

EXECUTIVE COUNCIL REPORT

FOR THE PAST FOUR YEARS, the Executive Council of the AFL-CIO, which is the governing body of the federation between conventions, has coordinated the work of our movement to reverse the growing power of giant corporations and special interests, while advancing the crucial needs of working families and driving programs to build a people-powered future for America.

We deployed multiple approaches to grow and strengthen our movement. We seized opportunities to make working family priorities central in our nation and the global economy. And we worked to build a unified labor movement with the power to take on the tremendous challenges before us.

The AFL-CIO Executive Council is constitutionally charged with reporting on the activities of the AFL-CIO and its affiliates to each Convention. It is with great respect for the delegates to our 26th Constitutional Convention that we present this report on highlights of the past four years.

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Growing and Strengthening the Union Movement

AT OUR 2005 CONVENTION, the AFL-CIO recognized the imperative to do much more to support and stimulate the organizing of new members by affiliates and to enact federal legislation to curtail anti-union activities by employers and restore the freedom of workers to join unions and bargain for a better life.

The number of workers belonging to unions in the United States has remained steady for the past 40 years, while union membership has declined precipitously as a percentage of our workforce.

Fourteen years ago, the AFL-CIO Executive Council focused on the decline in union density, acknowledging that it was diminishing the voices of workers in their workplaces and communities, as well as in all levels of government and in the world marketplace. Under a banner of “Changing to Organize, Organizing for Change,” the council at that point substantially increased support for the organizing efforts of AFL-CIO affiliates and put the full weight of the federation behind campaigns to extend the benefits of unions to more workers by substantially increasing membership.

Over the first nine years that followed, AFL-CIO affiliates helped more than 4 million workers join and form unions. But our membership numbers continued to remain stagnant, even dropped slightly, and union density declined—the result of shifts in our economy, government opposition to unions and the growth in the scope and effectiveness of employer campaigns to decertify unions and defeat union organizing campaigns.

In 2005, we adopted a comprehensive resolution calling for the AFL-CIO and its affiliates to devote even more resources, research and staff to helping workers join unions and bargain. Since that time, affiliates have significantly increased funding and operations for strategic campaigns.

The AFL-CIO’s affiliate organizing program is based on the reality that workers in America no longer can form or join unions free from intimidation, harassment, discrimination and termination by their employers. This has been true for many years, but a recent study by Dr. Kate Bronfenbrenner, director of labor education and research at the Cornell University School of Industrial and Labor Relations, showed that anti-union interference by employers—union-busting—has intensified in recent years.



In No Holds Barred: The Intensification of Employer Opposition to Organizing, Bronfenbrenner found that in 57 percent of union elections supervised by the National Labor Relations Board (NLRB), employers threatened to shut down their facilities if union drives succeeded. In 47 percent, employers threatened to cut wages, and in 34 percent, employers actually discharged workers for union activities. In 63 percent of NLRB elections, supervisors interrogated workers one on one about their union leanings, and in 66 percent, workers were forced to attend anti-union “captive-audience” meetings at least once a week.

These conditions resulted in only 70,511 workers forming unions in 2008 through 918

successful NLRB-conducted elections, while tens of thousands of others formed unions using alternative methods. Other recent studies, though, show more than 53 percent of the country's non-managerial workforce would join a union if given a chance, but almost the same percentage says they know they would be taking a great risk by trying to organize. The risks in the current climate are simply too great for most workers.

Despite this deteriorating atmosphere, affiliates of the AFL-CIO helped nearly 2 million new members organize over the past four years. In January 2009, the U.S. Department of Labor reported union density had grown two years in a row for the first time in 50 years, with a net gain of 759,000 members in 2007 and 2008. Union density rose to 12.4 percent, increasing in both the private and the public sectors. A majority of this gain was in the public sector, reflecting the reality that organizing in the private sector is still extraordinarily difficult.



Today, more AFL-CIO unions than ever are pumping significant new resources into organizing.

The labor movement is growing again because we followed through on what we said we would do at our last Convention.

We united our energy and resources to help workers join our unions. We made the freedom to organize our No. 1 issue, educated and mobilized our members and used our political power to demand that candidates we endorsed support the Employee Free Choice Act, the most significant labor law reform in many decades. In 2007, we began our biggest grassroots legislative mobilization in decades to increase pressure on Congress and bring our legislation to a vote. When we failed to close off a filibuster threat, we went back into the trenches and began a Million Member Mobilization to demand

that more members of Congress become sponsors and introduce the legislation again, and we held candidates accountable on this core issue. To date, more than 1.5 million activists have signed on to support the Employee Free Choice Act—and we have generated at least a half-million phone calls, letters and e-mails from workers to members of Congress just since the beginning of 2009.

At the state level, more public-sector workers than ever before have the freedom to form unions and collectively bargain. Eleven states now have majority sign-up for public employees.

We also began new efforts to help national union affiliates build capacity to take on bigger, more strategic organizing campaigns. The AFL-CIO Organizing Institute has helped dozens of affiliates recruit and train new organizers and develop new training of volunteer member organizers. Our Center for Strategic Research also has worked with dozens of unions in recruiting and training strategic researchers and campaigners.

In addition, we began to create more organizing power at the grassroots by strengthening our state and local movements. Our New Alliance program has restructured state federations and labor councils in 12 states, which have helped organize tens of thousands of workers.

We held our first national organizing summit to push for the Employee Free Choice Act and promote best practices in organizing, and we hosted the first AFL-CIO Global Organizing Summit to focus the global labor movement on organizing.

Unions Respond to the Challenge to Organize

Unions that have been dedicating resources to organizing for several years now are getting a return on their investment. They are realizing a return because they've made the political,

cultural, programmatic and resource changes necessary for organizing. And the AFL-CIO is providing recruitment, training, research and senior personnel to help them win against big employers, despite our weak labor laws.

The federation currently is engaged in partnerships with 12 affiliates running large, strategic organizing campaigns, including:

- Cable TV and telecommunications workers (CWA and IBEW);
- Resurrection Health Care in Chicago (AFSCME);
- Rite Aid Distribution Center in Lancaster, Calif. (ILWU);
- Auto parts and auto assembly plants (UAW);
- Great Western Erectors in the Southwest (Ironworkers);
- Campaigns among registered nurses in several states (CNA);
- Residential construction in Arizona and Nevada (IUPAT and SMWIA);
- University of California (AFSCME);
- Casino workers in New Jersey and Connecticut (UAW);
- Teachers and para-educators in New Orleans (AFT);
- Car wash workers in Los Angeles (USW); and
- Tobacco field workers in North Carolina (FLOC).

Many AFL-CIO unions are scoring breakthroughs unheard of just a few years ago, some with public employees, others with private industry giants.

The Communications Workers of America used a bargaining-to-organize strategy to gain a majority sign-up neutrality agreement with Cingular Wireless (now AT&T Mobility) and 18,000 new members were recruited in five months. To date, the campaign has helped more than 40,000 telecom workers gain union representation. Now, after victories in New York and New England, CWA and the Electrical

Workers are teaming up to assist even more workers at Verizon Business join and form unions, having won a significant success in 2008 in New York and New England.

The Ironworkers vowed to rebuild their density in the reinforcing steel industry, partnered with the AFL-CIO and organized JD Steel, the largest employer in that industry west of the Mississippi. Today, they are working on the second largest, Great Western Erectors. They've gone from 0 percent density in Phoenix to 65 percent, and from 0 percent to 40 percent in Denver.

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AFSCME had a record year in 2008, bringing the benefits of union representation to 36,000 child care providers in New York, Ohio and Pennsylvania, and to 29,000 government workers in Colorado and 10,000 in Kentucky.

AFT also had great success last year, with tens of thousands of workers organizing, and continued in 2009 with 450 graduate teaching assistants at Central Michigan University and 650 faculty members at Michigan State University. Joint AFT-NEA campaigns have organized 2,800 graduate teaching assistants at Florida State University and several hundred full-time professors and adjuncts at Montana State University.

In April of this year, IATSE signed an agreement with NETworks Presentations and now stagehands, wardrobe, hair and makeup workers employed by the company's touring productions have a contract. With the help of the AFL-CIO, the Department for Professional Employees and the Arts, Entertainment and Media Industry Coordinating Committee, IATSE and Actors' Equity are collaborating on more such projects.

MAJOR ORGANIZING VICTORIES, 2005–2009

Union	Employer	Location	Unit Size	Date
AFSCME	Southern Illinois University School of Medicine	Springfield, Ill.	560	2/05
BCTGM	Kellogg Snack Division	Rome, Ga.	569	6/05
UAW	Thomas Built Buses Inc.	High Point, N.C.	1,341	7/05
AFSCME	State of Oregon	Oregon	4,400	9/05
CWA	Cingular	Greensboro, N.C.	805	9/05
CWA	Cingular (retail)	California	1,583	10/05
CWA	Cingular (customer care)	California	1,616	10/05
AFSCME	Hennepin County	Minneapolis, Minn.	600	10/05
CWA	Cingular	Bloomington, Minn.	534	11/05
CWA	Cingular	Brothell, Wash.	934	11/05
CWA	Cingular	Paramus, N.J.	872	11/05
CWA	Cingular	Texas	788	11/05
AFT	Syracuse University	Syracuse, N.Y.	650	12/05
AFT	Syracuse University	Syracuse, N.Y.	650	12/05
IAM	Church & Dwight	Colonial Heights, Va.	500	12/05
CWA	Cingular	Orlando, Fla.	1,288	1/06
AFSCME	Lifespire Inc.	New York, N.Y.	1,200	2/06
AFSCME	State of Iowa	Iowa	6,000	2/06
AFSCME	Puerto Rico	Puerto Rico	6,400	3/06
AFSCME	State of Maryland	Maryland	1,300	5/06
AFT	Gadsden School District)	Gadsden, N.M.	1,872	5/06
USW	Walgreens	Illinois	1,100	5/06
AFSCME (Child Care Providers Together)	State of Ohio	Ohio	870	5/06
CWA/MASE	City of Jackson	Jackson, Miss.	1,195	6/06
AFA-CWA	Northwest Airlines	Nationwide	9,300	7/06
CWA	Health & Hospitals Corp.	New York, N.Y.	1,300	7/06
ATU	Cook-Dupage Transportation Co., Inc.	Chicago, Ill.	514	7/06
IAM	AK Steel Corp.	Middletown, Ohio	2,200	8/06
IAM	General Dynamics, National Steel & Shipbuilding Co. (NASSCO)	San Diego, Calif.	503	8/06
AFSCME (Child Care Providers Together)	State of Wisconsin	Wisconsin	7,000	11/06
IAM	Eagle Group International	Fort Stewart, Ga.	554	11/06
AFSCME and UAW (Child Care Providers Together Michigan)	State of Michigan (child care providers)	Michigan	40,000	12/06
AFSCME	Kaiser Permanente	California	800	3/07
AFT	Rutgers University	New Jersey	2,000	6/07
UAW	Boardwalk Regency Corp. d/b/a Caesar's Atlantic City	Atlantic City, N.J.	850	3/07
UAW	Trump Plaza Hotel & Casino	Atlantic City, N.J.	600	3/07
IAM	Dyncorp International	Patuxent River, Md.	770	4/07

Union	Employer	Location	Unit Size	Date
TWU	Wynn Las Vegas, LLC	Las Vegas, Nev.	634	5/07
UAW	Bally's Park Place d/b/a Bally's Atlantic City	Atlantic City, N.J.	1,129	6/07
AFSCME (Child Care Providers Together Kansas)	State of Kansas	Kansas	7,000	7/07
CWA	<i>AT&T Mobility</i>	<i>Florida</i>	<i>1,166</i>	<i>9/07</i>
IFPTE	GAO	Washington, DC	1,800	9/07
UAW	Tropicana Casino & Resort	Atlantic City, N.J.	954	9/07
AFT	State of New York	New York, N.Y.	28,000	10/07
AFSCME and SEIU (Child Care Providers United)	State of Pennsylvania	Pennsylvania	3,700	11/07
TWU	Desert Palace Inc. d/b/a Caesar's Palace	Las Vegas, Nev.	557	1/08
<i>AFSCME</i>	<i>State of Maryland</i>	<i>Maryland</i>	<i>4,000</i>	<i>2/08</i>
AFSCME (CSEA/Child Care Providers Together)	State of New York	New York	17,000	2/08
AFT	State of Oregon	Oregon	21,000	2/08
CWA	<i>State of New Jersey</i>	<i>New Jersey</i>	<i>1,000</i>	<i>3/08</i>
CWA	<i>AT&T Government Solutions</i>	<i>Dover, N.H.</i>	<i>588</i>	<i>3/08</i>
ILWU	Rite Aid Corp.	Lancaster, Calif.	629	3/08
AFSCME (Child Care Providers Together)	State of Ohio	Ohio	8,000	4/08
AFSCME and SEIU (Child Care Providers United)	State of Pennsylvania	Pennsylvania	20,000	5/08
AFSCME	City of Tulsa	Tulsa, Okla.	800	5/08
AFT (Adjunct Faculty Organization)	Henry Ford Community College	Dearborn, Mich.	600	5/08
AFSCME, AFT and SEIU (Colorado WINS)	State of Colorado	Colorado	31,000	6/08
UAW	Foxwoods Resort Casino	Ledyard, Conn.	2,619	6/08
UAW	University of California	California	5,000	6/08
CWA and IBEW	Verizon Business	Mid-Atlantic and Northeast	600	9/08
AFSCME	State of Illinois	Illinois	1,000	10/08
CWA	Catholic Healthcare West d/b/a St. Mary's Regional Medical Center	Reno, Nev.	540	12/08
CWA	Research Foundation SUNY Stony Brook	Stony Brook, N.Y.	740	12/08
IFPTE	Pension Benefit Guaranty Corp.	Washington, DC	500	2/09
CNA/NNOC	St. Rose Dominican	Henderson and Las Vegas, Nev.	1,100	4/09
IAM	Lockheed Martin Services	Baltimore, Md.	810	4/09
AFT and NEA (FSU Graduate Assistants United)	Florida State University	Florida	2,800	5/09
AFT (Union of Nontenure-Track Faculty)	Michigan State University	Michigan	650	5/09
AFSCME/SEIU (Missouri Home Care Union)	Missouri/Medicaid	Missouri	13,000	7/09

Italics = majority sign-up

Opening Our Doors Wider

While helping workers win unions through campaigns always will be the core organizing function of the AFL-CIO, we agreed to seek new ways to build a broader, stronger labor movement and extend our advocacy and activities to more workers and their families:

- Expanding our community affiliate Working America;
- Negotiating an historic partnership agreement with the National Education Association, with the support of AFT, that allows local NEA affiliates to join the AFL-CIO at the local and state levels through affiliation with the national AFL-CIO;
- Establishing partnerships with organizations representing workers through models not based on collective bargaining; and
- Bringing unaffiliated, independent unions into the federation.

Following action by the Executive Council in 2006 to allow for partnerships with worker centers, we reached historic agreements with Interfaith Worker Justice and the National Day Laborer Organizing Network, the largest organization of worker centers in the United States, to cooperate on efforts to improve the lives of marginalized workers. And the New York City Taxi Workers Alliance, with more

than 11,000 members, became the first non-contract independent union to affiliate with one of our local or regional labor councils.

Through our solidarity program with the National Education Association, 17 NEA chapters in four states and the District of



Columbia with some 25,000 members have directly affiliated with the AFL-CIO, and we are cooperating in state and local legislative, political and organizing initiatives, all with the active support of our affiliate, AFT.

Over the past four years, we've also undertaken a special growth project that already is bearing fruit: reaching out to independent unions and offering them direct affiliation if they are not in a position to join forces with one of our existing affiliates in their jurisdiction.

We were able to welcome the Mail Handlers union back into the AFL-CIO, with nearly 48,000 active members and three times that many associate members. Likewise, with the endorsement of our unions representing registered nurses, the California Nurses Association/National Nurses Organizing Committee and its nearly 100,000 members joined the federation.

We've also increased our strength for organizing, advocacy and building for the future by forming and deepening alliances with a wider and wider set of allies—in the faith community, among civil rights and women's groups, among academics, with Jobs with Justice and among such youth movement allies as the United States Student Association and Student Labor Action Committees on college campuses.

Creating a New Future

Clearly, the biggest piece of organizing business yet undone is passage of the Employee Free Choice Act and restoring workers' freedom to join our unions and bargain without having to risk their jobs and careers to do so.

This legislation is the key to our opportunity to strengthen working families, significantly increase membership and gain deeper union density.

THE WORKING AMERICA PHENOMENON

The AFL-CIO Executive Council created Working America as the federation's community affiliate in 2003 to allow working people who do not have the benefit of a union on the job to become a part of the labor movement and work with us on working family issues. The organization grew to 800,000 in its first year and had exceeded 2.5 million members by November 2008.

Working America's members have not traditionally been included in the progressive movement, but when we approach them with information on the issues, they take action. In 2005, Working America weighed in against President Bush's efforts to privatize Social Security by sending nearly 70,000 handwritten letters to key senators. In 2008, members took 650,000 actions on issues including health care, school levies and green jobs. This year, Working America is engaging its 2.5 million members in our fights for labor law and health care reform—collecting 15,000 personal, handwritten letters to Arkansas senators in favor of the Employee Free Choice Act, for example, and tens of thousands of phone calls and handwritten letters supporting health care reform.

In the 2004 elections, although 70 percent of Working America members identified as moderate or conservative, members voted for John Kerry over President Bush 68 percent to 30 percent, demonstrating that information and education around working family issues works. In the 2006 elections, its 1.5 million members solidly supported progressive candidates in local, state and congressional races and helped win minimum wage and fair share health care initiatives in a dozen states. In 2008, using its powerful canvass operation, e-mail outreach and an interactive website, the organization turned out its members in record numbers to vote 70 percent for Barack Obama and Joe Biden.

Working America sets the stage for a new discussion about work and the workplace. Online, we've given hundreds of thousands of people the chance to vent in the My Bad Boss Contest, armed others with the facts in Ask a Lawyer, provided the most comprehensive resource for unemployed workers in the Unemployment LifeLine and called out corporate wrongs in the Job Tracker. Offline and online, we provide working people with strength in numbers and innovative platforms to make themselves heard and fight with us for good jobs and a just economy.



Since launching our Voice@Work campaign and making the Employee Free Choice Act our top organizing, political and legislative priority, we've come a long way in marshaling public and political support. Our polls and focus groups show the public overwhelmingly supports the key tenets of the legislation—a free choice for workers to organize and bargain, strong penalties for employers that violate the law and arbitration if first contracts aren't negotiated in a reasonable period of time.

We should not be surprised that we have this kind of support—most non-managerial employees in our country say they would join a union tomorrow if they didn't have to risk their livelihood to do it, and our surveys consistently show majority support for unions.

This kind of favorable climate for unions and union organizing didn't just happen. We've worked hard on our own and through American Rights at Work, a coalition founded by the labor movement, to recruit and shore up sponsors and votes in the U.S. Congress. Every AFL-CIO affiliate, every one of our departments, every

member of our family and our countless progressive allies, including such national civil rights organizations as the NAACP and the Leadership Conference on Civil Rights, have worked hard to get public opinion on our side.

Nonetheless, members of Congress have been subjected to incessant attacks for supporting workers' rights and elite opinion is firmly tethered to corporate interests opposing a free choice for workers to organize and bargain.

As we convene this year in Pittsburgh, we are very close to having the pieces in place to bring the Employee Free Choice Act to successful votes in the House and Senate and send it to President Obama for his signature.

As we leave our Convention, we must redouble our efforts to bring together the 60 votes it will take to overcome a Senate filibuster. Then once we pass national labor law reform and it is signed into law, we must challenge ourselves to organize as never before and translate the new law into victories for the millions of workers who share our values and are yearning to join our movement.



Putting Working Family Priorities at Center Stage

FOR NEARLY 40 YEARS, the needs of working families in America have been shoved aside in favor of the wealthy and the giant corporations that have come to dominate our lives. Real wages of workers have been stagnant since 1973, while profits of corporations and executive salaries have soared out of sight. Millions of our best manufacturing jobs have been shipped overseas by corporations receiving tax breaks as their reward for sending them. Unregulated globalization has pitted U.S. workers, the most productive on our planet, against exploited, low-wage workers in countries with no regard for human rights and no respect for workers' fundamental rights.

The result is that workers in our country have been jobbed-down. Millions of manufacturing workers are now in low-wage, no-benefit, no-mobility jobs. Opportunistic corporate greed is

gobbling up pension and health care benefits. Multiple generations of middle-class families have been shoved into the ranks of the working poor. More and more family members have gone into the workforce just to maintain household income. The promise that a hard day's work would generate the kind of paycheck it takes to raise a family, good benefits and a secure retirement has been shredded.

For many years now, the federation and its affiliate unions have been fighting to reverse these trends, restore economic justice and rebuild our middle class. Our efforts have been thwarted by corporate control in governments that pre-date George W. Bush. But Bush ended up ruining our economy by taking free-market fantasies too far. He gave away our national budget surplus with tax breaks to the rich, all but shut down the federal agencies that control our country's financial and corporate overlords and crippled regulations protecting workers, their wages and the freedom to join unions.

The result is the worst economic meltdown since the Depression of the 1930s, a recession so deep it will take us years to climb out.

At our last Convention, we committed to fight back more fiercely and on a broader front. And while we're faced with a long and costly struggle to revive our economy and make it work for everyone, we're positioned better than ever to help make it happen.

At our 2005 Convention, we decided to open up new legislative and political fronts for good jobs, affordable health care, retirement security,



higher wage standards and economic reform. And we realized we could win these and other working family priorities and keep them permanently only if we made the freedom of workers to join unions and bargain our top priority.

We knew we not only had to fight our powerful adversaries in Washington to a standstill, but that we could best build momentum for eventual permanent change by driving state legislation to raise the minimum wage, reform health care and to rein in corporate abuses.

We vowed to increase our communications and outreach efforts with our members as well as the general public, using mainstream media as well as new Internet technology to get the job done.

We made an all-out commitment to mobilize our members to turn out in record numbers and vote for our endorsed candidates in the mid-term elections in 2006, and to keep our grassroots organization in full force for major legislative fights and through the presidential election in 2008.

We agreed to fully tap our legal resources, our Lawyers Coordinating Committee and our allies to help protect voters from being disenfranchised. We set in place programs to strengthen our state and local labor movements, and to increase our efforts at putting workers' capital in our pension and benefit funds behind our advocacy work.

The results bear out the effectiveness of our strategies. With our affiliates in the lead, we educated union members and their families, expanded our political strength and took on the job of turning around our economy.

Over the past four years, we blocked many potentially devastating Bush initiatives in Congress, helped put pro-worker forces in control of both houses of Congress, passed or

blocked anti-worker state ballot and legislative measures and mobilized our members to a new level of participation in issues and elections.

Beating Bush, Fighting Back

Even before our Convention in 2005, the Executive Council had begun to develop strategies to fend off right-wing attempts to strengthen its hold on working families. In a major capital strategies campaign targeting investment and financial firms, we helped defeat Bush's continuing efforts to privatize Social Security.

We resisted efforts by the congressional Republican leadership to eliminate the judicial filibuster and pack federal courts with extremist judges. We lost a hard and bitter fight to block the passage of the Central America Free Trade Agreement (CAFTA), but built stronger coalitions and gained new momentum to reform trade policy.



In 2006, we fought to raise state minimum wage levels in 19 states with our "America Needs a Raise" campaign, setting up passage of the first increase in the federal minimum wage in 10 years. And following the Sago mine disaster, we helped pass the first new mine safety law in 30 years.

In 2007 we launched a major mobilization to introduce the Employee Free Choice Act, staging 70 events during the summer months, including a mass rally of 4,000 outside the U.S. Capitol. More than 1,000 state and local officials endorsed our bill. Our civil rights, business, faith, youth and academic allies joined us on the front lines, and our affiliates generated tens of thousands of calls to members of Congress. As noted earlier in this report, our bill passed in the House of Representatives but fell victim to a filibuster threat in the Senate.

Fighting for the belief that everyone deserves fair pay and decent treatment for a hard day's work, the Leadership Conference on Civil Rights and such civil rights stalwarts as the NAACP long have recognized that the freedom to organize is a civil rights issue of the first magnitude and have joined with us to advance the Employee Free Choice Act.

We went on to defeat President Bush's effort to renew Fast Track authority for trade agreements, and blocked bad agreements with Korea and Colombia. We successfully opposed congressional efforts to pass immigration reform that would have perpetuated a broken guest worker program. And when President Bush vetoed funding for children's health care, we turned it into a key issue for the 2008 elections.

We continued to shine a light on the horror of inadequate health and safety protections for workers. During the Bush years, major problems were ignored and Occupational Safety and Health Administration (OSHA) and Mine Safety and Health Administration (MSHA) rules were withdrawn or blocked. The rules that were issued or enforced were largely in response to court challenges, congressional mandates or tragedies. We fought for and won new measures to protect workers from the carcinogen hexavalent chromium and requirements that employers pay for workers' safety equipment.

In our 18th annual edition of *Death on the Job: The Toll of Neglect* in 2009, we once again documented the desperate need for more protections by reporting more than 5,000 on-the-job fatal injuries and 4 million work-related injuries and illnesses.

At Workers Memorial Day observations this year, we outlined workers' most crying needs: OSHA coverage for public employees and flight attendants; new standards to protect workers from silica, dangerous cranes and toxic chemicals; and stronger penalties for employers that violate the law, including jail time for those who put workers in danger.

We have made it a priority to make sure the heroes of 9/11 are not forgotten, seeking and winning funding for medical care for the thousands of responders who are now sick as a result of toxic exposures from the collapse of the World Trade Center, and pushing for legislation to provide ongoing care and compensation for these workers.

In 2008, we worked with our affiliates and allies to conduct our first Health Care for America Survey, making heard the voices of working families who submitted 26,000 surveys and thousands of personal health care horror stories. The results were released to the press and circulated to members of Congress.

2009 AFL-CIO HEALTH CARE FOR AMERICA SURVEY

- **One-third of 23,500 respondents go without basic care because of costs.**
- **96 percent of the uninsured can't get care they need at an affordable cost.**
- **76 percent of respondents are dissatisfied with their household health care costs.**
- **97 percent say given the economic crisis, health care reform is urgent.**
- **83 percent say insurers have too much influence on their health care.**

This year, we received 23,500 responses to the survey and the results documented that high and rising health care and insurance costs are keeping people from getting needed care. The findings of our survey showed that having health insurance does not shelter families from high costs or difficulty getting care, and that as the economy has worsened, health care has been lost along with jobs. We found that once health care disappears, it's hard to get back, and that health care is costlier, harder to access and less satisfactory for people who have to buy insurance in the private market.

Working with Obama

After President Obama took office in 2009, we helped promote passage of the first bill he signed—the Lilly Ledbetter Fair Pay Act, restoring rights of women workers to sue over pay discrimination.

When President Obama introduced his historic American Recovery and Reinvestment economic recovery package, we lobbied hard and successfully for investments in infrastructure, green job creation, assistance to state and local governments to continue crucial services, funding for unemployment compensation and increases in funds for food stamps. We also fought to ensure Buy American provisions, prevailing wages and Davis-Bacon protections were included.

We stepped up our efforts to create more green jobs, and in May 2009, our Working



for America Institute, with help from the new administration, created the AFL-CIO Center for Green Jobs, which is assisting our affiliates in training displaced workers for new careers in green jobs. In addition, the center is helping labor organizations apply for greens jobs training grants totaling \$500 million under the Obama stimulus package, and is working with the National Labor College to develop a Green Workplace Certificate course of study.

Over the summer, we organized 1,000 small businesses in support of the Employee Free Choice Act, put staff from AFL-CIO affiliates as well as the federation into targeted states, generated hundreds of thousands of calls, letters and e-mails to Congress and raised funds for paid media to support restoring workers' freedom to organize and bargain. Coalition partners joined in our fight as well. For example, the NAACP issued activist alerts to more than 400,000 of its members urging them to mobilize in support of the Employee Free Choice Act.



[Watch Video](#)

Actors, musicians, Broadway performers, comedians, writers and crew came out in support of the Employee Free Choice Act through an online video called "Artists4WorkersChoice" (www.artistsforworkerschoice.org).

EMPLOYEE FREE CHOICE ACT TIMELINE

- Feb. 26, 2003: The AFL-CIO Executive Council approves a resolution calling for labor law reform.
- Nov. 21, 2003: Rep. George Miller (D-Calif.) introduces H.R. 3169, the Employee Free Choice Act, in the House. Sen. Edward Kennedy (D-Mass.) introduces the same bill as S. 1925 in the Senate. Both were denied a committee vote by the Republican majority.
- Dec. 10, 2003: Tens of thousands of union members, elected officials, religious leaders and community activists across the nation take part in more than 90 events supporting the Employee Free Choice Act.
- April 19, 2005: Miller introduces the Employee Free Choice Act as H.R. 1696 in the House and Kennedy introduces it as S. 842 in the Senate. Again, both bills are blocked by the Republican majority and don't receive a committee vote.
- Dec. 10, 2005: Thousands of union members rally in support of workers' freedom to form unions and bargain to commemorate International Human Rights Day.
- Nov. 7, 2006: New pro-worker majorities are elected in both the House and Senate.
- Dec. 8–9, 2006: The fight for the Employee Free Choice Act takes center stage at the AFL-CIO Organizing Summit.
- Feb. 5, 2007: Miller introduces H.R. 800, the Employee Free Choice Act of 2007, in the House.
- March 29, 2007: Kennedy introduces S. 1041, the Employee Free Choice Act of 2007, in the Senate.
- March 31, 2007: U.S. House passes the Employee Free Choice Act in a 241–185 vote.
- June 26, 2007: U.S. Senate votes 51–48 for cloture on the Employee Free Choice Act. Sixty votes are required for cloture, so the Republican minority blocks consideration of the bill.
- March 4, 2008: The union movement kicks off the Million Member Mobilization campaign building support for the Employee Free Choice Act.
- Nov. 4, 2008: Larger working family majorities are elected to the U.S. House and Senate and Barack Obama, a Senate co-sponsor of the Employee Free Choice Act, is elected president.
- Feb. 4, 2009: Union members and allies deliver some of the 1.5 million signatures they've gathered in support of the Employee Free Choice Act to Capitol Hill—exceeding the goals of the Million Member Mobilization campaign.
- March 10, 2009: The Employee Free Choice Act is introduced in the House as H.R. 1409, with 225 co-sponsors, and as S. 560 in the Senate, with 41 co-sponsors.

We also helped organize a 10,000-person Capitol Hill rally and lobby day for national health care reform and worked intensively for genuine reform.

THE INDUSTRIAL UNION COUNCIL

The Industrial Union Council was created by the Executive Council in 2002 to lead our efforts to preserve and create manufacturing jobs and to raise the voice of workers in the ongoing debate over trade, tax, currency, manufacturing and economic policy issues. For the past two years, the IUC also has played a leading role in assisting the federation and our affiliates on energy and climate control.

Over the past four years, the IUC has assisted in preparing congressional testimony and hosting Capitol Hill briefings on such key issues as China policy, trade reform, energy/climate legislation and patent reform. The IUC also works with external allies such as the Economic Policy Institute, the Alliance for American Manufacturing, the Apollo Alliance and the Blue-Green Alliance, preparing joint studies and reports and supporting coalition efforts.

On the trade and investment side, it continues to work with business, farm and community allies through issue forums and information sharing. It has been an important player in organizing and promoting the Coalition for a Prosperous America (a farm/ranch/manufacturing/labor alliance) as an alternative voice to the National Association of Manufacturers and with the Fair Currency Coalition in its efforts to pass currency manipulation legislation.

A New Political Paradigm

Despite the 2005 disaffiliations, the AFL-CIO political program actually grew in scope and effectiveness over the past four years. In the 2006 as well as 2008 election cycles, our members and their families mobilized and turned out to vote in record numbers.

Our enemies as well as our allies realized we were back stronger than ever, and we contributed mightily to one of the greatest political turnarounds in the history of our country. Not only did progressive forces retake control of Congress, we elected as our president the first African American and the most ardent union supporter since Franklin D. Roosevelt.

We also gained substantial ground in state legislatures and governors' offices across the country, and we elected several thousand union members to elective office under our Target 5000 program.

Two of the most hackneyed American electioneering axioms are "all politics is local," and "money is the mother's milk of politics," but they also are true. We knew we had to invest millions of dollars and organize more effectively at the grassroots to raise the voices of working families to a new level.

A Solidarity Charter program created two weeks after our last Convention helped bring members of locals of our disaffiliated unions back into our ranks at the local level and maintain our political and organizing strength.



Money was the toughest barrier to educating and motivating our members—we'd lost some 25 percent of our dues income from the disaffiliations. AFL-CIO affiliates demonstrated their ultimate solidarity by increasing their contributions to our political action funds in 2006 and 2008.

Relying on our proven "10-Point Political Action Plan," we began our Labor 2006 campaign in June with goals of mobilizing at least 1 percent of union members in battleground states to become activists.

AFL-CIO 10-POINT POLITICAL ACTION PLAN

- **Recruit contacts at locals and worksites.**
- **Leaflet all worksites.**
- **Communicate through union publications.**
- **Use direct mail from local unions.**
- **Maximize contacts through phone calls.**
- **Update local union member lists.**
- **Increase voter registration by 10 percent.**
- **Mobilize a massive GOTV effort.**
- **Build rapid response networks in workplaces.**
- **Link politics to organizing and the Employee Free Choice Act.**

WORKING FAMILY ISSUES 2006

- **Raising the minimum wage;**
- **Drug price negotiation rights for Medicare;**
- **Stopping tax breaks for corporations that send jobs overseas;**
- **Restoring funding for college loans;**
- **Health care for all;**
- **Protecting worker pensions;**
- **Energy independence;**
- **Reforming trade policies;**
- **Fair immigration policies;**
- **Education funding; and**
- **Restoring the freedom of workers to join unions and bargain.**

To sharpen the skills of activists, we began a series of leadership trainings on issue-based organizing and campaign techniques. Volunteers in targeted states began circulating petitions on their websites and at meetings to connect the freedom to join unions to pocketbook issues, including health care and prevailing wages. In July 2006, we presented signed petitions to candidates, launched local protests against members of Congress who would not support increasing the minimum wage and rallied to demand lower gasoline prices.

We began using new methods to recruit more volunteers. And to prevent the kinds of voter abuse and disenfranchisement we'd encountered in 2000 and 2004, we strengthened our "My Vote, My Right" voter protection program, with deep involvement from members of the AFL-CIO Lawyers Coordinating Committee (LCC). Working with our constituency groups and other national and local voter protection efforts, we educated our members in 28 communities in eight states where irregularities had taken place.

We worked with such civil rights organizations as the Leadership Conference on Civil Rights to protect minority communities from disenfranchisement. With the help of many affiliates, led by AFGE, we aired voting rights radio ads in 16 cities across the county featuring well-known celebrities.



And on Election Day that year, we provided teams of volunteers to patrol critical precincts and lawyers to operate voter counseling services by telephone.

In total during Labor 2006, we generated 205,000 volunteers who knocked on 8 million doors and made 30 million telephone calls in 32 targeted states. We distributed 14 million leaflets in workplaces and sent 20 million pieces of mail into union households. In unique “Stirring the Pot” gatherings, women in 260 cities in 49 states took part in kitchen table discussions of working family issues.

On Election Day, our ambitious efforts were validated. Voters from union households were 25 percent of the total turnout, and they voted 76 percent for endorsed Senate candidates and 74 percent for our House candidates. Pocketbook economics and the survival of the middle class had become decisive issues as the Democrats took back the House, and we ended up with a 51-vote progressive majority in the Senate.

However, the election gains we made were not enough to achieve the advances working families needed, and we moved to keep our political structure in place, build it bigger and make it more effective through issue-based

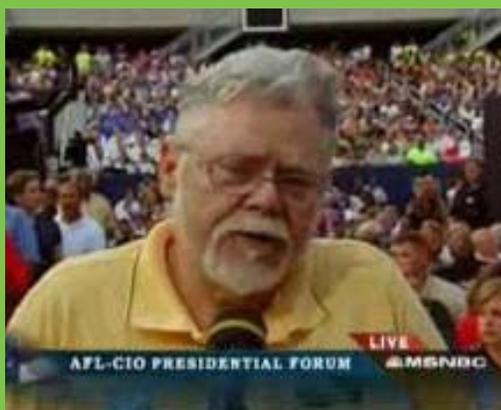
KEY STATE AND LOCAL VICTORIES IN 2007

- **Working families in Kentucky elect Democrat Steve Beshear governor.**
- **Union member candidates win 76 elections in New Jersey, bringing the state total to 440 over 10 years.**
- **Voters from union households lead successful campaign to retake the Virginia state senate.**

organizing, preparing for an even bigger victory in 2008.

We immediately began work on local and state elections, as well as on the next federal election cycle. We created an interactive website (www.workingfamiliesvote08.org) to provide union members with the tools they needed to be more involved in the presidential election. We organized town hall forums with each of the major Democratic presidential candidates to connect our members with our endorsement process.

In August 2007, we hosted one of the season’s first presidential debates at Soldier Field in Chicago after our summer Executive Council meeting: 18,000 union members and their families turned out to see seven Democratic



‘What’s Wrong with America?’

After describing at the AFL-CIO Presidential Forum how his pension was slashed, his family’s health care was cut and he was unable to provide care for his ill wife, Steelworker Steve Skvara broke down and asked the candidates, “What’s wrong with America, and what will you do to change it?”

The crowd gave him the biggest standing ovation of the afternoon.



candidates gathered on one stage for a no-holds-barred exchange. The debate was carried live across the country by XM Radio and MSNBC, with Keith Olbermann moderating.

Soon after, we formally kicked off Labor 2008, launched a massive health care campaign and announced our biggest-ever political mobilization, with a federation budget of \$53 million and plans to activate an army of 200,000 union volunteers in 23 battleground states.

We made “Turn Around America” our rallying cry, the Employee Free Choice Act our top priority and “An Economy That Works for All” training for 1,000 activists the foundation for our electoral efforts.

We made no presidential endorsement during the primary season and instead moved aggressively to expose John McCain’s anti-worker voting record by protesting at every one of his campaign stops and letting members and the public know where McCain really stood with a comprehensive www.McCainRevealed.org website.

Most of our affiliates began similar campaigns to document McCain’s anti-worker views and we

formed a Union Veterans Council to illuminate McCain’s credentials, while beginning to build solidarity among union veterans for the longer term.

After a rugged primary season, Barack Obama emerged as the Democratic nominee and we endorsed him on June 26, 2008. At the Democratic Convention in Denver in August, our 2,000 union members and leaders made up one-fourth of the total delegates.

As McCain was being nominated at the September Republican convention, we put 10,000 volunteers on the street, going door to door to tell the truth about his values and attitudes.

All in all, in the 2008 election campaign we exceeded our goals and expectations. More than 250,000 volunteers from our affiliates made 76 million telephone calls and knocked on 14 million doors as we sent out 57 million pieces of mail and distributed 29 million leaflets at worksites. The power of every part of our

CLOSE-UP

A closer analysis better illustrates the difference our political efforts made.

Obama-Biden carried white male union members by 18 points, while losing the same demographic among general public voters by 16 points. Our first African American president and his labor-champion vice president carried gun owners from union households by 12 points, while losing gun owners in the general public by 25 points. They carried union veterans by 25 points, while losing vets in the general public by 9 points.

outreach was magnified by sophisticated message research, micro-targeting and intensive media coverage. More than 1,000 staff from the AFL-CIO and our affiliates were placed in the field.

In the final days before the election, 1,000 full-time Working America canvassers fanned out across 11 battleground states mobilizing their 2.5 million members. Our nine-state My Vote, My Right voter protection program had 2,700 volunteers working on Election Day alone.

Our members and their families voted 68 percent for Obama-Biden, compared with 30 percent for McCain-Palin.

But we won much more than the White House. Thanks to an all-out effort by our affiliates as well as state federations and labor councils, we increased progressive strength in the House of Representatives, took several key races for governor and reached at least a theoretical filibuster-proof majority in the U.S. Senate.

KEY STATE-LEVEL VICTORIES

- **Won contested races for governor (mostly party switches) in 15 states.**
- **Flipped both houses of state legislatures in Iowa, New Hampshire and Wisconsin.**
- **Flipped state houses in Indiana, Michigan, Minnesota, Oregon, Ohio and Pennsylvania.**
- **Defeated state paycheck deception initiatives everywhere they were proposed.**
- **Raised the minimum wage in Arizona, Colorado, Missouri, Montana, Nevada and Ohio.**

Making Working Family Voices Heard

Our successes in putting working families at center stage and elevating our political performance over the past four years would not have been possible without extensive outreach work to the general public and members by the federation and our affiliated unions. In addition to conducting strategic polling, carefully developing our messages and supplying our affiliates and their local grassroots troops with weapons and tools, we raised the profile of our unions, our issues and our concerns to new levels.

While continuing outreach through the AFL-CIO website (www.aflcio.org), we stepped into the new media world by launching a news blog (www.aflcionow.org). With the participation of dozens of affiliates, the federation has become a key player in the progressive blog community, cross-posting on progressive blogs and organizing a labor "listserv" that connects union online communicators from our affiliates with major national and state-level bloggers.

This coordination and connection enable us to push content on working family issues to the top of the blogs with the highest readership, profile and attention from the mainstream media. The federation also has become well established across social networking sites, from Facebook to Twitter.

At the same time, we've developed the tools to operate a union-movement-wide Working Families Network of 5 million online activists, whom the federation, affiliates and allies can mobilize in a matter of minutes. In the first round of our fight to pass the Employee Free Choice Act, for instance, we generated 75,000



messages to members of Congress in one day. In 2008, we also launched LaborWeb, which already is providing simple-to-use websites for 120 state federations, local labor councils and issue campaigns, as well as a website-building tool for national unions to deploy to locals.

We've also focused attention on the concerns of working families through national publicity and by organizing local union leaders and activists to generate "echo messages" in regional and local media.

In 2007, we arranged more than 600 interviews with officers and affiliate leaders in support of our major initiatives, and placed 166 opinion editorials, a 50 percent increase over the previous year. In 2008, we generated the best coverage ever of our political efforts, with top stories appearing in every major media outlet.

Leading up to the 2008 elections, the federation and our affiliates made national news every week and placed 210 opinion editorials.

So far in 2009, we've achieved more than 1,500 unique radio, television and newspaper press hits on the Employee Free Choice Act in target states alone, including more than 625 opinion-editorials and letters to the editor from leaders of more than 35 international unions and allied organizations.

The Sound of Workers' Savings

Since our last Convention, we've organized the power of workers' capital into an even more effective voice for corporate accountability and retirement security.

The federation's Capital Stewardship Program coordinates the work of our affiliates to safeguard \$5 trillion in retirement and health care plan assets for working families and hold companies accountable to their owners.

The labor movement has become a much more central player in capital markets and corporate governance over the past few years. Workers' pension funds and unions have become leading



advocates for corporate governance reform. The labor movement has been a key voice for the interests of working people in facing the financial crisis of 2008 and leading the reform effort to demand new rules for Wall Street. On the retirement security front, the federation led the creation of a National Public Pension Coalition to defend public-sector defined-benefit plans in dozens of states. In the private sector, we helped found the National Institute on Retirement Security, which encourages the development of public policy that enhances retirement security for all Americans.

We've used our standing as shareholders to hold failed executives accountable, from an up-or-down vote on their pay packages ("say on pay") to opening up the corporate ballot to nominate directors who represent all constituencies at a firm ("equal access to the proxy"). Our Key Votes Survey is making real progress in influencing how our members' shares are voted by investment managers and mutual funds. Finally, at companies like Home Depot, Citigroup, Verizon and Pfizer, we confronted CEOs at their annual meetings and sent the message that worker-owners are sick and tired of paying for failure.

We've also improved and expanded our popular Executive PayWatch website to draw attention to runaway CEO pay packages and the widening gaps between the compensation of corporate chiefs and workers.

In 2006, we revealed that the biggest corporate CEO pension went to ExxonMobil's Lee Raymond, who pulled down a \$98 million lump-sum retirement payment while regular working people were trying to round up enough cash to pay for a tank of gas.

In 2007, we used PayWatch to launch a major effort to rein in CEO compensation at Verizon by mobilizing shareowners to make Verizon the first company where a say-on-CEO-pay proposal was approved.

Last year, Executive PayWatch showed how CEO pay on Wall Street contributed to the economic collapse by causing excessive risk-taking and a focus on short-term profits. Included in the study were Bear Stearns, Countrywide Financial Corp., Citigroup, Merrill-Lynch, Morgan Stanley, Wachovia and Washington Mutual.

And in 2009, PayWatch tapped into the anger of ordinary people about multimillion-dollar CEO pay packages in the middle of the worst economic slump since the Great Depression. We also demanded real Wall Street reform, no more gambling by the banks with our money and an end to self-regulation.





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Unifying Our Movement

OVER THE PAST FOUR YEARS, the Executive Council has worked to bring our movement and our membership together at every geographic level—local, state, national and international—and across every demographic divide—men, women, people of color, retirees and younger workers—so we can muster the strength and solidarity to confront the problems facing working families and our unions.

Earlier in this report, we outlined the progress we're making in deepening our unity partnership with the National Education Association, affiliating independent unions, working in tandem with other groups representing the interests of workers and bringing workers who don't yet have a union into our family through Working America.

We've also worked toward bringing the affiliates who left us in 2005 back into the federation—our experience working with them in a series of necessary but cumbersome coalitions has convinced us that we can only reach maximum effectiveness under one umbrella organization.

This year, the Executive Council authorized President Sweeney to continue negotiations, together with some affiliates, over reunification. In April, the AFL-CIO, unions that disaffiliated in 2005 and the National Education Association formed a National Labor Coordinating Committee, facilitated by former Rep. David Bonior, to pursue unification. Negotiations are ongoing.

Not knowing whether or when an agreement can be reached, we've proceeded to bring our family back together at the grassroots level

through our Solidarity Charter program. It has received overwhelming support from our national unions and our state and local bodies, as well as from local unions and their members on both sides of the split. By the time we reached the 2006 elections, the number of charters issued had risen to 2,000, then to 2,500 by 2008. Today, a total of 3,055 Solidarity Charters have been issued to local unions from the disaffiliated national unions, and they are an active part of the AFL-CIO state federations and central labor councils across the country.

In addition, we set out to bring about unity from within our movement with a multipart program to strengthen organizations that are already a part of the federation and to coordinate their work more closely with that of our affiliates. And at our last Convention, we passed a powerful resolution aimed at creating more solidarity and power by calling for greater diversity in our leadership, as well as full inclusion and participation of women and people of color in all of our campaigns and activities.

Building Grassroots Capacity and Power

We've learned from our organizing, political and legislative work that our real power potential is down where people live and work and raise their families. That meant engaging our national affiliates and their leaders to more fully support our state federations and local councils. But we knew they would only do that if the federation improved the competence and performance of our state and local organizations.

We started down that road many years ago with our New Alliance campaign to restructure

state by state, merging small local councils into bigger, stronger regional ones, then helping our state and local leaders develop strategic plans to run them better. In the past four years, we successfully guided five new states through the New Alliance process, and we've now met our goals in a total of 12 states: Arizona, Colorado, Florida, Maryland, Minnesota, New York, North Carolina, Ohio, Oregon, Pennsylvania, Virginia and Wisconsin.

By consolidating labor councils into area labor federations and regional councils, we've been able to increase per capita income and encourage affiliations. New Alliance has created significant additional capacity to mobilize in support of affiliate organizing, bargaining, electoral and issue campaigns. So it's no coincidence many of these states were important states we carried in electing Barack Obama and Joe Biden, and where our members turned out for our endorsed candidates in the greatest numbers.

The Executive Council Committee on State and Local Strategies and the State Federation/Central Labor Council Advisory Committee are considering ways to expand the New Alliance and organizational development work to other states and strategically important areas to advance our organizing, political and legislative agenda over the next few years.

To add to our grassroots momentum, our Executive Council Committee on State and Local Strategies decided in 2007 to expand our State Federation, Central Labor Council, Area Labor Federation Leadership Institute, which helps local leaders, including leaders who are women and people of color, develop the skills needed

to increase the capacities of their organizations. The curriculum is designed to help move organizations toward meeting Standards and Benchmarks for Local Organizations established by this Executive Council.

Participants generally attend the Leadership Institute in teams and must complete two four-day sessions. Each team plans a project during the first session and reports the results when they return for a second institute visit six months later. In the four years since our last Convention, more than 200 local leaders, most of them from New Alliance states, have attended Leadership Institute classes, and participants developed projects to increase affiliations, set up communications programs and bolster their political operations.

Representatives from the Atlanta-North Georgia Labor Council developed a plan to reach out to underaffiliated and unaffiliated locals. They came back and reported new affiliations of locals with 6,000 members.

A team from the Central Labor Council of Nashville and Middle Tennessee developed a similar plan and increased affiliation by 20 percent.

Participants from newly formed area labor federations in Minnesota, Ohio and Pennsylvania developed successful strategies that propelled them to winning majorities for Obama-Biden in the 2008 elections.

Our work in the New Alliance and with the Leadership Institute is bringing our grassroots players closer and closer together. In the past four years, affiliation rates with our state federations have risen from 64 percent to 71 percent, better than the 10 percent growth rate we set out to achieve. And eight national unions are now a part of our National Affiliation Fee Program, wherein they affiliate all members in every state federation at a discounted rate.

**FULLY AFFILIATED NATIONAL UNIONS
(National Affiliation Fee Program)**

**AFGE, AFSCME, AFT, BAC, IBEW, IUPAT, OPEIU,
USW**

Putting Diversity to Work

The Executive Council has taken seriously its responsibility to translate into action our 2005 Convention resolution on diversity. That resolution was driven by the fact that 43 percent of union members are women, 30 percent are people of color, many members are gay or lesbian and many have disabilities, but our leadership does not reflect those percentages.

Convention Resolution 2 was also driven by the practical realization that we can't restore the vitality of our movement as a bargaining power or as a political power without the contributions and active participation of all our members. And we can't achieve the membership growth unless we present women and people of color—the workers who need us the most and are most inclined to join us—with a picture of a union movement in which they see themselves.

We've made some real progress since the 2005 Convention, expanding our governing bodies to include more people of color and women and putting diversity high on the agenda of every federation undertaking. We hosted four well-attended regional Diversity Dialogues. We submitted our diversity principles to all national and international unions and 25 percent of them have signed those principles. And we're excited to see that delegations to this 2009 AFL-CIO Convention reflect the racial and gender diversity of their membership.

Still, we are far from reaching our goals. As President Sweeney told our Diversity Dialogue conference in San Francisco in 2007, "When it comes to full inclusion, we've opened the door, but we're still not getting where we need to be fast enough. And the truth is, we'll never get there until we throw the doors wide open. We can't meet our organizing and political challenges until all our members are engaged and contributing to our struggle."



At our 2009 Convention, delegates will be asked to reaffirm the spirit and substance of our 2005 resolution, "A Diverse Movement Calls for Diverse Leadership," and to move beyond it. Until full inclusion and diversity are finally reached, we should not be satisfied with less.

Mobilizing Our Constituency Groups

The Executive Council has been firm in support of constituency groups, which are our bridges to greater diversity in our leadership, full involvement in our work by diverse members and broader engagement with the communities around us.

These groups—the A. Philip Randolph Institute (APRI), the Asian Pacific American Labor Alliance (APALA), the Coalition of Black Trade Unionists (CBTU), the Coalition of Labor Union Women (CLUW), the Labor Council for Latin American Advancement (LCLAA) and Pride At Work—consist of dedicated trade unionists who serve as a voice of labor in their communities, and a voice for their communities within labor.

The A. Philip Randolph Institute, whose members are largely African American, was co-founded in 1964 by A. Philip Randolph and Bayard Rustin, two of our most respected civil rights heroes. APRI places a high priority on nonpartisan voter registration, education and participation, helping to promote participation by African Americans and others in elections.

FIGHTING FOR IMMIGRANT RIGHTS

In 2000, our Executive Council adopted a historic resolution demanding fundamental changes to U.S. immigration law and policy. The resolution called for legalizing undocumented workers and a new mechanism to replace “employer sanctions” for ensuring that employers hire only workers who are authorized. The resolution also opposed the expansion of temporary, or “guestworker,” programs.

The Bush administration, supported by some of our disaffiliated unions, pushed various proposals, all framed around massive expansion of guestworker programs. All of the proposals were defeated.

Recognizing the labor movement needed to unite behind a pro-worker reform agenda, we asked former

Secretary of Labor Ray Marshall to head a special task force of officers of unions most affected by immigration policy. Working with the Economic Policy Institute (EPI), the task force developed a framework for immigration reform that was agreed to in April 2009 by all of the unions concerned.

The framework, which is now guiding the debate over immigration reform, consists of five interconnected pieces: 1) a future flow system that is based on labor market shortages and managed by an independent commission; 2) rational operational control of borders; 3) a secure and effective mechanism to monitor work authorization and hold accountable employers who hire unauthorized workers; 4) legalization; and 5) no expansion of temporary or “guestworker” programs.



The Asian Pacific American Labor Alliance was founded in 1992 with the support of the AFL-CIO Executive Council. APALA has placed a high priority on assisting unions in organizing campaigns, voter mobilization and community outreach and has built itself into one of the main Asian American advocacy organizations in the United States on issues such as immigrant rights and voter education.

The Coalition of Black Trade Unionists was founded in 1972 by black trade unionists seeking to promote diversity and democracy in the trade union movement, closer ties between labor and the community, good jobs and working conditions for all of America's workers and a broad vision of social justice. CBTU's mission includes increasing union work in voter registration and mobilization, and strengthening alliances between labor, faith communities and the general community. CBTU also works on international human rights issues.

The Coalition of Labor Union Women was formed in 1974 by thousands of women union members who attended a founding conference in Chicago to address issues of special concern to working women, including pay equity, affirmative action, child care needs, exploitation on the job and the challenges of balancing work and family. CLUW has followed four main goals in its history: organizing, affirmative action, involvement of women in legislative and political action and moving women into leadership at all levels of the labor movement.

The Labor Council for Latin American Advancement was founded in 1973 by Latino union members who had formed locally based trade union committees or organizations in Arizona, California, Colorado, New Mexico, New York, Texas and other areas. LCLAA's aims have historically included encouraging voter registration, education and legislation essential to advancing the interests of trade union members, and working to ensure the equal

benefits and protections of union membership for all workers.

Pride At Work was founded in 1994 by lesbian, gay, bisexual and transgender (LGBT) union members and has its origins in LGBT worker alliances dating back to the 1970s and 1980s in California, Boston and New York. Pride At Work focuses on building bridges between the labor movement and the LGBT community, bringing union support to community campaigns and developing community support for union campaigns.

At the 2005 AFL-CIO Convention, the Executive Council adopted changes to the Rules Governing AFL-CIO State Federations and the Rules Governing Area Labor Councils and Central Labor Councils to facilitate affiliation with AFL-CIO state and local central bodies. According to the 2009 Annual Report from State Federations, 30 state federations list one or more constituency group chapters affiliated and 46 percent of state federations have amended their constitutions to allocate seats on their executive boards for constituency group representatives.

Our constituency groups have been deeply involved in implementing Resolution 2 and they have been actively involved in working for the passage of the Employee Free Choice Act, training for green jobs, national health care reform and in galvanizing support for the confirmation of Judge Sonia Sotomayor to the U.S. Supreme Court. LCLAA organized watch parties and scheduled visits with the Senate leadership as well as several members of the Senate Judiciary Committee. CLUW sent out alerts to its leadership and chapters applauding Judge Sotomayor's nomination to the high court and urging its members to contact their congressional delegations.



Lifelong Activism

Created by the Executive Council in 2001 as the successor to the National Council of Senior Citizens, the Alliance for Retired Americans works closely with the AFL-CIO in pursuit of shared goals, helping the labor movement retain and grow talented, experienced activists and unify the power of our retired members with those of active members.

The Alliance for Retired Americans has grown into a progressive grassroots army with 3.5 million members, 30 chartered states and more than 1,400 affiliated clubs. The alliance's Community Action Network seeks to build closer ties with community-based activists.

The alliance educated and mobilized a nation of retirees in the 2006 and 2008 elections to help elect a pro-worker, pro-retiree majority in Congress and President Barack Obama—sounding alarm bells about John McCain's anti-Social Security voting record and public statements.

More recently, the alliance has participated in health care events with Obama administration and congressional leaders and has been

organizing grassroots activities in support of health care reform. The alliance has also added a retiree voice in support of the Employee Free Choice Act, with union retirees speaking firsthand about what collective bargaining has meant for them—helping support their families and providing for a more secure retirement.



In addition, the alliance has become a major player at the state legislative level, advocating on behalf of retirees on issues such as health care, housing, transportation, consumer protection and social service delivery.

Uniting Globally

Supporting the participation of our affiliates in international labor networks and global labor federations has always been a priority of the AFL-CIO Executive Council. With international communications and policies continuing to shrink the globe, multinational corporations more and more in control of our economic well-being and workers' rights under attack around the world, that work is now more important than ever. Collective bargaining coverage has declined in country after country, with the United States lagging far behind other democracies. Unions in most foreign nations are under attack as never before, and the result is that income and wealth inequity is dramatically rising. We have also coordinated with global union leaders and their organizations on economic and trade policy and climate change.

To jump-start a new level of cooperation among unions and workers around the world, the AFL-CIO hosted a historic global organizing conference—"Going Global: Organizing, Recognition and Union Rights"—at the National Labor College on Dec. 10, 2007. Attended by 220 union delegates from 63 countries, it was the first time union leaders had come together in an international forum to develop strategies for fighting back against governments and corporations that have increased their attacks on the freedom of workers to join unions and bargain.

The Dec. 10 conference was held on the anniversary of International Human Rights Day and commemorated passage of the U.N.'s Universal Declaration of Human Rights. The delegates focused on three discussion areas—industrial policy, political action and better

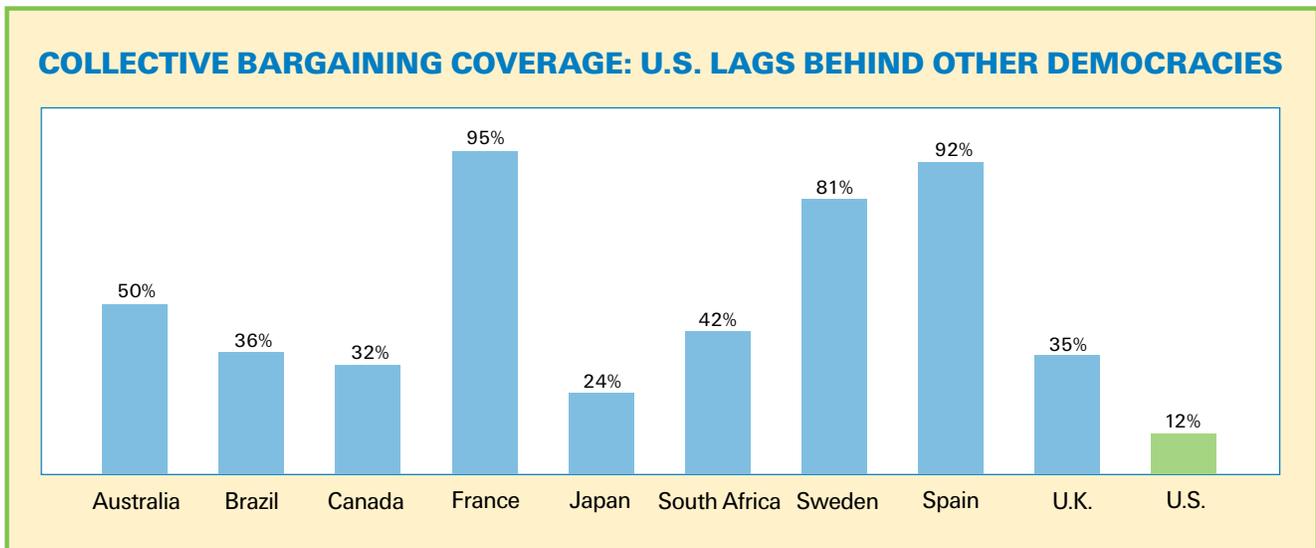
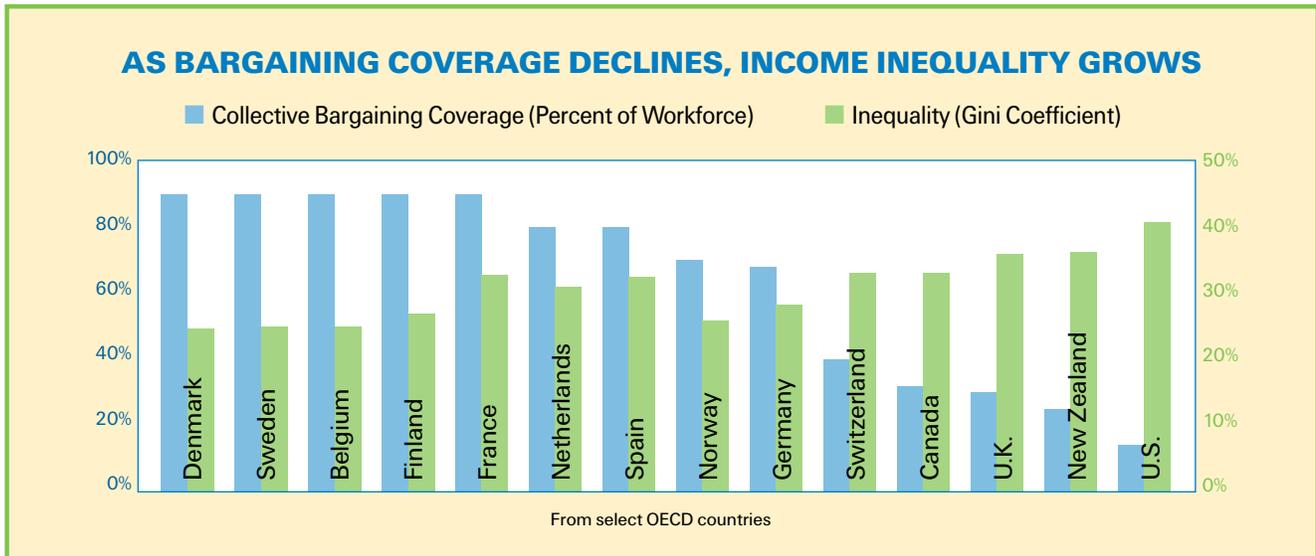
communications. Facilitators led small-table discussions to identify and submit solutions, which were compiled, condensed and voted on. Seventy-seven percent of the conferees said they thought it was very important for the global labor movement to project a common vision. Eighty percent supported creating a working group to help build alliances. And 60 percent favored creating an annual report tracking union density and bargaining coverage.

At the conference, we developed a global strategy to support our efforts to pass the Employee Free Choice Act that resulted in our allies in the international labor movement exerting pressure on their own governments as

well as U.S. embassies, widespread educational and organizational activities, and a Council of Global Unions statement of solidarity signed by general secretaries on behalf of 200 million workers.

The conference also featured a forum on the Employee Free Choice Act and organizing, with prominent U.S. elected officials addressing sessions on the U.S. collective bargaining crisis as well as the global crisis.

In coalition with our affiliates and allies, the AFL-CIO American Center for International Labor Solidarity Center (Solidarity Center) has added to the unification of the global labor movement



INTERNATIONAL SUPPORT FOR THE EMPLOYEE FREE CHOICE ACT

The Global Unions, consisting of the 11 global union federations, the International Trade Union Confederation (ITUC) and TUAC of the OECD, knows of the importance in America of passing the Employee Free Choice Act. We know that a strong economy depends on workers being given the opportunity to join a trade union and to bargain collectively so that fair wages and social benefits are lifted for all in a society. This, we believe, is the basic underpinning of the Employee Free Choice Act. Our trade union stands firmly behind the American trade unions in your efforts to get the United States Congress to pass this legislation into law, with the support of President Barack Obama. Please pass to your union membership, as well as to your elected officials, that our union fully supports EFCA, and that we consider it an essential element in a free society that workers be allowed to join a trade union in an unobstructed way.

Following is a sample of unions supporting the Employee Free Choice Act:

- ACTU, Australia
- Brazilian Rubber Workers
- Sindicato Quebecor World Chile
- ANEBRE Colombia
- CTPECMM République Démocratique du Congo
- Industrial and Commercial Workers' Union (ICU), Ghana
- CEM/CAL Project Sub-Saharan Africa
- Federasi Serikat Pekerja Pulp Dan Kertas Indonesia (FSP2KI)
- ICEM-JAF, Japan
- UNI americas
- Solidarnosc and PZZ "KADRA," Poland
- Petroleum & Chemical Workers' Federation of Thailand
- TUC, Great Britain



by continuing its decades-long work in support of workers' rights and economic development.

With 27 field offices and programs in 60 countries on five continents, the Solidarity Center works to advance workers' rights and promote broad-based, sustainable economic development. The Solidarity Center worked, for example:

- With Liberian rubber workers in support of free and fair union elections, organizing and bargaining;
- In a "Send a Child to School" campaign in the Democratic Republic of the Congo that has rescued 1,000 children from hard labor in the mines;
- Helping the independent Egyptian union movement grow and flourish; and
- Researching and issuing a series of landmark reports, "Degradation of Work," exposing the shrimp-processing industries in Thailand and Bangladesh, human trafficking in Kenya and workers' rights abuses in Jordan, Colombia, Thailand, Swaziland and Guatemala.

Affiliates of the federation have been reaching out on their own to build bridges across oceans and present multinational employers with a united front. We provided support for affiliate campaigns against some of the most powerful corporations in the world:

- Firestone in Liberia (USW);
- The telecom sector in South Africa, Kenya and Mexico (CWA);
- Volkswagen in Tennessee (BCTD);
- Pacific Beach Hotel in Hawaii (ILWU);
- Working with Grupo Mexico (USW);
- Exxon in Paraguay (USW);
- Foxwoods Casinos in the Bahamas (UAW); and
- European unions over airline security (AFA-CWA).

Educating Union Members and Leaders

Education and solidarity go hand in hand. Meetings similar to the D-10 "Going Global" conference now are taking place regularly in a new state-of-the-art facility at the National Labor College in Silver Spring, Md. Formally dedicated two years ago, the 72,000-square-foot Lane Kirkland Center is deepening the NLC's mission of educating workers, strengthening our unions and helping develop strategies and policies for unifying and growing the labor movement.

After facing what seemed to be an insurmountable financial crunch as this year began, the NLC is making progress toward resolving its long-term structural debt

as well as its operating deficit. Over the past year, the college has been certified eligible for financial aid from the U.S. Department of Education, received more than \$1 million in general fund and building fund pledges and increased revenue from the conference center by \$560,000 over last year.

The NLC also has initiated a Green Workplace Certificate Program, established a new Leadership Institute concentrating on diversity issues and raised \$580,000 toward building a Workers Memorial to commemorate workers from throughout the country who have lost their lives on the job.

Accredited by the Middle States Commission on Higher Education, in its most recent graduation ceremony, the NLC conferred 102 bachelor's degrees in labor studies disciplines as well as two master of public administration degrees in partnership with the University of Baltimore.



Moving Forward: A Stronger Future for Working Families

The unions of the AFL-CIO and the federation have made such gains since our last Convention—we have a pro-worker Congress and president, we're inches from enacting historic labor law reform, we're poised to recreate America's health care system, we have greater organizing and mobilizing capacity at every level, we've educated and mobilized our members and the public to turn around

our economy and we have incredible new opportunities to bring the benefits of union membership to millions more workers.

Going forward, the sisters and brothers at this 2009 Convention will determine whether this progress results in a better life for working families. The AFL-CIO Executive Council has every confidence in the power of union men and women, our unions and our federation to make this happen.

