, that workplace safety has not improved, and that dangerous conditions are still common in the fabrication facility and the construction site.



Little or no safety or occupational training

According to superintendent Matt Momb, rather than Instafab improving its safety, the “OSHA violations were treated as a failure on the employee’s part and the employee was punished even though they were given no formal training. Instafab management didn’t seem to change its practices however.” Steel erection is a dangerous job that requires considerable standards and training. Workers are supposed to be trained in safe work practices and encouraged to use safety equipment, especially when they are working high above the ground. Unfortunately, Instafab neglects education and training for iron workers; routinely exposing workers to dangerous conditions with little or no training.

Patrick Goggin observed, “our safety training consisted of 20 minute meetings once a week over the course of two months where we would skim over a specific topic and would then receive certifications on said topic under a previous employee’s name.” “We had weekly Friday “safety meetings,”” said Matt Momb, “but they usually just consisted of us getting our paycheck and talking about upcoming projects. They rarely talked about safety.”

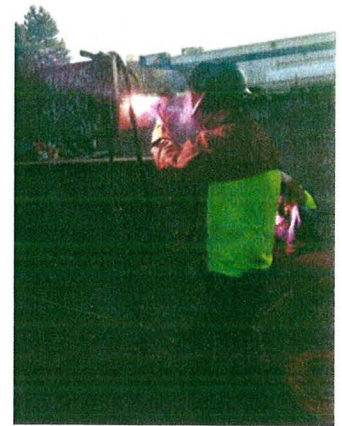
Momb states that there was no occupational training. “Guys like me who started as brand new “apprentices” with zero iron working experience, were given no training at all. We learned as we went along. Some of the things we were told to do, like sitting down to untie and move the beamer, is absolutely against OSHA rules and does not equate to 100% tie off.”

False welding certification

Many construction contracts contain language requiring contractors to show that welders performing have been certified to ensure sound welds and work quality. This is especially true for publicly owned construction projects like schools and courthouses. There is little doubt however that Instafab has failed to meet their responsibilities for certification.

According to one worker, he was issued “counterfeit certifications” in welding and other procedures. Another worker remarked, “I commonly welded structural steel without a valid certification. If the welds needed inspection, the inspector was told by Instafab that they were welded by some other individual and shown their certification. This was common practice.”

A third worker agreed stating, “The entire time I welded, I was uncertified.” Workers say they worry that some buildings may not be safe, noting that they helped build hospitals, schools and other public buildings.



Instafab welder

Not paid for all hours worked

Workers also say that they were not paid for all the hours that they worked. Andrew Brodehl stated, “Instafab refused to pay for drive time and gas when we transported company equipment in our cars. They also altered hours on employees time cards without consent or knowledge from the worker. They also did not always pay workers for overtime and sometimes worked employees 10-20 hour shifts without allowing sanctioned breaks and lunch.”

Culture of Intimidation

Due to the mistreatment and indifference the company shows them and their co-workers, seven field employees of Instafab protested by going on strike against the company to demand better wages, hours and working conditions. Additionally, several other workers have given testimony about their experiences and are supporting those on strike. Instafab made repeated attempts to coerce the employees to abandon their strike and return to work but will not improve conditions. Instafab also retaliated by unlawfully terminating seven employees.

Despite employer retaliation, workers know that by standing together, they can make changes in their industry. “We employees have a voice, and I want my voice to be heard. I want everybody to know that there is a better option out there for us. All we have to do is stand up,” said William Russell.

Profiles in Courage



Matt Momb: superintendent: Guys are operating MEWPS (mobile lifts and platforms) with no training whatsoever. None of this equipment gets inspected and has any sort of updated maintenance log. When they are broke down they get fixed by an IFC worker who is not trained to repair such equipment and cannot possibly guarantee the repairs.

About two years working at IFC I started running work as a foreman and had to learn on the fly. I had no foreman training, safety training, etc. If contractors asked we were told to tell them we did formal training. My worry is someone will get killed working there.

Andrew Brodehl: While I worked at Instafab, the company issued questionable certifications in rigging, flagging, fall protection, welding and burn procedures as well as the drug testing.



William Russell: One of my major concerns is that we were given 20-minute safety training courses and had to sign off as if they had provided adequate training when in fact, they had not.



William Skyler McCall: During my employment with Instafab, I experienced some unfavorable work conditions. First and foremost, there wasn't drinking water provided or accessible at the jobsites we worked at. Water is a fairly basic need and providing it to the field crew could have been as simple as keeping a few cases of bottled water stocked.

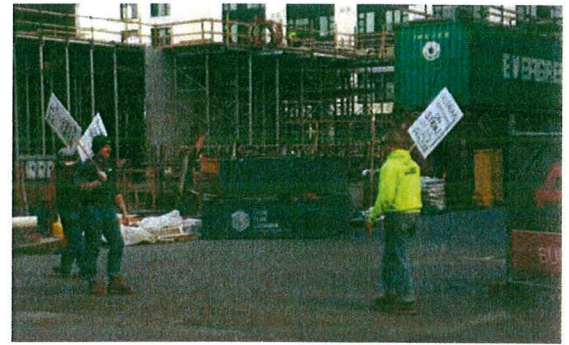


Patrick Goggin: My employer provided healthcare was costing me \$50 a week for just my own coverage. I was told each additional family member would add an \$330 per month. I have a wife and three kids.



Building Owners Shouldn't Profit Using Exploitation

Building owners and public entities are morally accountable and ultimately responsible for the practices of the contractors on their jobsites. Owners should demand all contractors treat workers fairly, obey the law, and maintain the highest standards of ethical business practices.



Community Members Support Workers



Instafab workers are fighting for their rights by informing the public about their struggle and passing their message of justice. Strong community voices are amplifying their message.

Many community organizations and leaders have joined the effort for responsible contracting and participated in rallies, written letters and made visits in support of the Instafab workers. Among those are:

- Portland Peace Church of the Brethren
- Peace and Social Concerns Committee, Multnomah Friends Meeting (Quakers)

**For more information about Instafab workers
and their fight for justice, contact:
instafabworkers2015@yahoo.com**

Footnotes:

1. OSHA investigations, 315920603, 313224479, 312268352, 310005350, 309245413, and 309242527

16 THE EMPLOYEES OF INSTAFAB HEREBY 2/27/15
DEMAND, WATER ON EVERY JOB, DRY SNACKS ON EVERY JOB
SAFETY & OTHER TRAINING, MEDICAL PAID BY INSTAFAB,
~~AND~~ A RETIREMENT PLAN AND AREA STANDARD WAGES

SIGNED

MATT

PATRICK

WIL

ANDREW

ISRAEL

Matt

Shane

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

Feb 27th

INSTAFAB

COMPANY, INC.

2424 E 2nd Street -- Vancouver, WA 98661
360.737.8235 -- Fax 360.737.8240 WA INSTACIO33CD -- OR 101103

March 6, 2015

Israel Mudder
5204 NE 131st Ave
Vancouver, WA 98682

Instafab concludes that you have quit based on your no-show to work after February 27, 2015. You have been terminated from employment as of February 27th, 2015 due to no-show.

Bruce Perkins

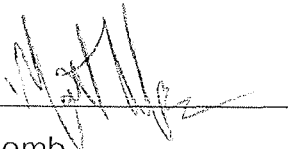
Steel Fabricators & Erectors
Structural • Architectural • Industrial • Marine

April 27, 2015

To Whom It May Concern:

A couple years back InstaFAB had a job at Kaiser West Side in Hillsboro, Oregon where Kaiser required that all contractors to be union to install. IFC was supplying the steel on the project. The field Superintendent had myself, John Frech, and Blain Vanbrunt (all IFC employees) go and assemble two enormous canopy frames in the field. We then installed them on a Saturday with Campbell crane. It was supposed to be union install and h&I had been onsite doing the other install but was not there that day. I was told to lie and not let anyone know that I worked for IFC, and that if someone asked that I was not an IFC employee, I was a sub. I was told to not wear anything that indicated that I was an IFC employee. If the general contractor asked if I was working for IFC I was advised to say I was a sub. We also did a guard rail modification and addition of an existing gate. This was also supposed to be union labor and IFC was aware of this requisite, and had a contract stating it, but intentionally disregarded for their own gain.

Respectfully,

A handwritten signature in black ink, appearing to read 'Matt Momb', is written over a horizontal line.

Matt Momb

Striking Instafab Superintendent

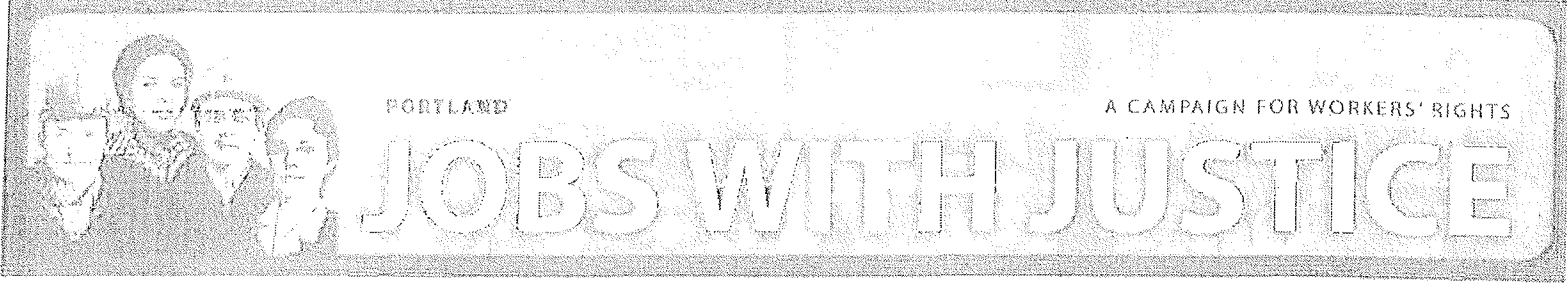
To whom it may concern:

4/1/15

It has come to my attention that Instafab Co. Inc. has been using my name to "train" for signaling and rigging.

Any "training" that has occurred after Nov. of 2013 has not been conducted by me. I have been a member of the Local 29 since that time and have had nothing to do with Instafab or their "training".

Mark Leavitt
Mark Leavitt



PORTLAND JOBS WITH JUSTICE • 1500 NE IRVING ST., SUITE 585 • PORTLAND, OR 97232
PHONE: 503.236.5573 • FAX: 503.657.7456 • WEB: www.jwjpdx.org

April 26, 2015

Skanska USA Building, Inc.

To Whom It May Concern:

Hi. My name is Diana Pei Wu and I am the Executive Director of Portland Jobs with Justice. We are a coalition of over 100 labor, faith, community and student organizations and individuals dedicated to protecting the rights of working people and supporting community struggles to build a more just society.

We are writing to ask you to respond to complaints of substandard working conditions and compensation at **Instafab**, one of your subcontractors in Vancouver, WA. We recently learned that Instafab workers are striking in solidarity with two of their colleagues who were fired after bringing forward a list of serious problems they wanted addressed, including lack of overtime pay, lack of protective measures such as dry shacks, and inadequate safety training.

We respectfully urge you to talk with both the workers and Instafab management about this situation. We hope you will communicate Skanska's standards and expectations for responsible contractors, and ensure Instafab is meeting those standards before contracting with them again.

We are concerned about Instafab's dispute with its workers as community members in Portland (where many of Instafab's projects are carried out), and as people committed to creating a world where all people are able to have good and safe working conditions, including the international human right to organize in the workplace.

Skanska, we believe, also shares a sense of social responsibility. Your corporate website notes that you are "committed to operate in accordance with the highest standards in terms of labor practices, human rights, impacts on society and product responsibility." We celebrate your commitment to these values and ask you to act on them by looking into the Instafab workers' call for basic protections and fair pay, and making sure that your contractor puts these conditions in place.

Sincerely,

Diana Pei Wu
Executive Director, Portland Jobs with Justice

April 26, 2015

Deborah Averill
Clerk, Peace and Social Concerns Committee
Multnomah Friends Meeting (Quakers)
4312 SE Stark St.
Portland, OR 97215

Skanska USA Building, Inc.

To Whom It May Concern:

We are writing to ask you to respond to complaints of substandard working conditions and compensation at Instafab, one of your subcontractors in Vancouver, WA. We recently learned that Instafab workers are striking in solidarity with two of their colleagues who were fired after bringing forward a list of serious problems they wanted addressed, including lack of overtime pay, lack of protective measures such as dry shacks, and inadequate safety training.

We respectfully urge you to talk with both the workers and Instafab management about this situation. We hope you will communicate Skanska's standards and expectations for responsible contractors, and ensure Instafab is meeting those standards before contracting with them again.

We are concerned about Instafab's dispute with its workers as community members in Portland (where many of Instafab's projects are carried out), as people of faith and conscience, and as members and participants in the Religious Society of Friends (Quakers). One of our traditional core values as Quakers is *equality*, which drove Quakers' historic activism against slave labor and now directs us to support workers and other people who are facing unjust and inhumane treatment. Our book of Faith and Practice, which guides our religious life, advises and prompts us: "We cannot be easy in our own lives when others suffer indignity, injustice, or want. In the Spirit of Christ, we are ready to put ourselves at another's side and share each other's burdens... What are we doing about the injustices which are part of our social and economic life?"

Skanska, we believe, also shares a sense of social responsibility. Your corporate website notes that you are "committed to operate in accordance with the highest standards in terms of labor practices, human rights, impacts on society and product responsibility." We celebrate your commitment to these values and ask you to act on them by looking into the Instafab workers' call for basic protections and fair pay, and making sure that your contractor puts these conditions in place.

Yours in faith,

Deborah E. Averill, Clerk, Peace & Social Concerns Committee
Leslie Hickcox, Mult. Friends Meeting, FENK Representative
Ron Marson, member PSCC
David Chandler, member PSCC
Marty Crouch, member PSCC

Deborah Averill, David Chandler, Marty Crouch, Leslie Hickcox, Ron Marson
Peace and Social Concerns Committee, Multnomah Friends Meeting (Quakers)

Rev. Dr. Dale Stitt
1300 NE 13th Ave.,
Apt. 1422
Portland, OR 97232

April 29, 2015

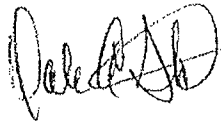
To whom it may concern:

I am a member of the Portland Mennonite Church. I am writing as an individual member. But if the following concerns are not addressed, I will bring this situation to the attention of my faith community and urge them to join me in protesting the situation facing some employees working on the construction of Instafab.

It has recently come to my attention that ironworkers doing construction at Instafab are forced to work up to 16 hour days, without any benefits, or adequate safety training. And when some workers raised these concerns, they were immediately fired.

As a person of faith and conscience in the Portland community, I support the workers and urge Skanska to make sure its subcontractor is providing decent working conditions and fair compensation.

A concerned person of faith,

A handwritten signature in black ink, appearing to read 'Dale A. Stitt', with a long horizontal line extending to the right.

Dale A. Stitt

2032 SE Ankeny St.
Portland, OR 97214

April 26, 2015

Skanska USA Building, Inc.

To Whom It May Concern:

We are writing to ask you to respond to complaints of substandard working conditions and compensation at Instafab, one of your subcontractors in Vancouver, WA. We recently learned that Instafab workers are striking in solidarity with two of their colleagues who were fired after bringing forward a list of serious problems they wanted addressed, including lack of overtime pay, lack of protective measures such as dry shacks, and inadequate safety training.

We respectfully urge you to talk with both the workers and Instafab management about this situation. We hope you will communicate Skanska's standards and expectations for responsible contractors, and ensure Instafab is meeting those standards before contracting with them again.

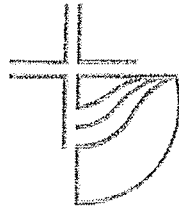
We are concerned about Instafab's dispute with its workers as community members in Portland (where many of Instafab's projects are carried out), as people of faith and conscience, and as members and participants in the Religious Society of Friends (Quakers). One of our traditional core values as Quakers is *equality*, which drove Quakers' historic activism against slave labor and now directs us to support workers and other people who are facing unjust and inhumane treatment. Our book of Faith and Practice, which guides our religious life, advises and prompts us: "We cannot be easy in our own lives when others suffer indignity, injustice, or want. In the Spirit of Christ, we are ready to put ourselves at another's side and share each other's burdens... What are we doing about the injustices which are part of our social and economic life?"

Skanska, we believe, also shares a sense of social responsibility. Your corporate website notes that you are "committed to operate in accordance with the highest standards in terms of labor practices, human rights, impacts on society and product responsibility." We celebrate your commitment to these values and ask you to act on them by looking into the Instafab workers' call for basic protections and fair pay, and making sure that your contractor puts these conditions in place.

Yours in faith,

A handwritten signature in black ink, appearing to read 'Anna Barnett', with a stylized, flowing script.

Anna Barnett
Member, Multnomah Friends Meeting (Quakers), Portland, OR



*Continuing the work of Jesus.
Peacefully. Simply. Together.*

Peace Church of the Brethren

12727 SE Market St

Portland, OR 97233

April 26, 2015

Skanska

To Whom It May Concern:

We are respectfully writing to encourage you to look into the labor practices of a construction group that you are subcontracting with in Vancouver, WA: Instafab. It has come to our attention that two workers have been fired at Instafab because they asked for a redress to grievances, and the workers are now striking in solidarity. We support the workers' rights to decent pay and working conditions, and we hope that you are interested in this situation as well. Instafab has many contracts in Portland, OR, so our community is involved in this way.

Also, as people of faith and conscience, members of the Church of the Brethren, an historic Peace Church, we care about the people who work in our area and around the world. The Church of the Brethren is a group built on the simple teachings of the New Testament, which include helping the poor, feeding the hungry, and responding to injustice. Without justice, there is no peace. In a 1977 document, standing to this day, these beliefs were articulated in this way: "Our understanding of the mind of Christ demands of us vigorous non-violent involvement and identification with the poor and the oppressed, all the while acknowledging our limitation and confessing our complicity in the evils

addressed. We also recognize that these problems (evils) are massive, complex, and ambiguous and that we lack perfect knowledge. We believe, however, that Christian discipleship demands decision and action to help achieve greater justice and peace in our time. . . . We must face the risks and vigorously implement the love of God in our political, economic, and social relations."

We realize, as this statement makes clear, that all of us are implicated in problems in our society. We in Western Civilization, have benefitted from the abuse of workers, even to this day with workers in many countries laboring in poor conditions. This cannot be an excuse, however. There are many models for businesses where workers have adequate pay, sick leave, and a safe working environment, where their concerns are taken into account. We hope that Skanska is such a company, and we appeal to you to do business with companies that share these standards.

At Instafab, these are the conditions that are reported:

"Instafab workers receive little or no safety or occupational training, no health insurance for their families, inconsistent meal and rest breaks, no dry shacks in the winter months, and get charged for personal safety equipment. Instafab workers say they received no overtime pay after regularly working 16-hour days and are also forced to take a day off to avoid overtime -- sweatshop conditions. Additionally, Instafab has been fined for numerous serious OSHA violations over the years."

We trust that you would want to be associated with an honorable and solid company which treats workers with fairness and works to encourage their loyalty. This makes for a much stronger business, and we think you would be interested in that. Since Instafab apparently has a contract with you, you are in a position to exert pressure on Instafab to make right some of these wrongs involving their workers. Peace relies on justice.

Thank you for listening and for your sincere attention to this matter.

Sincerely,

Adrienne Dickinson A.D.

Robert Dickinson R.D.

Sherry R. Fancher
John Sigeborn
Ed Rummey
Lubas Hilger
James A. Miller
Samuel
Douglas A. Eller I.V.E.C. Instafab #23
Jon Walker
Kevin Wier
Al Huff
Pamela K. Miller
Mary G. Rasmussen
Chris Inst SEIV #503
Stanley A. Hoff
Ditha R. Jean



PORTLAND JOBS WITH JUSTICE

June 11, 2015

To Whom It May Concern:

We, the undersigned members of **the Portland Area Workers Rights Board**, are writing you in support of the striking Instafab workers. **We urge you to commit to moving your business from Instafab to other businesses that treat their workers right**, until such time as Instafab meets with the striking workers and resolves their issues.

The **Portland Area Workers Rights Board** is a project of Portland Jobs with Justice, and is convened to bring to light and respond to injustices in the workplace. **Portland jobs with Justice** is a 24-year old coalition of over 100 labor, faith, community and student organizations and individuals dedicated to protecting the rights of working people and supporting community struggles to build a more just society. We are a part of the National Jobs with Justice and a flagship coalition of the over 40 member affiliates.

Based on complaints of substandard working conditions and compensation at **Instafab**, one of your subcontractors in Vancouver, WA. We recently learned that Instafab workers are striking in solidarity with 14 of their colleagues who were fired or who are not on strike after bringing forward a list of serious problems they wanted addressed, including lack of overtime pay, lack of protective measures such as dry shacks, and inadequate safety training.

We respectfully request you to commit to urge Instafab management to meet with workers to resolve this situation. We hope you will communicate that the Portland community has set high standards and expectations for responsible contractors, and ensure Instafab is meeting those standards before contracting with them again.

We are concerned about Instafab's dispute with its workers as community members in Portland (where many of Instafab's projects are carried out), and as people committed to creating a world where all people are able to have good and safe working conditions, including the international human right to organize in the workplace.

Sincerely,

Diana Pei Wu
Executive Director, Portland Jobs with Justice

And the undersigned (see following pages)



PORTLAND JOBS **WITH** JUSTICE

Portland Area Workers Rights Board, signatures in support of Instafab Workers

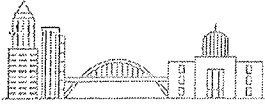
June 11, 2015

Name	Organization / position	Signature
1 Rev. Andrew Thephod	Lynchwood Christian Church	Andrew Thephod
2 Channa Brenner	Portland State University / Prof. Em.	Channa Brenner
3 Bill Sigelow	Rethinking Schools	Bill Sigelow
4 Romeo Sosa	VOZ / ED	Romeo Sosa
5 JINA CUMMINS	SEIU 49	Jina Cummins
6 R. Denny Scott	ST. ANDREW LUTHERAN	R. Denny Scott
7 Dr. Rene Sanchez	University of Portland, ^{Airsworth}	Rene Sanchez
8 Rev. M. Lynne Smoore	Smoores United Church of Christ	Lynne Smoore
10 Robert Camarillo	^{hope 2} Iron Workers / V.P.	Robert Camarillo
11 Mark Knutson	Augustana Lutheran Church	Mark Knutson
12 Joey Wolf	Havurah Shalom	Joey Wolf
13 Alena Bozeman	St. Matthew's Episcopal	Alena Bozeman
14 David Wheeler	First Baptist Church	David Wheeler
15 Julie Hastings	Portland Community College	Julie Hastings
16 Laurie Mercier	1600 9600 SW 3rd Ave Portland Archdiocese of Portland Rev. Catherine Cleary	Laurie Mercier
17 Rev. Fred Modencher	Rev. Catherine Cleary	Fred Modencher
18 Matthew Johnson	SEIU 49	Matthew Johnson
19 Chris Wolf	Lewis & Clark Law School	Chris Wolf
20 Rev. Kate Lore	First Unitarian Church	Rev. Kate Lore



PORTLAND JOBS **WITH** JUSTICE

- 21 Robert A. Krueger St Francis of Assisi Church Robert A. Krueger
- 22 Rev Eugene Ross United Methodist Church Eugene Ross
- 23 Fr Chuck Lerner Retired Catholic Priest Chas. J. Lerner
- 24 Fr. Joe McMahon retired Catholic Priest Joe McMahon
- 25 MARTIN HART-LANDSBURG Professor Lewis & Clark College. Martin Hart-Landburg
- 26 JEAN EILERS ST ANDREW CATHOLIC Jean Eilers
- 27 Aneta Molenda WORKING AMERICA Aneta Molenda
- 28 _____
- 29 _____
- 30 _____
- 31 _____
- 32 _____
- 33 _____
- 34 _____
- 35 _____
- 36 _____
- 37 _____
- 38 _____
- 39 _____
- 40 _____
- 41 _____



Oregon State
Building and Construction Trades Council
AFL-CIO



June 16, 2015

VIA FACSIMILE

Instafab Worker Coalition

Dear Instafab Worker Coalition:

The Oregon State Building and Construction Trades Council wishes to go on record in support of the campaign in support of striking Instafab workers. These workers deserve dignity and respect and we support their efforts to receive dignity and respect, and fair wages, benefits and working conditions.

Sincerely,

John Mohlis
Executive Secretary

To instafabworkers2015@yahoo.com

May 6

Dear Hoyt St Properties & Wood Partners,

I am a 10 year resident in the Pearl, owning a unit in the Lexis. I am very distressed to learn that the InstaFab Company that is working on the Block 17 Apartment Building is abusing its workers and has fired some of them for speaking up.

It is my understanding that their workers were not given adequate safety or occupational training, were poorly treated, denied affordable family health insurance, charged for personal safety equipment, and forced to work overtime without adequate compensation.

Shame on InstaFab! It appears that InstaFab has a record of OSHA violations. I trust that you hold your contractors to a higher standard, or at least the most basic of standards.

Please remedy this situation, support our local workers and inform the community of your plans to resolve this.

Thank you,

Laura Peterson
1125 NW 9th Ave, #307
Portland, OR 97209
xenapeterson@yahoo.com

Reply, Reply All or Forward | More

Unfair labor practice charges piling up against Instafab

VANCOUVER, Wash.—Unfair labor practice charges are piling up against Instafab, a steel fabrication and erection company based in Vancouver, Wash.

A group of construction ironworkers launched an unfair labor practice strike Feb. 27 and sought union representation from Iron Workers Local 29 after their employer refused to listen to their list of grievances regarding working conditions. All of them were fired. (See Northwest Labor Press, May 15.)

On May 18, four workers from the fabrication shop presented their boss with a list of demands similar to those of the field workers. When they too were ignored, they went on strike and are seeking representation from Iron Workers Shopmen's Local 516.

Another field ironworker joined the picket line May 18, bringing the number of Instafab's employees on strike to 14—including a job superintendent and a foreman.

Locals 29 and 516 have joined with several community

and religious organizations, including Portland Jobs with Justice, to form the Instafab Workers Coalition for Justice.

The coalition has filed numerous new unfair labor practice complaints with the National Labor Relations Board (NLRB). The most recent filing was June 8. The coalition alleges the company fired employees for engaging in protected union activity; threatened to fire employees if they talk to striking ironworkers or any Local 29 union reps; threatened to fire or discipline an employee if he didn't remove a pro-union decal from his personal automobile; interrogated a new hire about his sympathies toward the union; granted pay raises to discourage employees from engaging in union activity; and told a new hire the company would close before it ever signed a collective bargaining agreement with the Iron Workers Union.

The charges are currently under investigation by the NLRB. "The employer is retaliating against these workers for engag-

ing in protected, concerted activity; it's as simple as that," said coalition spokesperson Diana Pei Wu, who is executive director of Portland Jobs with Justice, a coalition of more than 90 labor organizations and community groups dedicated to protecting the rights of working people and supporting community struggles.

The coalition is planning several actions in the coming weeks and months, Pei Wu said.

Robert Camarillo, a business agent for Iron Workers Local 29, said Instafab also is under investigation by the Washington Department of Safety and Health over striking worker complaints about safety training certification.

Instafab is a primary subcontractor for Anderson Construction and Skanska USA Building. Coalition members have picketed and leafletted several projects, including Block 67—the Burnside Bridgehead apartment project in Portland; an apartment project in the Pearl District's Block 17; at The Landing

Drive Project in Southwest Portland; and at the Pringle Square project in Salem.

Several organizations with the Instafab Workers Coalition for Justice have sent letters to the general contractors asking them to look into the labor practices of Instafab, and to cut ties with the company until the labor dispute is resolved.

Striking ironworkers William

Russell and Laramie Lexow say they feel bolstered by the strong showing of support from labor, community and religious organizations.

"It is incredibly powerful to see so many people coming together to help us get a union so that we can have a voice at work," said Russell.

"We're really gaining momentum," Lexow added.

Outsourced school bus drivers vote to rejoin Oregon School Employees Assoc.

A group of 15 school bus drivers and bus aides in Dillard, Oregon, joined Oregon School Employees Association (OSEA) Local 6732 in a unanimous 10-0 vote held June 9—the day before the school year ended.

The workers are employed by for-profit First Student, which got the contract when the Winston-Dillard School District outsourced its student transportation in mid-2013. The district,

southeast of Roseburg, serves over 1,400 K-12 students in rural areas of Douglas County.

OSEA, an affiliate of the American Federation of Teachers-Oregon, previously represented the workers when they were employed by the district, and fought to oppose the outsourcing. Representatives of OSEA said pay fell as much \$500 a month after the outsourcing, due to cuts in hours.

Join the struggle! Appeal for Justice

Get involved, and help ensure Instafab workers have the dignity, respect and safe workplaces they deserve!

I offer my support to the brave workers at the Instafab Company who are fighting for justice. I believe Instafab Company should be held morally accountable for the mistreatment of its workers. I believe the employees at Instafab should be:

- Provided with drinking water on the jobsite by Instafab,
- Provided a safe, work environment, where safety and occupational training is provided and encouraged by Instafab,
- Consistently and fairly compensated with family supporting wages,
- Accurately paid as mandated by under state and federal wage and hour laws,
- Provided affordable family health insurance, retirement and other benefits,
- Granted protection of their rights to freedom of speech and association in the workplace,
- Provided a respectful workplace, free of discrimination, harassment, intimidation and retaliation from management.

I also believe that any entity that profits from the mistreatment of workers. should be held accountable.

Name _____ Organization: _____

Address _____ City, State, ZIP _____

Phone Number (_____) _____ - _____ Email _____

Signature _____ Date _____

Please return to: instafabworkers2015@yahoo.com

5

Moore-Love, Karla

From: Diana Pei Wu <diana@jwjpdx.org>
Sent: Wednesday, June 24, 2015 3:48 PM
To: Moore-Love, Karla
Subject: Request for Communication, 7/1/15

Hi, Karla,

Hope you are doing well. I am writing to ask you if there are still Communications slots open for next week, July 1, in front of City Council?

I would like to request one, and I am working on bringing a community member as well, so I wanted to know which dates were available before I confirm a meeting.

Thank you!
Warmly,
Diana

--
Diana Pei Wu
Executive Director
Portland Jobs with Justice

C: 971-221-5464
E: diana@jwjpdx.org
O: 971-242-8705 (direct line)

Request of Diana Pei Wu to address Council regarding Portland Jobs with Justice
(Communication)

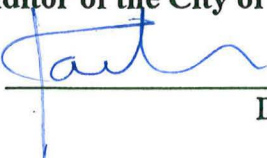
JUL 01 2015

PLACED ON FILE

Filed JUN 26 2015

MARY HULL CABALLERO
Auditor of the City of Portland

By



Deputy

COMMISSIONERS VOTED AS FOLLOWS:		
	YEAS	NAYS
1. Fritz		
2. Fish		
3. Saltzman		
4. Novick		
Hales		