



EXECUTIVE COUNCIL REPORT
TO THE AFL-CIO 2017 CONVENTION

CONTENTS

LETTER FROM OFFICERS	3
EXECUTIVE COUNCIL REPORT TO THE CONVENTION	5
Overview	5
A Growing Worker Voice	5
Changing the Rules of the Economy	7
A Strong and Inclusive Labor Movement	11
TRADE AND INDUSTRIAL DEPARTMENT REPORTS	
Department for Professional Employees, AFL-CIO	17
Maritime Trades Department, AFL-CIO	19
Metal Trades Department	21
North America’s Building Trades Unions	23
Transportation Trades Department, AFL-CIO	27
Union Label and Service Trades Department	31

LETTER FROM THE OFFICERS

Dear Delegates:

On behalf of the AFL-CIO Executive Council, we are pleased to present you this report of our activities since the most recent Convention in 2013.

In the face of relentless attacks from the corporate right wing, the AFL-CIO and our affiliates have responded with strength and purpose.

We've helped workers organize into unions, bargained industry-leading contracts, strategically mobilized on the important policy and political fights, and positioned the labor movement to thrive well into the future.

Union members and our allies come to this convention amid a rising tide of energy and growing demand for real answers to the serious challenges working people face. We are ready to rewrite the economic rules, form and build unions and make our voices heard.

We simply cannot afford business as usual. This is a moment to bring our best ideas to the table—and not be afraid to take risks and do things differently.

If we join together and fight together with clarity of purpose, we are poised to win together and build an America that works for all of us.

Thank you for your hard work and sacrifice over the past four years. Have a great Convention!



Richard L. Trumka
President



Elizabeth H. Shuler
Secretary-Treasurer



Tefere Gebre
Executive Vice President

EXECUTIVE COUNCIL REPORT TO THE CONVENTION

Overview

The following report is a highlight of our efforts to promote and expand the voice of workers, change the rules of our economy so they work for all of us, and build a strong and inclusive labor movement.

To that end, we've been recalibrating the AFL-CIO to modernize how we meet the challenges of the changing workforce and rapidly evolving technology. We've been working closely with our affiliate unions, state federations, central and area labor councils and allies to build a federation and a labor movement that is proactive, strategic, nimble and fiscally responsible.

We've eliminated the outdated mix of old departments and focused our staff on three main hubs—mobilization, advocacy, and economic power and growth. We also have three resource departments—communications, legal and a new data and tech tools team—to advance the work and support the three hubs.

A Growing Worker Voice

Organizing

In the years since our last Convention, the attack on working people's freedom to join together in unions has not relented. Both in states, and now at the federal level, basic freedoms are being undermined. From threats to public-sector bargaining rights, to weakening of prevailing wage, to repeal of DACA, our opponents seem determined to reduce the living standards for all working people.

The good news is working people are fighting back through organizing. Workers in the South are organizing more. In manufacturing, workers are facing down massive anti-union campaigns as they continue to organize to win fairness and their unions. Immigrant workers are organizing despite threats to their status. Hotel workers are organizing, increasing the size of their union every year. Thousands of university teachers and researchers, some with rights restored by the National Labor Relations Board, are organizing. Thousands of health care

workers—nurses, techs, service workers—are organizing in hospitals, not just for themselves, but for patient care as well. Thousands of online writers and video producers are organizing. Hundreds of thousands of teachers, fire fighters, social workers and other public employees are recommitting to their unions. Construction union density is outpacing growth in nonunion construction.

We have a long way to go to achieve our goal of building power for working people by reversing the decline in union density, but momentum is on our side. Our unions, the AFL-CIO and many allies are working harder than ever to:

- Level the playing field so working people can have a fair process to form unions;
- Recruit, train and develop the next generation of rank-and-file organizers;
- Train and develop local leaders and union staff to build power successfully through ground-up organizing; and
- Develop powerful, innovative, successful and sustainable growth strategies rooted in research and analysis.

The work that the AFL-CIO does to partner with our unions is concentrated on training, and strategic organizing and research support.

Training and Recruitment

Since the 2013 Convention, 2,435 participants have completed an intensive 3-Day organizer training through the AFL-CIO Organizing Institute. The Organizing Institute has conducted approximately 85 trainings (OI 3-Day Training, Advanced Organizer Workshop, OI Exchange Clinics and campaign-/union-specific trainings) during this period. And, since 2014, more than 80 people have been hired by affiliate unions through the OI Apprenticeship Program. A majority of these new organizers are people of color and women, including recent immigrants, with the language skills needed to build unions in our growing communities.

Strategic Organizing and Research Support

The AFL-CIO continues to play a role coordinating multiunion strategic organizing campaigns like Jobs to Move America, which involves seven affiliate unions who

are jointly working to ensure that the public funds that build our trains, subways cars and buses are spent in the United States and support high-road union jobs and good workforce development. Many of these strategic organizing campaigns closely integrate with the AFL-CIO's state federations and local labor bodies.

Since the Convention in 2013, we have advanced unions' capacity for strategic research, conducting 25 multiunion trainings with 2,330 participants from 41 affiliated unions, 23 state/local affiliates, 23 other labor bodies and projects, and 50 community allies. A noteworthy innovation was the creation of an online library to preserve and house recorded research webinars that can be viewed at any time by hundreds of researchers and organizers from dozens of affiliates who have requested access.

Political Unity and Independence

The election of Donald Trump was a reminder that the political discourse has grown more challenging. The divide between "left" and "right" seems, at times, to be one that cannot be bridged. The amped-up rhetoric, particularly in 2016, has opened wounds and changed the very way we engage and approach each other as fellow citizens.

While the past election was an extreme example, these challenges are not entirely new. The 2014 elections saw anti-worker candidates intent on hurting working people and destroying unions make gains at every level of government. Although union members continued to back endorsed candidates at a higher rate in 2014 (higher than the general public), we saw a dip in that support in 2016. This was in large part because President Trump co-opted our playbook and talked about creating jobs and stopping bad trade deals like TPP.

But there is reason for hope. Even as the success of endorsed candidates has been mixed in the most recent federal cycles, we have continued to build on successes in state and local elections. Since 2009, the Koch brothers and others have been dominating state and local elections, and we have found ourselves too often on defense. Recognizing this, the AFL-CIO made a concerted effort to find campaigns with an opportunity for offense. In 2013, just weeks after our Convention in Los

Angeles, a united labor movement led the way in electing LIUNA member Marty Walsh as the mayor of Boston. In 2015, we took that same model of a strong, early, unified program to Philadelphia to elect Jim Kenney, the son of a Firefighter and himself a former AFSCME organizer, as mayor. Both mayors have been vocal and active champions of workers and organized labor.

But it is not enough to help candidates win elections; we must make our movement stronger in the process. Over the past four years the AFL-CIO, working with all of our affiliates, has continued to build on the strong field program and expanded it largely through increasing the use of technology to become more sophisticated in targeting members to talk to, sign in volunteers and record data after conversations.

With new tools like VIP/Pilot Light and MiniVan, we can increase efficiency and cut back on volunteer time doing administrative work. By using VIP/Pilot Light, in many states we now can sign in volunteers with a swipe of a driver's license, saving hours of data entry on the back end. And with the increased use of MiniVan, we can have staff and volunteers working off lists on smartphones and tablets rather than paper, so data immediately flows back into the system, providing real-time results. All of this allows us to more quickly react to changes on the ground.

Even as we build toward a more efficient and robust political program, we know that helping candidates get elected is not an end in and of itself. The past few years have shown us that, more than ever, it is vital for us to declare our political independence and work toward recruiting, developing and electing union members and labor champions to office at every level, regardless of political party. We must be a movement of issues important to working people and let our agenda drive our politics, not the other way around.

But one thing that does not change, even as the political winds shift, is that a unified labor movement engaging directly and continually with our members where they are—on the job, at their homes, on their smartphones—can shift ideas and change the dialogue. All of us working together, in 2018 and beyond, can capture the power of our collective voice and make the change working people are hungry for.

Changing the Rules of the Economy

Trans-Pacific Partnership

At the March 2015 Executive Council meeting, the unions of the AFL-CIO came together to oppose Fast Track, a law that keeps trade negotiations secret and would ensure that the Trans-Pacific Partnership would sail through Congress with limited debate and no possibility to amend or filibuster. Affiliates from every sector of the labor movement agreed to participate in an unprecedented joint campaign to defeat the agreement in Congress and to hold members of Congress accountable—including unions outside the AFL-CIO, such as the Teamsters, NEA and SEIU. This unity helped propel our “Stop Fast Track” campaign, which generated local resolutions, letters to the editor, and thousands of petition signatures from local union leaders and rank-and-file members in almost every congressional district.

Following a close loss on Fast Track, we shifted focus to the TPP itself, which to our great disappointment replicated weak rules on labor, investment, rules of origin, currency and medicines that would have enriched corporations at the expense of working families.

Because it had the support of the leadership of both political parties, the corporate community and most of the media, it looked at first as though the TPP would be unstoppable. But our campaign to educate the public and engage working families across the country slowed it down long enough to make it an election issue in 2016.

Over the Fast Track and TPP campaigns together, we generated:

- 2,611,834 phone calls to Congress
- 32,500 handwritten letters
- 142,000 activists recruited
- 750+ field events
- 100+ state and city resolutions passed
- Ads in 24 media markets
- 19 online ad targets and 49 million ad impressions

The Affordable Care Act and the Excise Tax

No one in America has done more to advance the cause of making health care a universal right than the labor movement. Though we supported the Affordable Care Act in 2009 and supported its passage, we said at the time there were flaws that would have to be fixed. Chief among them is the excise tax on high-quality plans. At

the 2013 Convention, the AFL-CIO recommitted itself to eliminate the so-called “Cadillac Tax,” and we made our case to the leadership of both parties in Congress.

By 2015, the tax, which was scheduled to go into effect in 2018, was beginning to affect contract bargaining. We ramped up our grassroots efforts, and several affiliates joined forces with a group of employers to form a coalition known as “Fight the Forty.” Killing, or at least delaying, the tax became our central focus in negotiations over a year-end budget deal that was necessary to keep the government open. Ten days before Christmas, congressional leaders announced an agreement to delay the tax for two years.

Despite its flaws, the Affordable Care Act has expanded health insurance to an additional 20 million Americans and has begun to stabilize costs. Nonetheless, since taking over in 2010, Republicans have voted more than 50 times to repeal the ACA. With the election of Donald Trump, who had pledged to sign a repeal bill “on Day One,” Congress stepped up its attacks on the ACA, putting forward various proposals that would strip health care away from as many as 32 million Americans.

The AFL-CIO mounted a massive digital, field and lobbying campaign to beat back these attacks, especially in the key states of Alaska, Maine, Nevada, Ohio and West Virginia. We quickly pivoted across the full range of digital platforms to reach union members and activists in key states. Through that work, we generated 403,275 online actions, and made more than 35,000 calls to Congress. Total online impressions were more than 21 million, including 800,000 video views. We deployed 10 senior field representatives to do full-time organizing. Staff in Alaska, Maine, Nevada, Ohio and West Virginia mobilized members and their families to call their members of Congress, attend rallies, sign letters to the editor and speak up at press conferences. Our staff also partnered with state federations and central and area labor councils to lead the charge at rallies, place op-eds and do grass-tops outreach to senators and members of Congress. That work was instrumental in informing the decisions of Sens. Susan Collins (R-Maine) and Lisa Murkowski (R-Alaska) to block ACA repeal bills. To date, efforts to repeal the law have fallen short in the Senate, and the AFL-CIO is committed to protecting what we have and moving us on a path to health care for all.

Regulatory Advances

Facing a hostile Congress controlled by large corporations and wealthy donors, the AFL-CIO pressed President Obama to use his executive and regulatory authority to help working families wherever he could. For example, the AFL-CIO urged the administration to update the Fair Labor Standards Act overtime requirements, which had seriously eroded since last being updated in 1975. In 2016, the administration published a final rule to expand overtime protections to 5 million working Americans. The rule has been held up in the courts, and may be rewritten by the Trump administration, but if it is allowed to take effect, millions of working families either will have more money in their pockets or more time off to spend with their families. Employers also will be incentivized to hire more workers.

The AFL-CIO also worked with the administration to protect retirement savers from receiving investment advice from firms that previously were allowed to put their own interest ahead of their client's. One study revealed that Wall Street was syphoning off as much as \$18 billion from individual retirement accounts simply because financial advisers had no legal duty to act in the best interest of their clients.

During the Obama years, labor won landmark protections for workers in the form of new exposure limits for silica and beryllium. Thousands of workers will live longer, healthier lives because of our efforts.

Puzder Nomination

The AFL-CIO was instrumental in the fight to defeat Andrew Puzder, President Trump's first nominee for labor secretary. Puzder's record as a business owner and conservative firebrand made him completely unfit to lead the federal agency responsible for the welfare of America's workers.

Immigration

Our approach to immigration is deeply rooted in our values as a nation and a labor movement. We believe in the dignity of all work and in respect for one another, regardless of differences. These beliefs compel us to call for a commonsense immigration process that unites and empowers communities and creates a roadmap to citizenship for those who aspire to be Americans, while protecting the rights of all workers. We continue to hold employers and elected officials at every level accountable

to do everything that is within their power to repair our dysfunctional immigration system and ensure that all working people will have rights on the job, regardless of where they were born.

Fundamentally, the immigration work and policies of the federation remain the same, despite the outcome of these contentious elections. If anything, our efforts to organize and represent all workers, and to advance immigration policies that help to raise wages and standards, take on greater urgency as immigrants and refugees are being criminalized in our workplaces and communities.

We now face very real threats of corporate and right-wing anti-immigrant and anti-worker bills and policies being put forward disguised as immigration reform, and we remain vigilant in holding back these attacks on working people. State and local strategies provide important opportunities to maintain the momentum and energy of a movement frustrated by federal policy makers and harsh enforcement decisions. Unions and labor councils around the country are committing to push for progressive local ordinances, to actively fight unjust worker deportation cases, to work in coalition with immigrant rights organizations, and to help as many workers as possible gain new rights and protections through naturalization and workplace organizing.

Whether through legislation, executive action at the national or local level, or through collective bargaining agreements and labor-management strategies, the core priorities of the AFL-CIO have remained the same: to win concrete protections for workers, their families and their communities; to challenge employment models that drive down standards and limit workers' rights; and to create a broad and inclusive pathway to citizenship so that all working people have the freedom to stand together to demand fair pay, conditions and treatment.

Attacks on the Freedom to Join

Organized labor and our allies have continued to fight back against state-level attacks on working people, including legislation that attacks the freedom of workers to come together in a union.

More than a dozen states have introduced "right to work" legislation every year since the past convention, and working people have been able to fight back and defeat most of these threats. Four states have passed right to

work legislation since 2014—Kentucky, Missouri, West Virginia and Wisconsin. Working families will have the final say on right to work in Missouri. Labor and our allies worked this summer to collect 310,567 signatures (from all eight congressional districts) to refer right to work legislation that was passed by the legislature and signed by the governor to the November 2018 ballot.

Working people also face a new threat at the local level. Groups like the Heritage Foundation have been urging local governments to enact local right to work laws. A handful of local governments have done so, and the legality of their efforts is the subject of active litigation.

Right to work is not the only threat that working people are dealing with in the states; additional attacks on public-sector collective bargaining and payroll deduction for union dues have been introduced in state legislatures, including legislation to eliminate release time, require regular recertification, limit subjects of bargaining and eliminate exclusive representation. Such legislation or policies have been proposed in more than half of the states since 2014, with legislation enacted or policies established in Idaho, Illinois, Iowa, Indiana, Kansas, Kentucky, Michigan, Nevada, Oklahoma, Ohio and Wisconsin. As an example of how much elections matter, after the Republicans took control of the Iowa Senate following the 2016 elections, legislation was fast tracked gutting the state's public-sector collective bargaining law and prohibiting payroll deduction for union dues, political activities and contributions.

Attacks on public service collective bargaining are likely to escalate in 2018. Right-wing groups that want to take away public service workers' freedom to join together and negotiate are looking at Wisconsin's Act 10—which was enacted in 2011—as a model to promote in Republican-controlled states. And the Supreme Court has accepted the *Janus v. AFSCME Council 31* case for the October 2017–June 2018 term, meaning that the Supreme Court will be deciding by June 2018 whether or not it will uphold 40 years of precedent allowing unions and employers in the public sector to agree that workers enjoying the benefits of a collective bargaining agreement should contribute their fair share toward the cost of representation.

State attacks on building trades workers also have continued over the past four years. During this time, 12

states enacted laws that weaken or eliminate prevailing wage requirements or project labor agreements: Alabama, Arkansas, Florida, Indiana, Iowa, Kentucky, Mississippi, Missouri, Nevada, South Dakota, West Virginia and Wisconsin.

Raising Wages

In the past four years, many states and municipalities have taken action to raise wages and establish scheduling protections and paid sick and family leave benefits for working people. Over this period, 29 states have increased their minimum wage rates. In addition, 37 municipalities, including Chicago, the District of Columbia, Los Angeles, Minneapolis, San Francisco and Seattle, adopted local ordinances increasing the minimum wage in their jurisdictions.

There is growing momentum in states and cities to pass fair scheduling laws so that workers can better plan for family life and finances. Since 2014, laws have been passed in Emeryville, California; New York City; Oregon; San Francisco; and Seattle. In addition, states and municipalities have been taking action on paid sick days and family leave. Since 2014, 25 cities, three counties and six states have enacted paid sick day laws, and two states (New York and Washington) and Washington, D.C., have enacted paid family and medical leave requirements.

Unfortunately, the rich and powerful have worked to rig the rules to make it harder for working people at the local level to raise wages and improve labor standards in their communities. Over the past four years, 14 states have adopted minimum wage preemption laws. Half of states currently preempt local minimum wage ordinances. The American Legislative Exchange Council has led a concerted campaign to prohibit local minimum wage ordinances through state preemption laws. Several local minimum wage ordinances have been nullified by corporate-backed politicians who have worked to prevent working people from taking action in their communities. State preemption of labor standards is not limited to minimum wage; other labor standards are prevented in some localities, including policies like paid sick days (19 states) and fair scheduling requirements (eight states).

Working Families Agenda

In the past four years, the AFL-CIO, with the leadership of the Executive Council Committee on Women Workers, has shifted the priorities of working women closer to the

core work of the federation by dedicating resources to women’s programming and deepening partnerships with leading voices in the broader women’s community.

In the fall of 2015, the Executive Council Committee on Women Workers launched a survey of working women, both union and nonunion, which received nearly 25,000 responses and recruited more than 8,000 new online activists. The survey results are detailed in the report “Our Voices: A Snapshot of Working Women,” and formed the basis for a women leaders strategy session at the annual 2016 Martin Luther King Jr. Civil Rights Conference, and a unified working women’s policy agenda for the labor movement.

Over the course of the 2016 election cycle, the AFL-CIO leveraged the working women’s policy agenda to elevate women campaign organizers and the issues that matter to women and families most. This included a media tour of working women’s campaign events in the spring and summer of 2016, which included 10 campaign events with local women labor leaders—roundtables, phone banks, worksite visits and press availabilities—across four Tier 1 states. We collaborated with several affiliate unions to host an election tele-town hall reaching thousands of union women. The AFL-CIO paired this grass-tops strategy with organizing tools that local leaders, affiliates, CLUW and other constituency groups used to engage members on what was at stake for working women and their families.

In January 2017, millions of women and allies joined the Women’s March on Washington, and sister marches around the country, to show the incoming administration that women will stand together to defend the rights of our communities. The AFL-CIO worked with our affiliates to bring labor’s economic message to the platform and coordinated a union women’s bloc at the Washington, D.C., march, affiliate engagement and social media outreach. Sixty-eight state and local federation bodies promoted the Women’s March on Washington or a sister march to union members in their area, recruited volunteers or recruited speakers for a local march.

Global Economy

As more workers in the United States are employed by multinational corporations, global strategies must be integrated into local organizing campaigns. Working with affiliates, their unions and other allies, we have used

global strategies to organize workers at companies like Zara, increase worker bargaining power and defend the human rights of workers at multinationals, whether they are in Mississippi or Honduras.

In the face of growing inequality and domination of the global economy by corporations and the financial industry, we have engaged with global partners in strategic alliances to get workers’ voices heard on issues like trade, corporate accountability in supply chains, migration, privatization and austerity. We also have joined with the global labor movement in confronting the rise in right-wing populism and xenophobia in response to growing economic inequality.

We have helped change the debate on trade. The defeat of the TPP, like that of the Free Trade Area of the Americas in 2005, resulted from unions and their allies working not only in their countries, but by linking across borders to unmask the corporate-driven model of globalization that has reduced workers’ share of the wealth they produce. Unions and our allies have made clear that corporations should not have privileged access to justice and a private system (investor-state dispute settlement, or ISDS) to defend their interests, while workers and communities have none. We are taking that same approach to the renegotiation of NAFTA.

We continue to file new trade complaints, as in Colombia in 2016, to show how the trade model does not include workers’ rights, and remain engaged in trade issues with countries like Bangladesh, Guatemala and Honduras.

Aside from our work on U.S. immigration reform and defense of all American workers, regardless of their immigration status, we have led in the global fight to defend workers’ rights and human rights in international forums that set standards for global labor migration and recruitment.

To facilitate organizing in multinational corporations, the AFL-CIO works with global partners to create new standards for how work is organized and workers are protected. As an increasing amount of value is produced in global supply chains, the AFL-CIO has been a leading voice in the push for worker-driven corporate accountability that places freedom of association at the center of negotiated and enforceable agreements. In this work, we have raised the awareness of many in

the human rights community who were willing to settle for forms of corporate social responsibility that do not challenge power relations in the workplace or produce binding agreements with corporations operating in multiple countries.

Our support for the Bangladesh Accord on Fire and Building Safety and our trade complaint in Colombia are examples of our role in connecting life-and-death issues with the daily struggle for worker rights in a global economy, where corporations have too much power and are made to take little responsibility.

Working with affiliates and the Solidarity Center, we have built strategic partnerships with labor movements in Brazil, Germany, Korea, Mexico and elsewhere to defend workers' rights and build democracies that include workers as key to change toward more just societies.

A Strong and Inclusive Labor Movement

In States

The AFL-CIO understands that power is built and maintained at the state and local level. Strong central bodies across the nation move our programs, our members and our country forward. In order to combat the modern-day threats we as a movement face, strengthening our state and local organizations has become paramount.

Working with our affiliates, state federations and local leaders, we have helped strengthen structures and shepherd organizational change in areas large and small. This is a direct result of Resolution 28 from the 2013 Convention, which called on the AFL-CIO to make structures worthy of investment to strategically lead local and state labor movements with a plan and measurable goals. With existential threats around every corner, our organizations evolved to be more innovative and responsive to affiliates' needs, and found new ways to grow our movement.

Through this evolution, we invested in the Southern central labor councils like never before, helped state federations and local movements hire more than 20 new field staff, and made sure all CLCs and state federations had transparent accounting procedures so that unions knew how their members' money was being resourced

and allocated. Governance and oversight allow us to make sure we will have strong structures in the future that can win victories for working families.

Working America

In 2003 the AFL-CIO Executive Council created Working America, the labor movement's premier field operation. Working America brings people who don't have a union on the job into labor's fights for good jobs and an economy that works for everyone. In the past four years, we've had more than 2.7 million conversations with working-class people in key battleground states.

Working America's 3 million members have worked alongside state federations, central labor councils and affiliated unions to beat back anti-worker attacks. In Missouri, we worked in several districts mobilizing working people to defeat right to work. And elsewhere, our members called their representatives asking them to vote against bad trade deals. We wrote letters urging governors to expand Medicaid and worked tirelessly to defend the Affordable Care Act.

Working America produced in elections, winning in 76 different races and posting exceptional results in down-ballot contests. In 2015, we engaged 1 in 3 voters in Philadelphia and powered now-Mayor Jim Kenney from 5th place to an overwhelming victory. In a state Supreme Court race in North Carolina in 2016, we led the progressive movement organizing voters at their doors and online. The combined efforts resulted in now-Justice Mike Morgan garnering 300,000 more votes than the then-incumbent Republican.

Working America has responded to the attacks on the freedom to have a union on multiple fronts, both in the private and public sectors. We contributed to organizing wins among retail workers and supported union signups in states that recently went right to work.

Strategic Communications

The ways in which union members and all Americans consume news are rapidly changing. The AFL-CIO consistently has worked hard to adapt our communications strategies and remain effective messengers to a wide variety of audiences.

Most recently, we have merged the Communications and Digital Strategies departments into one innovative,

modern and dynamic team, with the goal of creating a 21st century communications department for the labor movement. Innovations include a modern field communications operation that incorporates digital activism, and a rapid response team that utilizes press releases, video and social media to respond to working family issues. This new structure best positions ourselves to deepen member engagement and shape public opinion in an always-evolving, 24-hour, multiscreen news environment.

Over the past four years, the AFL-CIO has executed strategic communications plans that gave voice to workers and moved our priorities at the local, state, national and global levels. We launched a Raising Wages campaign, delivered high-profile speeches at places like the National Press Club, garnered national media attention at places like the Christian Science Monitor Breakfast, appeared on influential Sunday talk shows and guided messaging through an unprecedented political year. At the same time, we are taking full advantage of our digital tools that today's world demands.

The fact is, people are spending more time online than ever before, and we need to reach them where they are. For example, 79% of 50- to 64-year-old Americans now get their news on a mobile device, and voters spend twice as much time online as watching TV. On mobile alone, YouTube is the No. 1 broadcast cable network for 18–49 year olds.

We are making strides to grow our organic reach online. Since 2013, our YouTube channels have generated more than 2.5 million video views. Our main social media channels—Facebook and Twitter—are engaging millions of union members each month, connecting them to pro-union messages and ways they can show solidarity for priority campaigns. During the 2016 elections campaign, the #1uVote hashtag had 253,617,340 impressions. The AFL-CIO Facebook page reached 10.8 million users during the week of the election, and one video on Atlantic City went viral, with 16.2 million people reached on Facebook.

We joined Action Network in creating a custom, progressive Customer Relations Management (CRM) platform for mass emails, and we offer that platform to affiliates and state federations. This program has enabled us to send urgent actions to more than a half-million people each week.

We also have upgraded our websites and offer the content management system (CMS) to all state federations, central labor councils and affiliates. This is a tremendous cost savings and allows national unions to create a cohesive look across their locals. And the main AFLCIO.org website also has been updated to focus more on what unions do and how to form a union.

Through our combined Communications and Digital Strategies department, we are maximizing the reach of our message and ensuring one cohesive voice across all communications vehicles.

Data, Analytics and Infrastructure

One of the major innovations that came out of the AFL-CIO restructuring process was the creation of the new Data, Analytics and Infrastructure Resource department. Prior to the restructure, teams that worked on data, analytics and infrastructure were scattered across different departments.

By combining these teams, we've been able to break down silos and integrate efforts across all of our different types of work to fulfill three overarching goals.

The first is to build the backbone for member contact technology across the labor movement. This includes not only maintenance and development of the Labor Action Network (LAN), but also building out new tools—like the new union organizing tool we're currently working with affiliates and our partner Action Network to develop, to meet the challenges facing the labor movement as a whole.

The second goal is to save the labor movement money and resources by leveraging economies of scale. Membership in the AFL-CIO entitles affiliates to a set of products and services, either for free or at minimal cost. This includes enhancing affiliate membership files with voter file data as well as access to the LAN, the Action Network digital organizing platform, Working Families Toolkit, UnionHall—a website tool that services hundreds of locals, state federations and CLCs—and other tools.

Finally, we want to use tools and data to run the strongest and most effective campaigns that we possibly can. The Data, Analytics and Infrastructure Resource team will be working closely with the Mobilization Hub and other hub and resource departments on campaign strategy and tactics. This will include—but is not limited to—electoral

politics, how to plan for 2021 redistricting, effective strategies for using data to grow the labor movement and do member engagement, field reporting, modeling, targeting and other analytics to enhance affiliate membership files.

Young Workers

Through the NextUp Young Worker Program, we have continued to engage young workers as key stakeholders and future leaders of our organizations. Over the past several years, we have built a dynamic young worker program that is increasingly engaging young workers as active participants and leaders. We now have 87 state and local young worker groups affiliated with state federations and central or area labor councils. These young worker groups are connecting young people across the local labor movement, getting new issues on the radar and building leadership skills.

Alongside federation bodies, our affiliated unions have grown their young worker programs. Some 36 affiliates actively work with the AFL-CIO on young worker issues, and 18 of them have strong and vibrant young worker programs.

The AFL-CIO supports this work with the guidance of the Young Worker Advisory Council, which is composed of 34 young leaders from 28 affiliated unions, the constituency groups and the State Federation/Central Labor Council Advisory Committee.

In 2015 and 2016, the AFL-CIO released its Youth Economic Platform, which calls for action on the pressing issues facing young workers. The platform identifies four areas where Millennials demand action: strengthening workplace rights and protections; ending discrimination, exclusion and violence; ensuring postsecondary education access, quality and affordability; and restoring our democratic right to vote.

In 2016, this young worker infrastructure was activated to bring more young people into the democratic process. Young worker groups staged local debate watch parties. Together they organized a social media presence focusing on why young people vote and emphasizing the issues that engage young people over and above the candidates. They participated in a coordinated effort to register young people to vote.

Young people face tremendously challenging economic conditions. They are coming of age with unprecedented levels of debt in an economy that offers fewer good-paying jobs with benefits, and subjects them to much higher costs for basic needs—especially housing. And they have a vested interest in the labor movement. The most recent Gallup poll found that 69% of 18- to 35-year-olds surveyed support unions.

Civil Rights

AFL-CIO Labor Commission on Racial and Economic Justice

In 2015, the AFL-CIO launched a Labor Commission on Racial and Economic Justice to facilitate a broad conversation with local labor leaders around racial and economic disparities and institutional biases, and to identify ways to become more inclusive as the new entrants to the labor force diversify. The Labor Commission was co-chaired by UFCW International President Marc Perrone, USW International Vice President Fred Redmond and NTLA President Bhairavi Desai. They were supported by commissioners and Advisory Council members from across the labor movement.

Between July 2015 and March 2016, six labor commission hearings were held in Alameda County, California; Birmingham, Alabama; Boston; Cleveland; Minneapolis; and St. Louis.

The Labor Commission engaged in discussions, addressing racial and economic issues impacting the labor movement and offering recommendations for change. It created a safe, structured and constructive opportunity for local union leaders to discuss issues pertaining to the persistence of racial injustice today in the workforce and in their communities, and to ensure that the voices of all working people in the labor movement are heard.

The results of the commission were encapsulated in a comprehensive report and set of recommendations released in early 2017, including recommendations to:

- Build solidarity and understanding among union leaders and members on how race has been used to weaken labor unity, limit the growth of the labor movement and damage our efforts to advance economic reforms that benefit all working people;
- Build a more “diverse and inclusive labor movement,” by integrating the issues and concerns of members and

workers of color into labor's political and policy work at every level; and

- Work to ensure labor's leadership and decision-making structures reflect the diversity of our members, and all working people.

Voting Rights

The fight for a pro-voting rights agenda has become increasingly tied to the fight for good jobs and union over the past decade. This shift in how labor plays a role in moving pro-voter efforts is based upon the reality that our strongest opposition (corporations, the wealthy few and anti-union conservatives) have decided to use voter suppression and disenfranchisement as a strategy and tactic to cripple our movement. Their formula is simple—attack labor unions directly through laws like right to work, while simultaneously passing such discriminatory voter restrictions as photo ID requirements, eliminating early voting and purging voter rolls.

Fortunately, labor leaders across every sector have committed to double down on the fight to restore and expand our democracy by moving pro-voter policies and messaging that activates our members, their families and neighbors.

This collective decision to engage strategically in critical states has led to major policy breakthroughs. Voting rights for the formerly incarcerated have been restored in Maryland; automatic voter registration has passed in California, Illinois and Oregon; and online voter registration is now available in Florida and Pennsylvania. While these victories are notable, we have many more fights at the state and federal level until every eligible member of society is able to cast their ballots without barriers.

As we continue to lean in on voter protection programs in battleground states and advocate for laws that ensure the right to vote, we find ourselves more at the center of the ecosystem covering this area of work. Our members play a critical role on the ground as an advocacy base, and our leaders set the tone nationally.

Criminal Justice Reform

After adopting Resolution 13 at the 2013 AFL-CIO Convention, our movement set a course to bring a labor movement perspective and expertise to criminal justice reform. Our strategy has been threefold: (1) To shape the debate and create a political demand for reform

that prioritizes correction and rehabilitation in the most effective and worker- and community-focused ways; (2) To lead in policy fights that improve conditions within the courts and prison systems around the country for workers and those incarcerated to ensure fairness and justice for all; and (3) To lift up solutions that the labor movement brings to reduce incarceration rates before and after someone is exposed to the system—including everything from education investment and prevention programs in schools to apprenticeship programs inside of prisons to lower the rates of recidivism.

A highlight of this work was the labor movement's 2016 visit to Purdy Women's Correctional facility in Washington State with a delegation led by SAG-AFTRA member and Grammy Award-winning singer, writer and producer John Legend. The focus of the visit was centered on criminal justice reform from a worker and inmate perspective; it highlighted the benefits of an in-house pre-apprenticeship program that lowered the recidivism rate for participants down to less than 20%.

Labor on the Front Lines: Disaster Response

When disaster strikes, the labor movement responds. Even as we join together in St. Louis, the United States is still in active recovery from powerful natural disasters that have hit in just the last two months. Hurricanes Harvey, Irma and Maria left devastation in their wake across Texas, Louisiana, Florida, the U.S. Virgin Islands and Puerto Rico; and California is again facing the destruction that comes with raging wildfires.

Our members have been on the front lines working as first responders to fight the fires, evacuate people to safety, tend to the injured and restore power, and continue to provide critical public services during and in the immediate aftermath of both the fires and hurricanes. Affiliates across the country have jumped into action to send skilled workers, supplies and contributions to the affected areas, and our state and local federations have worked tirelessly to coordinate relief efforts on the ground.

After Hurricanes Harvey and Irma, truckers from unaffected states streamed into Texas and Florida carrying donated cleaning and building materials. Efforts are ongoing to keep needed supplies of water, solar lights and food headed to Puerto Rico and the U.S. Virgin Islands using cargo ships and planes.

Relief funds in Texas and Florida have raised more than \$750,000 between them to assist the close to 4,000 members who have applied for assistance. Unions in the U.S. Virgin Islands have been coordinating efforts to get help to members and call attention to the need for supplies and donations. And in Puerto Rico, after Hurricane Maria leveled the island, labor again stepped up.

On five days' notice, union members from around the country answered the call to deploy to the territory for two weeks to help our brothers and sisters on the island heal, repair and rebuild.

In California, while the fire remains active as of this writing, recovery and rebuilding assistance efforts already are under way, with union members on the front lines and unions creating relief funds and offering assistance to families navigating the first steps in reconstructing homes and communities.

Sadly, our members are not just called upon to react in times of natural disaster, but to man-made tragedies as well. This month, Las Vegas became another American city reeling from the aftermath of a mass shooting. Just 16 months after the largest mass shooting in modern American history at Pulse Nightclub in Orlando, Las Vegas claimed that sad distinction.

In both incidents, union members were killed. And in both incidents, our members rushed in to tend to the wounded and assist people in escaping to safety. While we will continue to work toward the goal of a less violent society, and hope for a day where mass shootings are a thing of the past, we know our members and our unions will continue to run to the aid of all those who need it.

In response to tragedy, our members and our unions respond as we always do: immediately, instinctively and unquestioningly.

DEPARTMENT FOR PROFESSIONAL EMPLOYEES, AFL-CIO

Over the past four years, the Department for Professional Employees, AFL-CIO has worked tirelessly for its members and the labor movement. Under the direction of President Paul E. Almeida, DPE created a suite of organizing materials tailored to professionals, launched a program series looking at the future of work, promoted the benefits of unions to nonunion professionals, coordinated collective action among affiliates, and grew DPE with the addition of four new affiliate unions.

The Professional Workforce

As DPE celebrates its 40th year as an AFL-CIO trade department, the workforce and the labor movement looks much different than it did when DPE was created in 1977. Since then, professionals have grown from composing 25% of the workforce and less than 18% of union members to become 38% of the workforce and 42% of union members.

In the past four years, the number of employees in professional and technical occupations increased by 5.9 million. The number of union members in professional and technical occupations grew by 398,000. The education level of the U.S. workforce also has continued to grow, with 43% of workers having earned at least an associate's degree, up from 40% in 2013. The number of union members with at least an associate's degree has increased by more than 300,000 since 2013.

The Future of Work and the Labor Movement

Work and the workforce is changing. Demographic shifts and ongoing technological innovation pose challenges and opportunities for the labor movement and professionals. DPE launched a series in 2015 that brought unions, academics and other stakeholders together to talk about how unions can continue to be innovative, dynamic institutions that will thrive in the future.

DPE's latest program in March 2017 focused on union engagement of millennials. Young professionals' strong interest in unionizing—supported by survey data, organizing victories and one-on-one conversations—demonstrates the importance of this outreach.

Professional Union Members

DPE's 23 affiliate unions represent a significant percentage of the more than 6 million professional union members employed in education and health care; science, engineering and technology; legal, business and management; media, entertainment and the arts; and public administration.

In the past four years, DPE has grown its membership with the addition of four new affiliate unions: American Guild of Variety Artists (AGVA), Guild of Italian American Actors (GIAA), Stage Directors and Choreographers Society (SDC), and Professional Aviation Safety Specialists (PASS). DPE's organizing, research, and legislative and policy accomplishments made it possible to bring these new affiliates on board.

Organizing Professionals

DPE assisted its affiliates with organizing by identifying and understanding professionals' unique preferences and creating resources based on these findings. DPE has created a comprehensive collection of materials that cover internal and external organizing along with new-hire orientations. The following is an overview of these key resources, which were widely distributed to DPE's affiliate unions:

- ***Growing Your Union: Engaging Professionals Through New Hire Orientation*** is a step-by-step guide for establishing or improving an orientation program that effectively conveys to new hires the benefits of becoming a union member.
- ***Extend the Invitation: A 10-Step Approach to Internal Organizing*** is a resource designed to increase membership using a positive, face-to-face approach.
- ***Guide to Organizing Professionals*** is designed to help unions understand what sets professionals apart from other employees and what they want from a union.

Research

DPE's research projects in the past four years have been designed to help affiliates gain a better understanding of professionals' attitudes toward unions and identify opportunities for new member organizing. The following is an overview of DPE's major research projects:

- In October 2016, DPE sponsored a survey of nonunion professionals to assess their attitudes toward unions and inform affiliates on how to engage.
- In 2015, DPE began producing in-depth reports about industries where affiliates employ and organize professionals. These reports looked at how industry changes would affect affiliates' membership and future organizing opportunities.
- DPE regularly updates nearly 40 of its publications that educate readers about issues impacting the professional and technical workforce, and communicate the benefits that come from union membership.

Political and Legislative Activity

DPE monitored federal policy developments and coordinated activities in order to advance the interests of affiliates and professionals. Immigration, intellectual property and federal arts funding were particularly active policy fronts for DPE during the past four years. Major efforts included:

- **H-1B and Other High-Skilled Visas:** Since 2013, numerous unsuccessful attempts have been made to reform our broken immigration system. DPE and affiliates have been a part of all of the major conversations concerning immigration reform, and continue to stand by the principles outlined in Ray Marshall's plan, "Immigration for Shared Prosperity: A Framework for Comprehensive Reform."
- **O and P Visas:** DPE's 12 arts and entertainment affiliate unions serve an official advisory role in the adjudication of O and P visa petitions available for performers and support personnel in the industry. Over the past four years, DPE and its affiliates have had meetings at both the department and congressional levels as part of an effort to reform the O and P visa approval process.

- **Intellectual Property and Copyright:** DPE supported the efforts of affiliates in the arts and entertainment industry to advance public policies that would strengthen intellectual property and copyright protections for professionals in creative industries.
- **Arts Funding:** President Trump's Fiscal Year 2018 budget blueprint proposed eliminating the National Endowment for the Arts and National Endowment for the Humanities and privatizing the Corporation for Public Broadcasting. The cuts would hurt many hardworking affiliate members in the arts and entertainment industry, and workers employed by the agencies. DPE coordinated a joint response with its arts and entertainment union affiliates that resulted in the relevant House Appropriations subcommittees approving continued funding.

Outreach and Coalition Building

DPE affiliates regularly worked together to offer mutual support and assistance. Connecting affiliates, both informally and formally, is an important role served by DPE. By working together, DPE affiliates put their collective weight behind issues that affect professionals.

The Arts, Entertainment, and Media Industry Coordinating Committee allowed DPE's 12 arts and entertainment unions to work together to serve the best interests of their members. The AEMI unions relied on DPE to coordinate meetings, events, and legislative and policy priorities.

DPE continued its active involvement with the American Library Association as a way to reach thousands of potential union members at the ALA annual meeting through programming and on the exhibit floor.

Summary

Over the course of its 40-year history, DPE has represented the needs of professionals in the labor movement. In this time, professional and technical employees grew from a small segment of the workforce and union membership into a substantial force. In the past four years, DPE has worked to build a foundation to help its affiliates organize and represent the workforce of the future.

MARITIME TRADES DEPARTMENT, AFL-CIO

For 71 years, the Maritime Trades Department, AFL-CIO has been fighting for mariners, dockers, shipbuilders, vessel suppliers and the other working men and women across the United States and Canada.

Through our 22 affiliated unions and 21 Port Maritime Councils in both countries, the MTD stands watch from the local to the federal levels to make sure merchant vessels flying Old Glory or the Maple Leaf ply domestic and international waterways with well-trained citizen crews.

Fight for Jones Act

As has been the case since our chartering in 1946, the MTD continues to repel attacks against the Jones Act, the U.S. freight cabotage law. The Jones Act is the familiar name for a section of the 1920 Merchant Marine Act that states cargo moved from one domestic port to another must be carried aboard U.S.-flag, U.S.-owned, U.S.-built and U.S.-crewed vessels. Cabotage is not unique to the United States. Such laws are found in nearly 50 other countries, including Canada.

Perhaps the biggest challenge to the Jones Act came during the 2016 Puerto Rico budget crisis. A disinformation campaign swept the island, spreading lies about the cost of U.S.-flag vessels delivering goods from the mainland to the commonwealth. The MTD and its affiliates fought back. This department made sure the results of a U.S. Government Accountability Office study showing that the U.S.-flag container fleet not only provided top-notch service and reliability, but also had achieved significant price reductions over the last few years, were disseminated widely. The Jones Act remains intact for sailings to and from Puerto Rico.

Before, during and after the battle for the Jones Act in Puerto Rico, the MTD and its Port Maritime Councils beat back several attempts to sneak through legislation killing the national law.

One important example shows the power of our Port Councils' grassroots network. Last year, the MTD office

learned of a possible anti-Jones Act amendment to a defense appropriations bill. Our office immediately alerted all 18 U.S. Port Councils. The ask was simple: contact your congressional representatives' offices and warn them the amendment is coming. Within hours, so much opposition was generated that supporters withdrew the amendment.

In Canada, a similar grassroots action stopped the loss of Canadian maritime jobs to foreign workers. During 2015, affiliates and Port Councils pointed out that the then-federal government was issuing waivers allowing foreign flag-of-convenience vessels to sail Canadian waters with foreign crews, while properly documented and well-trained Canadian mariners sat ashore without work. Following a series of lawsuits, the Seafarers Union of Canada announced a settlement that enforces the law to the benefit of Canadian mariners.

Elections Matter

While the waiver fight was taking place, our Canadian sisters and brothers were very involved in another campaign to protect good jobs. Leaked copies of the secretly negotiated Canadian-European Union Comprehensive Economic Trade Agreement (CETA) showed a deal that would take domestic dredging jobs from Canadian workers and give them to foreign companies with foreign crews. Port Councils from Montreal and Hamilton-Niagara regularly protested in Ottawa on Parliament Hill. They were joined by fellow unions once additional CETA leaks revealed further job giveaways. All this took place as Canada was preparing for its 2015 federal elections.

Grassroots efforts toppled the sitting government and brought in a worker-friendly one. Attempts to pass CETA came to a stop.

In the United States, our Port Councils remain very active in their communities—helping in races from city councils to state legislatures to Capitol Hill. The MTD is proud of their work. It is an important reason why maritime issues—like the Maritime Security Program, domestic shipbuilding, cargo preference, support for the Export-Import Bank and others—receive strong bipartisan support.

Port Councils also are on the front lines in the war against unfair and unnecessary “right to work” laws. The St. Louis Port Council remains committed to stopping its implementation in Missouri. Port Councils in Cleveland and Toledo worked with other unions and community activists to stifle right to work in Ohio. The Hampton Roads (Norfolk) Port Council actively campaigned last year to reject a Virginia constitutional amendment that would have enshrined this misguided law.

Solidarity with Affiliates

Over the past four years, the MTD and our Port Councils have proudly stood with our brothers and sisters in need. We were on the lines from day one last year when the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW) hit the bricks against Verizon. We have worked hard to inform as many people as possible about the Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM) campaign against Mondelēz/Nabisco. We stood with Association of Flight Attendants-CWA members as they marched and succeeded in getting a contract with United Airlines.

In fact, our solidarity included the arrest of Executive Secretary-Treasurer Daniel Duncan with Mine Workers (UMWA) President Cecil Roberts and others during a sit-down protest for pension rights in front of Peabody Energy headquarters in St. Louis just weeks after the last AFL-CIO Convention.

Active in the Community

Across the United States and Canada, our Port Councils are very involved in their hometowns.

Many Port Councils raise funds for community causes and scholarships. The South Florida Port Council sponsors an annual Shoot for the Cure event that has cleared more than \$50,000 for the Leukemia and Lymphoma Society. The Hawaii Ports Council helps the local Special Olympics. The Puget Sound (Seattle/Tacoma) Port Council donates toys to children of local service members deployed overseas during the holidays. The Hamilton-Niagara (Ontario) Port Council participates heavily in a local golf outing that donates an average of \$100,000 annually to a facility for children with special needs. The Southern California Port Council offers inner city children a day at sea. Members of the (Detroit) Michigan Port Council participate in the Clinton River Watershed Cleanup. The New Orleans Port Council takes part in the annual Dollars Against Diabetes effort.

Looking Ahead

The MTD will remain vigilant and continue the fight to improve the lives of our members within the MTD and the AFL-CIO.

METAL TRADES DEPARTMENT

The Metal Trades Department is a unique entity within the AFL-CIO. The department is the umbrella organization that provides fundamental organizing, representation and collective bargaining services to our 25 Metal Trades Councils and five Federal Employees Metal Trades Councils, as well as coordinated and strategic support for legislative and political advocacy and training.

The department represents multiunion units in a diverse range of industries, including nuclear research and development, nuclear remediation at dozens of sites operated by private contractors under the supervision of the Department of Energy, military reservations under control of the Department of Defense, shipbuilding and repair in private and Navy facilities, petrochemical and refinery operations, and other manufacturing.

Each of these industries presents unique employment characteristics, economic circumstances and collective bargaining challenges.

Challenges Facing Our Units

Nuclear Work

In the department's nuclear facilities—Oak Ridge, Tennessee, and Sandia National Laboratories in New Mexico; the Hanford project in Richland, Washington; Amarillo, Texas; and Idaho Falls, Idaho—we continued our fight with the Department of Energy over its Order 350.1, which required DOE contractors to study the benefit plans of current employees and those retired employees who receive benefits. The order required a comparative study of similar organizations to ensure benefits at DOE facilities did not exceed 105% of those comparator organizations. If they did, the DOE required its contractors to take corrective action. However, as the Metal Trades Department pointed out in a white paper regarding the order, there are no comparator organizations that perform the work of nuclear facilities.

Order 350.1 led to Amarillo Metal Trades Council workers at the Pantex Nuclear Facility in Texas going on strike in August 2015, after seven months of negotiations with the contractor. The strike ended after then-DOE Secretary

Ernest Moniz exempted the unionized nuclear workforce from the order.

Hanford Atomic Metal Trades Council workers have had serious safety and health concerns at the Washington State facility. The council has issued multiple stop-work orders due to chemical vapor leaks at the plant. The Metal Trades Department and HAMTC have been working closely with the Washington State attorney general, Bob Ferguson, to protect workers at the site from vapor exposures at the tank farms.

The safety and health of our nuclear workforce remains the paramount concern for the Metal Trades Department. Expected funding decreases in the federal budget will continue to threaten these workers, who do some of the nation's most dangerous work.

Federal Sector

Federal workers at the Department of Defense represented by the Metal Trades Department councils have experienced repeated attacks on their pay and benefits. Beyond our own efforts to protect our workforce, the Metal Trades has joined with other labor organizations to form the Federal Workers Alliance to lobby Congress and take proactive steps to protect these workers. Beating back budget cuts, attacks on official time, sequestration and calls for a nationwide "right to work" law have been a key focus of the department's policy work on the federal front.

Shipbuilding

The Metal Trades Department has continued to build and maintain very positive labor-management partnerships with our U.S. Navy and private shipyards. Our relationship with Naval Sea Systems Command has grown, and continues to produce positive outcomes that have saved the Navy millions of dollars and opened the lines of communication at every level.

Although there have been setbacks, including the realization that a hard-fought organizing campaign at Austal Shipyard in Alabama was deemed unwinnable

at this time, and the closure of Avondale Shipyard in New Orleans, we have seen increased hiring at many of our represented yards, including the Huntington Ingalls Industries Navy shipyard in Pascagoula, Mississippi. The Trump administration also has promised an increase in the Navy's fleet of ships, which would again spur hiring at the five Navy shipyards.

The department has had to weather repeated attacks on the Jones Act by politicians and special-interest groups that would like to be able to outsource the work our members do in shipbuilding and repair. Although we have been successful so far, we expect to see continued attacks from those who would benefit financially from offshoring these critical jobs.

Apprenticeship and Training

The Metal Trades Department and its councils around the United States and Canada continue to recruit and train workers through our various labor-management apprenticeship programs. Many of our councils at DoD installations have worked with individual affiliates to recruit and train veterans as union tradespeople. The department, its affiliates and councils will continue to explore ways to bolster our skilled workforce as retirements hit the department's units.

Politics and Legislation

Working at the local and national level, the Metal Trades Department and its councils escalated our involvement in politics over the last four years.

We have seen active participation in local politics from each of our councils, including volunteering for worker-friendly candidates.

The Metal Trades Department regularly testifies before Congress on legislative issues and meets with members of the Cabinet to advance the issues and mission of the department.

Organizing

Over the last four years, the Metal Trades Department has focused heavily on internal organizing at our already-recognized units. Understanding the importance of having wall-to-wall units, we have held organizing workshops and trainings at our various worksites and at our annual conferences.

The Metal Trades Operations and Administration

The Metal Trades Department is governed by an 11-member Executive Council and led by President James Hart. President Hart works with two general representatives to assist in handling difficult collective bargaining situations, jurisdictional issues and training programs. A corps of representatives from the 17 affiliated unions works closely with the department to fulfill its mission. President Hart was elected by the department's Executive Council in July 2016 to fill the vacancy left by President Ron Ault's retirement. President Hart was re-elected by acclamation at the department's 70th convention in October 2016.

Over the past four years, the department has invested more time and resources in e-activism, using social media, email and our website to quickly and efficiently disseminate our message. Each of the councils has been encouraged to open Facebook and Twitter accounts, and to spend time cultivating these accounts to reach a larger swath of their membership.

Summary

The Metal Trades Department, like all those in the labor movement, recognizes the challenges that lie ahead. It is imperative that we educate and activate our members at all levels. The attacks against the labor movement will continue to threaten working families and serve to highlight the need for strong unions. As the representative for multiunion units, the department has the unique ability to have the strong voice of multiple large, industrial, influential unions supporting its mission. We know with their support, as well as the support of the AFL-CIO and our members on the front lines, we will continue to be successful in fighting for the rights of all workers.

NORTH AMERICA'S BUILDING TRADES UNIONS

Overview of North America's Building Trades Unions Key Activities

President Sean McGarvey, Secretary-Treasurer Brent Booker and the Governing Board of Presidents from its 14 affiliates for North America's Building Trades Unions (NABTU) have charted a course that will increase work opportunities for the men and women they represent, as well as continue to promote and protect building and construction trades union members throughout North America.

Since 2013, NABTU is proud of its ongoing projects and accomplishments and has undertaken many new initiatives. Those projects and accomplishments include (but are not limited to) the following:

- Legislative and political grassroots program
- Community Workforce Agreements and inclusive language in project labor agreements that give training and employment opportunities to women, people of color and veterans through apprenticeship readiness programs
- Education, apprenticeship and training
 - The New Building Trades Academy
 - Building Trades Multi-Craft Pre-Apprenticeship Program—Core Curriculum 3
 - Apprenticeship Readiness Programs (APRs)
- Capital Strategies
- Helmets to Hardhats
- CPWR—Center for Construction Research and Training
- Establishment of relationships with owners and industries where building trades representation has been limited or nonexistent (oil and gas industry, Nuclear Energy Institute, Electrical Energy Institute, Waterways Council, American fuel and petrochemical manufacturers, PILMA, American Chemistry Council, etc.)
- Labor-management cooperation culture

Legislative and Political Program

North America's Building Trades Unions has built an aggressive government affairs and political program. NABTU has identified a clear and concise legislative agenda that emphasizes the most pressing policy challenges facing our membership, contractors and industry partners.

Infrastructure Investment and Job Creation—NABTU supports a broad-based, aggressive investment strategy to meet our infrastructure needs and provide for sustained job opportunities for our members across all infrastructure sectors. Whether it is our roads, bridges, waterways, ports, municipal water systems or public buildings, the time has come to engage in serious terms about investing in America's crumbling infrastructure. In particular, given the large number of NABTU members across the energy sector, we are committed to working with Congress and our industry partners in creating a balanced approach to domestic energy development that will result in economic prosperity, enhanced domestic energy security and robust job creation.

The Importance of a Strong Workforce and Workplace Standards/Preservation of Labor Standards

Safeguarding Davis-Bacon and Project Labor Agreements

- The Davis-Bacon Act mandates payment of local prevailing wages on projects funded by the federal government. It prevents competition for federal construction contracts from artificially depressing local labor standards. NABTU continues to spearhead a bipartisan effort to preserve and safeguard efforts to repeal or weaken prevailing wage protections in the construction industry.
- A project labor agreement (PLA) is a pre-hire collective bargaining agreement establishing the terms and conditions of employment on one or more construction projects. NABTU continues to spearhead bipartisan efforts to ensure the federal government has the option of using PLAs on its construction procurement efforts.

Workforce Development

NABTU is committed to training and workforce development in the construction industry, as demonstrated through our investment in registered apprenticeship. Through our 1,900 training centers across the United States and Canada, we train 71% of all construction apprentices. As key stakeholders in workforce development, we have worked with allies in Congress to come up with creative public policy solutions that strengthen our efforts and build capacity to model our success in other industries.

Responsible Immigration Reform

For far too long, U.S. immigration policy has been broken. NABTU continues to fight for our workforce and industrywide standards by supporting efforts that hold unscrupulous employers, who manipulate this broken system to exploit immigrant workers, to account and advocating for a fair and accessible path to citizenship for undocumented construction workers.

Multiemployer Pension Plans

NABTU is committed to working with our allies to protect multiemployer retirement plans. We recognize that we need solutions that address the long-term challenges facing both business and labor. NABTU continues to build upon legislative efforts that strengthen and preserve multiemployer health and pension plans for beneficiaries and their families.

In order to continue to build upon achieved success, the NABTU plan calls for advocacy beyond Congress and includes outreach to relevant federal agencies with regulatory impact and the executive branch. NABTU remains committed to employing all of our resources to leverage success—standing policy committees, local and state district councils, internal research capacity, a massive training infrastructure and the combined strength of our bipartisan political relationships.

Education and Training

In January 2013, the NABTU Governing Board authorized the department to establish the Building Trades Academy, a successor program to the Union Skills Program at the National Labor College. In partnership with Michigan State University, the Building Trades Academy offers courses in construction organizing, collective bargaining, labor law and education techniques that are designed for Building Trades staff and leadership. Faculty from Michigan State's School of Human Resources and Labor Relations provide curriculum development and assessment support to the academy. The academy course calendar is available online: http://hrlr.msu.edu/employment_relations_construction/academy.php?infotabs=1#.UcSflpxHj3g.

In 2015, NABTU worked with Rowan University, a highly ranked public institution in the New Jersey state college system, to develop a successor program to the construction management program at the National Labor College. The Rowan University bachelor's degree in construction management is specifically designed

for Building Trades members with experience in the construction industry. The Rowan program is fully online, affordable and accessible. In 2016, NABTU entered into an articulation agreement with Rowan University to provide higher education credit for Building Academy classes. Building Trades members must apply to the Rowan University Construction Management Program in order to get these credits on their transcripts. In 2017, approximately 1,000 Building Trades officers, members and staff will attend Building Trades Academy classes and trainings.

Building Trades Multi-Craft Core Curriculum

Over the past 10 years, NABTU's Standing Committee on Apprenticeship and Training has increased its efforts to promote and grow Building Trades Apprenticeship Readiness Programs through the implementation of the Building Trades' Multi-Craft Core Curriculum (MC3). The MC3 is a standardized pre-apprenticeship curriculum designed to provide young people and adults an opportunity to learn about careers in the construction industry and, should they choose a career in the crafts, to prepare them for Building Trades registered apprenticeship programs.

The MC3 program was successfully launched in Maryland in 2008 and has expanded rapidly since then. Today there are more than 125 Apprenticeship Readiness Programs using the MC3 across the United States. From 2015–2017, nearly 2,800 people successfully completed these programs. Of this total, 80% were from communities of color, and 16% were female.

The MC3 has garnered both state and local acclaim as an effective pathway into apprenticeship for under-represented populations. In 2009 the Building Trades' Multi-Craft Core Curriculum was adopted by the U.S. Department of Labor as a recognized curriculum for use by YouthBuild programs supported by grants from the Employment and Training Administration. In addition, MC3 was modified for use in Job Corps programs. With the development of special interest in MC3 as a tool to provide pathways into the crafts for women and communities of color, new modules were developed by NABTU's Women in the Trades and added to the MC3 curriculum, including those on diversity awareness, sexual harassment prevention, women's health issues in construction and preparation for the apprenticeship entrance interview. NABTU continues to focus on advancing public policies that strengthen registered apprenticeship and that open

pathways to apprenticeship for women, communities of color and transitioning veterans.

NABTU Apprenticeship Readiness Programs

North America's Building Trades Unions sponsors comprehensive apprenticeship-readiness training programs throughout the United States, which are part of the largest pre-apprenticeship training system in the U.S. construction industry. Apprenticeship Readiness Programs (ARPs) are sponsored by state and local Building Trades Councils, training coordinators, contractors and Joint Apprentice Training Committees in partnership with local community groups, government agencies and schools—both community colleges and secondary schools. NABTU's 125 ARPs provide a gateway for local residents, focusing on women, people of color and transitioning veterans to gain access to Building Trades registered apprenticeship programs. Some 80% of ARP graduates have come from communities of color, and 25% are female. NABTU's ARPs teach the nationally recognized Multi-Craft Core Curriculum (MC3), a comprehensive pre-apprenticeship training curriculum that was developed and approved by the Building Trades National Apprenticeship and Training Committee in 2008. In 2012, the U.S. Department of Labor awarded NABTU and the MC3 the department's Registered Apprenticeship Innovator and Trailblazer Award at its 75th anniversary celebration.

Capital Strategies Overview

North America's Building Trades Unions' Capital Strategies program was created in 2016 to facilitate a more active partnership between NABTU and the trustees, administrators, advisers and investment managers of our members' pension savings, in the pursuit of benefit improvements and prudent, responsible and financially sound investment policies.

NABTU takes very seriously the fiduciary duties governing pension fund administration. The Capital Strategies program seeks to make certain our members' pension funds are managed in a manner consistent with their long-term economic interests. We consider this our primary goal, and one consistent with encouraging responsible investment and proxy voting policies, active ownership and responsible business behavior by companies our funds invest in.

To accomplish these goals, our Capital Strategies program helps elect and appoint effective trustees,

educates and provides technical support to union trustees, promotes responsible investment and proxy voting policies, and builds close working relations with the investment consultants and managers of our members' pension funds.

Helmets to Hardhats

Helmets to Hardhats is a national nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry. The program is designed to help military service members successfully transition back into civilian life by offering them the means to secure a quality career in the construction industry. The program is supervised by a board of trustees for the Center for Military Recruitment, Assessment and Veterans Employment, and by an executive committee, both of which are joint labor-management driven entities.

Most career opportunities offered by the program are connected to federally approved apprenticeship training programs. Such training is provided by the trade organizations themselves at no cost to the veteran. In fact, most of the program's successfully placed workers in the construction industry begin with little or virtually no experience in their chosen field.

All participating trade organizations conduct three- to five-year earn-while-you-learn apprenticeship training programs, which provide service members with everything they will need to know to become a construction industry professional with a specialization in a particular craft. And, because these apprenticeship programs are regulated and approved at both federal and state levels, veterans can utilize their Montgomery G.I. Bill or Post 9/11 G.I. Bill benefits to supplement their income while they are learning their trade.

Helmets to Hardhats continues to work closely with the Departments of Defense, Labor and Veterans Affairs to ensure outreach to our nation's transitioning military service members. Specific programs within the military include the Soldiers for Life and Marines for Life programs, along with other similar entities. Helmets to Hardhats continues to operate under funding means sought out and provided by North America's Building Trades Unions and its affiliates, and through labor-management relations. The program continues to

improve and grow while continuing to provide a high quality of services to our nation's veterans.

This year marks the program's 14th year of operations; the program is aware of more than 25,000 known successful transitions of military service members to careers within North America's Building Trades Unions and signatory contractors. Helmets to Hardhats continues to maintain a reputation predicated on the success of veterans being helped into stable construction careers. Additionally, the program continues to develop and maintain its network of relationships and communication lines that are unique and invaluable to our nation's National Guard and Reserves, retirees and transitioning active-duty military service members. The Helmets to Hardhats program remains steadfast in its duties and responsibilities to its key stakeholders and will continue its mission to provide help to the brave men and women who have protected this great nation.

CPWR—The Center for Construction Research and Training

CPWR is NABTU's nonprofit organization focusing on construction safety and health. CPWR serves as the NIOSH-funded National Construction Research Center, and also is the recipient of major cooperative agreements with the National Institute of Environmental Health Sciences and the U.S. Department of Energy. Combining these three major programs, CPWR's operating budget is approximately \$15 million annually. CPWR is nationally and internationally recognized as a leading construction safety and health research and training institution, with 33 full-time employees and a network of more than 50 institutions working on its behalf. CPWR seeks guidance on all research, training and service programs from two NABTU standing committees (Safety and Health and Apprenticeship and Training), and its executive director serves as NABTU's director of safety and health.

Over the past five years, CPWR has continued its research program targeting issues and hazards that account for the most fatalities, injuries and illnesses in the U.S. construction industry. CPWR, along with OSHA and NIOSH, leads a national construction falls fatalities campaign and annual safety stand-down to heighten awareness of how to prevent falls. Falls consistently

account for one-third of all construction fatalities every year, meaning that in the United States, one construction worker, on average, is killed every day due to a fall. In 2017, an estimated 5 million workers participated in the annual falls stand-down. CPWR has approximately 20 construction safety and health research projects going on at any given time. Its research findings and other construction safety and health resources are posted online through a series of audience-specific websites that can be accessed through CPWR's main site, www.cpwr.com. Overall, CPWR's websites received 1,112,905 visitors in the last year.

CPWR also has continued to expand its safety and health training programs over the past five years. CPWR operates an OSHA Training Institute Education Center to facilitate OSHA training within the Building Trades. In addition to OSHA training, CPWR delivers hazardous waste, disaster response, confined space, asbestos, lead, refresher courses and many more to Building Trades affiliates. These courses reach at least 80,000 union construction workers each year.

CPWR administers the Building Trades National Medical Screening Program (BTMed), which has provided more than 34,000 health screenings to former DOE construction workers who have worked at 34 DOE sites. In 2011, we added low-dose CT scans to the program, enabling the early identification of lung cancer.

Summary

The current leadership of North America's Building Trades Unions is committed to promoting and protecting building and construction trades members throughout North America by strengthening and enhancing NABTU's focus on its primary goals: job creation, legislation and political activism, owner and labor-management relations, training and education, marketing and public relations, and organizing.

With direction from the Governing Board of Presidents, NABTU's leadership understands that the construction industry and its business practices have evolved, and we are committed to making sure to develop the necessary industry relationships to promote and create new job opportunities for our members.

TRANSPORTATION TRADES DEPARTMENT, AFL-CIO

Since its founding, the Transportation Trades Department, AFL-CIO has been a forceful and effective advocate for transportation and labor policies that support workers and grow our economy. Our work and laserlike focus on issues that impact front-line transportation workers have not wavered since the AFL-CIO's 2013 Convention. Our activities over the last four years and plans looking forward are summarized below.

Snapshot of TTD

TTD's membership of 32 affiliated unions across all modes of transportation, including aviation, transit, transportation construction, longshore, maritime, rail and bus has remained steady since the last Convention. In 2015, TTD celebrated its 25th anniversary, and re-elected Edward Wytkind as president and Larry Willis as secretary-treasurer at the department's Convention Executive Committee meeting. In July 2017 Wytkind, who helped found TTD and who had served as its president since 2003, stepped down after more than two decades of service.

Upon Ed's retirement, the Executive Committee saluted him for "his visionary leadership, dedication to the labor movement, and more than 20 years of service to the millions of men and women who work on the front line of nation's transportation system. Today, TTD is a leader in the federal transportation arena. The organization is known for providing expert policy analysis on complicated transportation issues, working with political leaders on both sides of the aisle, and fighting for the basic rights of working people to form and join unions, earn a living wage and maintain safety at work. The unique achievements and well-respected reputation of this organization would not be possible without the vision and leadership of Ed Wytkind."

To fill the vacancy created by Wytkind's departure, the Executive Committee elected Willis, who has been with TTD for nearly 20 years and secretary-treasurer since 2010, as TTD's new president. Greg Regan was elected to fill the position of secretary-treasurer. Previously, he

served on TTD's legislative team, and before that as a chief of staff on Capitol Hill. Both elections were by acclamation.

2016 Election

As part of our continued efforts to insert issues important to transportation workers into the presidential election, TTD compiled the record of each candidate on issues directly related to our sector and those focused on rebuilding our nation's infrastructure. We then packaged this content into a series of short videos and pushed them out to voters and members through our unions and our own social media channels. We also produced blogs and other opinion pieces to make the case that candidates must come to the table with a real plan to support our transportation network as an engine for good, middle-class jobs.

Policy Overview

We arrive today at an uncertain time for transportation labor. The attacks on collective bargaining, basic labor standards and core safety rules have only intensified in our sector. Despite some notable successes, our nation's transportation infrastructure continues to crumble and is in dire need of massive investment. TTD and its affiliates also face new challenges as autonomous vehicles and other forms of automation threaten millions of jobs and promise to strain a regulatory framework not prepared for these emerging technologies. Bad trade deals and the failure to enforce agreements on the books threaten the jobs of too many transportation employees. And we face an unorthodox administration that has made both bold promises as well as concerning decisions in its first few months.

Despite these and other challenges, TTD has continued to be a strong voice for transportation labor, achieving meaningful policy victories at both the legislative and regulatory levels, and improving conditions for working people represented by our affiliated unions, regardless of the political environment.

Perhaps the most notable achievement for transportation labor since the last Convention was the passage of the Fixing America's Surface Transportation (FAST) Act, a long-overdue reauthorization of our nation's surface transportation program. This bill reversed years of short-term extensions and increased spending for transit systems, highways, bridges and passenger rail networks. The bill maintains Section 13(c) transit protections and Davis-Bacon requirements in federal grant programs, as well as funding offered through innovative financing. The FAST Act includes measures to address bus operator assault, protect transit workers' collective bargaining rights in public-private partnerships, improve Buy America rules, and enhance rail safety and the transport of hazardous materials. The final bill also rejected efforts to attack the bargaining rights of longshore workers and fast track the use of hair specimens in federal drug testing for truck and bus drivers.

A five-year reauthorization of Amtrak—the Passenger Rail Reform and Investment Act of 2015 (PRRIA)—was included in the FAST Act during final consideration, after it had passed independently in both the House and Senate. The Amtrak reauthorization came after years of delay marked by failed efforts to privatize the carrier, eliminate long-distance and other services, and use the bill to go after the jobs and rights of Amtrak workers. In the end, PRRIA rejected these misguided attacks, and instead provided the carrier with funding stability and new grant programs for intercity passenger rail.

The FAST Act funding and policy victories secured by TTD and our unions occurred in a challenging political environment. Many in Congress—heeding calls from the tea party and Heritage Action for America—wanted to devolve surface transportation spending to the states, go after federal and postal workers' pay and benefits to fund transportation, or cut transit from the federal program. We overcame these headwinds by working with Republicans and Democrats to find bipartisan compromises on key issues and presenting Congress and the administration with a unified and focused agenda to benefit transportation workers.

For freight rail workers, we have continued to fight for policies and balanced economic regulations that will support this critical sector of our transportation system. We have successfully beaten back efforts to allow heavier and longer trucks that would unfairly compete with freight

rail services and jeopardize highway safety. We fought for dedicated freight funding programs in the FAST Act, and continue to support enhanced infrastructure improvements and intermodal connections for freight rail networks. We also have waged an aggressive battle at both the legislative and regulatory levels to prohibit freight railroads from using one-person crews. This is a dangerous practice that goes against common sense, especially when freight carriers are hauling hazardous materials. We will continue to make the case that policy makers must act to address this safety crisis.

TTD's work in international aviation and trade in air transport services has grown during the past four years. We have continued to fight to maintain U.S. ownership and control, and cabotage laws in international trade agreements, and to ensure the expansion of aviation trade promotes strong labor standards and working conditions. Over the past three years, we also have had to confront the troubling introduction of the flag-of-convenience business model into international aviation. Most notably, this involved the fight to prevent Norwegian Air International, an Ireland-based subsidiary of Norwegian Air Shuttle, from gaining a foothold in the transatlantic aviation marketplace. Along with our affiliates, we waged a prolonged regulatory and legislative campaign to prevent NAI from receiving a permit to fly to the United States unless it complied with the high labor standards laid out in the U.S.-EU Open Skies agreement. NAI eventually was granted a permit in late 2016, during the last days of the Obama administration. Momentum from that campaign has carried forward into support for broad legislation like the Flags of Convenience Don't Fly Here Act (H.R. 2150), which aims to protect U.S. workers from foreign carriers that seek to drive down wages and labor standards through the flag-of-convenience model.

In addition to our work on international aviation, we have pursued and made significant progress on a number of safety, security and workplace issues important to aviation workers. We continued to fight for 10 hours of minimum rest for flight attendants, who too often are expected to perform their duties without adequate rest and recovery time. TTD also helped secure clarification from the Department of Justice that the assault of customer service representatives is considered a federal crime. Following a terrible tragedy resulting in the death of a transportation security officer at Los Angeles International Airport, we

worked to pass the Gerardo Hernandez Airport Security Act to ensure airports and high-risk surface transportation hubs have adequate plans in place to deal with shootings or attacks. We also have continued to fight to give TSOs the same collective bargaining rights as other federal employees, including Title V and arbitration rights.

In addition, we urged Congress and federal regulators not to allow disruptive and potentially dangerous voice calls on aircraft. We fought for commonsense policies to ensure that drone technology does not jeopardize that nation's airspace, and for the proper regulations of lithium battery shipments. We have continued our calls for the FAA to implement a congressional mandate stating that the same drug and alcohol testing rules that apply to U.S. aviation mechanics also apply to workers employed at foreign repair stations working on U.S. aircraft, and to ensure these repair stations receive adequate oversight by an FAA safety inspector. TTD also fought to preserve official time for federal workers and to combat the staffing crisis at the FAA for controllers, safety inspectors and specialists, and we worked with appropriators to fully fund the FAA operations account.

TTD has focused on maintaining good union jobs in the port and maritime sectors. Since the last Convention, there has been a concerted effort by corporate giants, including the nation's leading retailers, to make significant changes to labor law that covers port workers. These attacks have come in various forms, but all are designed to interfere with the ability of port workers to secure good contracts through the collective bargaining process. We have vigorously opposed these efforts at every turn and, to date, these misguided proposals have not advanced in Congress. These same corporate interests have urged the Department of Transportation to collect worker productivity metrics to spur more frequent Taft-Hartley injunctions in port disputes and more broadly curtail collective bargaining. Again, we have fought to defeat these efforts, but know this fight will continue, and stand poised and ready to defend the rights of port workers in the future.

We continued to strongly advocate for adequate funding for the Maritime Security Program, which supports the U.S. military and humanitarian aid missions and employs thousands of skilled American mariners. We blocked several attempts to reduce resources for the program, and most recently secured full funding in the last omnibus

package. We used the 2014 and 2016 Water Resources Development Acts to advance our efforts to expedite funding for port dredging, and to expend dollars collected in the Harbor Maintenance Trust Fund for its intended purposes of improving our ports and harbors.

Throughout our legislative activities, TTD has pushed to strengthen Buy America laws across all modes and ensure these laws apply to new federal transportation investments. Most notably, the FAST Act included an increase in the domestic content requirement for FTA-funded projects from 65% to 70%—a significant achievement in a Republican-controlled Congress. TTD also has been an active partner in the Jobs to Move America coalition, which has pushed innovative procurement policies at the local level to ensure public funds are used to maximize job creation, increase wages and benefits, and help disadvantaged communities.

TTD has continued to expand and enhance our advocacy work on regulatory proceedings. In addition to issues raised elsewhere in this report, TTD has weighed in and sought to influence a number of regulations important to transportation workers.

We supported the Federal Motor Carrier Safety Administration's efforts to allow drivers with diabetes to maintain their livelihoods without having to undergo unnecessary bureaucratic processes. Similarly, TTD successfully urged FMCSA and the Federal Railroad Administration to not force workers out of a job with burdensome sleep apnea testing regulations, and proposed less harmful options for the agencies to consider if they found it necessary to do so.

We've also faced two significant issues regarding drug and alcohol testing of transportation workers. In the first, after TTD defeated legislative efforts to immediately allow for the scientifically questionable testing of hair instead of urine, we fought back against trucking companies who want to use the regulatory process to circumvent the intentions of Congress. In response, we highlighted the dangerous and discriminatory consequences of proceeding with hair testing before it is proven to be as accurate, reliable and fair as current standards. When DOT proposed testing workers for opioids, we provided recommendations on how DOT could do this fairly and accurately while maintaining key safeguards and protections. A number of these and other regulatory

issues we have engaged in have a direct impact on workers who drive for a living, including motor coach and school bus drivers represented by TTD unions. School bus drivers, in particular, are a workforce charged with safely transporting our nation's children, but too often are underpaid and undervalued, and do not receive the training and support they need from school districts. TTD will continue to bring the voices of school bus and other drivers to these important debates.

TTD has been actively engaged in international trade policy to ensure the interests of transportation workers are protected in expansive global trade deals. TTD and our affiliates fought to ensure maritime and aviation services were not included in the Transatlantic Trade and Investment Partnership with the European Union. We also joined with the broader labor movement in the fight against the Trans-Pacific Partnership, providing a transportation perspective on how unfair trade deals hurt transportation workers. More recently, we filed comments in response to the Trump administration's proposal to reopen NAFTA, and outlined several ways in which the original agreement fails working people and must be improved on in renegotiations.

Communications Overview

Persuasive public messaging and smart media strategies have always been an integral part of TTD's work, and the last four years were no different. In January 2015, TTD launched a new website that prominently features the front-line transportation workers whose voices we amplify, clearly states our organization's mission and goals, and

categorizes our work in user-friendly ways. In addition to dozens of self-published blog posts and op-eds in publications like The Hill and Politico, TTD launched a successful multiyear op-ed campaign on Amtrak funding, writing and placing more than 10 opinion pieces in newspapers across the country. TTD also improved its social media presence and used Facebook and Twitter to amplify our messages, the messages of affiliates and allied organizations, and the voices of working people.

Looking Forward

As we submit this report, President Trump and key leaders on Capitol Hill continue to talk about the need for a broad and robust infrastructure investment bill. As the debate on how to pay for such a plan moves forward, we will continue to make the case for critical investments in all modes of transportation and insist that these investments be used to create good, middle-class jobs, enhance the rights of working people to join together in union, and protect and promote safety standards.

We know that an efficient, modern and safe transportation system and infrastructure are vital to securing America's position as a leader in the global marketplace, growing our middle class and ensuring we have a strong economy that works for everyone. Since 1991, TTD has been a bold voice for America's front-line transportation workforce, and though the threats and challenges we face are real, we have no doubt that our collective strength will allow us to protect and enhance the rights, safety and livelihoods of America's transportation workers over the next four years and beyond.

UNION LABEL AND SERVICE TRADES DEPARTMENT

Labor unions that protect and defend the dignity of work and the rights of workers continue to have an essential role in society, especially in promoting inclusion, Pope Francis has said.

“There is no good society without a good union, and there is no good union that isn’t reborn every day in the peripheries, that doesn’t transform the rejected stones of the economy into cornerstones,” the pope said on June 28 during an audience with Italian union leaders.

Union workers once were considered the cornerstones of America’s middle class—and unions still provide many workers a path to the middle class in every corner of the United States.

Union workers produce billions of dollars worth of goods and services in the United States, including automobiles, tires, raw steel, appliances and industrial goods. Union teachers educate our children and union bus drivers transport them safely to our schools. From food and beverages to finished goods; coal, oil, solar and other complex energy systems; ships for the U.S. Navy; airplanes for national defense and for civilian air travel; skyscrapers and residential homes—union products can be found everywhere in North America.

The Union Label and Service Trades Department (UL&STD) is embracing the pope’s idea and developing a strategy that brings union workers back from the periphery and into the mainstream.

Who We Are

The Union Label and Service Trades Department, AFL-CIO, was founded in 1909 to promote the products and services produced in America by union members—especially those products and services identified by a union label, shop card, store card and service button. We are supported by per capita payments from AFL-CIO national and international unions. Our board is highly diverse and is made up of officers from our affiliates.

What We’ve Done

UL&STD has a solid foundation with a well-read and extensively distributed newsletter amplifying the union label message. Our internet presence has evolved from a passive information source into a more dynamic communication tool. Our website, revamped over the last two years, has a useful directory of union goods and services, searchable for those wishing to buy union.

We blast emails—including our Do Buy lists and our popular “Walk in My Shoes” features—to our ever-growing email list. We share items of interest regularly on Facebook and Twitter to mobilize a growing corps of label activists and to arm them with information they can use to support labor’s agenda. Analytics show we are making an impact across various platforms. Finally, we have developed an app that will support the mission of the department and engage our activists even further.

The department offers affiliates more than just a publicity channel for boycotts and product promotion. It is also a resource to support pro-worker legislative campaigns and promote Buy Union—Buy American initiatives. We have worked directly with members of Congress to promote our mission. Sen. Sherrod Brown (D-Ohio) and Rep. Donald Norcross (D-N.J.) have contributed recent articles to the UL&STD newsletter.

Do Buy Lists

Our Do Buy lists promote union-made products and are printed in our bimonthly newsletter as well as shared on our website, Facebook and Twitter, and sent out via email. Each list revolves around a theme; for example, spring cleaning or football season. We try to make our lists relevant to the season or timely events. A list during election season, for instance, promoted why union members should buy Hillary Clinton and why they shouldn’t buy Donald Trump.

Boycotts

Another important function of our department is to help unions conduct national boycotts that have been endorsed by the AFL-CIO Executive Council. The department maintains and publishes the Do Not Buy list of companies being boycotted and the products and services involved.

The UL&STD offers support for organizing and bargaining campaigns by publicizing ongoing boycotts, such as those from UNITE HERE at several Hilton and Hyatt properties. Our list has grown smaller over the years,

but strategic boycotts, such as the Postal Workers' battle against Staples, do garner attention and can result in a win for workers.

Summary

The Union Label and Service Trades Department has been executing its mission in a challenging economic and political environment. Despite the growing threats to working people, we continue to see strong interest in "Buy American" as a mission and a message. We are optimistic our founding principles will help carry us as we continue to support union products and union jobs.

AFL-CIO

RICHARD L. TRUMKA
President

ELIZABETH H. SHULER
Secretary-Treasurer

TEFERE GEBRE
Executive Vice President