



BUILDING THE
MOVEMENT
TO MEET THE
MOMENT

AFL-CIO
2022 CONVENTION
Philadelphia



EXECUTIVE COUNCIL REPORT
TO THE AFL-CIO 2022 CONVENTION

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LETTER FROM THE OFFICERS

Dear Delegates:

The past five years have been among the most challenging in our history. We're enduring a pandemic and the loss of life that is changing how our members—how all working people—live and work. We suffered the loss of our leader and friend, Rich Trumka. Our democracy and our unity has been tested. Yet, the past five years taught our movement that we are all connected, and we must come together to build our path forward.

From relentless right-wing attacks on our workplace and civil and human rights, to an administration that routinely undermined the interests of working families, our labor movement has risen to meet the moment time and time again since the last Convention.

We harnessed the power of our state federations and labor councils when defeating “right to work” legislation in Missouri and Montana. We mobilized across the country as we fought for our Workers First Agenda. Just in the last year, together we saved workers’ pensions and won historic job-creating postal reform and infrastructure investment. And we continue the urgent fight for labor law reform, the voting rights for all needed to secure our democracy, a stronger care infrastructure, a fair immigration system that leads to a path to citizenship for thousands of workers, and millions of clean energy jobs.

In the wake of a pandemic that left the country reeling, the labor movement stepped up like never before, serving on the front lines, organizing food banks and crisis services, and making personal protective equipment for underresourced facilities across industries. Our on-the-ground work and advocacy saved lives across the country.

We participated in the public reckoning on race and the criminal justice system and recommitted our full efforts to advancing racial and economic justice by establishing the Task Force on Racial Justice that is changing policy, culture and practices inside and outside the labor movement. We fought back against attacks on our democracy and attempts to restrict our right to vote. And in 2020—and in the Georgia Senate runoffs in 2021—we ran a powerful political program and worked with state federations, central labor councils and national unions to elect the most pro-union president and administration in our lifetime.

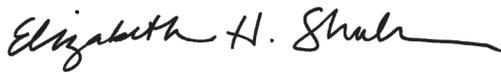
And when working people across the country began to say enough is enough, we adapted and leveraged our collective strength in organizing, communications and bargaining to grow our movement. After the surge in strikes in the fall of 2021, often referred to as “Striketober,” we formed a contract fight and strike hub to coordinate efforts for our unions with our state federations and central labor councils. We dug deeper to better understand the “Great Resignation” and the “Great Resurgence,” as millions of workers quit or changed jobs, and used that deep research to formulate well-coordinated contract fights with laborwide support.

Unprecedented union approval throughout our country, and especially with young workers, showed that unions are the answer—loud and clear. These worker uprisings and surges in union support have led to unprecedented organizing wins across sectors.

We launched a new Technology Institute that is putting workers and our unions in the center of our innovation economy. From university engineering labs to the implementation of new technologies in the workplace, we are claiming our space at the table and shaping the future of work to work for working people. Historic investments in infrastructure hold the promise of the creation of tens of thousands of clean energy jobs. The momentum of this work is marked by the national partnership forged between North America's Building Trades Unions and Ørsted in offshore wind, with a project labor agreement to create high-wage, sustainable jobs up and down the East Coast for decades to come.

This is a moment of great challenge and great opportunity. It is our moment to put forth our best ideas, take risks and not be afraid to do things differently.

Thank you for your hard work, dedication and sacrifice throughout this truly challenging period in our history. Let's continue to build a bold, inclusive and dynamic labor movement, and an economy that works for all of us.



Elizabeth H. Shuler
President



Fredrick D. Redmond
Secretary-Treasurer

EXECUTIVE COUNCIL REPORT TO THE CONVENTION

The following report is a summary of our efforts since the 2017 Convention in overcoming the challenges of a changing economy to promote and expand the voice of workers. We are striving to reach our fullest potential of a bold, dynamic and inclusive labor movement.

We enter this Convention with unprecedented energy and unity, and a desire to build a bigger, stronger movement for all working families now and in the future. Public support for unions is at its highest point in generations. The current administration thinks strong unions are fundamental to a strong economy, and the most effective way to reverse systemic inequality and balance the power between corporations and workers.

America's working people are looking for bold changes and they're looking to a unified American labor movement to deliver that change. And we can, through our commitment to growing a diverse and inclusive labor movement.

FIGHTING FOR DEMOCRACY AND GOOD, UNION JOBS

In 2020, for the first time in American history, the incumbent president refused to accept the results of the election, instead attempting to sabotage voting before Election Day and then leading what a federal judge has already ruled was a likely criminal conspiracy to remain in office. Those efforts failed in large part because of the work of the labor movement.

The second threat to the 2020 election was the COVID-19 pandemic. The labor movement rose to the occasion, recruiting more than 2,000 members to work at polling places. In the week after the election, militant pro-Trump groups sought to intimidate election officials as the votes were being counted. Union volunteers turned out to counter those efforts. Across the country, union members did the job of making democracy work and, ultimately, defended our Capitol from a violent attack.

LEGAL EFFORTS

The AFL-CIO Office of General Counsel provided guidance to the Mobilization Hub to ensure the Labor 2020 program complied with campaign finance laws and had up-to-the-minute information on the myriad changes in election laws and procedures due to the pandemic, as well as on executive action and judicial intervention.

Resisting the Trump NLRB and Supporting the Biden Board

We engaged in a continuous effort to block and slow down the relentless efforts of the Republican-controlled National Labor Relations Board (NLRB) and its Republican general counsel to strip workers of their rights under the National Labor Relations Act. We obtained a court order striking down the central provisions of the board's election rule that sought to undo the Obama board's rule eliminating unnecessary litigation and delays in the election process. Together with the Building Trades, the AFL-CIO filed a second action challenging the Trump board's second set of rules aimed at frustrating organizing.

We challenged many of the worst Trump board decisions in various federal courts of appeal, including decisions contracting the category of joint employer and diminishing the access rights of employees who do not work on their own employer's property.

When the board shut down its operations at the start of the pandemic, we demanded that it resume conducting elections using mail ballots, and provided a detailed blueprint for the board to follow. After it did so, we tracked board operations and disseminated information about mail ballot elections and remote hearing procedures to affiliate counsels and organizing directors.

We urged President Joe Biden to remove former President Donald Trump's NLRB general counsel, and after he did so in a historic action, we helped to successfully defend the removal in court.

We assisted affiliates in working with the NLRB to secure protection for undocumented workers victimized for exercising their right to organize.

Protecting Workers in the Pandemic

The AFL-CIO, together with several of our affiliates, repeatedly sued the Occupational Safety and Health Administration (OSHA) to force it to do its job and protect American workers during the pandemic. We first sued Trump's OSHA seeking to compel the agency to take emergency action protecting workers against the novel coronavirus. When the Biden administration finally took such action, we filed three additional actions seeking to force OSHA to expand the number of workers protected, expand the protections and maintain the protections.

We assisted affiliates whose members experienced the most devastating economic impact from the pandemic and, through the Union Lawyers Alliance (ULA), helped union lawyers cope with the myriad, novel legal issues arising from the pandemic.

We filed a set of Freedom of Information Act requests for information about the use of federal grants and loans under the Coronavirus Aid, Relief, and Economic Security (CARES) Act to facilitate our research staff's analysis of how those funds were distributed and used.

LEGISLATIVE ACTION

The AFL-CIO advocated against the Trump administration's anti-worker, anti-immigrant policies by preparing tools to help unions respond and resist, including "know your rights" materials, collective bargaining strategies, rapid response training and deportation defense work.

Once Nancy Pelosi became speaker of the House (thanks to strong union support), House Democrats began passing a series of pro-worker measures, including legislation to raise the minimum wage to \$15, enforce equal pay for women, protect DREAMers and temporary protected status holders, crack down on workplace violence and provide equal rights for LGBTQ+ workers. The Senate, however, failed to take up any of these bills.

The House repealed the 40% so-called "Cadillac" tax on union-negotiated health plans by a vote of 419–6. This overwhelming vote followed a five-year campaign by the AFL-CIO and our affiliates to eliminate the tax.

In early 2020, the House passed the Protecting the Right to Organize (PRO) Act, legislation that would transform the National Labor Relations Act to give working people a true voice on the job.

When the pandemic began, the AFL-CIO, our state federations and central labor bodies leaped into action against COVID-19—advocating for strong safety standards, legislation and collective bargaining language to ensure employers would protect working people, and supporting new organizing efforts for workers fed up with unsafe working conditions and concerned about their own health and the health of their families. State federations and central labor bodies also directly supported members and their communities through financial donations, food drives and other local events. Using collective expertise and strategy coordinated by the AFL-CIO, labor bodies and unions won essential prevention measures in their workplaces, including paid COVID-19 leave, enhanced ventilation and personal protective equipment.

The AFL-CIO and 23 unions petitioned OSHA for an emergency temporary standard (ETS) to protect all workers from COVID-19 exposures on the job. More than 15 months into the pandemic, OSHA finally issued a limited standard. Since the ETS expired in December 2021, the AFL-CIO has advocated and sued for OSHA to finalize a permanent COVID-19 ETS.

The AFL-CIO lobbied Congress to pass substantial aid packages to protect front-line workers, provide assistance to laid-off workers and bolster our public health response to the pandemic. As the virus began to spread, two COVID-19-related relief bills were enacted in quick succession, providing emergency funds for vaccine research, as well as paid sick days and paid family and medical leave.

Congress passed the CARES Act, a \$2.2 billion stimulus package that included a new \$300 billion Paycheck Protection Program to keep workers on payrolls and provided direct stimulus payments to families. Several new unemployment insurance benefit programs also were established under the CARES Act to expand coverage and increase the weekly benefit.

Speaker Pelosi answered direct calls from labor leaders by introducing the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, which embodied America's Five Economic Essentials outlined by the AFL-CIO. The \$3.4 trillion bill included an OSHA emergency temporary standard, \$200 billion to provide hazard pay to essential workers, expanded paid leave and increased tax credits, but it was blocked by then-Senate Majority Leader Mitch McConnell.

The pandemic wasn't the only issue demanding attention in mid-2020. An emergency session of the AFL-CIO Committee on Civil and Human Rights called for immediate congressional action on police reform in response to the killing in May 2020 of George Floyd, as well as other Black Americans. Working with the Leadership Conference on Civil and Human Rights and other community allies, the AFL-CIO got behind the George Floyd Justice in Policing Act, which quickly passed the House on June 25, 2020.

The AFL-CIO mounted an unprecedented nationwide mobilization campaign calling for Senate action on both the HEROES Act and for racial justice (see details in the Mobilizing for a Workers First Agenda section). When Congress returned after its August recess, McConnell, unable to ignore the growing public pressure to act, offered his own stripped-down plan. Eventually, a bipartisan compromise passed both chambers. In addition to lacking critical aid to state and local governments, the new bill allowed the paid sick leave and family and medical leave passed earlier in the session to expire on Dec. 31, 2020.

Also in 2020, the AFL-CIO developed a comprehensive set of proposals for the incoming Biden administration. Once in office, President Biden moved quickly to rescind former President Trump's anti-federal worker executive orders and signed new ones, including an order creating a racial equity czar position to put a racial equity lens on all of the administration's activities. He appointed the most pro-worker cabinet in memory, including naming a former union leader, Marty Walsh, as secretary of labor.

The beginning of the Biden presidency was also marked by intensive work on the American Rescue Plan Act, a legislative response to the nation's ongoing COVID-19 crisis. The legislation carried provisions that reflected many of labor's Five Economic Essentials, including funds to stabilize state and local governments, reopen public schools safely, train workers on COVID-19 safety, enforce safe working conditions, distribute the new COVID-19 vaccine and support public transportation.

President Biden announced the Build Back Better Act, which included a historic investment in child care and universal pre-K, paid family and medical leave, and the child tax credit. By design, the spending for Build Back Better programs would be offset by provisions that would raise new revenues by ensuring wealthy corporations and individuals paid their fair share of

taxes. The House passed the Build Back Better Act on Oct. 19, 2021, but the bill has not yet been voted on in the Senate.

We continue to press for the key components from the Build Back Better Act that would commit more than \$600 billion to climate investments in clean energy and manufacturing, such as labor-supported groundbreaking provisions that tie energy tax credits to domestic content, union status, prevailing wage and local hire rules.

In Spring 2021, President Biden fulfilled his campaign promise to create a White House Task Force on Worker Organizing and Empowerment. On Feb. 8, 2022, the task force, co-chaired by Vice President Kamala Harris and Secretary of Labor Walsh, issued its report. The more than 70 recommendations included provisions related to federal employee organizing and bargaining; access of union representatives to federal properties; the creation of a resource center on the benefits of unions; organizing protections for immigrant workers; and Davis-Bacon regulatory reform.

On April 16, 2021, the House of Representatives passed the Workplace Violence Prevention for Health Care and Social Service Workers Act by a margin of 254–166, with 38 Republicans voting in support. This bill also passed the House in 2019. The bill, which has not yet been voted on in the Senate, would curb the rising rates of workplace violence facing various workers, including nurses, emergency responders, medical assistants, physicians and social workers.

On Oct. 26, 2021, Rep. Matt Cartwright of Pennsylvania reintroduced the Public Service Freedom to Negotiate Act in the House of Representatives. This critical bill, which would ensure that public sector employees are granted a minimum level of collective bargaining rights nationwide, is co-sponsored by 189 members in the House, but has yet to come to the floor for a vote.

On Nov. 15, 2021, President Biden signed the Infrastructure Investment and Jobs Act into law. This \$1 trillion investment in roads, bridges, transit, rail, climate change mitigation, electric vehicles, clean drinking water, high-speed internet, resilient transmission lines and more is centered around the creation of good union jobs. This bipartisan agreement is the single greatest infrastructure investment in our nation's history. After passage, labor quickly shifted gears to ensure the implementation process prioritizes workers' livelihoods and safety.

Building on those efforts, we helped develop supply-chain strategies for critical products in the clean energy and manufacturing space. Labor continues to engage with the administration and key federal agencies to pursue the recommendations, with labor involvement helping to shape specific actions. The administration took action on labor's proposal to develop some structure for Just Transition programs, forming the Interagency Working Group on Coal and Power Plant Communities.

In January 2022, Senate Democrats tried, but failed, to break a Republican filibuster against the John R. Lewis Voting Rights Advancement Act of 2021, legislation that would ensure safe, accessible, transparent elections, restore important protections against discriminatory voting practices and provide assurance that votes are counted.

Also this year, following a 12-year effort led by our postal unions, Congress passed the Postal Service Reform Act of 2022. This legislation places the U.S. Postal Service on sound financial ground and codifies six-day delivery of mail and packages without the requirement of an annual appropriations process.

Labor-led citizenship and naturalization campaigns around the country support our efforts to build worker power, and expand and diversify the electorate. Our state federations and central labor councils have developed varied models for connecting with working families to provide life-changing support.

Finally, we continue to advocate for the health and safety of workers by supporting Workers Memorial Day activities across the country to remember those who have suffered and died, or been injured or made ill on the job, and to fight for every worker to have a safe job. The AFL-CIO continues to annually publish "Death on the Job: The Toll of Neglect," the most comprehensive report on the state of worker safety and health in the United States.

MOBILIZING FOR A WORKERS FIRST AGENDA

In June 2020, the AFL-CIO organized the Workers First Caravan for Racial + Economic Justice. More than 600 events were held across the country. In July we organized more than 700 actions in support of the HEROES Act. And more than 1,120 events, anchored in activism, were held over the Labor Day weekend, the largest number of events held during that time in AFL-CIO history.

In 2021, we focused on passing legislation that provides opportunities for good-paying, union jobs and the ability for workers to join a union, supports families and communities in the wake of the pandemic, and protects democracy at all levels.

The labor movement mobilized more than 200,000 communications to the Senate in support of legislation toward our Workers First agenda. In addition to the mobilization activities led by state federations and central labor councils, we launched targeted state campaigns in Alaska, Arizona and Virginia to achieve a Senate majority to garner additional support for the PRO Act.

GROWING OUR MOVEMENT

The labor movement faces no challenge greater than ensuring that every worker who wants to join together with their co-workers to form a union can do so. The AFL-CIO helps affiliate unions organize workplaces and bargain contracts, which is critical to building the union density that can reverse inequality and strengthen our democracy.

The AFL-CIO Economic Power & Growth (EPG) Hub has been focused on coordinating multiunion organizing campaigns, and increasing the scale and pace of our affiliated unions' organizing programs by providing training and strategic research.

The process of devising a labor movementwide strategy to increase the scale and pace of organizing started with the 2017 Convention, and culminated with the Presidents' Organizing Initiative, a pilot program in Chicago, Houston and Seattle to increase organizing capacity by coordinating national and local resources. In Seattle, for example, this program launched an innovative digital hiring hall that connects workers with union jobs, and has helped unions win campaigns for more than 10,000 workers in a variety of industries.

INTERNAL ORGANIZING

Anti-union, right-wing politicians thought they could deliver a knockout blow to public sector unionism with the *Janus v. AFSCME Council 31* Supreme Court decision handed down in June 2018. The AFL-CIO, working together with unions, led efforts to turn this attack into an organizing movement for public sector and private sector unions alike.

The EPG Hub worked with union organizing directors to develop the popular Internal Organizing Toolkit, and trained thousands of union activists and leaders on

the basics of internal organizing campaigns at District Meetings across the United States. We continue to work with national unions, state federations and central labor councils to develop and implement training programs.

The AFL-CIO Office of General Counsel has supported public sector unions post-*Janus*. We helped those unions to coordinate responses to an avalanche of litigation that followed the decision. To date, the unions have been universally successful in defending against that litigation.

ORGANIZING IN THE SOUTH

The EPG Hub has been coordinating with and convening affiliated unions that are making long-term commitments to organizing in the South. This work is a crucial component of and inseparable from the fight for racial justice. Together with affiliates, we are working to build true coalitions with community and faith groups, as we take on a failed economic development model that puts corporations first at the expense of workers and their communities. One example of the power of our collective efforts is the Alabama Coalition for Community Benefits, a group that has taken on a major Southern bus manufacturer operating nonunion.

It also has supported Amazon workers in Bessemer, Alabama, in their fight for a union. When Amazon workers stepped up their organizing campaign in Bessemer, the EPG Hub coordinated community support, assisted with staffing phone banks and coordinated recruitment efforts with other unions that lent staff. As a result, some 100 organizers from 15 different unions and federation bodies supplemented Amazon workers and Retail, Wholesale and Department Store Union-UFCW (RWDSU-UFCW) staff in Alabama. This coordinated effort represents a high-water mark for interunion solidarity and support. The federation continues to convene a group of union presidents to support Amazon workers nationally.

We continue to support the Labor Innovations for the 21st Century (LIFT) Fund, which aligns federation and foundation support for union-worker center partnerships. A new LIFT Fund project, the Southern Workers Opportunity Fund, will raise \$15 million from labor and philanthropic sources to support workers' rights in the South. This project represents the largest influx of resources into workers' rights in the South in a generation.

ORGANIZER TRAINING

Since the 2017 Convention, 5,401 members and staff organizers have participated, either in person or virtually, in the 142 trainings conducted by the AFL-CIO Organizing Institute (OI). In addition to one-on-one trainings, the OI supports lead organizer trainings, topic-specific workshops for advanced organizers, and a train-the-trainer program for state federations and central labor councils.

STRATEGIC ORGANIZING AND RESEARCH SUPPORT

The AFL-CIO continues to coordinate multiunion strategic organizing campaigns in conjunction with national affiliate unions. Examples of this collaboration include our ongoing work with affiliate unions and Jobs to Move America to organize workers in the final assembly of buses and railcars for public transit. We also are working with affiliates and stakeholders on innovative organizing strategies in the emerging renewable energy sector. More recently, the hub has undertaken bargaining and strike support work to help ensure employers feel the full weight of the labor movement at the bargaining table, while simultaneously amplifying and normalizing collective bargaining in the public discourse.

The hub's strategic organizing support is closely integrated with the AFL-CIO's state federations and local labor bodies; we work with local labor movements to anchor trainings around campaign research and strategies. Since the 2017 Convention, we have conducted 28 multiunion trainings with 4,701 participants from 41 affiliated unions, 26 AFL-CIO labor bodies and 77 allied organizations. The EPG Hub maintains an online library to house recorded research trainings to support hundreds of researchers and organizers from the dozens of affiliates that have requested access. We also convene affiliate researchers to direct programs and advance new work in emerging areas, most recently around data analysis and organizing.

THE POWER OF AFFILIATE UNITY

The federation's power comes from our 57 affiliate unions unifying around a common purpose: to grow the labor movement and win a fair deal for working people. The federation's work is stronger, more powerful and more effective when our affiliates are working in unison on clear priorities that we build and execute together.

POLITICAL ACTION

Our strength as a federation is as a convenor, coordinator and mobilizer. We are most effective when we bring together a diverse set of perspectives and approaches around one table. Core to our mobilization work is our political program—with our unmatched network of state and local labor bodies, we can strengthen vital community alliances and run effective grassroots campaigns to win elections, influence the debate in state capitals and city halls, and move our agenda at every level of government.

2018 Missouri Right to Work Victory

Emboldened by the election of Donald Trump and other anti-worker politicians in 2016, extremists in the Missouri legislature moved early, pushing “right to work” legislation aggressively. The AFL-CIO immediately went into action. Within 36 hours of the bill's introduction, the AFL-CIO had convened a meeting of the Missouri labor movement, where union members devised a plan to stop right to work at the ballot box. Missouri union members wrote tens of thousands of postcards, visited county fairs, knocked on their neighbors' doors and made phone calls, held rallies, and spoke to churches, clubs and organizations. A summer of action culminated in a massive get-out-the-vote push, and Missouri voters rejected right to work by a 2–1 margin.

2018 Midterms

Labor 2018 succeeded in securing a powerful check against then-President Trump and Republican authoritarianism. Our efforts led to a net change of 41 seats in favor of Democrats, putting them in control of the U.S. House of Representatives for the first time since 2010. We helped elect seven new Democratic governors and flipped 350 state legislative seats. We helped Democrats gain trifecta control of seven state governments and helped take away trifecta control from Republicans in four states.

In 2018, we elected 960 union members to public office, thanks in part to the AFL-CIO Union Member Candidate Program. Since then, more than 2,400 union members or members of union households have been elected across the country.

2020 Elections

We retooled our political program to drive voter outreach during a pandemic, including launching national virtual phone banks and centralizing local union mail. We helped deliver the presidency to Joe Biden in a number of key states, including Arizona, Georgia, Michigan, Pennsylvania and Wisconsin—states that Hillary Clinton lost in 2016. We also helped win three Senate seats and, with the tie-breaking vote of Vice President Kamala Harris, helped give Democrats control of the Senate for the first time since 2014. Our efforts helped Democrats retain control of the U.S. House.

2020 Georgia Runoff Election

A massive labor mobilization in collaboration with community organizations helped labor's endorsed candidates—the Rev. Raphael Warnock and Jon Ossoff—win runoff elections, cementing Democratic control of the U.S. Senate.

AT THE STATE LEVEL

In the face of relentless legislative attacks and a post-*Janus* landscape, we defeated right to work in Missouri, Montana and New Hampshire; worked to establish or strengthen collective bargaining rights for public sector workers in more than a dozen states; helped pass legislation in Connecticut protecting workers against mandatory meetings in the workplace on religion, politics and union organizing; worked for the enactment of COVID-19-related occupational safety and health statutes or workers' compensation in nine states; helped establish hazard pay policies in at least 70 cities and counties and six states; lobbied for the successful passage of paid family and medical leave bills in six states and the District of Columbia; worked to enact paid sick leave in 12 states; made sure that climate jobs in Maine, New York and Rhode Island were good, union jobs; worked to establish or reinstitute prevailing wage laws in Michigan, New York and Virginia; helped get project labor agreements reinstated in Nevada; and helped enact 62 laws that expand voting rights in 25 states.

The State Federation and Central Labor Council Advisory Committee has weighed in on every important issue facing the labor movement over the past five years, including the future of work, clean energy jobs, labor's role in addressing racism, workplace violence and the impact of mental health in our communities.

The Mobilization Hub, with the Office of the President, has worked with state federations and area and central labor councils to fund key projects connected to resolutions from the 2017 Convention through Solidarity Grants. These grants have supported staffing infrastructure in key states, helped affiliates organize workers, provided support for citizenship and naturalization clinics for immigrant families, provided leadership development opportunities for young workers and leaders of color, supported our union member candidate program, and so much more.

Governance and Training

Throughout 2020 and 2021, the AFL-CIO conducted more than 700 virtual trainings that reached more than 15,000 leaders, staff and workers on nearly every facet of the federation. Prior to the pandemic, the training department led four in-person new officer trainings and four in-person leadership-intensive sessions, as well as Common Sense Economics® training for nearly 1,000 activists.

In 2018, 2019 and 2021, the AFL-CIO brought together some 6,000 union leaders and activists to learn and set strategy on a regional basis through worker-centered plenaries and training workshops at our District Meetings.

AT WORK IN OUR COMMUNITIES

The AFL-CIO has deep roots in every state and community across the country, and when disaster strikes, the labor movement has the capacity to mobilize and engage our community partners to work for working families.

During the pandemic, the AFL-CIO, United Way and Labor Community Services were first to jump on the front lines to help people in need. Through our combined efforts, more than 52 million pounds of food were distributed.

Disaster Relief

Hundreds of climate change-fueled disasters have plagued union members over the last several years, including hurricanes and tropical storms devastating the Gulf Coast, Puerto Rico and the U.S. Virgin Islands, a never-before-seen derecho in Iowa, wildfires in the West, and tornadoes across the Midwest and South. Thousands of members have been able to rebuild their lives because of the dedication and generosity of their union siblings.

For instance, we have gone to help our union siblings in Puerto Rico twice in the last five years. In January 2020, a magnitude 6.4 earthquake rocked Puerto Rico and caused massive devastation. Following the successful rescue mission spearheaded by then-Secretary-Treasurer Liz Shuler after Hurricane Maria hit the island in 2017, the labor movement mobilized and sent more than 300 volunteer skilled workers to help rebuild. Hundreds of thousands of dollars were raised to pay for basic needs, and provide mobile classroom tents and supplies for students.

PANDEMIC RESPONSE

Not only did our pandemic response help the institutions of our movement survive, it helped us grow the labor movement. We helped workers organize and win the right to bargain collectively. We fought to get COVID-19 safety standards passed. We fought for and got relief out of a Republican-dominated Congress—not once, but twice. And we defeated President Donald Trump and knocked out Mitch McConnell as Senate majority leader.

At the core of those achievements were key strategic innovations. At the AFL-CIO, we took critical initiatives that made all the difference. We created a COVID-19 campaign structure, and launched a strategic campaign communication structure that enabled daily communication and coordination with state and local bodies. We continued the union coordinators structure and recruited 7,000 local union coordinators.

Vaccination Clinics

As vaccines became available, labor councils worked to get front-line workers access. The Chicago Federation of Labor partnered with the city of Chicago to create the first vaccine clinic for union members. Labor councils in Harrisburg, Pennsylvania, Kansas City, Missouri, Philadelphia, Pittsburgh, St. Louis and elsewhere also sponsored clinics for front-line workers.

Mobilizations for Workplace Protections

Across the country, unions mobilized to make sure workplaces prioritized safety during the pandemic; grocery stores, hotels and hospitals were some of the most affected. Dozens of actions were held across the central states to make sure safety was at the forefront of school reopening plans, and that the Postal Service had the support it needed to keep workers safe. State federations activated to help get legislation passed that provided emergency safety measures in packing plants. Other ordinances that were passed include hero pay for front-line workers, recall and seniority rights in the hospitality industry, and support for undocumented workers.

STRATEGIC COMMUNICATIONS

The ways in which union members and all Americans consume news and get their information are rapidly changing. As we learned throughout the pandemic, the ability to rapidly change communications tactics and adapt to the moment is more vital than ever. Over the past four-plus 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. Our campaigns have garnered media attention in virtually all national publications, including The Wall Street Journal, The Washington Post, The New York Times and on all major broadcast and cable outlets. Press conferences—from the picket line to virtually via Zoom—have featured affiliate leadership and workers on the ground. We have held influential events at places like The Christian Science Monitor Breakfast and the National Press Club, and guided messaging through an unprecedented political year and global pandemic. At the same time, we are taking full advantage of our digital tools that today's world demands.

People are spending more time online than ever before, and we need to reach them where they are. For example, 86% of Americans now get their news on a mobile device, and voters spend twice as much time online as watching TV.

We have consistently grown our organic reach online. Every month, millions of union members engage with our social media accounts, where they connect with pro-union messages and opportunities to take collective action. Our YouTube channel has generated more than 1.7 million video views since 2017, and last year we launched a TikTok account to reach and engage a younger audience; we already have more than 16,000 followers.

We continue to engage our affiliates and federated bodies through a robust email program through which we can send urgent actions to more than one half-million people each week. Since 2017, our emails have landed in 110 million inboxes, and we have engaged more than 3 million members to take action on our priority campaigns.

We continue to deliver relevant content to state federations, central labor councils and affiliate websites through UnionHall. And the main aflcio.org website continues to educate, inspire and activate workers on building worker power and the pressing issues affecting workers.

We are making sure our message is unified, our voice is clear and that it reaches the intended audience through our various communications channels.

A BOLD, MODERN AND INCLUSIVE LABOR MOVEMENT

FIGHTING FOR CIVIL AND HUMAN RIGHTS

Following the murder of George Floyd, the AFL-CIO Task Force on Racial Justice was charged with implementing a series of recommendations adopted by the AFL-CIO General Board focused on taking concrete action to address America's long history of racism and police violence against Black people. The Civil, Human and Women's Rights Department has been working with the co-chairs of the task force to approach our work through a racial justice lens. The task force has been focused on five key elements: reimagining federated bodies, coordinating with constituency groups, evaluating internal policies and structures, criminal justice reform and mass incarceration.

The AFL-CIO Office of General Counsel worked with the Task Force on Racial Justice to understand such legal issues as the qualified immunity against personal liability afforded to police officers and other public employees, and legal obstacles to implementing the Union Law Enforcement Accountability and Duty Standards (U-LEADS) program. We also filed a brief in the historic Supreme Court decision extending the anti-discrimination protections of Title VII to gay and trans workers.

Also in the summer of 2020, members of the AFL-CIO ULA demanded expanded action to promote diversity in the labor bar and further racial justice. As a result, we committed to a set of specific actions, including creating an expanded Diversity and Racial

Justice Committee and intensifying our outreach to law students of color interested in becoming labor lawyers.

Among the ULA's programming highlights related to racial justice was a racial justice reading course and a series of webinars titled Protecting the Vote.

MLK Conference

The Dr. Martin Luther King Jr. Civil and Human Rights Conference is held annually to honor Dr. King's life and legacy. The conference focuses both on King's message and the labor movement's key priorities: raising wages, racial justice, voting rights, immigration, LGBTQ+ equality, criminal justice, education and myriad other issues affecting working families and our community.

IN THE GLOBAL ECONOMY

International work remains a top priority of the federation. The AFL-CIO led a coalition of unions, human and women's rights organizations, and development organizations to organize a campaign in support of ILO Convention 190, Eliminate Violence and Harassment in the World of Work, the first global convention that addresses gender-based violence. The convention passed and 15 countries have ratified it.

Our work leading a coalition to end forced labor of the Uyghur people in China led to the passage of the Uyghur Forced Labor Prevention Act, signed into law in December 2021, and to U.S. Customs and Border Protection blocking products made with forced labor from entering the United States. Our efforts to end forced labor also helped place forced labor in supply chains, specifically in the renewable energy supply chain, at the top of the global agenda.

In another area, we worked to shape the first human and worker rights commitments in a FIFA World Cup bid. In 2026, the FIFA men's World Cup soccer tournament will be held in the United States, Canada and Mexico, and will include the most robust human and worker rights commitments ever. In addition, we helped win a historic judgment from the South African Constitutional Court that injury and illness arising from work as a domestic worker in a private home deserves compensation equal to those in other workplaces.

We made efforts across the workforce and the world. We worked with the global labor movement to advocate for a global minimum corporate tax, and advocated to make occupational safety and health an International Labor Organization fundamental right. On

the homefront, we helped secure the appointment of the most pro-labor U.S. Trade Representative in history, Ambassador Katherine Tai.

We advocated for pro-worker approaches to global migration governance, including removing barriers to freedom of association for migrant workers, prioritizing humanitarian resettlement, reforming abusive temporary labor migration programs and promoting decent work for all, so that migration can become a choice rather than a means of survival.

We helped build a truly worker-centered replacement to NAFTA, the United States-Mexico-Canada Agreement (USMCA). The new agreement no longer contains NAFTA-era Investor-State Dispute Settlement language. Instead, the critical Rapid Response Mechanism has paved the way for independent unions to organize and achieve significant wins in factories in Mexico.

That work continued with our involvement in the creation and our continued participation in a truly labor-centric Independent Mexico Labor Expert Board. We aided in directing funding for the Department of Labor's Bureau of International Labor Affairs' trade enforcement of the USMCA.

We increased labor voices in international negotiations, including our direct participation in the U.S.-EU Trade and Technology Council, Indo-Pacific Economic Framework for Prosperity and U.S.-U.K. trade dialogues. We advocated for language to support clean energy transition and decent work, and began the implementation of transition programs around the world.

The United Steelworkers (USW) and other affiliates have fought hard to combat foreign unfair and predatory efforts to undermine domestic steelmakers. They compelled the administration to make clear that steel is vital to national and economic security and critical infrastructure. Action under Section 232 of our trade laws was taken, and tariffs were authorized to ensure our needs and interests are protected.

In addition, we successfully pressed the Inter-American Court of Human Rights to issue a historic ruling that affirmed a worker's right to strike, coordinated with unions around the world and used our leverage through shareholder advocacy to support organizing priorities. Finally, we supported the establishment of the International Lawyers Assisting Workers Network, an organization of more than 700 members of legal practitioners and scholars.

FOSTERING INNOVATION AND TRANSFORMATIVE CHANGE

Technology and data are more important than ever, and affiliate unions have made substantial investments in staffing and resources over the past five years. The AFL-CIO is no exception. In 2017, the federation formed the Data, Analytics and Infrastructure Resource (DAIR), a department dedicated to providing technology, data and analytics solutions for the labor movement, and facilitating the integration of those efforts to fulfill four overarching goals:

MEMBER CONTACT TECHNOLOGY SUPPORT:

DAIR continues to provide training, support and development updates on Action Network, the Labor Action Network and the Working Families Toolkit—core tools unions use every day to engage their members and build worker power. A major rebuild of UnionHall, our website platform for labor bodies, is slated to be completed this year.

LEVERAGING ECONOMIES OF SCALE: The AFL-CIO leverages its economy of scale to provide technology, data and analytics products to our 57 affiliated unions, in many cases at no cost. This includes providing solutions for unions to access and leverage their membership data; conducting polling and research on trends in the labor force and voter behavior; and analytics products to increase collective action and build the labor movement.

RUNNING EFFECTIVE CAMPAIGNS: Data and technology should supplement, not replace, the vital work unions and local labor bodies do every day on the ground to mobilize, engage and organize working people. DAIR works across the labor movement to provide strategic guidance, support and data analysis on election, mobilization and other member engagement campaigns. DAIR also provides technology support and strategic advice for smaller unions running critical campaigns to grow the labor movement.

AN INNOVATION HUB: The ever-changing landscape of data and technology is an opportunity for the labor movement. The AFL-CIO has applied advancements to existing tech, and vetted and launched new tools to engage union members and organize new workplaces.

One of the biggest successes is Action Builder—a worker organizing tool built for and by organizers. Dozens of unions and labor bodies have been using it since its launch in January 2019 to organize new workers, track interactions with activists and more.

Also working closely with affiliate unions, DAIR built a robust learning management system—Labor Lab—that allows unions to create and host online training curricula for member education, governance and engagement.

Finally, DAIR has built out a peer-to-peer texting platform, created a local union database to track campaign engagement, and secured access to Zoom and LaborKey—a per capita- and delegate-tracking tool—for more than 100 local labor bodies.

WORKING AMERICA

In 2003 the AFL-CIO Executive Council created Working America, the labor movement's associate membership organization for workers without a union on the job. In its first 19 years, Working America has become so much more.

Working America's 3.5 million members—working-class people across every race and region—joined and took action because of the value of strength in numbers. Individually, their economic concerns were discarded, but together, they cannot be ignored.

Millions of these members have become part of our ongoing member education program about the political economy, looking to Working America as the trusted voice in changing times. Tens of thousands of members have learned how to use the power of their personal relationships to help friends, family and neighbors gain access to hundreds of millions of dollars in unemployment insurance and child tax credit benefits during the COVID-19 pandemic. Hundreds of thousands of families have benefited from our efforts to raise the wage floors in communities from Albuquerque, New Mexico, to Minneapolis to Greensboro, North Carolina. Membership has become materially important to improving economic standing.

Well known for running one of the most effective political programs in the country, with supported candidates winning 390 of 617 races (63%), Working America has expanded beyond its premier field canvass program to include a full suite of digital organizing tools (text messaging, mail, digital ads, email, phone calls) to reach 25 million working-class people with labor's message consistently throughout the year. Combined with one of the leading data analytics systems in progressive organizing, Working America has literally built a science of winning voters and impacting elections at scale.

Growing the labor movement has always been the guiding principle. Whether in the form of increasing demand for workplace organizing among member activists or directly assisting affiliates with internal and new member organizing efforts, Working America's commitment to be part of the organizing vanguard of the labor movement will be an essential ingredient to the movement's future success.

DEPARTMENT FOR PROFESSIONAL EMPLOYEES, AFL-CIO

The Department for Professional Employees, AFL-CIO (DPE) greatly increased its efforts to strengthen its 24 affiliates and grow the ranks of union professionals since the last AFL-CIO Convention. DPE launched a suite of digital resources to assist affiliates with new organizing, expanded member engagement resources, and continued to advocate for public policies that advance the interests of union professionals and make for more diverse, equitable and inclusive workplaces. In this time, Jennifer Dorning was elected DPE president, becoming the first woman president of an AFL-CIO trade department.

THE PROFESSIONAL WORKFORCE

Professionals continue to represent a substantial portion of the overall workforce and a growing percentage of the U.S. labor movement. Since the AFL-CIO 2017 Convention, the professional share of the overall workforce has grown from 38% to 42%. Meanwhile, professionals now represent 47% of the labor movement, up from 42% in 2017.

The number of union professionals grew from 6.15 million members in 2017 to 6.24 million in 2021. During this time, professionals scored organizing victories in historically nonunion industries like tech, nonprofits and veterinary services. Union professionals also continued organizing and bargaining strong contracts in industries like digital native news, which has become a nearly wall-to-wall union industry in less than a decade.

PROFESSIONAL UNION MEMBERS

DPE's 24 affiliate unions represent most of the 6.24 million union professionals who work in education and health care; science, engineering and technology; legal, business and management; media, entertainment and the arts; and public administration.

Union professionals are more diverse than nonunion professionals, including greater concentrations of women and people of color. Union members in professional and technical occupations are more likely than their nonunion counterparts to be people of color.

ORGANIZING PROFESSIONALS

DPE supported affiliates' new organizing by working with affiliates to use digital ads to generate organizing leads, helping affiliates create organizing-focused websites, and providing resources and training on effective, strategic use of social media. These efforts contributed to union organizing wins in the arts, nonprofit, tech and veterinary services industries. In 2018, DPE released an updated "Guide to Organizing Professionals," designed to help unions understand what sets professionals apart from other employees and what they want from a union.

GROWING STRONGER, MORE INCLUSIVE UNIONS OF PROFESSIONALS

DPE also accelerated its member engagement and internal organizing work over the past five years. DPE hosted regular roundtables on relevant member engagement and internal organizing topics, and provided affiliates with customized resources and trainings. In 2021, DPE released "Engaging Professionals in their Union: A Guide," which is intended to help affiliates build or enhance their continuous member engagement efforts as well as launch a strategic internal organizing campaign.

Following the murder of George Floyd and the national call for racial justice, DPE put a particular focus on how it could help professionals achieve equity in their workplaces. In July 2020, DPE published a racial justice toolkit, which identifies problems created in the workplace by racial inequality and discrimination, and provides contract language that unions have bargained to address these problems. DPE also hosted a March 2021 program on bargaining for racial equity that featured presentations from multiple affiliates' staff and member-leaders.

POLITICAL AND LEGISLATIVE ACTIVITIES

DPE kept up its work monitoring federal policy developments and coordinating activities to advance the interests of affiliated unions and their members. DPE was most active on policy issues relating to COVID-19 relief and recovery, federal arts funding, immigration and intellectual property. Major efforts included:

COVID-19 RELIEF AND RECOVERY: DPE coordinated with its 12 arts, entertainment and media industry (AEMI) unions to secure relief resources for union creative professionals. People working in the arts and entertainment industries were among the hardest hit by the pandemic's economic devastation as concert halls, performance studios and soundstages went dark. DPE helped to secure language that extended pandemic unemployment assistance to W-2 gig workers and those who lost future work. DPE also helped to gain Paycheck Protection Program access for digital native news sites and 501(c)5 organizations, both of which were critical lifelines for AEMI unions.

DIVERSITY, EQUITY AND INCLUSION: In February 2021, DPE and the AEMI unions released a "Policy Agenda for Advancing Diversity, Equity, and Inclusion (DEI) in the Arts, Entertainment, and Media Industries," which highlights smart policy solutions aimed at creating diverse talent pipelines, incentivizing diversity in hiring, and supporting collective bargaining that will help these industries and their workplaces move forward.

FEDERAL ARTS FUNDING: Again in coordination with the AEMI unions, DPE successfully defeated the Trump administration's four-year effort to eliminate the National Endowment for the Arts, the National Endowment for the Humanities and the Corporation for Public Broadcasting. DPE and the AEMI unions instead helped convince Congress to increase the annual appropriations for these critical agencies, and are now focused on returning the annual funding levels to their historical highs.

IMMIGRATION: DPE continues to lead the labor movement's thinking on high-skilled immigration. DPE's immigration work since the AFL-CIO 2017 Convention has focused on fighting back attempts to expand temporary guestworker visa programs that lower standards for all professionals. DPE also worked with its AEMI unions to win improvements to the union consultation process for O and P visas, which are used by employers in the arts and entertainment industries.

INTELLECTUAL PROPERTY: DPE also continued to work with the AEMI unions to strengthen copyright protections for creative professionals in both U.S. trade agreements and domestic law. Many union professionals in the entertainment industry rely on strong copyright protections because they earn collectively bargained pay and contributions to their health care and pension funds from the sales and licensing of the content they help create.

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 efforts to empower and support professionals.

The AEMI is one of the ways DPE connects affiliates with similar interests. The AEMI is a forum for collaboration among 12 DPE affiliate unions with members who work in the arts, entertainment and media industries. Through the AEMI, these 12 unions coordinate and connect on issues pertaining to public policy, bargaining with common employers and workplace improvement. The AEMI's activities over the last five years focused on COVID-19 relief and recovery response; workplace harassment; diversity, equity and inclusion; and federal policies that affect union creative professionals.

SUMMARY

Entering its 45th year, DPE is proud to be the only place in the labor movement where unions of professionals come together to strategize and act. In the last five years, even in the midst of a pandemic, DPE helped continue to grow the ranks of union professionals, build stronger unions and advance public policies that improve the lives of professionals. Focused each and every day on helping its affiliates to organize and represent the workforce of the future, DPE is helping to expand the labor movement to professionals in historically nonunion sectors and industries.

MARITIME TRADES DEPARTMENT, AFL-CIO

Last year, the Maritime Trades Department, AFL-CIO (MTD) celebrated its 75th anniversary of fighting for mariners, shipbuilders, dockers and vessel suppliers in the United States and Canada. As with all other parts of our labor movement, the battles for good, safe jobs with decent wages never end.

Since the AFL-CIO last met in Convention, the MTD has grown to 24 affiliates. Our 21 Port Maritime Councils across the United States and Canada make sure maritime issues are heard at the grassroots level while standing in solidarity with their local affiliates.

PROTECT THE JONES ACT

First and foremost for the MTD and its Port Councils is the constant lookout for attacks on the Jones Act, the U.S. freight cabotage law. Part of the 1920 Merchant Marine Act, the Jones Act simply states that cargo moved from one domestic port to another domestic port must be carried on U.S.-flag, U.S.-crewed, U.S.-built and U.S.-owned vessels. According to a 2019 study, the Jones Act created approximately 650,000 jobs scattered in all 50 states as well as several thousand in Puerto Rico, contributing billions of dollars to the U.S. economy.

Yet, anytime there is a natural disaster or economic crisis, foreign interests try to find a way to circumvent the law. From the earthquakes that rocked Puerto Rico to the hurricanes that savaged the Gulf states, and even to the cyber attack on the Colonial Pipeline, outsiders attempted to blame the Jones Act and introduce foreign-flag tankers with foreign crews as the alternative. We are proud to report none of these efforts succeeded.

That is why the MTD was so proud when President Joe Biden—six days into office—included in his “Buy American” executive order: “Reiterates the President’s strong support for the Jones Act. The President will continue to be a strong advocate for the Jones Act and its mandate that only U.S.-flag vessels carry cargo between U.S. ports, which supports American production and America’s workers.”

PORT MARITIME COUNCILS

For the 1967 AFL-CIO Convention, the MTD reported: “In many respects, the structure of the Maritime Trades Department could be likened to an iceberg. Our national headquarters is one-eighth of the iceberg that can be seen above the surface; the Port Council network is the remaining seven-eighths—it is hidden beneath the surface, but it is the main part of our effort.”

What was said 55 years ago remains true today. Our series of Port Councils are the foundation of this department.

Never was that more apparent than during the natural disasters that have hit Puerto Rico since 2017. After Hurricanes Irma and Maria ravaged the commonwealth, Port Councils worked with their affiliates to gather badly needed supplies and ship them on U.S.-flag vessels sailing regularly to San Juan. From there, union members under the leadership of Puerto Rico Ports Council President Amancio Crespo found ingenious ways to get food, water, clothing, diapers and so much more to citizens in need. The American Federation of Teachers (AFT) set up Operation Aqua and worked with United Association of Union Plumbers and Pipefitters (UA)-contracted Kohler to produce badly needed portable water filters that were shipped aboard Seafarers (SIU)- and Marine Engineers’ Beneficial Association (MEBA)-crewed Jones Act vessels and distributed via the Puerto Rico Ports Council.

While the commonwealth still was recovering, it was rocked by a series of earthquakes in early 2020. Once again, the network of Port Councils immediately responded. Councils in Fort Lauderdale, Florida; Houston; Mobile, Alabama; New Orleans; and Philadelphia (where Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM)-produced breads and food were loaded) set up distribution centers. Councils in Fort Lauderdale, Houston, Mobile, Philadelphia and Seattle purchased badly needed tents. Financial donations came from Port Councils in Cleveland; Hamilton-Niagara, Canada; Honolulu; Houston; Los Angeles-Long Beach, California; Norfolk, Virginia; San Francisco; Seattle; and St. Louis.

Currently, the Puerto Rico Ports Council is working with AFT to bring books to children across the island.

But the work of our Port Councils does not end there. For two years during the pandemic, the Southern California Port Council turned the annual Wilmington Labor Day Parade into a drive-through food-and-supplies distribution center to aid out-of-work union members and their families. The Hawaii Ports Council showed its aloha spirit by participating in similar distribution efforts during the crisis.

Port Councils showed up to support striking union members across the country—from the Mine Workers (UMWA) in Alabama to BCTGM members in Michigan to Communications Workers of America (CWA) members in snowy northwestern Ohio to AFT members in Los Angeles, and on picket lines everywhere in between.

Port Councils also are teaming with affiliates as we create the jobs of tomorrow. The Boston and New England Area Port Council has worked for years to make sure union members will be building and maintaining offshore wind farms there. The Cleveland Port Council is standing up for the Bartlett Maritime project, which would bring more than 4,000 union jobs to northeastern Ohio.

From providing money for scholarships to raising funds to fight cancer, Port Councils remain involved in their communities. They do all this while fighting every day for the issues important to maritime and all of labor.

LOOKING AHEAD

The theme for the MTD's 75th anniversary was "Anchored in the Past; Full Ahead Toward the Future." The department looks forward to working with our affiliates, the AFL-CIO and all of our members and their families as we continue to stand up for working people.

METAL TRADES DEPARTMENT

The Metal Trades Department's influence can be found in industries that house shipbuilding and repair, nuclear remediation, manufacturing, production and hazardous material handling, where the use of the department's skills in organizing, collective bargaining, grievance and arbitration, occupational safety and health, legislation and political education are best utilized.

The mission of the Metal Trades Department is to advance the objectives of our councils and affiliates while improving the economic circumstances of our represented workforce. The department accomplishes its mission by providing leadership and representation in collective bargaining, health and safety, and legislative and political issues at the national, state and local levels. Pursuing all these objectives requires the department to work closely with its 17 affiliated international and national unions to carefully marshal and utilize available resources, employing the most efficient technology and best practices. To those ends, the department recently built an in-depth database that holds a plethora of information about the inner workings of each council and the department itself. The department has spent nearly two years on the project to ensure the database is a single clearinghouse for institutional knowledge about the Metal Trades Department.

The department also reaches out to our membership regularly through email, social media, website postings, text messaging, and push messaging through our app. We are very active on social media, sharing our vision with our current members and with those who may be interested in what we offer.

LEGISLATIVE AND POLITICAL

With so many of our Metal Trades Department members employed by the federal government or by subcontractors, we have an ever-increasing legislative presence in our nation's capital and statehouses to ensure we protect our interests.

We must fortify our position on the Jones Act to beat back attacks against it in every congressional session. Efforts to weaken the law that protects our represented industries, our work and our shores are slipped in as amendments to countless House and Senate bills. We have prevailed thus far, thanks to our advocacy and the help of our more enlightened leaders within the labor movement, industry and political world.

The department has held annual lobby days with hundreds of participants from throughout the country to ensure our current congressional representatives understand the value of legislation necessary to metal trades workers and the industry.

In 2018, President Trump signed Executive Orders 13836, 13837 and 13839, which presented adverse representational issues for eight of our metal trades councils employing federal wage grade workers.

In response to the executive orders, the Metal Trades Department created a hot line for workers on both coasts and built a dedicated federal employee website where workers could access forms, reach out to the department for assistance, and receive help in their filing and tracking of grievances.

The department also called upon its allies in Congress to push for the repeal of the executive orders, and sought out and backed political candidates who would best represent working families. Our work, in conjunction with the strong efforts of our federal sector union allies, eventually paid off when President Joe Biden repealed Trump's orders in January 2021.

BIPARTISAN ALLIANCES

The department was instrumental in facilitating an end to the nation's largest 2020 strike between its affiliate, the Machinists (IAM), and General Dynamics at Bath Iron Works in Maine. Our longstanding bipartisan relationship allowed us to intervene and help bring the parties to the table to end the six-week work stoppage, which affected 4,000 workers and multiple U.S. Navy defense contracts.

COVID-19

During the COVID-19 pandemic, much of our Metal Trades-represented workforce was deemed essential; after the initial shutdowns, workers were required to return to work. Some never stopped working.

The COVID-19 pandemic exposed several areas in which our nation simply was not prepared. Nowhere was this more visible than in the workplace, where far too many men and women were asked to do their jobs without the personal protective equipment (PPE) needed to keep themselves and those around them safe.

At the nation's four naval shipyards, workers from multiple metal trades units joined together to fill the need for PPE for first responders and others. Using the fabric shops at the yards, employees made between 15,000 and 20,000 masks per week, totaling more than 500,000 masks by August 2020. Their efforts continued well into 2021, to provide PPE to co-workers and community members alike.

While Congress has put forth multiple pieces of legislation and funding to try to stem the loss of life and livelihoods, our essential employees had to ensure safety and health protocols were being adhered to by their employers.

At Hanford Nuclear Reservation in Washington state, Washington River Protection Solutions (WRPS) felt it was protecting its essential employees. When the pandemic first started, it created an app that tracked when a building was evacuated, cleaned and a person tested, but the safety protocols the company was taking beyond what was shown on the app weren't discussed with the unions.

The Hanford Atomic Metal Trades Council (HAMTC) safety and health officers thought the company's plan was not adequately addressing safety issues. On March 17, 2020, HAMTC issued a stop-work order, which said that any work not associated with safety and environmental compliance or emergency response should be stopped immediately. It also ordered the Department of Energy (DOE) and its contractors to communicate with the site workforce what COVID-19 protocols should be followed concerning social distancing, workplace gatherings and disinfecting methods for impacted buildings and equipment.

WRPS stopped its work and, within two hours, engineering firm CH2M Hill and federal contractor Mission Support Alliance followed with a complete shutdown. During the approximately 10 days employees were off work, the companies worked with the unions' safety and health officers to put together its COVID protocol for employees. The DOE also got involved, declaring Hanford an "essential mission-critical operation."

Beyond the obvious risk to employees of contracting COVID-19, HAMTC representatives also realized the workers who were not essential faced the risk of losing their income, so they lobbied state officials to ensure worker compensation was included in the state's COVID-19 relief bill. At the federal level, they reached out to Sen. Patty Murray and Rep. Dan Newhouse,

who pushed for provisions in the Coronavirus Aid, Relief, and Economic Security (CARES) Act for Hanford employees to get paid even if they could not telework and were not assigned jobs considered critical for safety at Hanford.

Without the hard work of our Metal Trades Council officers, many more workers at Hanford would have faced devastating economic losses and possible health issues.

HEALTH AND SAFETY

Health and safety is a major concern to the department and workers at every represented work site. Again, at Hanford, the Metal Trades Department and the Hanford Atomic Metal Trades Council have fought vigorously to protect the workforce.

The department partnered with United Association of Union Plumbers and Pipefitters (UA) Local 598 to get legislation passed creating the presumption of occupational disease for employees at the Hanford site. The department also has worked closely with Washington State Attorney General Bob Ferguson, who ultimately sued the DOE for negligence in protecting its workforce. In September 2021, the U.S. Department of Justice (DOJ) filed a petition with the U.S. Supreme Court to continue to fight the 2018 law passed by the Washington state legislature that helps sick Hanford workers obtain workers' compensation benefits.

The fight to protect workers at Hanford and all our represented sites is ongoing, and the Metal Trades Department vows to continue fighting.

REORGANIZING AND STRENGTHENING THE DEPARTMENT

When President Hart took office in 2016, he committed to the department's international affiliates and council presidents that he would reevaluate every aspect of the department's operation to ensure we were providing effective resources to our councils and their members.

The department implemented a five-year plan to reorganize recordkeeping and a financial plan to ensure accountability and fiscal responsibility, including creating a stress test designed to guarantee that every council met the standards needed to build the foundation, expertise and resources necessary to best represent metal trades members. Councils do not have to choose between representation or arbitration due to a lack of adequate funding.

REPRESENTATION, ORGANIZATION AND GROWTH

Over the past five years, the department's key representatives have worked collaboratively to pursue new representational efforts, explore new initiatives, and provide collective bargaining and arbitration assistance as well as training to our council officers in boot camp-style settings that have produced dramatic results at the bargaining table and in arbitration.

The department has been resurrecting dormant councils, revitalizing existing ones and creating new councils. The Metal Trades Department also has aggressively pursued internal organizing in campaigns designed to create new metal trades work opportunities in the burgeoning offshore wind and fabrication industries.

CHALLENGES AND SUCCESSES

In July 2021, members of the Air Engineering Metal Trades Council (AEMTC) went on an unfair labor practice strike against the Bechtel subsidiary National Aeronautic Solutions/Chugach LLC. The two-week work stoppage at Arnold Air Force Base in Tullahoma, Tennessee, led to a new contract, ratified by a 3–1 majority. This is the best collective bargaining agreement at Arnold Air Force Base in the history of the 800-employee contract.

PHILLY SHIPYARD—BROUGHT BACK FROM THE BRINK OF CLOSURE

In early 2019, the Philly Shipyard (formerly Aker) was shuttered. A canceled order for four liquid natural gas dual-fuel container ships intended to supply and service Hawaii left the yard with no Jones Act ship contracts on the horizon. The Metal Trades Department and the Philadelphia Metal Trades Council convinced the ownership of the Philly Shipyard to honor their lease at the yard for one more year to give the department the time needed to secure new shipbuilding avenues for the yard or accept the prospect that more than 1,200 highly skilled jobs would be lost.

The department utilized its strong relationship with Naval Sea Systems Command (NAVSEA) and the Department of Defense to discuss the real possibility that the Philly Shipyard could be transitioned from its main mission of Jones Act shipbuilding into a hybrid company that performs both Jones Act and government shipbuilding and repair work. That realization motivated the department to quickly develop a tripartite crisis group consisting of the Metal Trades Department, the Philadelphia Metal Trades Council and representatives from the company.

The groups forged a bipartisan political coalition between Senate Majority Leader Chuck Schumer and Senate Minority Leader Mitch McConnell, aided by Sens. Pat Toomey and Bob Casey Jr. of Pennsylvania and Roger Wicker of Mississippi, House Speaker Nancy Pelosi and Reps. Joe Courtney of Connecticut and John Garamendi of California, the Philadelphia House delegation and the White House. The partnership procured several new Navy shipbuilding and repair opportunities that have been bolstered by the addition of contracts for five new National Security Multi-Mission Vessel (NSMV) ships awarded by the U.S. Maritime Administration (MARAD) to the shipyard. The work awarded to the Philly Shipyard will replenish the yard and sustain up to 2,000 well-paid, highly skilled metal trades union jobs for more than a decade.

NORTH AMERICA'S BUILDING TRADES UNIONS

The following report provides brief descriptions of North America's Building Trades Unions (NABTU) operations since the AFL-CIO 2017 Convention.

EDUCATION AND TRAINING

Together, NABTU and its 90,000-plus partner contractors invest \$2 billion annually in registered apprenticeship and journey-level training, jointly operate more than 1,600 training centers, and train 75% of all construction apprentices in the United States. Since 2017, NABTU's affiliated unions and partner contractors have registered an average of 73,000 new apprentices annually, making the NABTU registered apprenticeship system the largest apprenticeship training program in any U.S. industry.

Over the past five years, NABTU has greatly expanded the use of what we call apprenticeship readiness programs (ARPs). ARPs provide preapprenticeship training, with successful graduates enrolling in a NABTU affiliate registered apprenticeship program. The ARP curriculum is the NABTU-designed and -taught nationally recognized Multi-Craft Core Curriculum (MC3). Since 2017, NABTU, its affiliates and councils, and their community, government and educational partners, have rapidly expanded the use of ARPs, creating what is today the largest system of preapprenticeship training in any industry. Since 2017, more than 10,000 men and women have successfully completed the MC3 in NABTU ARPs from coast to coast. The overall retention rate across NABTU's longest-standing ARPs is 67.8%, which we project to increase as public health conditions improve. Since 2016, 80% of ARP participants have identified as being from communities of color, and about 20% have identified as female.

NABTU recently formed a stand-alone 501(c)(3) nonprofit organization, known as TradesFutures, to:

- Develop courses and curriculum to be used by local ARPs.
- Help organizations such as secondary schools, vocational schools, colleges, labor management committees, government entities and other community-based organizations establish and maintain ARPs.
- Conduct accreditation trainings to increase the number of educators qualified to teach ARPs.

- Support efforts to assist women, veterans and people of color establish and maintain careers in the construction industry.
- Support research efforts designed to expand and support ARPs.

TradesFutures also will work on efforts to increase diversity in the construction industry, conduct and/or sponsor research and studies concerning the reasons individuals fail to obtain or complete an apprenticeship, and educate the public about the various career opportunities for craft workers in the construction industry.

LEGISLATIVE AND GOVERNMENT AFFAIRS

NABTU's Government Affairs Department proactively lobbies Congress and the administration to ensure economic growth and development to ensure job opportunities for construction workers. In addition, it lobbies on legislation and regulations that uphold health and safety on the jobsite, as well as community wage and benefit standards. This department also administers NABTU's Political Action Committee and leads its Legislative Task Force, composed of legislative representatives of each NABTU affiliate, to strengthen the affiliates' impact and influence on and off Capitol Hill. Our recent focus has been on securing robust labor standards on all federal infrastructure work, and on promoting and protecting the registered apprenticeship system.

MARKETING AND COMMUNICATIONS

Over the past five years, NABTU's communications team has significantly improved affiliate engagement, council outreach and interdepartmental coordination. NABTU brought in a new director and hired a team to manage our Helmets to Hardhats marketing and Canadian public affairs, and run our social media in-house. The NABTU Communications Department established weekly meetings with affiliate communications teams, set up monthly council calls, and developed a monthly messaging and resource toolkit. NABTU's earned media has doubled during this time, including placement in TV (CNBC and MSNBC), print (The Wall Street Journal, The Washington Post, The New York Times, Bloomberg, Politico and more), and wire services (Reuters and AP). These actions continue to advance NABTU's footprint and perception overall, influencing and creating more opportunities for our members.

TRADESWOMEN BUILD NATIONS (TWBN)

NABTU also has increased its tradeswomen recruitment and retention initiatives. The Tradeswomen Build Nations (TWBN) conference and its movement have developed to the point where it is now the largest gathering of tradeswomen globally. TWBN is also the largest gathering of Building Trades members on a yearly basis. At this annual conference, apprentices, journey-level workers and retirees come together to train, mentor and celebrate women in every trade. In addition, NABTU has worked with LeanIn.org and the AFL-CIO to launch a structured peer mentorship program that provides tradeswomen with a space to connect, speak openly about challenges, build skills to navigate bias and achieve goals on the job. In 2020, NABTU launched the Tradeswomen Heroes program, a monthly effort between NABTU's Tradeswomen's and Apprenticeship and Training Committees to highlight the tremendous women workers within our affiliate unions. To further confront the many barriers facing women in our industry, NABTU is launching a child care pilot program in two cities to help address child care needs for women (and men) in our industry.

CAPITAL STRATEGIES

NABTU's affiliated pension funds have more than \$750 billion in deferred wages and retirement savings. This patient capital is invested prudently to provide for a secure retirement for our members after a lifetime of hard work. Over the past five years, NABTU's Capital Strategies program has worked with public pension funds and Wall Street firms to create responsible contractor policies (RCPs) that create high-road labor standards in real estate and infrastructure investments. These RCPs now cover \$1.7 trillion in assets and have created tens of thousands of work hours for our members. These job hours lead to contributions to our pension funds, and healthier retirement systems for our members. NABTU's Capital Strategies program has also led to the creation of an investment database for affiliates that allows us to "know what we own," leverage our pension fund investments for better fees with investment managers and encourage more responsible investment from our funds. Lastly, we've taken a hard look at our fund's service providers, including publishing an Investment Consultant Report Card and examining the labor practices of real estate and infrastructure managers.

NATIONAL COORDINATING COMMITTEE FOR MULTIEMPLOYER PLANS

The National Coordinating Committee for Multiemployer Plans (NCCMP) is a nonpartisan, nonprofit membership organization founded in 1974 after the enactment of the Employee Retirement Income Security Act of 1974 (ERISA). The NCCMP is the only national organization that advocates before Congress, the administration, regulatory agencies and the courts on behalf of multiemployer retirement, health and training plans. Multiemployer defined-benefit pension plans have more than \$700 billion in assets. NCCMP represents multiemployer plans, their participants, unions and employers, as well as plan professionals. We are dedicated exclusively to the advocacy and strengthening of multiemployer plans. Together, we have achieved an unparalleled track record of results, and NCCMP is widely respected and recognized as the voice of the multiemployer community. NCCMP has continued to work closely and diligently with congressional leaders and the administration to ensure that multiemployer pension and health plan concerns remain central to discussions on policy responses.

HELMETS TO HARDHATS (H2H)

Helmets to Hardhats (H2H) is NABTU's sponsored veteran program. It has continued its mission of getting transitioning active duty service members, Reservists, National Guard members and veterans into registered apprenticeships and quality careers with signatory contractors. Since 2003, H2H has successfully transitioned more than 42,000 service members to the organized construction trades (11,061 since 2018). The pandemic restricted H2H's ability to do in-person outreach, but adaptations were made using virtual events, marketing and social media outreach. Darrell Roberts stepped down as H2H executive director after 15 years; Martin Helms was hired in 2021 to replace him. Helms is a 2005 product of H2H and brings extensive knowledge of the military and registered apprenticeship. He is a former Electrical Workers (IBEW) training director and active service member in the Army National Guard. The future looks bright for H2H with the launch of a new website and database scheduled to be completed in Fall 2022, which will lead to increased recruitment.

CENTER FOR CONSTRUCTION RESEARCH AND TRAINING

The Center for Construction Research and Training (CPWR) is NABTU's construction safety and health nonprofit. Its construction safety and health research, training and service programs are funded largely through competed federal cooperative agreements. CPWR has 35 full-time employees, a network of more than 50 partner institutions and an annual budget of more than \$17 million. Over the past five years, CPWR has continued to target issues and hazards that account for the most fatalities, injuries and illnesses in construction, including the following:

- Leading national campaigns to address hazards in partnership with the Occupational Safety and Health Administration (OSHA) and the National Institute for Occupational Safety and Health.
- Conducting ongoing construction safety and health research projects.
- Expanding its safety and health training programs over the past five years, training thousands of building trades' trainers and workers each year in OSHA, hazardous waste, confined space, asbestos, lead, disaster response and a menu of other courses.
- Administering the Trades National Medical Screening Program (BTMed), which has provided more than 27,500 health screenings to former Department of Energy construction workers.
- Expanding our focus to address the dual crises of opioid overdose deaths and suicides in the construction industry; CPWR's executive director chairs the NABTU Opioid Task Force.
- Coordinating with NABTU's Safety and Health and Apprentices and Training Committees, with research findings and resources posted on CPWR's website, www.cpwr.com.

NABTU GOALS FOR THE NEXT FOUR YEARS

NABTU President Sean McGarvey and Secretary-Treasurer Brent Booker—with oversight and governance from the Governing Board of Presidents representing each of NABTU's 14 affiliated unions—have taken a bipartisan approach to government affairs. This approach, in conjunction with the most labor-friendly administration in recent history, has provided the opportunity to build a construction workforce that better reflects the communities in which we work and guarantees middle-class employment for generations of Americans. The passage of the American Rescue Plan Act provided great benefit to poor and working-class Americans, including needed funding for multiemployer pension plans. Likewise, the bipartisan Infrastructure Investment and Jobs Act is projected to create hundreds of thousands of new, union construction jobs over the next 10 years.

Over the next four years, NABTU and its affiliates will work to organize and increase our market share through our value proposition and the best training in the industry; continue to diversify our workforce through proven diversity, equity and inclusion and ARP programs; leverage the power of our pension investments for more high-road employment opportunities; ensure the highest standards of health and safety in our industry; increase member-to-member communications capacity; and promote and protect democracy in the workplace and beyond as we honor our Constitution, protect our Bill of Rights, and ensure the American people can determine their future through free and fair elections.

TRANSPORTATION TRADES DEPARTMENT, AFL-CIO

SNAPSHOT OF TTD

The Transportation Trades Department (TTD)'s membership of affiliated unions across all modes of transportation, including aviation, transit, transportation construction, manufacturing, longshore, maritime, rail and bus has grown from 33 to 37 unions since the last Convention. New to TTD are the Brotherhood of Locomotive Engineers and Trainmen (BLET) and Brotherhood of Maintenance of Way Employes (BMWED), both divisions of the Rail Conference of the International Brotherhood of Teamsters (IBT), unifying all of rail labor under TTD's flag. Also new to TTD are the Painters and Allied Trades (IUPAT) and the Ironworkers.

While TTD fought for and celebrated many accomplishments for transportation labor over the past five years, including passage of the historic Infrastructure Investment and Jobs Act, we also faced our own personal tragedy with the untimely loss of our president, Larry Willis.

For more than 20 years, Larry's mastery of complex legal and regulatory issues set the foundation for TTD's policy leadership, and raised the bar for demanding and enforcing worker protections throughout our nation's transportation system.

Greg Regan, TTD's past secretary-treasurer, was elected by the Executive Committee to succeed Larry as president, and Shari Semelsburger, a 20-year veteran of TTD, was elected to fill the position of secretary-treasurer.

It was also a period of incredible uncertainty for transportation labor, as the COVID-19 pandemic ravaged the country, took a significant toll on the transportation industry, and put essential front-line transportation workers directly in harm's way. TTD remained aggressively focused on fighting alongside its affiliates to ensure that working people were protected on the job and financially secure through the worst of the pandemic.

2020 ELECTION

TTD worked to ensure transportation labor was front and center in the 2020 election. TTD served on the host committee of Moving America Forward, the first presidential candidate forum on infrastructure, which featured Amy Klobuchar, Joe Biden, Pete Buttigieg and Tom Steyer discussing their infrastructure plans and priorities. In the general election, TTD produced video and digital print content highlighting the different records of the two candidates and TTD staff served as volunteer policy advisers to the Biden campaign, helping to further shape a policy agenda focused on workers and infrastructure.

POLICY OVERVIEW

Throughout the pandemic, TTD worked tirelessly to protect the physical and economic well-being of its affiliates' members. In the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Response and Relief Supplemental Appropriations Act and the American Rescue Plan, TTD successfully fought for hundreds of billions in federal funds to preserve jobs and steady pay across the entire transportation sector, and to ensure front-line workers received priority access to personal protective equipment and vaccines. While we still are not through the pandemic and the economic toll it has taken on the transportation industry, we know that entire sectors of this industry simply would not have survived the past three years without the work of TTD and its affiliates.

In 2018, the Federal Aviation Administration Reauthorization Act was signed into law. This five-year reauthorization made critical investments in the agency and the National Airspace System, and provided the long-term and predictable funding the system needs. The bill also included a number of labor priorities that advanced safety and improved working conditions for aviation workers.

Among those was a provision that increased the minimum rest period for flight attendants from eight hours to 10 hours, long a top legislative priority for flight attendant unions. The bill also included language to help curb the troubling rise in assaults on airline customer service agents by requiring airlines to implement an assault prevention and response plan for these employees, and to provide necessary training.

Several other provisions made meaningful improvements to aviation safety. The law required all newly manufactured commercial passenger aircraft to be equipped with secondary cockpit barriers, banned in-flight voice cell phone calls, required the regulation of service and emotional support animals on aircraft, and improved the safe transport of lithium batteries. Moreover, it established a task force to combat sexual assault and harassment in the aviation industry and required the Department of Justice to streamline and strengthen the reporting process for instances of sexual assault.

With the inclusion of the Transportation Security Administration (TSA) reauthorization in this package, TTD was pleased that the bill required the TSA to convene a working group with union representatives and management to improve personnel management systems and working conditions for transportation security officers.

TTD successfully defeated efforts to weaken pilot training and qualification standards, a provision that would have promoted single-pilot operation of commercial aircraft, and a misguided provision that would have exempted truck drivers from state and local labor protections, including meal, rest break and wage laws.

In 2022, the historic Infrastructure Investment and Jobs Act was signed into law by President Biden. In addition to making once-in-a-generation investments that will reach every corner of this country and benefit every American, this law will create hundreds of thousands of good jobs for American workers. It contains a number of long-sought priorities that benefit and protect workers across every mode of our transportation network.

Among those are historic investments in training for transit maintenance workers who will be transitioning from maintaining diesel to zero-emission bus fleets; significant new safety requirements to protect transit workers from the threat of assault and to ensure that front-line transit workers have an equal say in the creation of federally required safety plans for the first time; reforms that will strengthen Amtrak, prevent the outsourcing or elimination of good service jobs and improve the customer experience; new tools that bring greater transparency to the erosion of safety in the freight rail industry; and the strengthening of domestic content and manufacturing standards.

The bill also makes historic investments in our nation's transportation infrastructure and services across all modes. TTD has worked closely with the Biden administration to ensure this funding is closely tied to the creation of good union jobs. Already, we have seen historically strong labor-supportive language in Notices of Funding Opportunity that prioritizes projects that support good-paying jobs with a free and fair choice to join a union.

Beyond major reauthorizations and major investments in our transportation network, TTD has worked through public communications, testimony, regulatory filings, direct lobbying and all other tools at its disposal to fight back against industry practices that undermine workers and erode good union jobs. We have fought dangerous industry practices in rail, such as precision scheduled railroading, that jeopardize worker safety and provide worse service to customers. We similarly have fought airline industry efforts to cut service by relying on inexperienced pilots and uncertified mechanics. We have shined a light on the dangers front-line transportation workers face from assault across all industries. We have exposed the ways in which workers are affected by, and often forgotten in, the transition to new technologies when they are not given a voice in such transitions, and successfully pioneered new policies that prioritize workers in those transitions rather than the promise of a "just transition."

COMMUNICATIONS OVERVIEW

TTD's communications efforts have been front and center in helping us achieve our successes. From letting lawmakers hear directly from the front-line workers impacted by COVID-19 to exposing the industries that have spent decades undermining the quality of life for their workers while they rake in record-breaking profits, we are proud to say that our communications efforts are more sophisticated and more successful than they have been in the history of this organization.

LOOKING FORWARD

As we submit this report, we understand the opportunities and challenges that lie ahead of us. The historic investments and pro-worker policies in the Infrastructure Investment and Jobs Act will continue to create good jobs for working Americans. We have, and will continue to, work closely with this administration to ensure those policies are implemented with working people squarely in mind, but we also understand the challenges that shifting political landscapes or future COVID-19 variants may present.

Since 1990, TTD has been a voice for America's front-line transportation workforce. The pandemic has shown the nation what we at TTD have always known: our transportation workforce was essential before, essential during, and will continue to be essential after the pandemic is behind us. We have no doubt that our collective strength as a growing, unified organization 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

A recent Google search for the phrase “union label” returned more than 1 million results. When narrowed to just its appearance in news articles, it returned 3,600 results—a less impressive number, but still indicative of its relevance in today’s world.

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.

Among the most promising recent developments in union product availability is the fact that a multitude of Southern organizing victories and organizing victories at Starbucks across the country and at the Amazon warehouse in New York increase union presence and thus union popularity. We’re encouraged and invigorated by these developments, and by the prospect of being able to encourage even more union buying power. Your morning coffee and your recent mail order delivery may now come with a “union label.” This is great news.

WHO WE ARE

The Union Label and Service Trades Department, AFL-CIO (UL&STD), 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, always being improved, now has an ever-evolving and updated database of union goods and services, searchable for those wishing to buy union. We’ve recently improved its product searching capabilities and have added capabilities to filter by international union or even local union. It is linked to local unions, international unions and even named leadership.

We’ve also improved our offerings to our affiliates and others with the addition of a contract database, also searchable. It includes public sector and private sector contracts. We hope to encourage our affiliates and others to use the database to develop language in their contracts or as a reference tool for what could work in their own contracts. We also hope that our database can help us develop our Do Buy lists, or even support boycotts by providing alternatives for our supporters.

We blast emails—including our Do Buy lists—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.

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.

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, are posted on 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.

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.

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

AMERICA'S UNIONS

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