

TRADE AND INDUSTRIAL DEPARTMENT REPORTS

<i>Building and Construction Trades Department</i>	67
<i>Food and Allied Service Trades Department</i>	73
<i>Maritime Trades Department</i>	77
<i>Metal Trades Department</i>	81
<i>Department for Professional Employees</i>	85
<i>Transportation Trades Department</i>	91
<i>Union Label and Service Trades Department</i>	99

Building and Construction Trades Department



AS IT APPROACHES its 100th anniversary in 2008, the Building and Construction Trades Department (BCTD) has continued its diverse and essential functions in legislation, grassroots political programs, organizing and strategic research, health and safety, adjustment of jurisdictional disputes, labor-management relations and other activities to promote and protect building and construction trades unions and their members.

In addition, the department has undertaken several new initiatives since 2001. They include but are not limited to:

- Restructuring the department's staff into six operating divisions;
- Initiating the Helmets to Hardhats program jointly with management to recruit veterans of the U.S. military into unions and their apprenticeship programs;
- Developing a new and ongoing dialogue with the Construction Users Roundtable (CURT), whose corporate members represent more than \$100 billion annually in construction spending. This initiative soon will result in new, uniform national drug-testing protocols and several "demonstration" productivity jobsites, at which a unique "tripartite" model of labor-management relations will be implemented;
- Expanding the department's political grassroots program during the 2002 and 2004 election cycles;
- Updating and modernizing longstanding jurisdictional agreements among BCTD-affiliated unions;
- Sustaining virtually all of the federal laws that protect construction workers, despite a largely hostile Congress and White House; and
- Adding a strategic research staff and initiating a national project to uncover the flawed and failing apprenticeship programs of the so-called open shops.

The BCTD sustained virtually all of the federal laws that protect construction workers, despite a largely hostile Congress and White House.

The BCTD's activities are directed by the president and secretary-treasurer, and the department is governed by its Governing Board of Presidents representing each of 15 BCTD-affiliated national and international unions.

Organizing: Helping Workers Gain a Voice@Work

The department's National Temp Campaign, launched because of the increasing number of temporary workers at construction sites and their need for fair treatment and safe working conditions, came to a close in 2002. The largest temp agency and major focus of the campaign, Labor Ready Inc., suffered losses due to violations in filing paperwork with the Securities and Exchange Commission, the Occupational Safety and Health Administration on standards for workers and the Department of Labor.

Currently, the Associated Builders and Contractors (ABC) is the largest anti-union construction trade association in the United States, with some 23,000 members and 80 local chapters. The department has been actively investigating the group's poorly performing apprenticeship programs and financial irregularities in the training trusts that fund these programs.

In September 2004, the department released a report on the annual financial reports filed by 19 local ABC chapters and their corresponding apprenticeship programs, highlighting a failure to fully disclose financial transactions between ABC apprenticeship trusts and local ABC chapters as well as payment from apprenticeship trusts to chapters in excess of the actual services provided.

In March 2005, the department's second report revealed six of the ABC's 80 local

chapters sponsored an apprenticeship program that graduated more than half of its apprentices. In fact, 25 chapters had graduation rates below 25 percent and another 20 ABC chapters either failed to sponsor a program or failed to enroll apprentices in the programs they sponsored.

The BCTD is continuing to investigate the national ABC, its chapters, training trusts and benefit plans and other ABC-related organizations.

Organizing for the Future

Plans for the next four years for the Organizing Department include launching a National Organizing Campaign, revamping construction organizing classes at the National Labor College (NLC) and increasing the number of organizers attending these classes.

The National Organizing Campaign still is in the early planning stages. With 57 percent of total U.S. construction in residential development, the campaign will center on the continued growth of nonunion work in the residential sector.

The current construction organizing classes at the NLC have been struggling with outdated teaching techniques and materials. The *Construction Organizing Guide* recently was rewritten along with the entire curricula for the construction organizing and labor law classes. BCTD-affiliated union organizing directors have assisted the department by volunteering to share their experiences and teach classes. They also are encouraging their councils and locals to participate, and as a result attendance has doubled. By teaching and providing new materials to building and construction trade organizers, they can go out to the field with better tools to organize new members.

The national organizing campaign will center on the continued growth of nonunion work in the residential sector.

Meeting the Challenges of the Global Economy

The BCTD does not engage in bargaining campaigns. Rather, this activity is reserved to BCTD-affiliated national and international unions.

Global Economy

Like most other segments of the economy, the construction industry is indeed global. The department entered into extensive discussions with the International Federation of Building and Wood Workers (IFBWW) to explore possible affiliation. Additionally, the department maintains a corresponding relationship with the Swedish Building Workers Union (BYGGNADS).

The department long has operated the Office of Canadian Affairs and plans to explore additional international relationships.

Political and Legislative Action

In 2000, the significantly more pro-worker political climate, which included a Democratic White House and smaller GOP majorities on Capitol Hill, facilitated the department's efforts to pursue progressive legislative initiatives. Those initiatives included federal financial support of local school construction and higher pension payouts for multiemployer plan participants under Section 415 of the Internal Revenue Code. The department ultimately was successful in achieving the 415 relief, but school construction legislation no longer is on lawmakers' agenda. The department is fighting attacks on Davis-Bacon prevailing-wage protections and attacks on BCTD-affiliated unions' apprenticeship programs and battling anti-salting legislation and bad trade proposals.

In addition to the Section 415 relief, which was passed in a package of tax changes, the

department in 2001 succeeded in its efforts to ensure lawmakers included Davis-Bacon protections in Brownfields legislation. The Davis-Bacon improvements came about after a deal was struck with House Republican leaders that involved funding projects in the bill under section 104 of CERCLA (the Superfund statute), the only section of the statute containing such coverage. Also in 2001, the BCTD focused its efforts on school construction legislation, additional Davis-Bacon battles and legislative proposals covering OSHA, the Arctic National Wildlife Refuge (ANWR), the Patients' Bill of Rights and apprenticeship standards. BCTD also worked on bipartisan legislation introduced by Reps. George Miller (D-Calif.) and Peter King (R-N.Y.) to overturn Bush's prohibition on project labor agreements (PLAs) in federally assisted projects.

In 2002, a legislative pattern strengthened and continued in which federal infrastructure bills were prevented from coming to a vote because of Davis-Bacon. Congressional leaders, especially in the House, refused to schedule bills for votes knowing a majority of House members favored Davis-Bacon application and any challenges to it would be unsuccessful. This logjam affected approximately \$80 billion in projects, centered primarily in federal water and rail construction activities. In September, building and construction trades unions convinced several friendly Republicans to support school construction legislation, H.R. 1076, as an alternative to tuition tax credit legislation, H.R. 5913. As the scheduled vote on H.R. 5913 got closer, it became clear that enough GOP moderates would vote for school construction over tax credits, which resulted in H.R. 5913 being pulled from the floor—the only time a tax bill has been pulled from the floor since the Republicans took control of the House in 1995. Throughout the remainder of 2002,

BCTD also worked on bipartisan legislation to overturn Bush's prohibition on project labor agreements (PLAs) in federally assisted projects.

In each federal election cycle, the department has put together grassroots political programs involving all 15 BCTD-affiliated unions.

the department focused on homeland security legislation (in which the Homeland Security Department was created without specific Davis-Bacon protections), unemployment insurance (UI), energy, pipeline safety, nuclear waste repository, asbestos liability, apprenticeship standards and compensation for nuclear workers. The department succeeded in winning the initial round of federal funding, \$3.4 million, for the BCTD's Helmets to Hardhats (H2H) program.

Building and construction trades unions faced ongoing legislative stalemates throughout 2003. Continuing the logjam over federal infrastructure spending, Congress again failed to pass rail, water and highway construction legislation (the TEA-21 highway authorization expired Sept. 30, 2004, and by mid-2005 had yet to be reauthorized). The department spent considerable time securing the necessary labor protections on these bills as well as on issues involving Medicare prescription drug legislation and Taft-Hartley health and welfare funds. An inadequate, politically motivated bill affecting Taft-Hartley health and welfare funds ultimately was passed by both houses and was reported out of the conference committee and signed into law by President Bush. The BCTD also focused on asbestos liability legislation, S. 1125, as well as proposed legislation concerning comp time, energy, UI and overtime regulations. The BCTD won \$5.5 million for fiscal year 2004 for the Helmets to Hardhats program.

In 2004, continued gridlock on infrastructure spending included several temporary extensions of TEA-21 because Congress would not complete action on a surface transportation authorization bill. The BCTD focused on winning funding relief for multiemployer pension plans reeling from investment losses incurred during

2000, 2001 and 2002. Ultimately, only single-employer plans were granted meaningful relief because of political opposition to multiemployer relief from the White House. Achieving multiemployer pension relief also was fueled by the inability of United Parcel Service to get pension concessions at the bargaining table and the company's pursuit of a legislative solution to collective bargaining. The rest of 2004 was spent on issues such as asbestos liability, nuclear workers' compensation, the Military Base Security Act aimed at preventing undocumented workers from gaining access to sensitive military installations, energy legislation (including success with \$18 billion in federal loan guarantees for the construction of an Alaskan natural gas pipeline), immigration proposals and winning another round of funding for H2H—\$6 million for fiscal year 2005.

By mid-2005, the BCTD has worked on advancing a multiemployer pension reform plan proposed by the National Coordinating Committee for Multiemployer Plans, addressing Specter-Leahy asbestos liability legislation (S. 852), advancing surface transportation legislation (H.R. 3), improving McCain-Kennedy immigration legislation (S. 1033), passing ANWR exploration and production authorizations in the House and Senate, addressing comprehensive energy legislation, working against CAFTA and fighting battles involving Davis-Bacon application. The department plans to secure another round of funding for H2H and to carry out additional labor law battles.

In each federal election cycle, the department has put together grassroots political programs involving all 15 BCTD-affiliated unions to assist them in educating their members on the issues at stake for working families.

A Voice in Our Communities

Success in the current political and economic climate depends on using new strategies, building new coalitions and offering new initiatives. The department has been moving forward in these areas with positive results.

The department convenes regional meetings to advise, involve and engage tradesmen and tradeswomen at the state and local levels in its programs and initiatives. These meetings are an effective catalyst for increasing awareness and collective action on major issues confronting BCTD affiliates and their members.

The department has initiated and participated in programs that promote the positive attributes of a unionized workforce. Within the construction community, the tripartite initiative has built bridges of understanding between unions, contractors and owners that have resulted in a mutually beneficial dialogue to solve problems.

In 2005, the Committee of Women in the Trades, two years in development, became only the sixth standing committee of the department. Representatives from all building trades unions serve on the committee, which is committed to increasing the number of women in skilled trades careers by promoting strategies for recruitment,

retention and leadership advancement. The committee will provide increased visibility for these issues within the department and throughout BCTD affiliates and industry partners.

In its third year, the Helmets to Hardhats program spearheaded by the BCTD links returning veterans with training and job opportunities in the unionized construction industry. H2H has exceeded expectations and received national recognition and the department is proud of the extraordinary effort of affiliate leaders who incorporated this program into their trades. It has paid dividends to thousands of veterans and their families.

The department also is supporting the new Crayons to CAD program to encourage interest in the construction trades from early grades. Teaching a math and science curriculum incorporating unionized construction awareness in middle schools around the country serves to enhance our organizations' visibility and credibility with America's youth.

The BCTD continues to build partnerships and alliances with numerous national and community organizations to increase awareness of and support for critical issues including health care reform, pension protection and workers' rights.

In 2005, the Committee of Women in the Trades, two years in development, became only the sixth standing committee of the department.

Food and Allied Service Trades Department



THE AFFILIATES OF THE Food and Allied Service Trades Department (FAST) represent millions of workers in an increasingly large and diverse set of occupations, including nurses, retail clerks, industrial workers, housekeepers, building engineers, flight attendants and meatpackers. FAST affiliates' members are as varied as their occupations, representing all ages, races and ethnicities. No matter the industry or need, FAST is dedicated to assisting affiliates in fights against employers that trample the rights of workers. The department's contribution is to provide comprehensive research to allow a detailed understanding of companies, the industry and key players and power structures, so affiliates can develop innovative and effective tactics and strategies to fight and win on behalf of their members.

Information for Organizing and Bargaining

FAST truly thinks—when used correctly—information is power. The more knowledge workers and their unions have, the more effective they will be. Providing real information in a timely fashion to decision makers at all operational levels of affiliated unions always has been and will continue to be a primary function of FAST staff. To this end, FAST provides a number of resources:

The *FAST Manual of Corporate Investigation* is one of the foremost sources on corporate investigations for union organizers and researchers. The manual has been online (www.fastaflcio.org) for several years now, and it is constantly updated with new hyperlinks and sources. It is organized in a step-by-step fashion, walking users through the basics of researching both

The “**FAST Manual of Corporate Investigation**” is one of the foremost sources on corporate investigations for union organizers and researchers.

public and private companies. The manual includes state-specific information and guides to regulatory agencies and now has an extensive list of hard-to-find links for Internet users who want to expand their sources. All members of FAST affiliates can receive passwords for access to this manual that will help them find information about targeting, organizing, bargaining and rank-and-file communications.

The FAST Healthcare Industry Manual is a supplement to the *Manual of Corporate Investigation*. The *Healthcare Manual*, also found on the FAST website (www.fastaflcio.org), is structured in a similar fashion to the full manual and provides much greater depth of information on researching the health care industry. Users can familiarize themselves quickly with hospital and nursing home ownership-type sources; they can learn how to uncover quality-of-care issues; and they easily can access all 50 states' health departments through user-friendly links pages. In addition, the "Finding Workers" section is an excellent guide to creative ways to identify health care workers employed in different parts of the industry.

FAST Office Resources

In addition to the online research guides found on the FAST website, FAST has amassed an extensive collection of CD-ROMs and books that provide even more specialized information useful to affiliates. FAST's library holdings encompass such wide-ranging topics as people finders, corporate affiliations, institutional investors and import-export data. Many of FAST's books and CDs are updated on a monthly or quarterly basis. To supplement the department's library collection, FAST maintains active subscriptions to many trade journals and publications useful in gathering information for affiliates' fights. To supplement these information sources,

FAST's research staff includes some of the most motivated and best-trained investigators in the union movement. FAST researchers assist affiliates and their local unions in all sorts of projects and campaigns, ranging from matching names and addresses of workers in a potential bargaining unit to spending weeks on the ground actively helping during strikes and organizing campaigns.

Labor Database CD

FAST developed its first version of the now-ubiquitous FAST Labor Database on CD-ROM in early 1999. Recognized as an indispensable tool for organizers and researchers across the country, this single-volume CD includes 20 databases containing more than 1.6 million records compiled from U.S., Canadian and Mexican government sources. It includes detailed indices of NLRB petitions, elections and unfair labor practice charges; Federal Mediation and Conciliation Service contract notifications; and wage-and-hour compliance activity, to name a few. The database can be sorted and searched in multiple ways, which allows an organizer to quickly create a history of labor relations at a given company or in a certain region or industry. The FAST Labor Database is updated annually, and new databases are added as they become available.

Information for Community Coalition Building and Legislative Change

Over the years, FAST has honed its expertise in assisting affiliates in community coalition building. Whether identifying local groups and community leaders available to help during an organizing campaign or participating in a broad-based coalition to actively support a strike, FAST has worked successfully with its affiliates to help build power for workers and local unions across the country. Additionally, the department collects and updates information on

In addition to the online research guides found on the FAST website, FAST has amassed an extensive collection of CD-ROMs and books that provide even more specialized information useful to affiliates.

regulatory and local development issues of interest to affiliates and their members, including corporate subsidies, urban sprawl and environmental compliance. In the broader national arena, FAST has continued to work on legislative and regulatory matters ranging from worker health and safety to food stamps.

Information for International Labor Solidarity

FAST's affiliates form part of an increasingly unified international labor movement. Union members around the world are joining to fight the expansion of corporate control at the expense of working people and to defend the rights of workers everywhere. Understanding corporate power is truly global and exposing these international links and relationships is critical to building power in the labor movement. Labor rights, human rights, fair trade and decent jobs and wages are issues that transcend national borders.

To meet the needs of affiliates in these areas, FAST has developed a special understanding of many areas pertaining to international labor solidarity. During the past several years, FAST has dedicated itself to expanding its information sources on international trade, international investment and labor solidarity and to making this information available to affiliates. The FAST corporate library includes numerous volumes and CDs to help researchers and organizers identify international production locations, subsidiaries and trade data. In addition, the FAST Labor Database CD-ROM contains information on Canadian and Mexican unions, which facilitates direct cross-border contact between unions.

FAST actively participates in international campaigns for labor rights in regions and industries that impact affiliate unions. FAST has taken a leading role in the fight for human and worker rights in China and will continue to illuminate abuses in that country as well as the corporate-dominated U.S. foreign policy that supports the denial of those basic rights. FAST has assisted affiliates in NAFTA labor-related cases at the National Administrative Office and at the Organization for Economic Co-operation and Development.

Moreover, FAST is working to elaborate a strategic analysis of immigration issues of significant importance to its affiliates. Immigrants are filling an increasing number of low-wage and dangerous jobs, and FAST's affiliates are rising to the challenge of helping these workers organize. To do that, it is important to develop a comprehensive understanding of the forces propelling immigration—not only questions of why certain jobs are being filled by immigrants in the United States, but also the reasons why people are leaving their home countries. This ongoing investigation is providing affiliates with important insight to facilitate the increasing number of organizing campaigns in which immigrant workers are participating.

Staff Development

FAST continues to offer bright and committed young men and women the opportunity to learn the fundamentals of comprehensive campaigns and gain varied experience fighting corporate power. FAST trains these folks and places them in positions in the labor movement. Many of these talented young people now are working throughout the labor movement and are making significant contributions.

During the past several years, FAST has dedicated itself to expanding its information sources on international trade, international investment and labor solidarity and to making this information available to affiliates.

Maritime Trades Department



THE MARITIME TRADES DEPARTMENT (MTD), which begins its 60th year of service to working families in 2006, is a constitutionally mandated department of the AFL-CIO. It was chartered in August 1946 to fight for workers in all aspects of the U.S. and Canadian maritime industry. The 29 international unions within the MTD represent merchant mariners, shipbuilders, dock workers, vessel suppliers, office workers and others.

The department provides information and support for federal programs and practices affecting the U.S.-flag and Canadian-flag maritime fleets. It also promotes new issues and ideas that could benefit the working people within its affiliated unions.

The MTD utilizes a network of 24 port maritime councils across both nations to provide grassroots support for these maritime-related concerns and other issues that affect the entire union movement.

A Voice@Work for Working Families

Although not constitutionally permitted to directly run organizing campaigns, the MTD continues to assist affiliated unions in ensuring workers have a voice on the job. The Port Maritime Councils remain the department's vital eyes and ears at the grassroots level. Across the United States, Port Maritime Councils have been working with the affiliates and central labor councils to urge their elected federal officials to endorse the Employee Free Choice Act. From marching in solidarity with United Food and Commercial Workers members on strike in Southern California to supporting locked-out dock workers and hotel employees along the Pacific Coast and in Hawaii, they have answered the call.

Councils from New Orleans to St. Louis to New York were proud of their efforts to ensure the success of the 2003 Immigrant Workers Freedom Ride. In South Florida,

Port Maritime Councils have been working with the affiliates and central labor councils to urge their elected federal officials to endorse the Employee Free Choice Act.

council members marched with thousands of union members in 2003 to highlight the need for improved U.S. trade policies.

In Philadelphia, port council members assisted in IBT picket lines. Norfolk, Va., and Baltimore councils affiliates stood with Steelworkers and Flight Attendants-CWA to call attention to their causes. The coffee wagon from the Toledo, Ohio, council provided assistance to brothers and sisters on strike in that Great Lakes town.

U.S. Flag Returns to Cruise Ships

In the past few years, the U.S. flag has returned to the high seas on two passenger vessels. These ships, which circle the Hawaiian Islands, are entirely crewed by union members. The renewal of the U.S.-flag passenger fleet has created thousands of new jobs locally as well as nationally—for those at sea as well as along the docks and inland. A third vessel is expected to join this fleet early next year.

From the local level at which Port Maritime Councils participate, to the international level, at which the MTD national office provides assistance, the department understands the necessity of helping all workers gain a better life for themselves and their families.

During the past four years, port councils from coast to coast assisted in the fight to organize at Wal-Mart, Verizon Wireless and in countless other drives at the national and local levels. The commitment of this department and its port councils to organizing will continue.

Addressing the Challenges of the Global Economy

The MTD has been dealing with the realities of the global economy since the department's inception. In fact, the MTD was launched in the wake of World War II, when the U.S. government was breaking up the world's largest merchant fleet at cut-rate prices to help other countries return to the sea.

Since then, U.S. and Canadian merchant mariners—the best-trained workers on the safest ships in the world—have struggled to compete with runaway flag fleets. The vessels that fly these flags of convenience fail to live up to minimum international safety and labor standards. In the most extreme instances, some crew members may go for weeks on diets of rice and water or months without pay. MTD affiliates in Canada and the United States work with the International Transport Workers' Federation to assist stricken mariners from around the world and bring their plight to the attention of the public.

The MTD also monitors the impact of trade negotiations on the maritime industry. The department has worked continuously with industry and government representatives to keep maritime issues off the table. Opening U.S. maritime laws to such negotiations would have a disastrous affect on American jobs and the industry.

The domestic shipbuilding industry has faced its own challenges from overseas. Shipyards in China and South Korea are aided by government subsidies, so they are able to offer merchant vessels at rates far below those possible by North American facilities. Because of this, numerous shipyards have shut down along the Great Lakes, Atlantic, Pacific and Gulf coasts.

During the past four years, port councils from coast to coast assisted in the fight to organize Wal-Mart, Verizon Wireless and countless other drives at the national and local levels.

Despite these challenges, U.S. shipyards are delivering world-class vessels with new ones on the drawing boards as American mariners aboard container vessels deliver U.S. and Canadian-made goods to ports around the world while bringing back products for the domestic market. Through the efforts of the MTD, the U.S. and Canadian maritime industries will remain a force in future world trade.

Port Security a Priority

After the tragic attack on the United States on Sept. 11, 2001, port security has become a major concern, not just in the maritime industry but also across the North American continent. The unions of the MTD have been working with local and federal governments to improve conditions at harbors, ports and inlets. The department is reviewing various proposals for a universal transportation workers' identification card. One example from Florida shows the necessity of moving toward this type of identification.

Today, a person in the Sunshine State seeking to work on a ship or on the dock must carry identification cards issued by each individual port authority rather than one document recognized by all. Acquiring the required cards costs workers time and money. The unions representing these workers think there is a more efficient way to address this discrepancy and ensure security.

Maritime Security Program

As during the Persian Gulf War in the 1990s, the United States, beginning in 2002, once again called upon its U.S.-flag merchant fleet to transport supplies and materiel to the armed forces at the fronts in Afghanistan and Iraq. Since the 1990s, the U.S.-flag fleet had significantly improved its functions and was better prepared to meet the challenge.

In the wake of the Persian Gulf War, maritime unions worked with the industry, military and elected officials to create the Maritime Security Program (MSP). This bipartisan legislation, passed in 1996, created a 10-year program to provide funds to assist in the cost of maintaining U.S.-flag vessels and their infrastructure that could be made available to the armed forces in the event of a war or national emergency. The MSP proved to be a boon because of the operational and construction savings realized each year. Because of the program's success, the U.S. Congress last year reauthorized it for 10 more years. In addition, Congress expanded the number of vessels covered from 47 to 60.

The MTD worked hard to ensure passage of the Maritime Security Program's reauthorization and expansion. Funding for the program must be acquired each year, and the MTD continues to work with lawmakers to ensure they recognize its value.

The Jones Act

The Jones Act—the nation's freight cabotage law—continues to be a priority. Although efforts to weaken the law during the past decade have not resurfaced, the MTD remains vigilant for any attack at the local or federal level. The MTD, along with several of its affiliates, is a charter member of the Maritime Cabotage Task Force, a coalition of labor and industry dedicated to preserving the Jones Act. (The act states that any cargo transported between two domestic ports must be carried aboard a U.S.-flag, U.S.-built and U.S.-citizen-crewed vessel.)

Meanwhile, the MTD is working with the industry and the U.S. Department of Transportation to create a dedicated coastwise shipping fleet. As America's highways and railways become more congested, coastwise shipping would reduce the number of containers transported along land

The Maritime Security Program has proven so successful, Congress reauthorized it for another 10 years.

The MTD will continue its fight to improve the living and working conditions of its affiliates and its members—the department’s mission since its inception and its goal into the 21st century.

routes. Domestic transportation planners have estimated the amount of goods coming through America’s ports within the next 15 years probably will double. A coastwise shipping program would create more jobs for American mariners while providing much-needed new construction within American shipyards.

Cargo Preference Laws

The MTD long has fought to maintain America’s cargo preference laws. The MTD opposes efforts now debated in Washington, D.C., to simply send funding to nations seeking to acquire grain or other food aid rather than sending American provisions overseas aboard U.S.-flag vessels. Such a move would tragically hurt America’s farmers and mariners. If such provisions had been in effect last year, victims of the tsunami in Southern Asia would never have experienced firsthand the goodwill and true concern of Americans.

Energy concerns also affect the unions of the MTD. We have stood for nearly a decade with our brothers and sisters in the fight against electric deregulation policies at the national and local levels. MTD affiliates also have worked with unions from the Building and Construction Trades Department to allow the safe exploration of the Arctic National Wildlife Refuge.

While the diverse range of issues involving the MTD varies, all have one common theme: more and better jobs for our members.

Summary

For nearly 60 years, the Maritime Trades Department has been a vital link between the labor movement and the maritime industry. The MTD will continue its fight to improve the living and working conditions of its affiliates and its members—the department’s mission since its inception and its goal into the 21st century.

Metal Trades Department



AS A CONSTITUTIONAL DEPARTMENT of the AFL-CIO, the Metal Trades Department (Metal Trades) has fundamental representation and collective bargaining responsibilities to our 25 Metal Trades Councils and eight Federal Employee Metal Trades Councils. These councils are established under the Metal Trades constitution and bylaws that provide democratic representation and jurisdictional protections to constituent unions within the councils.

The department's mix of federal and private-sector bargaining units presents complex challenges further complicated by the wide diversity of industries in which the member unions represent workers: nuclear research and development, nuclear remediation and cleanup and other Department of Energy operations; military reservations and weapons plants; shipbuilding and repair in the private and federal sectors; petrochemical and refinery operations; mining; and other industrial operations.

Metal Trades has undergone a series of transitions over the past four years. John Meese retired in January 2002 after nine years as the department president. On Jan. 10, 2002, the Department's Executive Council named Ronald Ault to succeed President Meese.

President Ault works with the department's two general representatives—Jim Seidl and Tom Schaffer—to share the basic collective bargaining, case handling, training and travel.

Because of growing demands on the department's limited resources, the department relies on the expertise of staff from 17 affiliated unions who are assigned by their respective international unions to represent Metal Trades units. In the past four years, as in previous years, Metal Trades-affiliated unions have been very generous in assisting the functioning of the department.

The department relies on the expertise of staff from 17 affiliated unions who are assigned by their respective international unions to represent Metal Trades units.

Building E-Activism

In consultation with the Metal Trades' Executive Council and delegates to the department's annual conferences, President Ault adopted several initiatives to better utilize technology to streamline communications between constituent councils and the department as well as among department affiliates. Metal Trades uses its website (www.metaltrades.org) and a growing e-mail list of activists to alert councils to new developments affecting their constituent unions and, ultimately, their union members. The website is updated as frequently as needed. The department also publishes a quarterly newsletter, the *Metaletter*, as a key communications tool.

Metal Trades held a training session in fall 2003 at the Machinists' Winpisinger Training Center to launch its new technology initiative. Some 60 local leaders took part in this training, which included discussion and information on the department's efforts to energize communications outreach among affiliated unions.

Political and Legislative Mobilization

Metal Trades' annual conferences include representational training and practical skills and information to improve the effectiveness of our councils in the areas of grievance handling, safety, contract negotiations and representation before third parties. During election years, conference emphasis is on legislative developments and voter education programs.

In a first-ever voter education training outreach, Metal Trades' September 2004 conference capped a series of regional meetings called to educate councils and the members they represent about the issues of the 2004 presidential election. Undertaken with full consideration to the constraints imposed on many Metal Trades members by the

Hatch Act, these regional meetings enabled Metal Trades to assess local concerns and create an awareness of those concerns by the presidential candidates.

A Winning Coalition Against Dow Chemical

Metal Trades continues to confront unique representation challenges by large global corporations such as Dow Chemical Co. and federal agencies that, since the terrorist attacks on Sept. 11, 2001, have attempted to sharply curtail employees' collective bargaining rights. By adopting aggressive, multifaceted campaign tactics, including mobilizing and building solidarity, inviting community involvement and working closely with other AFL-CIO components, affiliated unions and, in some cases, like-minded industry organizations, the Metal Trades has stood strong against enterprises that deploy massive resources.

In the case of Dow Chemical, the Metal Trades confronted an extremely volatile situation in Texas City, Texas, involving a 1,500-member bargaining unit that faced unacceptable employer demands at the bargaining table. The department received substantial support from the Steelworkers, PACE International and several Metal Trades-affiliated building trades unions that hold contracts with Dow and its subsidiaries. Metal Trades affiliates provided expertise and assistance in developing a shareholder initiative to confront Dow's annual meeting. The department created a website and produced e-mails and fliers that members widely distributed throughout Dow's U.S. locations to publicize the company's unfair tactics.

The Texas AFL-CIO discussed the situation with local lawmakers and congressional representatives, and the International Federation of Chemical, Energy, Mine and General Workers' Unions Employees (ICEM) spearheaded a global campaign.

Metal Trades uses its website and a growing e-mail list of activists to alert councils to new developments affecting their constituent unions and, ultimately, their union members.

The elements of this multipronged campaign eventually forced Dow to back down and negotiate an acceptable agreement. That victory also spawned similar contracts for two other Texas-based Dow units.

Legislative Action

Metal Trades cultivates congressional relations and monitors appropriations and policies affecting workers in Metal Trades–represented units engaged in shipbuilding and related defense activities. The department has focused on the loss of the U.S. industrial base, especially the effect on America’s national security. Metal Trades has worked with legislative representatives from affiliated unions in coordination with the AFL-CIO Legislative and Public Policy departments, along with a network of U.S. employers that share Metal Trades members’ concerns. The department’s priorities include protection and expansion of Buy American statutes. Metal Trades seeks to maintain an effective mechanism for holding lawmakers accountable and publicizing the unhealthy reliance on foreign suppliers for defense and related goods and services.

Metal Trades works closely with affiliates and other AFL-CIO departments to monitor and respond to congressional or administrative threats to circumvent, undermine or threaten to repeal the Service Contract Act, the Davis-Bacon Act and budgetary issues related to support for domestic shipbuilding.

Among the most significant challenges to U.S. shipbuilding in recent years are efforts by the Bush administration and the U.S. Defense Department to radically cut appropriations for maintaining a healthy Navy fleet. Metal Trades is analyzing and developing a response to the threatened base closures as advanced by U.S. Defense Secretary Donald Rumsfeld this spring under the Base Realignment and Closure Act (BRAC) recommendations.

NSPS: Ideology, Not Security

The greatest threat the Metal Trades Department faces today is the development of the so-called National Security Personnel System (NSPS). In November 2003, Congress authorized the secretary of defense to develop a new personnel system to cover 750,000 civilian employees of the Defense Department. Congress acted in response to Secretary Rumsfeld’s request for personnel policies that are “more flexible” and “nimble.” The legislation creating the NSPS was tucked into the annual appropriation bill for the Defense Department and passed with little or no discussion of its implications.

The NSPS outline is derived from policy papers developed within the ultrareactionary Heritage Foundation and presented to the new Bush administration within weeks of Bush’s first inauguration. The tragedy of Sept. 11, 2001, provided the administration with an opportunity to advance a policy of dismantling the nation’s civil service system—first within the Department of Homeland Security and now at the Department of Defense. The Heritage Foundation essentially argues union representation, collective bargaining and a voice on the job “compromise” national security. Evidence, facts and experience of the positive value of union representation for government workers proves conclusively the opposite: Union members have higher morale because they have family-supporting wages, job security and a voice at the workplace. The rights of freedom of association and due process are key principles of American democracy. They must not be subordinated to vague and subjective national security considerations.

The NSPS is an ideologically driven program unrelated to ensuring the nation’s security. It is a blatant effort to create a

Metal Trades is analyzing and developing a response to the threatened base closures as advanced by U.S. Defense Secretary Donald Rumsfeld this spring under the Base Realignment and Closure Act (BRAC) recommendations.

The policies adopted and action taken in the past four years will serve to strengthen Metal Trades' capacity to assist affiliates—and most important, union members—for years to come.

template for a union-free environment in the federal sector that can be transplanted easily to bargaining environments for any other federal agency or public-sector employer—and ultimately, to any major private-sector employer.

President George W. Bush already has indicated his intention to model all federal civilian agencies on NSPS. Elements of NSPS have surfaced in the personnel policies of several new Republican governors—highlighting how this is a threat that extends beyond Department of Defense civilian workers to the entire structure of U.S. labor relations.

Historically, personnel policies of the federal government have served as models for the entire economy. At times, such policies have had a positive impact—in the area of civil rights, for example. Integration of the nation's armed services after World War II is recognized widely as a major stimulus for the civil rights movement that culminated in such milestones as the Voting Rights Act. When federal policies have a malicious intent, as does the NSPS, the ripple effect could be devastating.

Metal Trades has taken a leading role in the development and operation of the United Department of Defense Workers Coalition, a coalition of 36 affiliated and independent unions formed to combat NSPS, and has filed a legal challenge to NSPS. With the support of AFL-CIO staff, this coalition has presented the Department of Defense with a solid front to preserve and protect the rights of Department of Defense workers.

Summary

The Maritime Trades Department, the Transportation Trades Department, the Building and Construction Trades Department, the Union Label and Service Trades Department and the Food and Allied Service Trades Department have provided ongoing assistance in the day-to-day operations of the Metal Trades Department and have worked cooperatively in developing Metal Trades member programs. Together with these AFL-CIO departments, Metal Trades remains strong and committed to combating attacks on working families and advancing the interests of our members. The policies adopted and action taken in the past four years will serve to strengthen Metal Trades' capacity to assist affiliates—and most important, union members—for years to come.

Department for Professional Employees



Professional Workers in the 21st Century

In 2002, the Department for Professional Employees (DPE) celebrated its 25th anniversary. In the years since its inception, post-industrial America has experienced seismic changes in the nation's workforce—a transformation marked by an explosion in the white-collar world of work.

In 1977, when the AFL-CIO chartered the DPE, 13.9 million professional and highly skilled technicians were on the job in the American economy. By 2004, that number had more than doubled. Analysts project in the 10-year cycle through 2012, the number of these professional workers will increase by 6.5 million—or 23.3 percent—and remain the fastest-growing occupational group in the nation. At the same time, while overall U.S. employment is projected to increase by less than 15 percent, professional and technical occupations will account for an astounding 30.3 percent of all employment growth.

Numerous DPE-affiliated unions already represent millions of workers in white-collar occupations, providing a significant base from which the union movement can and should grow. But many in the public are unaware of the extent to which this white-collar base constitutes the union movement's membership—a paradox that needs to change.

By mid-2005, more than 51 percent of all union members are white-collar workers, while professional and related occupations represent the largest contingent of union members of any occupational classification.

A Voice for Professional Workers' Issues

DPE's most aggressive initiatives over the past four years involved improved internal and external communications. DPE achieved a presence within national, regional, state and local media on the issues of offshore outsourcing, guest worker visas, media

“If the labor movement is to grow and if workers are to get the kind of representation they deserve, unions have to retool, restructure and redirect their energies. Key targets in this endeavor are the new professional workers who don't fit the mold of traditional nine-to-fivers.”

—Edward McElroy,
AFT president and DPE chair,
Speech to DPE Organizing
Conference 2005

reform and overtime pay for white-collar workers. The DPE hosted six major press events; appeared on more than a dozen television and radio interviews, including ABC Nightly News, CNN, Voice of America radio and Fox News; and was quoted in nearly 30 national daily newspapers. DPE leadership debated offshore advocates in nearly 20 public forums around the country. DPE also established its first website as well as an electronic newsletter—*Newsline*—that details DPE’s work and is sent to several thousand union leaders, key staff and allied activists.

Dedicating Resources to Ensure Workers Gain a Voice@Work

DPE focuses its resources on activities to assist its affiliates in connecting to and organizing the professional, technical and administrative support workforce. DPE’s major initiative related to organizing was Organizing Professionals in the 21st Century, a March 2005 three-day conference on organizing professionals in the new millennium. It brought together some 200 participants—organizers, decision makers, researchers and staff—from 19 national unions affiliated with DPE, along with representatives from nearly 25 other unions, allied organizations and universities. Discussions centered on new organizing strategies, innovative organizational models, successful campaigns and the presentation of ground-breaking attitudinal research by key professionals in nursing, higher education and information technology. Presentations focused on professional associations and their success in attracting new professional members as well as a case study of the Kaiser Permanente Coalition of Unions, in which interunion cooperation and aggressive union action have fostered successful organizing and collective bargaining outcomes. The conference laid the foundation for a broad-based network of professional organizers and set priorities for new research.

DPE achieved a presence within national, regional, state and local media on the issues of offshore outsourcing, guest worker visas, media reform and overtime pay for white-collar workers.

A Voice for Workers in the Changing Global Economy

In recognition of the profound changes that globalization, technological innovation and other factors bring to the professional and technical workforce and workplace, the DPE in 2004 created a Committee on the Evolution of Professional Careers with representatives from nearly 20 national unions. The committee’s goals are to:

- Review and analyze the trends affecting the future of white-collar work;
- Ascertain the careers and professions likely to emerge over the next decade;
- Determine appropriate strategies necessary to organize these workers;
- Explore organizational models of unionism that offer the potential to enhance membership among professional workers;
- Better prepare unions to align themselves with the workforce of the future; and
- Develop a consensus about appropriate public policy, bargaining strategies, organizing goals and tactics as well as other courses of action essential to expanding union density in the professions.

Leadership Development and Strategic Planning

In the past three years, the DPE augmented its work by adding new capacity in leadership development and strategic planning. DPE’s activities included facilitating:

- Numerous high-level leadership discussions between the American Federation of Television and Radio Artists and the Screen Actors in 2002 and 2003 regarding the consolidation of the two organizations; despite an overwhelming recommendation from the leadership to merge, a 60 percent supermajority constitutional voting requirement was

easily surpassed in the AFTRA vote but narrowly failed in SAG.

- Staff training for AFGE in 2003, development of AFTRA's national staff conference in 2002 and organizing a one-day retreat for the Executive Board of AFTRA's Nashville, Tenn., local union that developed a consensus about priorities for action (2004).
- Workshops on "Professionalism and Unionism: Are They Compatible?" and "Making a Difference Through Leadership and Power" for national and state leaders at the United American Nurses Labor Leader Institute (2004).
- A three-day retreat for the UAN Executive Council, state collective bargaining leaders and Organizational Structure Committee (2005) and providing the UAN with an overview of effective union structures.

A Voice for Workers in Legislation and Public Policy

From late 2001 through midyear 2005, the DPE was involved in nearly 40 different congressional and state legislative issues as well as several federal regulatory and other matters. In four key areas—preservation of Federal Communications Commission (FCC) rules against media monopolies, the offshore outsourcing of white-collar jobs, professional guest worker visas and overtime pay for professionals—the DPE helped lead the union movement's legislative and regulatory efforts.

FCC Media Rules

What began as an agency effort to eradicate the ban against newspaper-broadcast cross-ownership became a crusade by the FCC's GOP majority to eliminate all of the FCC's anti-monopoly rules. Under the leadership of the DPE's Standing Policy Committee on the Arts, Entertainment and Media Industry, the department set in motion a multifaceted strategy. The strategy focused

on engaging the entire union movement in the fight; bringing pressure to bear on the FCC; joining with allies to stop the commission's monopolistic efforts; lobbying Congress to derail media deregulation; and building public awareness through media outreach.

The DPE sponsored major press events with coalition and labor allies on the proposed cross-ownership rule, attacking the FCC's analysis supporting deregulation, unveiling an exposé on Clear Channel Communications and releasing a poll of media workers and the impact of industry consolidation on their profession and work life. The AFL-CIO Executive Council also weighed in on a DPE-drafted policy resolution, "Media Monopolies: A Threat to American Democracy," which the council adopted February 2003.

In Congress, the DPE and its allies attacked the FCC on multiple legislative fronts after the commission issued the new deregulation rules. In the most significant victory of DPE's campaign, a bipartisan Senate majority voted by nearly 60 votes to approve a rarely used Congressional Review Act veto of the rules. But intransigent Republican leadership in the House refused to take action. DPE, media unions, state and local labor councils and public interest allies mobilized massive public protests by hundreds of activists at forums in San Antonio and Monterey, Calif., at which FCC commissioners got an earful about deregulation. In a major victory for public interest, consumers and labor, the U.S. Court of Appeals for the 3rd Circuit scuttled the rules and sent them back to the agency for further work.

The collective efforts of DPE unions and allied organizations to stop deregulation spawned a nationwide protest movement as well as a congressional media reform caucus to continue the fight in the

From late 2001 through midyear 2005, the DPE was involved in nearly 40 different congressional and state legislative issues as well as several federal regulatory and other matters.

The union movement and its media reform allies rallied around a new statement of principles, the *Bill of Media Rights*, which speaks to the rights American citizens have with respect to media and the news, information and entertainment that flows through its various pipelines. DPE authored a comprehensive AFL-CIO Executive Council policy resolution, “The Media Reform Campaign,” adopted in March 2005.

Most importantly, the campaign served as the foundation for solidifying organizational alliances at the national level while uniting individual grassroots unions and allies into a massive nationwide movement to combat big media in the years ahead.

Working with the DPE, the AFL-CIO set up a task force of key departments and affiliates to devise policies and strategies to deal with this new crisis. The DPE testified on the issue before Congress and in state legislatures and worked with the AFL-CIO to develop federal and state legislative responses. At the state level, the issue took

Big Business-friendly 109th Congress (2005–2006).

In anticipation of an oncoming assault on telecommunications laws and regulations, the union movement and its media reform allies rallied around a new statement of principles, the *Bill of Media Rights*, which speaks to the rights American citizens have with respect to media and the news, information and entertainment that flows through its various pipelines. DPE authored a comprehensive AFL-CIO Executive Council policy resolution, “The Media Reform Campaign,” adopted in March 2005.

Most importantly, the campaign served as the foundation for solidifying organizational alliances at the national level while uniting individual grassroots unions and allies into a massive nationwide movement to combat big media in the years ahead.

Offshore Outsourcing of White-Collar Jobs

This issue exploded onto the American political landscape late in 2003 in part because of the work of the DPE. Early that year, reports began to surface about the extent to which white-collar jobs had begun to be sent overseas—professional and technical jobs that free-trade advocates had assured the nation would remain in this country, even as millions of manufacturing job opportunities were lost. New reports forecast the loss of millions of these jobs as U.S. companies scoured the world for cheap labor.

Working with the DPE, the AFL-CIO set up a task force of key departments and affiliates to devise policies and strategies to deal with this new crisis. The DPE testified on the issue before Congress and in state legislatures and worked with the AFL-CIO to develop federal and state legislative responses. At the state level, the issue took

legislatures by storm as efforts focused on banning the offshore outsourcing of state contracts and procurement. In addition, activists worked with state governments to withdraw their commitments to the Office of the U.S. Trade Representative to open up their procurement under national free trade agreements to export. DPE worked with AFL-CIO Executive Council to craft a policy resolution, “Outsourcing America,” adopted in March 2004.

In 2005 the DPE is continuing its work with the AFL-CIO in Congress and state legislatures as well as with the national media.

Guest Worker Visas

DPE continues to lead efforts to defeat industry efforts to expand the H-1B visa program after the statutory cap had receded to 65,000 visas annually. However, in late 2004 the Congress added a new visa cap exemption for up to 20,000 foreign graduates of U.S. colleges with advanced degrees. DPE wrote a comprehensive AFL-CIO Executive Council policy resolution “Reform the H-1B and L1 Guest Worker Visa Programs,” adopted in August 2003. DPE also led efforts to delay for two years efforts by the Bush administration to defund the H-1B technical skills training program that uses visa fees to retrain U.S. workers for jobs impacted by this guest worker visa program.

Overtime Pay Regulations

In March 2003, the Bush Department of Labor proposed regulations to cut overtime pay protections. Over the next year-and-a-half, the DPE played a leading role in working with the AFL-CIO, affiliated unions and numerous union allies to block the rules by highlighting the deleterious impact the proposed rules would impose on white-collar workers. A public outcry and repeated legislative victories by unions and their members led the Labor Department to

revise its proposals, but the final rule still adversely affects millions of U.S. workers.

The DPE also focused on major legislative and regulatory issues involving media and telecommunications; labor law; pay, benefits, and job security; and taxes, trade and intellectual property.

A Voice for Workers in Our Communities

Outreach and Building Coalitions

DPE has initiated efforts to expand the union movement's coalition-building strategies.

Lunch and Learn Programs

Since February 2004, the DPE has sponsored five sessions examining the state of the nation's health care system and proposals for change. Featuring outside experts, these programs have attracted more than 400 participants from labor, government, academia, community, consumer and women's organizations, public health groups, student organizations, think tanks and foreign embassies. These programs help enhance the image of unions by bringing together many different organizations and their representatives with workers to focus on the single largest problem in the U.S. economy—runaway health care costs.

Women Professionals

Women professional employees currently make up 47 percent of the labor force and more than 56 percent of professional and related employees—a percentage that is expected to increase. DPE has developed a range of materials and fact sheets on

salaried and professional women and has been building bridges to the women's community. DPE contributed to a book, *50 Ways to Improve Women's Lives: The Essential Guide for Achieving Health, Equality and Success for All*, published in March 2005. DPE's essay, "Support Labor Unions," outlines the benefits of union membership for professional and other women.

Professional Associations

DPE continues to assist in building relationships with nonunion professional associations and their members—paving the way for organizing—by establishing a presence at their major meetings and conferences.

Outreach to Preprofessionals

Recognizing the importance of young professionals to the future of the labor movement, DPE is continuing to expand its college-based outreach program. This initiative is intended to change the culture, paving the way for future organizing by informing students of unions' crucial role in the United States and highlighting the ways in which unions can improve the status of professions and help individuals achieve their career goals.

Research

In the past four years, the DPE has issued six reports, six detail-rich statistical compendiums, five analyses of the benefits of union membership for employees in various professional societies and organizations and 17 fact sheets that address public policy issues of critical concern to professional employees and provide comprehensive portraits of the white-collar work force.

Since February 2004, the DPE has sponsored five sessions examining the state of the nation's health care system and proposals for change.

Transportation Trades Department



A strong, safe and secure transportation network is a key component of the nation's economy, and transportation workers are in the forefront of that network.

W E ARE PLEASED TO SUBMIT to the 2005 AFL-CIO Convention a report on the activities and initiatives of the Transportation Trades Department (TTD). Since the AFL-CIO 2001 Convention, transportation workers have faced unprecedented challenges and attacks within all sectors. While the specific issues confronting the department's 35 affiliated unions vary, common themes have emerged:

- Globalization is threatening transportation workers as never before.
 - Outsourcing of transportation jobs has exploded in the past decade—a problem exacerbated by the growth of nonunion competitors.
 - Basic workers' rights, including collective bargaining rights, continue to be eroded and attacked through hostile policy proposals and government actions.
 - Transportation security challenges since Sept. 11, 2001, have been neglected.
- The Bush administration and Congress are failing to invest adequately in transportation.
 - Privatization of the nation's transportation system is a growing threat to workers and the public.
 - Rollbacks in job security, health care and guaranteed pensions are becoming all too common in the transportation sector.

Despite these challenges, TTD and its member unions have fought back—and even scored victories—in a tough political environment.

Taking a Strong Stand

TTD has made the case that a strong, safe and secure transportation network is a key component of the nation's economy, and transportation workers are in the forefront of that network and deserve support from elected officials and corporate leaders.

TTD's grassroots and political programs are expanding, and the department has unified transportation unions behind a common agenda.

The department has better used the power of the Internet, expanding the TTD website and using an online activist network to ensure policymakers hear directly from rank-and-file transportation workers. The department has increased the size of its political action committee, worked with affiliates in support of grassroots efforts on pending legislation and ensured candidates for elected office took a stand on issues directly relevant to transportation workers. In 2002 and 2004, TTD staff members were released to work with state and regional labor bodies in support of working family issues.

Since 2001, TTD has seen two of its outstanding officers step down from their positions after leading transportation workers through the dark years of Newt Gingrich in the 1990s and overseeing a successful restructuring of the department.

Sonny Hall, the retired president of the Transport Workers and Pat Friend, president of Flight Attendants-CWA, resigned as president and secretary-treasurer of TTD, respectively, in fall 2003. With the strong support of Hall and Friend, the TTD Executive Committee elected Edward Wytkind as president and Michael Ingrao as secretary-treasurer. TTD's 2005 Convention re-elected Wytkind and Ingrao to five-year terms and named Sonny Hall TTD president emeritus in recognition of his years of service to the department, TWU and the entire union movement.

Looking ahead, TTD is well positioned to fight and win on behalf of transportation workers. Policymakers in Washington, D.C., have come to respect and depend on the substantive input TTD and its affiliated unions offer on transportation policy debates. TTD has built a bloc of supporters on both sides of the aisle who will vote with transportation workers in tough battles—and openly lead the charge. Such

support stems from TTD's efforts over the past decade to cultivate a bipartisan bloc of supporters who mobilize when transportation workers face legislative attacks.

TTD's grassroots and political programs are expanding, and the department has unified transportation unions behind a common agenda. Whether testifying on Capitol Hill, mobilizing activists or responding to federal regulatory initiatives, TTD always has fought for policies that enhance the lives and economic securities of transportation workers. Despite the challenges ahead, TTD plans to continue that fight.

Effects of Sept. 11, 2001, Attacks Shape Agenda

TTD's most recent report, filed just weeks after the Sept. 11 terrorist attacks, predicted the events of that awful day would be long felt across the transportation industry and drive the agenda in Washington, D.C., for years to come. That prediction—both in positive and negative terms—could not have been more accurate, as transportation workers have seen their jobs and professions change forever.

Aviation Industry in Crisis

The aviation industry has borne the brunt of the economic impact of the Sept. 11 attacks that grounded the airlines and left them in financial ruins. These problems have been worsened by rising fuel prices and the flawed policy decisions of the Bush administration. In the days after Sept. 11, TTD worked to save the airline industry by advocating for federal assistance. While President George W. Bush signed the aid package into law, his administration insisted on deep wage concessions and imposed other conditions that were neither realistic nor envisioned by Congress. The result is less than 15 percent of congressional authorized loan guarantees were distributed to airline carriers. Four years later, the

airline industry still is in peril, workers' pensions have been eliminated, 150,000 jobs have been cut and wages reduced.

In the face of such economic dislocation, TTD and its affiliates insisted airline workers—not only airline corporations—receive financial relief. After winning a key vote in the U.S. House of Representatives by 265 to 150 (with 67 Republicans voting to provide financial relief to transportation workers) and securing an amendment in the Senate, Congress approved 26 weeks of extended jobless benefits for workers at airlines, aerospace manufacturers (including Boeing) and airports in the fiscal year 2003 budget. The TTD and its affiliates achieved this victory despite strong opposition by Republican leaders on Capitol Hill and the White House, which referred to such aid as “excessive.”

Fighting for Improved Transportation Security

After Sept. 11, 2001, transportation unions immediately led the fight for greater transportation security, and TTD has achieved improvements in the airline industry. Airports are better protected, airplanes' cockpits more secure, the federal air marshal program expanded and resources invested to close security vulnerabilities.

Loopholes still remain, and TTD has demanded the government's rhetoric on security match reality. Flight attendant security training has been mandated by Congress but delayed by the Bush administration, and funding for key programs has been cut back or held up at critical times. The department also has fought cargo carriers' attempts to exempt themselves from security requirements. Further, the Bush administration used the security debate to deny—under a phony veil of “national security”—collective bargaining rights to 50,000 federalized airport screeners.

In April 2003, TTD and the AFL-CIO jointly petitioned the Bush administration to close facilities abroad that maintain U.S. aircraft until security audits could be completed. In yet another flawed policy decision, the administration summarily rejected the call. TTD and the AFL-CIO then turned to Congress—and achieved the most significant legislative victory on this issue since the 1988 regulations made it easier for foreign stations to work on U.S. aircraft: Passage of a bill authorizing security audits followed a 52 to 42 vote in the Senate and leadership from Rep. James Oberstar (D-Minn.) in the House. But the Bush administration once again has slow-walked implementation of the security audits required by Congress, and TTD is returning to Congress to force government action.

Working for Fairness in Maritime and Rail Security

While aviation has been in the spotlight and has received more than 90 percent of the billions of federal dollars allocated by the government, other modes of transportation have been shortchanged. Congress passed the Maritime Transportation Security Act (MTSA) in 2002, making improvements to port and maritime operations, but too many of the requirements mandated by the new law are not being adequately enforced. For example, worker training and evacuation procedures are lacking and cargo containers flowing through the nation's ports are not being checked adequately.

On the rail and transit side, TTD has won support in Congress for many priorities, but a hostile administration and a reluctant Republican leadership have stymied comprehensive bills. The TTD is seeking:

- Mandatory security training;
- Whistle-blower protection for workers;
- Financial grants for over-the-road operators so companies and workers no longer will have to fend for themselves; and

- Federal oversight for the unique security needs of hazardous material transportation.

In response to the host of extensive background checks imposed on transportation workers in the aftermath of Sept. 11 and reports of worker discrimination and unfair dismissals, TTD took a leadership role to develop and implement a unified labor position. TTD argued background checks must provide workers with basic due process rights, focus on rooting out true security risks, protect workers' privacy and not be used to unfairly prevent someone from working in his or her chosen profession. During consideration of the maritime security bill, TTD won many of these protections. The department then used this experience to fight for fairness for hazmat truck drivers and aviation workers and to improve maritime security checks. There is little question these checks will spread to workers in other areas of the transportation industry, and TTD will continue to lead the fight for fairness as the debate moves forward.

Improving Transportation Safety
As the rail industry has stood in the way of advances in security, it also has also managed to stonewall meaningful safety legislation. Worker fatigue is a growing problem, track maintenance and staffing have not been maintained, remote control technologies are misused and the "dark territory" problem—racks without signal systems—must be addressed. Too often, the Bush-controlled Federal Railroad Administration simply has been too cozy with the industry it is supposed to regulate.

TTD has worked with the Teamsters and the Amalgamated Transit Union to ensure hours of service regulations enhance safety and do not undermine jobs. This effort will continue to be an issue in the regulatory

setting and in the pending TEA-21 reauthorization bill. TTD also is working with affiliates to make sure commercial van operators and so-called curbside operators do not cut corners on safety and school bus safety is taken seriously.

TTD, together with IBT, scored a major victory for safety by defeating a Wal-Mart-sponsored initiative that would have allowed the company to force longer hours for its drivers. Under mounting public criticism, the company and its special-interest legislation were defeated.

For more than a decade, lawmakers, facing fierce industry opposition, have been unable to reauthorize the Hazardous Materials Transportation Act. With an estimated 1 million hazmat shipments moving by truck, rail, pipeline, air and water each day, protecting the public and workers involved in the shipment of these dangerous goods has never been more important. Yet the industry has stonewalled meaningful reforms, sought to weaken the role of the Occupational Safety and Health Administration (OSHA) in protecting workers and blocked worker training requirements. In addition, the department is working to expand training grants for firefighters and transportation workers and defeat special-interest exemptions. TTD also has been working with flight attendant unions to ensure flight attendants receive the same OSHA protections afforded to other workers.

Addressing Globalization and Outsourcing

It is impossible to talk about transportation safety and security without recognizing the threats globalization and outsourcing pose, not only to the jobs of transportation workers, but to the safety and security standards critical to the country.

TTD has worked with the Teamsters and the Amalgamated Transit Union to ensure hours of service regulations enhance safety and do not undermine jobs.

Nowhere is this more evident than in the fight over allowing Mexican-domiciled trucks and buses entry into the United States as called for under the North American Free Trade Agreement (NAFTA). For more than a decade, transportation labor has successfully made the case that Mexican-domiciled operators do not meet U.S. safety and security standards. Despite efforts of the White House to allow such unsafe vehicles into this nation, a bipartisan Congress has rejected the president's views and embraced the efforts of TTD and affiliated unions. Inspection and enforcement capabilities are not ready for the influx of traffic generated by full implementation of NAFTA. While the border has yet to be fully open, industry and foreign interests are pushing hard, and TTD and its affiliates will continue to push back.

The Union Pacific railroad also has attempted to outsource train inspections to Mexico. TTD defeated this dangerous proposal, but it is only a matter of time before major rail companies try to take advantage of global operations at the expense of safety and U.S. jobs. TTD stands ready to fight these efforts.

The department has actively defended airline foreign ownership and cabotage restrictions. TTD has defeated attempts by "liberalization" advocates such as Richard Branson to subject airlines and airline workers to the type of unfair competition that has devastated American aerospace, steel, auto and textile workers. These and other workers' issues are on the table as the United States negotiates a new aviation agreement with the European Union. Through official submissions to the U.S. State Department and the Department of Transportation and advocacy on Capitol Hill, TTD and its aviation affiliates have secured congressional support in opposition to sweeping reforms of laws designed to protect national interest.

In the aftermath of the lockout of International Longshore and Warehouse Union members at West Coast ports, TTD defeated attempts by Wal-Mart and its major shipper lobby to allow the use of foreign-flag vessels in defiance of Jones Act requirements. This was an obvious attempt by the industry to interfere in an ongoing labor dispute and do an end-run around the important maritime protections included in the Jones Act.

Defending Workers' Rights

In a post-Sept. 11 climate marked by severe economic and security challenges, some political and business leaders have shamefully sought to exploit these difficult times by waging war against workers and their unions.

Under the Bush presidency, the National Mediation Board (NMB), the federal agency that oversees collective bargaining and organizing in the air and rail industries, has carried out the same politically charged, anti-worker agenda that has marred the National Labor Relations Board (NLRB). In fact, the NMB has allowed collective bargaining to drag on far past the point of constructive negotiations, forcing workers to wait years for new contracts. It has endorsed a rail industry effort to tax workers' rights by creating steep filing fees for grievances with the intent of reducing the number of workers who protest unfair corporate behavior. TTD has mobilized against this proposal, enlisting the support of lawmakers and transportation activists.

Since 2001, TTD has stopped the airline industry's campaign to replace collective bargaining with winner-take-all, "baseball-style" arbitration. In addition to intensive lobbying on Capitol Hill, TTD, working with the AFL-CIO, successfully urged Democratic lobbyists—hired by the industry to peddle this misguided scheme—to

The department has actively defended airline foreign ownership and cabotage restrictions.

oppose it. When it became clear key Republicans weren't backing this effort, the airlines publicly withdrew their campaign. But it's possible the industry may resurrect this effort to weaken workers' bargaining rights.

TTD also has been busy ensuring basic worker protections, including Section 13(c) bargaining rights and Davis-Bacon, remain in place and are applied to all federal infrastructure programs. In the pending TEA-21 reauthorization bill, the Senate bill includes a provision that weakens Section 13(c) protections. In response, TTD has secured 24 House Republicans on record against the change, helped affected unions mobilize a grassroots effort against the provision and raised the profile of this issue with senior members of the House and Senate. TTD will do what's necessary to ensure these workers' protections are not eroded.

During consideration of the Federal Aviation Administration (FAA) reauthorization bill in 2003, TTD worked closely with the National Air Traffic Controllers Association and the Professional Airways Systems Specialists to fight privatization schemes that would have allowed the FAA to contract out air traffic control services. TTD secured a partial prohibition and significantly raised the profile of this issue, making the case that putting profits ahead of safety is not acceptable. TTD also has joined with FAA unions to fight attempts by the FAA to unilaterally impose contract terms without fully negotiating with its unions. This end-run around the collective bargaining process demonstrates the anti-worker, anti-union bias at the FAA—one that has not served the long-term interests of the agency or the nation's air transportation system.

TTD worked with AFL-CIO Secretary-Treasurer Richard Trumka and the ILWU

when management locked out ILWU members and the Bush administration issued a Taft-Hartley injunction. The TTD publicly condemned the White House actions, enlisted congressional opposition and joined the AFL-CIO in pushing for a groundbreaking agreement that protected the long-term interests of ILWU members under assault from major shippers such as Wal-Mart.

Investing in Transportation Jobs

TTD has long led the fight on Capitol Hill and within the Bush administration for greater federal investment in the U.S. transportation system and infrastructure. TTD has argued successfully that such investments create and support millions of jobs and ensure the nation's transportation system can serve as an economic engine for other industries dependent on the efficient movement of goods and people.

As Congress debates the pending TEA-21 reauthorization bill, TTD so far has been successful in ensuring the funding guarantees and so-called budget firewalls adopted in the original 1998 TEA-21 bill are preserved. While the funding levels currently under discussion fall short, the bill would still represent a major increase in spending over the objections of a White House that for two years has used veto threats to block robust highway and transit investment. TTD also has secured major elements of the department's safety and security agenda. As this legislation is concluded, TTD will oppose any effort to weaken protections for workers, impose privatization mandates or create special-interest exemptions from safety rules.

In the four years since President Bush took office, TTD and its rail unions have kept Amtrak funded despite White House

TTD also has been busy ensuring basic worker protections remain in place and are applied to all federal infrastructure programs.

opposition. The department also has blocked senseless privatization initiatives pushed by the administration, which seeks to eliminate all funding for Amtrak, force a bankruptcy and break up the carrier. Amtrak's own board has turned on its passengers and employees by pushing a plan that would weaken Amtrak workers' collective bargaining rights and undermine the railroad retirement system. TTD has mobilized against these proposals and gained support on the Hill, on both sides of the aisle, for a plan that would make real and lasting investments in Amtrak and the nation's entire rail system.

And at a time when more Americans are flying than ever before, the administration has attempted to scale back programs to modernize the nation's airports and air traffic control system. Its FAA administrator has mismanaged air traffic control modernization and virtually declared war on FAA workers and their unions by pressing for contracting-out schemes and engaging in heavy-handed collective bargaining strategies. As a result, the agency has a staffing crisis and labor-management relations have eroded at a crucial time for U.S. air

transportation. TTD has enlisted all transportation unions to stand with the FAA unions in the face of this blatant attempt by the FAA to break the spirit of the employees and weaken the power of the unions.

Conclusion

While TTD has achieved significant success despite strong opposition, the multifaceted challenges of the post-Sept. 11 era remain as daunting as ever. Going forward, the Transportation Trades Department will continue to be a bold voice for transportation workers, restoring the power of transportation workers on the job, identifying opportunities to increase the size and influence of the transportation sector of the labor movement and ensuring a strong and well-funded transportation system. Carrying on its mandate to represent the interests of transportation workers, TTD will work to strengthen transportation safety and security and demand transportation workers' rights on the job are protected—and that these men and women are treated with the dignity and respect they deserve.

The Transportation Trades Department will continue to be a bold voice for transportation workers.

Union Label and Service Trades Department



THE UNION LABEL & SERVICE TRADES DEPARTMENT (UL&STD) is the only branch of the union movement charged with marketing union-made goods and services to union members and the general public. In addition, the department is responsible for publicizing AFL-CIO–endorsed boycotts and explaining the goals and benefits of trade unionism.

By increasing consumers' awareness of their purchasing power, billions of consumer dollars can be steered toward or away from specific employers, augmenting union organizing, bargaining and other efforts to promote more just and responsible corporate behavior. Active marketing can open a whole new front in the struggle for good jobs and workers' rights.

The UL&STD marketing mandate also creates unique challenges because of the need to maintain up-to-date information on union-made products and services. Modern companies often offer a mix of identical

or near-identical products and services, some union made, some not. They shift production between union and nonunion facilities, move overseas, go out of business or open new lines of business.

Keeping data accurate and up to date in the midst of these changes is the main challenge facing the UL&STD. Accurate information is essential to effective marketing outreach and in assisting consumers in identifying and purchasing union-made goods and services.

A further goal of the UL&STD's marketing campaign is reaching consumers effectively with the "Union Label message." In addition to holding numerous press interviews and presentations at union conferences, conventions and other gatherings, UL&STD publishes the *Label Letter* newsletter. Mailed six times a year to some 30,000 union leaders, members, supporters, reporters and allied organizations, the award-winning publication features original news articles,

By increasing consumers' awareness of their purchasing power, billions of consumer dollars can promote more just and responsible corporate behavior.

the boycott list and a “Do Buy” page of union-made products and services.

Central to UL&STD communications outreach are the AFL-CIO Union-Industries Show and the revamped Union Label website, www.UnionLabel.org.

The AFL-CIO Union-Industries Show

The AFL-CIO Union-Industries Show is the nation’s only trade and skills exposition featuring exclusively union-made goods and services. UL&STD has held the show every year since 1938, except for a brief period during World War II.

Since 2001, the Union-Industries Show has opened in such working family cities as Minneapolis, Pittsburgh, St. Louis and most recently, Portland, Ore. Open to the public, the show draws between 150,000 and 250,000 visitors each year, giving them a firsthand look at the wide variety of union members’ skills and crafts and the many vital services our unions provide and support.

Each year during the Union-Industries Show, one or two companies receive the prestigious Labor–Management Award in recognition of their outstanding commitment to collective bargaining and genuine workplace cooperation. Since 2001, the award has been issued to Amtrak West (nominated by the Brotherhood of Railway Signalmen), Fenton Art Glass Co. (USW), Cutco Cutlery (USW), George Lucas (IATSE), Greyhound Lines Inc. (ATU), Cingular Wireless (CWA), Rockwell Collins (IBEW), South Side Roofing Co. Inc. (United Union of Roofers and Waterproofers), General Motors Powertrain, Flint Engine South (UAW) and Georgia-Pacific Corp. (PACE).

The Union-Industries Show generates positive media and opens the way for important organizing opportunities for unions while fulfilling the mission of the department. The Union-Industries Show:

- Introduces the public directly to union-made goods and services and to union representatives. People can touch the products and sample the services, which augments their knowledge of and interest in products they have heard or read about in the media. They can meet union members face-to-face in a positive setting instead of learning about unions through media reports that too often focus on conflict and strife.
- Allows union companies to meet and network. Unionized producers, suppliers and distributors join forces at the Union-Industries Show and forge business relationships that can create more union jobs.
- Energizes the regional labor movement. Unions throughout the region become involved in organizing this celebration of the quality products and services union workers proudly produce, while thousands of union members attend the show and find renewed pride in the union movement.
- Generates positive publicity for unions and their members. For four days, the press focuses on unions’ contributions to the community. The Union-Industries Show is filled with compelling stories and irresistible photo opportunities, from union-trained guide dogs for the blind to the latest model Harley-Davidson motorcycle and exquisite hand-etched crystal.

The Union-Industries Show generates positive media and opens the way for important organizing opportunities for unions while fulfilling the mission of the department.

Marketing the Union Label on the Web

With Internet retail sales currently valued at \$56 billion a year—and doubling every 36 months—the potential for selling union-made goods and services is tremendous. Union-made products are available in many of the hottest-selling categories, such as computers, clothing, auto parts, lawn and garden supplies, furniture, appliances and sporting goods. Recent research also shows fully one-third of the buying public will spend up to 40 percent more to buy goods they think are produced under fair and decent working conditions.

The UL&STD is deeply engaged in developing new programs to carry the Union Label message far beyond the range of the *Label Letter*, the Union-Industries Show and traditional websites. Creative use of the Internet removes two of the biggest barriers blocking shoppers from finding and buying union-made goods and services:

- The inability of many union companies to sell through the large retail chain stores. Large retailers demand such low prices it often is impossible for the producers to pay union-scale wages and benefits.
- The high cost of advertising. Small- and medium-sized unionized companies often cannot afford to advertise through print, radio or TV.

Marketing on the Internet bypasses the large retail stores and high-priced ad companies, allowing the UL&STD to reach millions of consumers directly and inexpensively, 24 hours a day, seven days a week.

The UL&STD committed to launching a year-round marketing presence on the Internet and began rebuilding and completely revamping the Union Label database

and website after the tremendous consumer response to the department's all-union Internet shopping site launched in fall 2004. Coinciding with the AFL-CIO-endorsed "Buy Union Week" promotion—a national effort to stimulate sales of union-made goods and services during the 10 days after Thanksgiving, the busiest shopping days of the year—the site demonstrated the potential for robust, Web-based marketing.

In May 2005, the UL&STD launched www.ShopUnionMade.org, an eye-catching, high-speed website that enables consumers to purchase goods and services online and allows union companies to advertise. Backed by a large and growing database, the all-union Internet shopping site offers consumers the option of searching for products by category—such as automotive, clothing and house and home—or searching by keyword. Product information also is available for goods that can be accessed online or offline, providing consumers with the widest range of purchasing options.

With ShopUnionMade.org now in place, the UL&STD plans to expand its Web-based outreach, building on *Buy Union Week* momentum and promoting special sales events such as Valentine's Day, Mother's Day, Father's Day, back to school and Labor Day.

Building Support for Organizing and Education

Building broad support for good union jobs is the goal of all UL&STD efforts, and the [ShopUnionMade](http://ShopUnionMade.org) website is but one component of the UL&STD presence on the Internet. The department's redesigned Union Label home page, www.UnionLabel.org, is focused on educating and organizing the public in support of unions and pro-worker economic and social policies.

In May 2005, the UL&STD launched www.ShopUnionMade.org, an eye-catching, high-speed website that enables consumers to purchase goods and services online.

The new website actively promotes numerous union programs, including Wake Up Wal-Mart, Good Jobs First, the Apollo Alliance, Sweat-free Communities and United Students Against Sweatshops.

The new site features breaking news from Workers Independent News (WIN), Press Associates Inc. and other sources; background information on vital issues; the AFL-CIO Boycott List and updates; and links to the Economic Policy Institute, Citizens for Tax Justice and other respected pro-worker organizations.

In addition to communicating with union members, the UL&STD is focused on reaching and influencing the tens of millions of people who are increasingly alarmed by the erosion of jobs and living standards and who are searching for ways to fight back. Polling shows millions of workers without union representation would join a union today if they could, and UL&STD's goal is to reach those workers. In addition, the website has the potential to reach millions of others who are indifferent or even hostile to unions and who may consider themselves conservative or apolitical but whose world views are in increasing conflict with the reality around them. The department seeks to provide a coherent alternative to the anti-worker ideologies of reactionary political extremists by offering a more humane, reality-based explanation of world events and multiple opportunities to engage in practical programs for change at the local, state and national levels.

Looking to the Future

The www.ShopUnionMade.org website should begin producing advertising revenue sufficient to operate and expand the website and finance significant new initiatives to promote union-made goods and services and to educate and organize people around

the fight for good jobs. In the near future, the UL&STD will:

- Add thousands of new union-made goods and services to the database by working with affiliated unions and through the department's partnership with the University of Massachusetts Labor Center in Amherst;
- Consider programming the site so consumers can order goods and services from multiple companies, place the orders in a single online shopping cart and execute one convenient sale;
- Protect the integrity of the Union Label. Too many companies today blur the line between union- and nonunion-made goods and services or engage in outright fraud. The UL&STD will protect union jobs and honest union companies by promoting proper use of the Union Label;
- Strengthen Union Label Councils and create new councils;
- Begin publishing material in Spanish and examine the need to publish in other languages as well;
- Strengthen its working relationships with allied groups and organizations promoting workers' and union rights; and
- Increase the department's focus on promoting union services. With more people every year holding service-sector jobs, better information on unionized service providers is necessary to find creative ways to promote union services. This requires involving more service-sector unions in the work of the Union Label Department through affiliations and active collaboration.

Not since the Great Depression have so many wage earners in North America experienced such profound economic dislocations—and the global forces driving the turmoil and unrest are bound to

accelerate for years to come. Millions of people today are looking for answers; millions of people are looking for something they can do, *right now*, to make things better.

This was made clear to us in 1999 and early 2000 by the overwhelming public support for the UL&STD-led campaign to outlaw use of the Made in the USA label on garments made in the U.S. protectorate of Saipan. Public pressure was so intense that in a worker-unfriendly, GOP-dominated Congress, 237 House members and 51 senators agreed to sponsor the UL&STD-backed legislation. Only the refusal of Speaker Dennis Hastert to permit a floor vote prevented the bill from passing in the House.

The UL&STD is committed to helping the public understand its vast untapped power to alter the face of the economy. Sixty-eight percent of the U.S. gross domestic product—\$6.8 trillion of the \$10 trillion of wealth created annually in this country—derives from personal consumer spending on everyday products such as toothpaste, diapers and dish soap.

Such consumer power offers the union movement a key opportunity to build on the Union Label, educate and mobilize concerned consumers and generate a powerful mass movement for good union jobs.

The UL&STD is committed to helping the public understand its vast untapped power to alter the face of the economy.