



# **BUILDING THE MOVEMENT TO MEET THE MOMENT**

Year in Review **2022**

# AFL-CIO

## YEAR IN REVIEW, 2022

In a word, historic. There's no better way to describe the year America's labor movement had in 2022. With public support for unions at the highest approval rating in more than five decades, working people in every industry flexed their power by organizing with unprecedented energy. To meet the moment, the AFL-CIO—hand in glove with affiliate unions—worked to build lasting momentum to strengthen our movement.

With organizing as the guiding principle in every facet of our work, the AFL-CIO developed a governing agenda, in coordination with affiliate leaders, to serve as the blueprint for the future. That agenda, focused on growing our movement, opening doors to collective bargaining and empowering workers, was the theme of this year's AFL-CIO Convention, at which Liz Shuler and Fred Redmond were elected as president and secretary-treasurer, respectively.

2022 saw workers make huge strides on Capitol Hill, in politics and, most importantly, at the worksite. The AFL-CIO supported affiliate unions' organizing in myriad ways by bringing unions together around a shared agenda. The new Center for Transformational Organizing, announced at the convention, will bolster cross-movement organizing to foster even more solidarity as unions continue to build on the landmark progress we've seen this year. It was a watershed year for legislation, with more pro-worker legislative wins than in any year in recent memory on union priorities like infrastructure, protecting pensions and creating good union jobs.

The organizing model also was applied to the AFL-CIO political program, leading to a laser focus on one-on-one worksite conversations on the issues that matter most to workers. Working with affiliate unions in the field, together we built a campaign that transcended politics as usual and leaned heavily on what unions do best: deeply engaging working people around issues they care about, like retirement security, health care, good wages and jobs, and strengthening the right to join or form a union. The positive results of the midterm elections were aided greatly by the field program unions and allies ran to cut through the political noise and deliver the issues-based information voters needed to crystalize the stakes in November.

With the formation of the AFL-CIO Sports Council, the federation continued our efforts to create solidarity in every industry. The council was critically important in its support of baseball players, leading the Major League Baseball Players Association (MLBPA) to affiliate with the AFL-CIO and becoming our 58th affiliate union.

In this document, we detail how the AFL-CIO—including every department and hub—worked in 2022 to support affiliate unions in maximizing this moment to build power for workers and change lives for the better. Together, the sky's the limit. And if you're excited about what our movement accomplished this year, just wait until 2023. **WE'RE JUST GETTING STARTED!**

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In June, President Shuler and Secretary-Treasurer Redmond were elected for their first full term at the 29th AFL-CIO Constitutional Convention in Philadelphia. The convention's theme of Building the Movement to Meet the Moment captured the energy behind the surge of organizing sweeping the country and the federation's plans to build on all that momentum through the newly formed Center for Transformational Organizing.

# 2022 CONVENTION

## BUILDING THE MOVEMENT TO MEET THE MOMENT

Every four years, the AFL-CIO holds a convention to democratically elect officers and chart the course for the years ahead. Delegates representing working people from across the country and from every job category come together to choose their leaders and establish their policy priorities.

The 29th AFL-CIO Constitutional Convention, held in Philadelphia in June, was a celebration of union solidarity, democracy and creativity. From the convention floor to new elements incorporated into the convention, such as our exhibit hall that showcased unions' ingenuity and adaptability, and the organizing action sessions that highlighted this decisive moment of opportunity to grow, our convention emphasized the labor movement's resilience, forward-thinking agenda, and the unique ways unions are adapting to the changing world we operate in while holding strong in our enduring values of solidarity, strength and courage.

The convention, our highest governing body, adopted a bold and powerful agenda for change through the resolution process, reasserting our commitment to grow the labor movement through new organizing, to innovate to strengthen our state and local bodies, to double down on our commitment to racial justice, and so much more. In all, [25 resolutions were adopted](#).

Additionally, the convention delegates voted to modernize our Constitution through the adoption of several amendments. These constitutional amendments added the express purpose of the AFL-CIO: to eliminate racism, sexism and all other forms of discrimination and oppression; promote diversity and inclusion in the economy, in government and throughout society; and empower the officers of the AFL-CIO to direct the work of the organization to meet that goal. Additionally, the Constitution was amended to give voice and vote to each duly recognized constituency group at future conventions. All constitutional amendments may be reviewed [here](#).

# ECONOMIC POWER & GROWTH

2022 has been a watershed year for organizing, reflecting the desire of workers to join unions, and the extraordinary organizing of unions in creating pathways to collective bargaining. Petitions for National Labor Relations Board (NLRB) elections are up by 58%. Young workers are leading campaigns and strikes in unexpected sectors and geographies. Organizing campaigns are front-page news on a regular basis, as thousands of workers take on big employers to demand workplace democracy and a fair share.

## ■ **BUILDING THE CENTER FOR TRANSFORMATIONAL ORGANIZING**

- Federation unions committed to increased funding for organizing and to coordinate at increased levels to reverse the decline in union density.
- We're optimizing the Center for Transformational Organizing (CTO) for maximum impact by building capacity with state federations and central labor councils to support organizing.
- The CTO is part of a renewed push to prioritize organizing in all federation work, to take advantage of this moment and build worker power at scale over time through strategic campaigns.
- The Listening Project brought together the organizing expertise of 50 organizing directors, academics, philanthropists, progressive allies and pro-worker government officials.

## ■ **ESTABLISHED THE SPORTS COUNCIL TO COORDINATE BARGAINING AND ORGANIZING**

- The EP&G staff assisted in the establishment of the AFL-CIO Sports Council—creating a federation home for professional football, soccer and baseball players.
- EP&G supported and advised Minor League Baseball players in their organizing campaign, which ultimately led to a successful drive for 5,000 players.
- EP&G worked with the Major League Baseball Players Association (MLBPA) and the NWSL Players Association (NWSLPA) in their affiliations with the AFL-CIO.

## ■ **EXPANDED CAPITAL STRATEGIES CAPACITY TO PROMOTE WORKERS' RIGHTS, CREATE GOOD JOBS**

The AFL-CIO has committed to expand its capital strategies capacity to mobilize investor support for worker organizing, increase diversity, equity and inclusion, and cultivate a just transition to a green economy that generates good union jobs. In 2022, the AFL-CIO:

- Led a shareholder vote no campaign against Warrior’s chairman for his handling of the Mine Workers (UMWA) strike, securing support from the company’s largest shareholder, BlackRock.
  - Helped mobilize investor support for freedom of association and a collective bargaining shareholder proposal at Amazon that received a 39% vote.
  - Successfully lobbied the Department of Labor for a commonsense environmental, social and governance (ESG) rule that allows fiduciaries of pension plans to consider ESG risks when making investment and proxy voting decisions, and to permit pension plans to consider the collateral benefits of job-creating investments that increase plan contributions.
  - Advocated for worker protections at private equity-owned companies with pension fund investors, and the adoption of new U.S. Securities and Exchange (SEC) rules to regulate private equity funds.
  - Worked with allied groups to urge the SEC to develop a forthcoming workforce disclosure rule for public companies on diversity, turnover, compensation and contingent workers.
- **EXPANDED THE ORGANIZING INSTITUTE TO INCREASE DRAMATICALLY THE NUMBER OF TRAINED UNION MEMBERS**
    - The AFL-CIO’s Organizing Institute (OI) launched the “OI Academy”—a train-the-trainer approach expanding basic organizing training to enable state federations and CLCs to deliver access to thousands more workers to learn and practice essential organizing skills.
- **LAUNCHED THE SOUTHERN WORKERS OPPORTUNITY FUND**
    - Building on the work with foundations, unions and worker centers in the LIFT Fund, EP&G staff helped to establish the Southern Workers Opportunity Fund, raising \$15 million to support 501(c)3 activity on workers’ rights campaigns in the South.
- **EXPANDING STATE AND LOCAL FEDERATION ORGANIZING CAPACITY**
    - EP&G staff are coordinating with a growing number of state federations and CLCs to strengthen local labor movements through the support of unions’ organizing campaigns in the South and in the Presidents’ Organizing Initiative cities.
      - In Alabama, we partnered with unions and Jobs to Move America, a multistakeholder that coordinates strategic research and organizing, and trains and mobilizes union and nonunion workers and community members. In 2022, this work resulted in a groundbreaking community benefits agreement and pathway to organize at New Flyer electric bus; drove community engagement in support of Bessemer workers at Amazon; and supported striking workers at Warrior. Similar work to build labor’s muscle in the South and anchored by international unions’ priority campaigns is underway in Georgia and South Carolina.





- The Seattle AFL-CIO Presidents' Organizing Initiative directly organized 2,900 workers, primarily at the three stadiums, bringing density at T-Mobile Park from 30% to 70% and density at Climate Pledge Arena from 0% to more than 90%. This team also supported individual union campaign wins, totaling 1,500 workers across multiple local unions, and worked together to pilot innovative digital strategies to support union organizing campaigns.

■ **COORDINATED THE LARGEST MULTIUNION SOLIDARITY SUPPORT IN DECADES**

Fifteen unions and other labor bodies donated 100 staff organizers to support UFCW-RWDSU's campaign for Amazon workers in Bessemer, Alabama.

Unions are committed to joint activity to support Amazon workers in Alabama and beyond.





## **LAUNCH OF SPORTS COUNCIL AND WELCOMING NEW MLBPA AFFILIATE**

This year saw the launch of the AFL-CIO's Sports Council. The council is bringing players' unions together to fight for every worker—from the major league star to the player struggling to start his career to the construction worker building the stadium to the server providing concessions—to have a voice on the job. And shortly after the formation of the Sports Council, the council and the AFL-CIO welcomed our newest affiliate, the Major League Baseball Players Association.

# POLITICAL— LABOR 2022

After several months of engaging the federation and affiliates to land a fresh election strategy to capitalize on historic support for labor unions and organizing activity, leaders were clear: they wanted a program that put members first, incorporated our unique ability to connect with members at home and work, and got us in great shape for 2024.

Together with affiliates, we launched a political mobilization program built around an organizing model and instituted a new nine-point plan for the political program. Collectively, federation unions emphasized member-to-member conversations, gathering feedback on key issues and centering member engagement within each affiliate union. The federation refocused its role around supporting, resourcing and supplementing the work of affiliate unions. Collectively, the labor movement's political program accomplished much in 2022:

- The national AFL-CIO launched a new approach to electoral campaigning with a focus on year-round issue organizing through local union infrastructure. The three-year political organizing program embarked on a partnership that refocused the AFL-CIO's role around supporting, resourcing and supplementing worksite issue-based conversations for our affiliates through our work with state federations and CLCs that implemented these efforts with local unions.
  - State federations, central labor councils (CLCs) and national AFL-CIO staff convened and trained 27 organizers and trainers in 2022 to build up infrastructure to expand the capacity of local labor movements.
  - More than 600 local unions executed worksite engagement through issue conversations.
- Through the work of local and national unions, state federations and local federated bodies, labor organized union members at a remarkable scale and reach. Overall, the AFL-CIO coordinated communications to more than 4.3 million union members and householders in our battleground states.
  - More than 1,300 local unions sent local union mail to their members in our battleground states.
  - Accomplished 548,506 person-to-person conversations with members and householders in our battleground states.
  - Mobilized 6,546 individual volunteers and 1,149 affiliate release staff in our battleground states to engage in voter contact activities and member organizing.

- Developed new tools and programmatic innovations to engage more voters and more unions, and tested new approaches to engaging our union members across partisan lines—particularly, our more conservative-leaning members.
  - In partnership with the Communications team, the Political team developed and promoted an [online political issue survey](#) that received more than 7,000 responses from union members across the country.
  - Working with a Data, Analytics and Infrastructure Resource (DAIR) team, we mapped survey responses back to the membership voter file to create a feedback loop where phone bank and door-knocking lists would mirror survey responses back to activists, better informing the organizing conversations they had with members.
  - We built new functionality into the Working Families Toolkit to allow local unions to order and send local union mail directly from the toolkit, with the AFL-CIO covering the cost to local unions directly.
  - With the Mobilization Hub, developed a new training curriculum to prepare activists and leaders for deep organizing conversations with members on relevant issues.
  - Working with DAIR, Communications, Economic Power & Growth (EP&G) and our field staff, we developed new systems and improved on existing systems; launched a national virtual phone bank that connected activists from across the country to phone banks in our battleground states; shared endorsements and volunteer opportunities on the [AFLCIVote.org](#) website, allowing more than 250,000 website visitors to learn more about endorsed candidates and connect them to voter contact programs in their states; and developed pure, issue-focused member materials to engage and inform union members in a conversation on the issues they cared about.
- Secured deep and broad participation of federation unions in the political program:
  - 26 affiliated unions released staff to the Labor 2022 program.
  - 34 affiliated unions ordered mail through the Working Families Toolkit.
  - 49 affiliated unions recruited volunteers for the Labor 2022 program.
  - 38% of all conversation IDs were gathered through affiliate union internal programs.
- The unions of the AFL-CIO elected 3,072 endorsed candidates this year, including:
  - 670 union members at all levels of government.
  - At the federal level: 15 U.S. senators and 203 members of Congress.
  - At the state level: 19 governors, 15 secretaries of state, 14 attorneys general and 2,231 state legislators.
  - At the local level: 263 county and city legislators and 12 mayors.





## **LABOR 2022**

The labor federation mobilized, organized and energized our members to get out the vote in the 2022 midterm elections. Thanks to the efforts of working people, we delivered a true pro-worker majority in the Senate and kept the House in play for 2024.

# ADVOCACY

The second year of the Biden presidency was the most productive year in decades for workers. The AFL-CIO and affiliate unions won passage of landmark pro-worker legislation like the Inflation Reduction Act and the CHIPS and Science Act, and the implementation of key elements of the American Rescue Plan, including the Special Financial Assistance Program for multiemployer pension plans.

On the global stage, the AFL-CIO supported numerous campaigns, including clean energy jobs and fair supply chain initiatives, and enlisted the Biden administration to embed freedom of association and collective bargaining as a key element in its foreign policy and international trade agenda. We also continued our work to ensure enforceable rights for all workers, regardless of immigration status, and pushed for reforms to abusive labor migration pathways.

The AFL-CIO state and local legislative advocacy team worked closely with affiliate unions on issues ranging from reproductive health care, new technologies and workers' rights, apprenticeships and protecting democracy to good climate jobs through expanding our responsive advocacy infrastructure, including conducting policy research, convening issues discussions and advocacy training, tracking and analyzing legislation, building upon existing partnerships and laying the groundwork for new partnerships, engaging with state legislators, and providing rapid response assistance to state federations, CLCs and affiliates on proactive and defensive legislative proposals.

- In May, North America's Building Trades Unions (NABTU) signed a project labor agreement with Ørsted for all construction of its East Coast offshore wind farms. The labor movement's relationship with Ørsted was brokered by President Shuler during a trip to Denmark to meet with top management, with the assistance of our sister federation LO-Denmark.
- In August, President Biden signed the CHIPS and Science Act, providing more than \$50 billion to revitalize the domestic supply chain for semiconductors, including developing a skilled workforce to support tens of thousands of good union jobs in both construction and manufacturing. The bill also gives labor a seat at the table in determining how billions of dollars will be spent to boost scientific and technological research to keep U.S. industries competitive with China.
- Also in August, the president signed the Inflation Reduction Act (IRA), providing billions in incentives for clean energy projects and to establish a domestic supply chain for clean energy goods. The IRA provisions include requirements for prevailing wage and apprenticeship utilization and domestic content. This represents the first cohesive industrial policy in the United States since the Cold War, and is already responsible for a surge in manufacturing investment announcements. A study by the Labor Energy Partnership estimated that the IRA will create nearly 1.5 million jobs, mostly in construction and manufacturing.

- The Department of Energy (DOE) issued grant announcements for battery component production and hydrogen hubs that were funded by the bipartisan infrastructure law. The labor movement's work with the administration on worker rights led to DOE including a commitment to labor rights as part of the scoring for the grants, resulting in several of the proposals committing to giving their employees a "free and fair chance to join a union."
- The AFL-CIO worked with affiliate unions and allies to successfully advocate for new immigrant worker protections from the Biden administration, and relaunched the Injury2All Campaign to equip organizers with everything they need to win temporary status protections and work permits for immigrant workers and bring new momentum to organizing campaigns around the country, conducting 15 trainings for nearly 600 participants from 32 unions and constituency groups across 31 states.
- The AFL-CIO led a strong coalition of health care and construction affiliates to testify in support of a final Occupational Safety and Health Administration (OSHA) standard to protect workers in health care settings from COVID-19 exposures. We commemorated the 34th Workers Memorial Day and published the 31st edition of our annual "Death on the Job: The Toll of Neglect" report. Our safety and health team also advanced a global policy agenda on asbestos and won domestic increases in funding for worker safety and health agencies. Staff were recognized for their expertise with appointments to two federal advisory committees governing federal agencies on worker safety and health, a co-chair position on President Biden's working group to advance an OSHA heat standard, and induction into a prestigious global society on occupational medicine.
- The AFL-CIO helped establish M-POWER, a global initiative that unites governments, unions, labor academics and civil society organizations committed to working in partnership to uphold and promote freedom of association and collective bargaining around the world. The AFL-CIO also led a delegation of 20 to the 5th International Trade Union Confederation World Congress, where delegates voted for the global labor movement's new leadership and agenda for the next four years.
- The AFL-CIO helped lead a coalition focused on ending forced labor of Uyghur people in China. These efforts led to the passage of the Uyghur Forced Labor Prevention Act (UFLPA) and to the U.S. Customs and Border Protection (CBP) blocking products made with forced labor from the Uyghur region of China from entering the United States. We also joined the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) in filing a complaint against a Mexican auto parts facility under the United States-Mexico-Canada Agreement's Rapid Response Mechanism (RRM), resulting in the reinstatement of 37 illegally dismissed union members and a new election in which the independent union overwhelmingly defeated the incumbent protection union; it is now attempting to negotiate a first contract.





## **MAJOR LEGISLATIVE VICTORIES**

Our movement's advocacy led to incredible policy wins this year, including the Inflation Reduction Act. At the signing, President Biden celebrated the good union jobs the law would create, adding: "The reason I push everyone to use union labor is because they're the most skilled labor in the world."

# CIVIL, HUMAN AND WOMEN'S RIGHTS

The Civil, Human and Women's Rights (CHWR) department focused on rebuilding partnerships with the civil rights and faith communities. To commemorate the 57th anniversary of the 1965 Selma to Montgomery March and the ongoing fight for voting rights, the department joined labor leaders from across the country to host a weeklong series of events as part of the march reenactment. The CHWR department prioritized reconnecting the rich history between faith and labor by partnering with the Poor People's Campaign on the Mass Poor People's and Low-Wage Workers' Assembly and Moral March on Washington on the nationally recognized Juneteenth holiday. Additionally, the Labor in the Pulpit program was reintroduced and implemented nationally, with a special focus on the nine battleground states. The highlight of the department's achievements is honoring the life and legacy of Rev. Dr. Martin Luther King Jr. by uplifting the annual Dr. Martin Luther King Jr. Civil and Human Rights Conference.

## ■ PROGRAM HIGHLIGHTS

- 2022 Dr. Martin Luther King Jr. Civil and Human Rights Conference
- 57th anniversary of the 1965 Selma to Montgomery March
- Poor People's Campaign; Mass Poor People's and Low-Wage Workers' Assembly and Moral March on Washington
- Msgr. George Higgins 20th Anniversary Event
- Labor in the Pulpit
  - Labor in the Pulpit, on the Bimah and in the Minbar executed a combined 140 events in 21 states during the Labor Day holiday.

## ■ FAITH, LABOR AND CIVIL RIGHTS PARTNERS

- National Coalition on Black Civic Participation
- National Action Network
- Black Women's Roundtable
- National Urban League
- Progressive National Baptist Convention
- Islamic Circle of North America
- Catholic Labor Network
- Poor People's Campaign

The constituency groups worked diligently to respond to varying issues that impacted the diverse backgrounds of workers across the country. The A. Philip Randolph Institute (APRI), Asian Pacific American Labor Alliance (APALA), Coalition of Black Trade Unionists (CBTU), Coalition of Labor Union Women (CLUW), Labor Council for Latin American Advancement (LCLAA), Pride At Work (P@W) and the Union Veterans Council (UVC) focused their resources on the most important

midterm election of our time by phone banking, text banking and canvassing to the targeted communities for their respective organizations.

### ■ **APALA**

- APALA staff worked with the National Partnership for Women & Families to disaggregate data on the impacts of abortion bans on the Asian American and Pacific Islanders (AAPI) community.
- APALA is proud to have reached an agreement with OPEIU Local 2 to ratify the organization's first staff union contract.
- Our Pittsburgh chapter ran a text bank to kick off our 2022 general election program.
- APALA's D.C. chapter phone banked members to register to vote and support Initiative 82, which passed, eliminating the sub-minimum tipped wage for restaurant workers, nail salon workers and more.
- APALA's Young Leaders Council held a virtual summer social event to get to know fellow APALA young leaders in a game of Hot Seat, and share and learn about recent labor victories.

### ■ **APRI**

- The national APRI held its 51st National Education Conference July 27–31 in Baltimore.
- St. Louis APRI hosted a National Voter Registration Day event, “Voter & Labor Drip—Voices of Change: The Youth Experience,” on Sept. 20, along with Missouri AFL-CIO constituency groups.
- Savannah, Georgia, APRI worked with the building trades unions to create youth placement for the graduating students in our Building Futures Program.
- APRI members were involved in the Georgia Senate runoff election in get-out-the-vote phone banking, canvassing and poll monitoring in Clayton, Dekalb, Fulton and Macon counties.
- APRI supported SEIU's rally at Abner Clay Park on Sept. 17, 2022. The coalition has been working to achieve collective bargaining for employees of the city of Richmond.

### ■ **CBTU**

- Constituency group members worked with the building trades on career fairs for high school students in Los Angeles, New Orleans, New York State and Philadelphia.
- CBTU participated in the Global African Workers Series with Africa, Canada, the Caribbean, Panama and South America.
- CBTU provided the following political action support:
  - Gubernatorial and Senate campaigns in Philadelphia and Pittsburgh
  - Washington, D.C., mayoral race and Maryland gubernatorial race
  - Statewide elections in Ohio
  - Senate race in Milwaukee





## **PERMISSION TO DREAM PARTNERSHIP LAUNCH**

The AFL-CIO kicked off a new partnership with the Permission to Dream program, created by the Chris Gardner Foundation, to put students from disadvantaged communities on the path to good careers through the security of an apprenticeship and a union job. Secretary-Treasurer Redmond launched the first programs in Michigan this fall, with more to come across the country in 2023.

## ■ CLUW

- CLUW members participated in the Mine Workers (UMWA) caravan to Warrior Met Coal in Alabama.
- CLUW President Elise Bryant moderated the labor forum on the Russian invasion of Ukraine.
- The group sponsored \$1,000 for the Tradeswomen Building Bridges event.
- CLUW began a dialogue with the U.S. Equal Employment Opportunity Commission on safety and equality on the job for women in construction.

## ■ LCLAA

- The national LCLAA celebrated its 50th anniversary by bringing together national LCLAA leaders from across the country for strategic meetings, culminating the celebration with an awards dinner in Washington, D.C. Speakers included AFL-CIO Secretary-Treasurer Fred Redmond, Deputy Secretary of Labor Julie Su and Lupe Rodríguez, the executive director of Latina Institute.
- The national LCLAA and chapters in California joined in support of the detained labor strikers at the Mesa Verde Detention Facility and Golden State Annex. The GEO Group made more than \$2.2 billion last year, but pay detained individuals \$1 per day to clean the dormitories.
- LCLAA Los Angeles was out in force at the “March for Governor’s Signature” in support of AB 2183, the Agricultural Labor Relations Voting Choice Act.
- The national LCLAA created a toolkit for chapters to use to get out the vote in their state. The toolkit includes a voter information flyer, poster, social media graphics, data tracker for chapters that do not have access to the Voter Activation Network and a bilingual pledge to vote.

## ■ P@W

- Several new chapters have been organized, with three new charters being established.
- Pride At Work continues to work with our fellow constituency groups and the various coalitions, such as the LGBTQ Presidential Appointments Coalition, The Leadership Conference, Declaration for American Democracy, Democracy Rising and others.
- Pride At Work now sits on the Diversity and Equity Committee for the Declaration for American Democracy.
- We held a successful training session for the management staff of the Transgender Legal Defense & Education Fund, and a very well-received training for the field staff of the Federal Mediation and Conciliation Service (FMCS) that was recorded and will be used to train its staff going forward.

## ■ UNION VETERANS COUNCIL

- **Growth**—2022 was an exciting year for the UVC, particularly evident in the council’s programmatic growth; during the year, the UVC chartered our future as a labor organization that is always in the fight. After 12 years, UVC is now a nonprofit labor organization, and was recognized by the AFL-CIO Executive Council as only the 7th official constituency organization in history.
- **Biden Report**—The Biden administration’s Task Force on Worker Organizing and Empowerment recognized UVC as a critical partner in its February [report](#). The recommendations included working with the UVC to help service members, military spouses and veterans transition into good union jobs. To that end, the UVC launched its [Veterans Workforce Development Committee](#) to work with the administration, agencies, partners and affiliate unions to help create pathways for veterans into union jobs.
- **Deported Veterans**—The labor movement welcomed home Army vet Ivan Ocon, an American patriot unjustly deported six years ago. He won the right to return to the United States with the support of a network of organizations led by the UVC, including the AFL-CIO, the Deported Veterans Support House and Yale Law School’s Veterans Legal Services Clinic. He subsequently was sworn in as a U.S. citizen. We will continue to fight to bring deported veterans home and ensure they are not victimized by unjust immigration policies that target, rather than protect, working families.
- **Strikes and Actions**—Throughout the year, the national UVC and local groups participated in many strikes and actions, including supporting striking Ironworkers in Erie, Pennsylvania, Starbucks workers in Buffalo, New York, railroad workers and many more.
- **Legislative**—The UVC supports labor’s legislative agenda through grassroots advocacy, meetings and letters. This year the UVC expanded its reach, partnering with such key groups as the American Legion, Veterans of Foreign Wars, Iraq and Afghanistan Veterans of America, and Vietnam Veterans of America on key fights on workforce development and veterans’ health care.
- **Political**—Veteran members volunteered in Labor 2022 efforts and mounted campaigns for elected office. The UVC offered direct support to union veteran candidates, including Chris Deluzio, who won Pennsylvania’s 17th District seat in Congress. The UVC provided campaign support in Ohio and Wisconsin, and in a critical project labor agreement ballot initiative victory in San Diego.
- **Election Protection**—In Wisconsin, the UVC, with the support of a law firm and local members, won a critical counter-lawsuit in Waukesha County Circuit Court to stop legal action seeking to force elections officials to sequester military absentee or mail-in ballots prior to the election. This was listed as one of the top five important election cases of the 2022 cycle. The UVC also partnered with Vet the Vote, a coalition of veterans’ organizations that trained veterans to be poll workers on Election Day.



# TASK FORCE ON RACIAL JUSTICE

The AFL-CIO's Task Force on Racial Justice, created by late President Richard L. Trumka in 2020, continued its mission throughout 2022 advising the officers of the AFL-CIO on critical issues. The task force has not only strengthened throughout the year, but brought about real change and progress inside and outside of the federation. The task force is chaired by AFL-CIO Secretary-Treasurer Fred Redmond while Terrence Melvin, New York State AFL-CIO secretary-treasurer and national president of the Coalition of Black Trade Unionists, serves as the executive director.

- The AFL-CIO integrated recommendations of the task force, including all employees receiving Race and the Economy training modules, and making that training available to affiliate unions.
- The task force advised the officers of the AFL-CIO on critical incident response, holding subordinate bodies accountable, and working together for a more inclusive and just labor movement.
- The federation implemented task force recommendations at the AFL-CIO Constitutional Convention.
- The task force held its first in-person meeting Nov. 1–2 at the AFL-CIO headquarters in Washington, D.C., looking toward the future work of the task force and next steps.



# TECH INSTITUTE

The AFL-CIO Technology Institute was established in 2021 and this year established itself as the labor movement's expert on technology and innovation policy and digital trade. The institute also secured funding for union research projects on digital platforms and technologies that will reshape how work gets done, and continued to develop new programs to prepare the labor movement for technology transitions, including university collaborations, bargaining strategies and convenings on future technology trends.

Most notably, the CHIPS and Science Act established a new national strategy on critical technologies necessary for global competitiveness and national security. The strategy is structured around a network of regional technology hubs that will drive federal research and development, fund commercialization and testing of innovation, develop workforce training strategies, and create regional innovation economies for advanced manufacturing, artificial intelligence, semiconductors and other critical technologies. These investments will shape the future of our economy and the nature of work. The Technology Institute is positioning the labor movement as a key stakeholder in this new industrial strategy to ensure workers are at the center of these investments—and unions are at the table.

- **CHIPS AND SCIENCE ACT.** The institute is leading the federation's administrative advocacy on CHIPS implementation, including job quality standards, labor engagement and workforce development. We successfully statutorily established "labor organizations" as a named stakeholder in the government's technology investments and regional innovation strategy alongside industry, academia and government.



- **DIGITAL TRADE.** The Technology Institute developed the labor movement’s position on digital trade, centering workers in the debate and outlining the importance of allowing for domestic worker protections on workplace surveillance, algorithmic management, nondiscrimination, privacy, health and safety, and other rights. We testified in December 2022 before the Senate Finance Committee’s Subcommittee on International Trade, Customs and Global Competitiveness on “Opportunities and Challenges for Trade Policy in the Digital Economy.”
- **NATIONAL ARTIFICIAL INTELLIGENCE ADVISORY COMMITTEE.** Executive Director Amanda Ballanytyne is the sole representative of working people on the Commerce Department’s National Artificial Intelligence Advisory Committee (NAIAC). The committee is charged with advising the president and the National Artificial Intelligence Initiative Office (NAIIO) on various issues related to artificial intelligence (AI), including recommendations related to the U.S. workforce and how to adequately address ethical, legal, safety, security and other appropriate societal issues. The institute also secured an invitation for AFT President Randi Weingarten to testify before the committee on workers’ perspectives on AI at a field hearing at Stanford University.
- **CARNEGIE MELLON UNIVERSITY PARTNERSHIP.** We deepened the labor movement’s partnership with Carnegie Mellon University (CMU); hosted the Industrial Union Council at CMU; collaborated on research projects and policy papers on transit and additive manufacturing with the Amalgamated Transit Union (ATU) and the Transport Workers Union (TWU); and developed funding proposals to extend our collaboration.
- **FORD FOUNDATION FUNDED UNION RESEARCH PROJECTS.** The Tech Institute secured funding for seven union research projects on technology and digital platforms. These projects included representatives from the Communications Workers (CWA), Illinois Federation of Teachers, Machinists (IAM), SAG-AFTRA, TWU, UNITE HERE and the New York State Public Employees Federation collaborating with researchers from Carnegie Mellon University, Cornell School of Industrial and Labor Relations, and union research departments. Other research projects are still under development.
- **CONSUMER ELECTRONICS SHOW (CES) LABOR INNOVATION AND TECHNOLOGY SUMMIT, JANUARY 2023.** We are co-sponsoring a convening at CES of more than 100 labor participants with the AFL-CIO, AFT, SAG-AFTRA and UNITE HERE to learn about industry’s next-generation technologies and share labor movement strategies to prepare for the next wave of technologies in sectors and workplaces through bargaining, public policy, workforce training and labor-management partnerships.





## **AFSCME STRIKE RALLY AT PMA**

Our federation has expanded into exciting new areas of organizing, including at cultural institutions. We sent the full force of the labor movement up the famous Rocky steps at the Philadelphia Museum of Art (PMA) to support striking members of AFSCME District Council 47, Local 397, who went on to win their contract fight in October.



# MOBILIZATION

In July of this year, the officers set out their vision for the newly evolved hub. This vision focuses on building capacity at the state and local level in service to the priorities of the national AFL-CIO and our affiliates. The Mobilization Hub is a “one-stop shop” for state federations and central labor councils. We provide training and governance support, partnership and strategic advice to all state federations and central labor councils through all three teams (field, governance and organizational development, and national campaigns). We collaborate with affiliates on leadership development efforts and other training.

We create opportunities for peer-to-peer learning and development among state federations/ CLCs, affiliates and staff. And we coordinate field activities and all other activities involving state federations and CLCs with the rest of the AFL-CIO hubs, resources and departments. Most of this work is done in an interdisciplinary way and across teams. Here are the key accomplishments for the Mobilization Hub in 2022:



## ■ NATIONAL CAMPAIGNS

- The climate crisis is increasing the frequency and costs of disasters every year. We coordinated national disaster relief efforts in Florida, Kentucky and Puerto Rico this year, helping to raise

hundreds of thousands of dollars for these states while convening national affiliates who also released staff to support relief efforts on the ground.

- We have coordinated strategic campaign planning and implementation on national legislation, national affiliate campaigns, strikes, and electoral and organizing campaigns.
- In collaboration with the national AFL-CIO field staff and the Advocacy Hub, coordinated mobilization of 400-plus state federations and central labor councils to activate their local labor movements on national campaigns like the Infrastructure Investment and Jobs Act, Protecting the Right to Organize (PRO) Act, Public Service Freedom to Negotiate Act, bipartisan infrastructure law, the Federal Reserve and affiliate campaigns.
  - These mobilization efforts resulted in hundreds of thousands of activities through rallies, phone calls, petitions, postcards, letters and one-on-one meetings directed to key decision-makers.

## ■ FIELD MOBILIZATION—BUILDING CAPACITY THROUGH STATE FEDERATIONS AND CENTRAL LABOR COUNCILS

- State and Local Campaigns

- We advised and supported state federations and central labor councils on campaign activity to help pass pro-worker state and local legislation or to beat back anti-worker policies.
- Union Organizing, Collective Bargaining and Strikes
  - We ensured that requests from national unions and local unions on union organizing efforts, collective bargaining challenges and strike solidarity were met with the full power of the collective labor movement.
    - Examples of state and local federated bodies supporting in the space: Bakery, Confectionery, Tobacco Workers and Grain Millers (BCTGM) strike at Jon Donaire; UNITE HERE's daily cleaning campaign; American Red Cross; Circulator strike in Washington, D.C.; Ascension Living in St. Louis and Buffalo, New York.

## ■ GOVERNANCE, ORGANIZATIONAL DEVELOPMENT AND TRAINING

- Governance
  - We administer the \$4 million annual solidarity fund. This year we reviewed 83 proposals and funded 66 innovative plans to grow and change the labor movement across the country.
  - We processed 14 Solidarity Charters, allowing SEIU, the Teamsters (IBT) and the Carpenters (UBC) to affiliate with our state federations and CLCs, bringing unity at the state and local levels.
  - We worked across the hub and with state federations and local unions to help rebuild multiple central labor councils.
- Organizational Development and Training
  - We are working closely with our officers and affiliates to anchor the Resolution 2 process to strengthen state federations and central labor councils.
  - We staff the State Federation and Central Labor Council Advisory Committee, one of four constitutional committees of the AFL-CIO. They are a crucial part of all that we do, advising the officers on programs and policies impacting state and local labor movements. This year the advisory committee played an integral role in writing and shaping Resolution 2 and the process coming out of its adoption.
  - We have conducted three new officer trainings, a leadership intensive for state and local leaders and staff, and have continued to work with the advisory committee on the content of all trainings for state and local leaders and staff.
  - We have collaborated with affiliates and other departments to develop deep listening conversation modules and activist training modules for the political program, and training on how reproductive rights are economic rights. Prior to the election, we trained 550 affiliates, release staff and national staff on components for the Labor 2022 election cycle and beyond.

# WORKING AMERICA



The community organizing arm of the AFL-CIO, Working America, organizes working-class people who do not (yet) have a union on the job. The organization has helped more than 4 million individuals to become associate members of the AFL-CIO. The professional door-to-door canvass reaches people year-round, helping members connect the dots and engage in political

and economic action, while training hundreds of canvassers to become skilled organizers in the process.

Working America reengages these members and millions of other voters in elections and political action, supports affiliate organizing efforts and builds activism among members. Here are some of the highlights of that activity in 2022:

- Held more than 900,000 face-to-face conversations in six states—Arizona, Georgia, Michigan, Minnesota, North Carolina and Pennsylvania—getting members to join and persuading voters to support AFL-CIO-endorsed candidates at all levels of the ballot.
- Continuously engaged nearly 15 million voters via texting, digital ads and mail on economic and political concerns.
- Using 309 randomized control trials to measure the impact of our organizing, we made critical election contributions, including adding more votes than the winning margin in the such races as Arizona governor and attorney general; Georgia Senate general election; Michigan State Senate tipping point district; Nevada Senate; and 10 U.S. House of Representatives races. We added substantial votes for the Arizona Senate and secretary of state races; Georgia Senate runoff election; Pennsylvania Senate seat; Wisconsin governor's race; eight successful U.S. House of Representatives contests; and a half-dozen state legislative seats in Minnesota and Pennsylvania.
- Supported affiliate organizing drives with more than 4,500 face-to-face conversations with potential union members.
- Leveraged investment from the AFL-CIO and affiliates by 10 times to support organizing in support of endorsed candidates and issues.
- Hosted our first member wage summit during the AFL-CIO convention to train activists to advocate for themselves and others to combat wage theft, misclassification and workplace safety problems. We also organized 50,000 neighborhood activists on issues like the Protecting the Right to Organize (PRO) Act and the child tax credit, who then engaged more than 150,000 friends, families and neighbors.

# COMMUNICATIONS

The Communications team worked to elevate the AFL-CIO governing agenda to realize the vision set by President Shuler and Secretary-Treasurer Redmond, and affiliate unions focused on building a bold, dynamic and inclusive labor movement. In the process of a leadership transition within Communications, our team told the stories of workers and affiliate unions throughout the 2022 convention and went on to highlight all of the work done to bring that vision to life using every tool at our disposal: press conferences, the Daily Brief (reaching 24,000 inboxes with each issue), social media, websites and blog, email and text, speeches, videos and more. We kept up an ongoing dialogue with our delegates and the press about everything from strikes and contract fights to organizing campaigns and wins to the need for workers to be kept front and center in policies like the Inflation Reduction Act and the CHIPS and Science Act. We continued to work closely with our affiliate communicators and federated body communicators to amplify and support the important energy of the movement, especially around organizing and strikes. And we capitalized on this incredible moment for the labor movement by continuing to look for opportunities to shine a light on the work of the federation and our officers that made these opportunities possible.

- Developed and ran coordinated communications campaigns around the passage of the Inflation Reduction Act and the CHIPS and Science bill.
- Ran a political communications campaign—including video, website and blog, speeches, advocacy actions, polling and voter outreach tools, email, digital ads, social media and media outreach—reaching millions of voters nationwide in the 2022 midterm elections. We developed national campaign messaging and worked closely with battleground states to provide communications resources and on-the-ground support for rallies and actions from AFL-CIO field communicators.
- Convened affiliate and state federation and CLC communicators regularly to work together on lifting up priorities across the labor movement.
- Developed, coordinated and scripted the 2022 convention featuring more than 200 participants across several days of programming, kicking off the first full term of the Shuler–Redmond administration.
- Created various communications, trainings, graphics, advocacy campaigns and other support to strikes, coordinated action campaigns and other needs for affiliated unions nationwide.
- Publicized and supported the work of affiliates, internal hubs and resource centers, and allied groups through events, press briefings, websites, email campaigns, videos, social media and reports, including



our Dr. Martin Luther King Jr. Civil and Human Rights Conference, Executive Paywatch: Greedflation and Death on the Job, as well as offering support and guidance to the Transportation Trades Department on media strategy for the rail negotiations.

- Drove more than 1 million visitors to aflcio.org and created the following new websites:
  - [Convention](#)
  - [Executive Paywatch](#) and [Greedflation.org](#)
  - [Death on the Job](#)
  - [Political](#)
  - [Reproductive Rights Are Worker Rights](#)
- Sent 129 email blasts and drove hundreds of thousands of actions, including:
  - Pledge: I Am a Voter—13,127 actions
  - Add Your Name → Free Brittney Griner—12,382 actions
  - Add Your Name and Protect Voting Rights on Women’s Equality Day—9,292 actions
  - Support Freight Rail Workers—8,630 actions
  - Tell Your Senators: Thank You for Voting for the Inflation Reduction Act—7,427 actions
- Supported a more robust video program, including:
  - Total studio recordings: 74
  - Total videos: 120
  - Noteworthy videos:
    - RWDSU-UFCW—Bessemer, Alabama, organizing campaign
    - AFSCME—Philadelphia Museum of Art organizing campaign
    - National Apprenticeship Week—Tradeswomen Build Nations Conference
    - Young Workers Program video
    - AFL-CIO’s Human Resources promotion reel

# DATA, ANALYTICS AND INFRASTRUCTURE

The Data, Analytics and Infrastructure Resource (DAIR) department led a diverse body of work this year. From polling and research to deep support and training for tools used for organizing, political engagement and more, the DAIR team helped to support AFL-CIO labor bodies and affiliate unions to do the essential work of talking to members and growing the labor movement. Planning already is starting to ensure needs are met for data, analytics and technology around new organizing, a year-round political engagement program with members, and strengthening AFL-CIO state federations and CLCs in the coming years. Below are some of the major highlights from DAIR's work in 2022:

- **POLLING:** DAIR kicked off polling for the year with groundbreaking research into the “great resignation.” The two-part project heard from more than 20,000 Americans about their work experiences during the pandemic, and how collective action could be a part of improving workplace issues. This research was shared broadly with affiliates, labor bodies and partners, including a presentation that was broadcast nationwide. After that, DAIR dove into supporting the Labor 2022 program with a national issues survey in July, designed to determine members’ issue priorities leading into the 2022 election. The aim of this work was to support workplace-based and one-on-one contact with members outside of the traditional political cycle. The rest of the Labor 2022 polling program included a baseline and messaging survey and tracking polls in nine battleground states, and will conclude with a post-election survey. In addition to these polling projects, DAIR established its first research and polling workgroup to bring together affiliate representatives to discuss polling and research.



- **DEEP SUPPORT FOR LABOR 2022:** The entire department provided an immense amount of support for the Labor 2022 program. Besides the large polling projects mentioned above, on the analytics side, team members built targeting used by AFL-CIO labor bodies across multiple states—both battleground and nonbattleground states. For the first time, those targets were made available to affiliate unions in their Labor Action Network (LAN) committees for battleground states. There was also a lot of work done on the data engineering side to create infrastructure to collect and share data from all affiliate unions, including those that don't use LAN, in order to ensure we were capturing the full scope of all the work happening across the labor movement, and using all available data to run the most effective program possible. On the data side, the AFL-CIO partnered with TargetSmart, Catalist, and other labor and progressive groups to make a deep investment in acquiring the best phone data—with a particular focus on cell phones—for the election cycle. Those updated phones were made available for all affiliates and AFL-CIO labor bodies in LAN. As always, the DAIR data team provided massive support for affiliate unions and AFL-CIO programs across all states. That included more than 60 group trainings, as well as dozens of one-on-one and ad hoc small group trainings on LAN, peer-to-peer texting (Spoke), a new dialer system (Impactive) and a number of other tools to track political engagement. The data team reviewed and approved more than 10,800 list requests for the AFL-CIO program to make sure affiliate union membership data was being used appropriately.
- **NEW AND IMPROVED WEBSITE SYSTEM FOR THE LABOR MOVEMENT:** This year, DAIR completed a major rebuild of UnionHall—an easy-to-use website system designed specifically for AFL-CIO labor bodies and affiliate unions and their locals. Hundreds of AFL-CIO state federations and CLCs, as well as thousands of locals from 11 affiliate unions, use UnionHall for their website. The system, originally built in 2016, needed to be updated to new technology, but this also gave the AFL-CIO an opportunity to make a number of improvements to administration, security and performance, and new features based on feedback from affiliates and AFL-CIO labor bodies. All AFL-CIO labor bodies and multiple affiliate unions and their locals have migrated to the new system. Migration will continue through 2023 as we work with other affiliate unions that have not migrated. For more information about UnionHall, please email [unionhall@aflcio.org](mailto:unionhall@aflcio.org).
- **CONTINUED EXPANSION OF ACTION BUILDER:** 2022 saw continued growth in the adoption and use of Action Builder—the first tool for worker organizing built through a co-design process with multiple organizers across the labor movement. Nearly 10 new affiliate unions, locals, state federations and CLCs launched Action Builder this year to track their new organizing and internal organizing campaigns and engagement with activists. That's on top of the more than 25 affiliate unions that deepened their use of Action Builder in the past year. We also continued our monthly development road map work group meetings to roll out new features based on feedback from organizers on the ground. In 2023, we're looking toward new use cases for Action Builder, including utilizing it for the year-round political program to gather hard metrics on worksite conversations.

# OFFICE OF THE GENERAL COUNSEL



*Members of the AFL-CIO Union Lawyers Alliance participate in a workshop to help new union lawyers hone their litigation skills.*

The AFL-CIO General Counsel's office continues to work collaboratively through the Lawyers Advisory Panel (LAP)—consisting of all affiliate general counsels—and the 2,000-member AFL-CIO Union Lawyers Alliance (ULA)—consisting of all the lawyers in the country representing AFL-CIO unions—to advance workers' rights and further union organizing. Notable achievements for the Office of the General Counsel in the past year were:

- We helped to set the agenda for the Biden administration's National Labor Relations Board (NLRB)—working with NABTU to request rulemaking on union elections, voluntary recognition procedures and conversion of pre-hire agreements in the construction industry; filing comments on a proposed rule on joint employment; and filing briefs on the definition of appropriate units, the line between employees and independent contractors, and many other crucial issues.
- Working with National Nurses United (NNU) and other affiliates, we continued to push OSHA to provide adequate protection to health care and other essential workers against the continuing ravages of COVID-19, filing a brief in the Supreme Court in defense of OSHA's vaccinate or test rule and bringing an action against OSHA contesting the withdrawal of its emergency temporary standard protecting health care workers.
- Together, with all affiliates, we worked to prevent labor cases from reaching a hostile Supreme Court and to forcefully make labor's voice heard on such critical cases as the case now before the court involving an employer's state court action seeking damages allegedly resulting from a strike.
- Working with the Advocacy Hub and our state and local bodies, we have designed and helped enact innovative state and local measures to protect workers, including legislation in Connecticut that prevents employers from forcing employees to listen to speech about politics, including whether to join a union and seek union representation, or religion.
- We continue to assist the labor bar to improve its skills and share information among its members, holding our first in-person (and online) ULA annual conference since the start of the pandemic in Portland, Oregon, in May, and providing training and educational programming throughout the year on cutting-edge topics like how to obtain protection for immigrant workers involved in labor disputes, and how to work with the Office of Labor-Management Standards to enforce employers' reporting obligations.



# AFL-CIO

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