

The Portland Tribune

Portland Could Get Salty this Winter

By Lyndsey Hewitt

October 31, 2017

But city officials want people of Portland to be more prepared, too. 'Don't wait until a snowstorm hits, start preparing now,' Mayor Ted Wheeler said.

People shouting from the rooftops for the city of Portland to use salt on the roads will get their wish, should the region see snow like last year.

In a new plan announced Tuesday by the Portland Bureau of Transportation and Mayor Ted Wheeler, they pledged improvements since last year's fiasco — when roads were impassable due to a shortage of plow trucks to clear them and salt to help melt it.

"First off, we will be deploying salt, if conditions warrant," said Commissioner Dan Saltzman, who oversees the bureau. "We tested salt successfully on a limited basis earlier this year, and we want to do so more widely and more consistently this year."

Now they've amassed 300 tons of road salt, a brown substance that looks like dirt.

Last winter, drivers were stuck on freeways for hours, businesses were closed for days on end, and at least four homeless people died from the harsh weather conditions.

(The Tuesday press conference only addressed transportation measures — an announcement about homeless shelters is planned at a later date. Michael Cox, mayor's office spokesman, said they'll be working more closely with other jurisdictions as well as are making a concentrated effort to get volunteers for emergency shelters.)

"We've added more crews, more equipment, and more trucks covering our routes. We're working with local school districts, TriMet and the central business district to ensure routes are prioritized in major snow and ice events," Saltzman said.

Officials say individual Portlanders also need to be more prepared and take more responsibility.

"Most of us are unprepared for severe winter weather events," said Wheeler, discussing lessons learned from winter 2016-2017. "One of the focuses this year is to help inform Portland residents of the steps that all of us can take to get ready for winter storms."

He added, "Don't wait until a snowstorm hits, start preparing now."

City officials had a table laid out with items people should consider keeping on hand in their vehicle in case of severe winter weather, including tire chains, a requirement for travelers on West Burnside and Sam Jackson Park Road when conditions warrant it. Wheeler also said people should remember to shovel their own sidewalks, and help neighbors who may not have that ability.

The city has purchased new plow blades and salt spreaders to boost snow- and ice-clearing capacity, employed more drivers and, through an agreement with the Portland Water Bureau, more trucks. The city now has 25 twelve-yard trucks with plows; 21 six-yard trucks with plows; and ten 1.5-yard trucks with plows. There are 58 sand spreaders, seven anti-icing trucks and six salt treatment trucks.

The Bureau of Transportation received \$30,000 in general fund dollars to fund some of these new services and \$300,000 for contingencies. That's significantly lower than its original request for \$1.2 million.

PBOT also has an agreement "with Seattle Department of Transportation to bring in more fleets of snow plows, as needed.

The city plans to release an interactive map to help folks plan a route to work or school based on snowplow activity and alerts.

Weather experts foresee similar patterns as last year, predicting a cooler than usual winter. Portland meteorologist Kyle Dittmer predicted five snow events for the region starting in December, at the 25th annual Winter Weather Forecast Conference last week.

Experts have also warned that because of climate change, the United States could see more extreme weather events.

Of course, Mother Nature can always take her own route, going against predictions.

Minorities Report for Work

By Joseph Gallivan

October 31, 2017

Getting Port, Prosper Portland and PPS work starts with paperwork and ends with who you know.

Winning government contacts can be difficult, primarily because of the paperwork. For instance, getting work at the Port of Portland, in particular the Portland International Airport (PDX), is especially arduous, given all the Homeland Security clearance required.

At a recent open house at the McMenamin's Kennedy School in Northeast Portland, food and drink were laid out at a convenient hour (3 p.m.) for those in the trades so they could network with decision makers. The event was put on by three agencies who currently are flush with public money and keen to get things built: The Port of Portland, Prosper Portland and Portland Public Schools. The Port has a billion-dollar expansion in the works. Prosper Portland (formerly the Portland Development Commission) has properties all over town it wants to develop, the biggest of which is the old Post Office in the Pearl District (also known as the Broadway Corridor). And PPS has a fresh bond measure with four schools to build or renovate, including Lincoln High.

The event was targeted at those for whom the playing field is not level: Disadvantaged, Minority, Women, Service-Disabled Veteran and/or Emerging Small Businesses.

Enjoying acting as master of ceremonies, Kimberly Mitchell-Phillips, the Port of Portland's small business development program manager, said she was there to look for new small businesses that were not on her radar. When an agency like the Port sends out a request for proposals (RFP) it's Mitchell-Phillips's job to make sure these businesses at least throw their hat in the ring, with a properly-crafted proposal and all the right compliance paperwork. As she stressed, it's no guarantee they'll be selected.

Big general

"We have a billion-dollar airport remodel, and that's a lot of work, a lot of opportunity and we want to bring everybody to the table," she told the Business Tribune. "It's a lot of general construction, from roofing to building out check-in kiosks."

She said the Port will select a general contractor, then she will connect the "big general" with the subcontractors who have shown interest.

"We work very closely with our general contractors, because we spend time in the community building relationships with our local small business owners," she said. "Sometimes our generals aren't from Oregon so it makes it easier for them if we can do some matchmaking. It's still up to them to win the project by a bid...We're like a matchmaker."

There is help for "the little guy." For example, MCIP — Metropolitan Contractor Improvement Partnership — was at the Kennedy School. They hold estimating and bidding workshops.

That includes the SBA — the Small Business Association, which offers resources and classes — as well as the certification office, COBID, because it's not enough to say your business is minority-owned or veteran-owned if you can't prove it.

"I believe you can break up a big package into small chunks that are feasible for the smaller business to take on," she said. "The pros and cons are that the project manager is going to have to manage more subs, but the benefit to me is letting a small business have an opportunity outweighs that management aspect."

What's the advantage of getting in on this public work when there is so much private work around?

"The Port's not always the easiest customer to work with, so I always want a small business to take on a small project with us first."

They might have to work odd hours to deal with the travelling public in a high security area. "If they do like it, having the experience, they're more apt to get more work out of us, it's easier when you know what to expect," she said.

Schools with money

At Portland Public Schools, Aidan Gronauer now holds the keys to the door. Having done a similar job at Metro and Home Forward, Gronauer is PPS's equity in public purchasing and contracting manager, hired in December 2016.

"My main focus is making sure a percentage of the money PPS spends goes to smaller emerging business," Gronauer said. "We try to bring in the smaller businesses in to meet our project managers face to face. So, when they go out to hire they already have a name to a face."

If they can't hire a minority-owned primary contractor, they still need to use minority businesses, so "a lot of times the primes will say 'Who do you know?' And we can connect them with them that way."

Tabling

The room was set up with separate tables for architecture, engineering and construction project managers, so the subs could meet them and find out what work is in the pipeline.

"We have a lot of money in the bond measure," Gronauer said. "We're at the tail end of our 2012 bond, Grant High School broke ground this summer, and we have four more schools on the docket."

This is all work small firms can bid on, and PPS's 90 schools are on a mission to bring equity to everything.

"At PPS, we have constant maintenance work, and professional and personal services of all sorts...we have our health and safety stuff, like lead in the water, and we have a fire sprinkler design on the books..."

On most of these large modernizations they need 30 to 40 subs. "There are new small businesses pop up all the time." He sees people moving here or breaking off from bigger firms and starting their own businesses in Portland.

"It normally starts off with a couple of people...like a plumber who he or she decides he wants to be his own boss, then they go through that state to get a business license and then go to COBID to get their women-owned business certification..."

Once certified, they can look for this type of work on big projects where they can grow revenue and improve their reputation.

"We rely on the state to do the compliance check," Gronauer said. "We need to know where to find them and the only way is through COBID's database." He also goes to OAME (Oregon Association of Minority Entrepreneurs) and NAMCO (National Association of Minority Contractors Oregon) events. "My position is the networker, the business equity person who breaks down the walls of here's what it's like to work with public agencies. Events like this takes me out of the middle and so they can get that face to face connection."

John Cardenas, Public outreach and stakeholder, engagement coordinator for Prosper Portland, said the day was about networking.

"We're trying to develop our pipeline, find out who is ready to work with, as the projects come online," Cardenas said about projects such as the Post Office in the Pearl.

There is a steering committee of 43 people envisioning what to do with the site, which is in a transportation hub, to return it back to the neighborhood.

One idea is that the Post Office building could be used for three-to-five years for art installations and creative office space until it is torn down. Prosper Portland is as much about encouraging startups as it is about finding subs to work on construction projects.

Prosperity now

What would Prosper Portland get out of the open house?

"Some of the soft things today are to get to know people, to reintroduce ourselves as Prosper Portland not Portland Development Corporation," Cardenas said. "To let folks in the workforce know that we are still here, make sure they know we're still building buildings, and still focused on entrepreneurs, particularly people of color and women owned businesses."

This is very much part of Prosper Portland Executive Director Kimberley Branam's rebranding and attempt to atone for past sins, such as clearing African American out of Williams Avenue to make way for Legacy Emanuel hospital.

"There is no time like the present to get to know people, so when it happens it won't be a surprise," he said. "This event today is an experiment, the three of us came together because we know there are people who know how to work with government entities, and there are people who know nothing."

Cardenas said they have been impressed with the way Metro and the Port work with minorities.

Cardenas recommends small businesses show up at breakfast lectures and networking happy hours.

"Portland is a small town, it's all relationship based," he said. "Portland can feel exclusionary, we try to be mindful that we are offering opportunities far and wide, in a way we never have before."

Lift

Carrie Kelly is a facility manager at the Port's headquarter building. She's seen contractors looking to do minor construction work, cleaning companies and paper suppliers.

She's been a facility manager for 17 years at Adidas, Vestas and ESCO. Her job is to find the right people. If she already has a cleaning company, she notifies the others when the contract is up for renewal so they can bid. "We want them to know we're rooting for them."

Kelly's work relates to the Port's headquarters, not the huge airport expansion. In front of her she has a handful of cards left by hopeful companies. She might be looking for small items, such as renting a scissor lift for putting up holiday decorations.

Laser focus

Bijoy Nair is with iCan Associates, who does computer aided design and drafting, has a specialty in 3D laser scanning. (This allows buildings to be scanned inside and out and reproduced as a computer model for architects. He estimates it would take 10 days to scan the Kennedy School.) Laser scans are accurate to two millimeters per room, whereas stitched together photos are more like an inch.

His work is all about BIM and CAD. A principal in his firm, Nair was at the event to meet both owners and AEC people. Being originally from India makes his company minority-owned. To get new work, he takes lunch and learn sessions to architecture firms so they can catch up on cutting edge technology.

"The market is expanding and a lot of people are using the same technology," Nair said. "There's a big learning curve in using the scanner and the modelling, so I think we're much better than an architecture firm."

Drones are coming in for smaller scans (using overlapping photos), and he's excited about virtual and augmented reality. Owners love putting on the goggles and walking through a future building. "And an engineer can look at the plans in the field without having to go back to the office."

He said they benefit from the hiring of minorities.

Planners

Catherin Corliss is a principal at women-owned Angelo Planning Group, which does land use and transportation planning. They help facilitate the process of concept plans down to development applications.

"Schools have to submit a land use application and we help them submit it." Most of the staff have a master's degree in urban and regional planning. They also help small city governments plan their cities, or regulate things like AirBnb rules.

It's complicated paperwork. For the Port, Angelo Planning Group did research into how a federal decision about flood plains would affect them. The Port has plenty of flood plain property.

"It's a small project, but it's nice that a small business can have that relationship with a big agency," she said.

Corliss enjoyed the event, even though she had just come from a much bigger convention of land use planners at the Oregon Convention Center, the OAPA.

"It's always great to connect," she said. "And it's good to hear when RFPs and 'on call' contract lists are coming out."

In the end, around 300 people from small businesses showed up, according to Kimberly Mitchell-Phillips from the Port.

Who normally does the paperwork?

"The business owners. They go online and do it, so to have COBID right here to help really speeds the process," she said. "There are firms you can pay to do it before you, but the state of Oregon has really simplified it. It's all online. It's as easy as TurboTax. You can do it in one day if you have all your records ready to go."

The rush is on.

"We connected with new businesses who didn't even know about certification, and we connected then directly with COBID," Mitchell-Phillips said. "Certification takes 30 days and some of the opportunities are coming out in 30 to 60 days."

Family business

John Gaynor was there with his wife Julie Gaynor. He's in the metal fabrication business, she's in the sign business. John Gaynor's Swan Island Sheet Metal Works makes anything metal, including stairways and the Blue Beacon truck wash at Jubitz truck stop. He's hoping to get more work from the Port. His firm is a certified small business.

"We don't know all the ins and outs of how the government entities work, thankfully the Port has been very helpful. It was scary, they require a lot of stuff that we weren't used to. We don't have a big administrative crew. I do it with my office manager and field foreman. We had to put our heads together to make sure it was done correct."

Mainly, the Port wants documentation of everything, so it can be rebuilt if necessary, and everything was inspected and certified. "Everything comes with a paper trail, it's out in the open." The opposite of that would be someone wanting a stainless counter top in their home.

Julie Gaynor is a controller at Anderson Signs, which makes all sort of signs. For PPS, they make the magnetic signs that stick on school buses, advertising the need to hire more school bus drivers. Working with PPS was easy. "We work with PPS's transportation division. As long as you know what you're doing, they can prove everything, it's pretty simple," she said.

The Gaynors came straight from work. They had literally been called an hour earlier by the Port, which shows how hard all parties are trying to level the playing field.

No Exit

Joel Saxe was there representing Lumaware Safety, which makes glow in the dark exit signs. They don't need power, which is useful in a blackout or fire. He was there pitching his sign to building and procurement managers. Lumaware also makes a luminous tape and a two-part epoxy.

"I'm here looking to make connections with Portland Public Schools and Prosper Portland and other government agencies. Once they generate interest they usually ask me to submit a W9 form

and I get on their preferred vendor list." He waits for a call. "ODOT has placed a small test order and I'm waiting for the result of the test any day now." He got in contact with ODOT through Salem Capital Connection in Salem, a last Tuesday of the month meeting to help small businesses to make contacts with the state.

Metro Hears the Construction Industry Cry: Single-Project Minority Quotas Don't Work

*By Jules Rogers
October 28, 2017*

Studying new policies, Metro's Construction Career Pathways project is at its halfway point

Some construction projects have diversity requirements — but does reaching a quota actually help people of color and women come up in their skilled trades career? Oregon Metro set up a project to discover what the numbers in Portland actually are, and what policies could be better.

The diversity requirement placed on certain projects is an effort to include women and people of color's access to careers in the skilled trades. While some of them say they still struggle to find as much work as privileged workers, some employers also say they can't find qualified minorities.

While this issue has been tracked into the workforce pipeline and unfair behaviors have surfaced, such as projects only trying to meet the minimum diversity requirement and then firing their token workers before they can find a mentor or qualify for apprenticeships or journey-levels, there hasn't been a consensus on the actual numbers. Is there a dearth or surplus of women and people of color in the skilled trades, in terms of access to the work that is happening?

There is an anticipated need for 15,000 new construction jobs in the next 10 years at a time when 20 percent of the region's workforce is nearing retirement age, according to Metro.

OCC Hyatt Hotel

Metro launched the Construction Career Pathways Project last summer amid growing concerns about the lack of diversity in the construction trades as the \$244 million Hyatt Regency Hotel at the Oregon Convention Center moved toward its groundbreaking.

Stephanie Soden, chief of staff for Metro President Tom Hughes, has been working on this project since its inception. She and Fortney worked together on Metro's hiring program that was then focused on its venues — the Convention Center, Portland's Centers for the Arts and the Expo Center.

"This is a project that's one of (Metro Pres. Hughes's) priority projects, as was the Convention Center Hotel development," Soden said.

The project is currently owned by Mortenson Development and will be sold to the Hyatt Hotels Corporation upon completion. Metro is a development partner and investor.

"We had hard conversations with Metro: how can we really impact this?" Soden said. "We don't do a lot of construction projects. We have a hotel we're investing in, we are good at bringing people from across the region to talk about ideas and get some consensus around the problems."

Metro spoke with other jurisdictions on how to solve this, as well as with stakeholders in the private sector.

"We had some real, honest conversations with members of the community, specifically North and Northeast Portland community leaders who have been impacted by construction of the Convention Center and have vested interest in how development continues in the area," Soden said. "They really encouraged us to think outside the box, not try to achieve a certain thing or contracting goals for one construction project, but look at ways government as a whole can improve the hiring processes so we make a meaningful difference for women and people of color."

The dropout numbers for women and people of color is very high because there isn't a system that support someone's career path from pre-apprenticeships through journey-levels.

"We heard over and over, someone might get hired for a specific construction projects and the targets for that project would be met, and then that person's let go," Soden said. "It's very hard to sustain a career or progress through an apprenticeship training if you're not consistently employed over a series of projects."

Inclusion

The Construction Career Pathways Project is convening stakeholders at a regional level to learn more about the problem and identify strategies to provide reliable career pathways from pre-apprentice to journey level for people of color and women in the trades.

David Fortney is the manager of the project at Metro.

"Historically, people of color and women have been left out (of the economy) and we are seeing a lot of median-income growth across different demographics pop up across our region, yet a lot of people of color and women aren't experiencing those same benefits," Fortney said.

Over the last 18 months, Fortney has met with hundreds of individuals across the region.

"We're seeing pretty high drop-off rates for people of color and women as they work through apprenticeships," Fortney said.

In partnership with public agencies and the regional workforce investment board, Metro is collaborating with community-based organizations and labor groups and engaging industry stakeholders throughout the project to accomplish shared goals.

"Here at Metro we're really focused on providing opportunities for people of color and women to participate in our region's growth," Fortney said. Metro's project includes conducting a comprehensive market study to build a shared understanding of opportunities and challenges facing people of color and women in the construction trades, and convene stakeholders to develop an agreed-upon set of tools and policies for adoption by government partners.

"For too long, people of color and women have been left out and not given the same opportunities to get ahead and make a career in the construction trades," Fortney said. "We feel we have a big opportunity right now in the high wage, high growth construction industry to make a difference in our community. Through the Construction Pathway project, we're aiming to address these projects and access to high-wage jobs."

The project's goals include creating a roadmap for government that will support and grow a diverse construction workforce, gain efficiencies in public construction projects and promote equitable growth in the region's economy.

Fortney counts the sheer level of support from public and private partners as a major milestone.

"It's taken months to build the case for Metro to lead this effort and convene our public and private partners," Fortney said.

Scope

The scope of the project has six steps:

- Assessing the existing construction workforce in place today by trade, race and gender across Metro's jurisdiction
- Assessing future demand for the construction workforce in the Portland metro area over the next five years
- Determining the capacity of existing training programs to meet the projected demands and identify existing barriers
- Quantifying the projected surplus or deficit between available and needed workforce
- Researching national examples of best practices in rapidly increasing diversity enrollment and matriculation in apprenticeships and training programs, and
- Recommending requirements to achieving success in construction workforce equity and diversity.

The final report is expected in January 2018.

"Simultaneously, our research team is working on section three, the training or capacity of our training organization in the region," Fortney said. "It's a lot of data, both qualitative and quantitative."

One of Metro's close partners is Worksystems, Inc., which is convening its industry and labor communities through its Columbia-Willamette Workforce Collaborative (CWWC).

"We see Worksystems as bringing labor and industry along very closely, with Metro bringing the community and government along," Fortney said.

Worksystems' reports show that within the Portland-Vancouver area, the construction sector has 60,000 jobs and a payroll of \$3.3 billion, accounting for 6 percent of the greater Portland region's private-sector employment and 7 percent of total payroll. The construction sector contributed approximately \$5.3 billion to the metro area's Gross Domestic Product in 2014.

"This is such an opportunity because the construction industry is so effective at giving good training and then sending them on to a career pathway where they can afford a mortgage, daycare and transportation," Soden said. "Very few industries exist like that anymore, and construction capitalizes on it."

The market study will measure a snapshot of the industry right now, and what projects are out there over a five- and 10-year forecast.

"We and other jurisdictions have an assumption that the numbers don't look great, and there are a lot of projects coming along and demands will be higher than supply in terms of people of color and women," Soden said. "But we don't know that for sure — the market study will show that, creating a baseline of what we have now and projects coming in the future."

Overall, the project has been driven by the region's interest in creating a support system that efficiently promotes Oregon's economy.

"We're getting a much better idea of some of those tools and policies that will be on the table for discussion in the next couple of months, if not years, with public partners that's been the challenges — figuring out what we can adopt here in our region," Fortney said.

Willamette Week

Multnomah County Commissioner Loretta Smith Walking a Narrow Line in Fundraising as She Prepares to Run for City Office

*By Rachel Monahan
October 31, 2017*

Smith says she'll run for seat to be vacated by City Commissioner Dan Saltzman, but she hasn't officially registered with the city.

Multnomah County Commissioner Loretta Smith is potentially violating the county's new campaign-financing limits passed by voters in November.

In recent weeks, Smith has disclosed at least five donations larger than \$500—the legal limit set by voters last November for Multnomah County races.

Under the campaign-finance initiative, which went into effect Sept. 1, she could face a civil penalty of as much as \$210,000 for accepting those donations, if she were running in a county race.

But her situation is complicated.

Smith is serving her second term and, like other Multnomah County commissioners, prohibited from running for a third term. Yet the political action committee through which she raises money is still registered as related to her county post.

Smith announced last month she intends to run for the Portland City Council seat currently held by Commissioner Dan Saltzman, who is retiring.

But under the terms of the county charter, she has to wait until January to officially file to run in a city race or she must resign her county post.

"I guess she can keep that [county] account open, but it is now governed by our measure," writes elections lawyer Dan Meek, in an email obtained by WW. Meek wrote the county ballot initiative to limit campaign contributions.

"She could create a committee for running for PDX City Council, but then under the Multnomah County Charter she would have to resign her current office (if she forms that committee sooner than January 1, 2018)," Meek says in the email.

Smith's campaign disputes Meek's conclusions.

"Like other commissioners before her, Commissioner Smith has declared her intent to run for Council next year—but not formally filed for that office," says campaign spokesman Jake Weigler. "She is dutifully publicly reporting all of her campaign finance activities, and is not subject to the county's campaign finance limits as they are defined as applying to elections for offices for Multnomah County."

One other saving grace for the Smith campaign: the new Multnomah County campaign finance limits face a legal challenge in court. And the judge has yet to rule in the case.

The county website advises candidates to seek their own legal advice on fundraising: "Given the uncertainty due to the pending Court case, candidates for Multnomah County office are advised to seek private counsel to discuss individual needs."

There are some clear indications Smith's campaign for city council has begun: she has a Facebook page up, and, of course, she's fundraising. And she's hired a campaign consultant: Weigler, at Hilltop Public Solutions.

It's not clear whether those steps violate the county charter's prohibition on running for another office while serving as county commissioner.

Smith has raised \$52,595 so far this year, and has \$26,551.53 on hand.

Update, 5 pm:

Seth Woolley, secretary of the Pacific Green Party of Oregon, notes that the county's campaign-finance initiative, passed last year, also forbids campaign contributions from corporate entities and most PACs.

That means at least another three donations are questionable, and it raises the potential penalties to a maximum of \$280,000 for Smith.

(Donors could face penalties as well.)

Woolley believes the donations indicate Smith is engaged in campaigning and should be forced out of her county position.

"I believe she should be automatically resigned by filing the transactions," he says.

The Portland Mercury

An Anti-Labor Group is Counter Suing the City of Portland Over Public Records

*By Dirk VanderHart
October 31, 2017*

The City of Portland is now ensnared in two lawsuits as part of a public records standoff with an anti-labor group.

As expected, last week, the Portland City Council voted unanimously to fight a district attorney's order that it release the names of city employees represented by the union Laborers' Local 483. Those records have been requested by the Freedom Foundation, a conservative group that's trying to weaken public-sector labor unions in the Pacific Northwest.

City attorneys—in a new line of thinking—say the records could breach employee privacy, and potentially violate the city's labor agreement with Laborers' Local 483. So Portland filed a civil complaint [PDF] on Thursday, asking a judge to let it disregard an order from Multnomah County District Attorney Rod Underhill to turn over the information.

Now, the Freedom Foundation has filed a suit of its own. In a complaint filed yesterday [PDF], the Olympia-based group is asking a judge to compel the city to turn over the records, and to pay its attorneys' fees.

The fight is part of the Freedom Foundation's latest attempt to knee-cap Oregon labor unions. The group has used the names of members of unions like AFSCME and the SEIU to make phone calls and knock on members' doors, attempting to convince them to opt out of paying full union

dues (in many union contracts, employees who don't want to be full members must pay, at minimum, a "fair-share" amount to cover the union's bargaining work). It's an attempt to strip labor groups of money they use to lobby for policy and finance political campaigns. (The Foundation couches its efforts in terms like "freeing" workers from unions' "death grip.")

The Laborers' Local effort is slightly different than the Freedom Foundation's past campaigns. Portland wastewater treatment employees unhappy with the union's representation actually called the anti-labor group in. They're hoping to use the list to help them gather enough signatures by late November to force a vote on "deauthorizing" the union. That vote could allow employees to cease paying dues altogether.

The matter might ultimately be rendered moot by the US Supreme Court, which is considering a case that could strip unions of the right to require employees to pay dues.