

## Most Americans Support More Help for Laid-Off Workers

### Helping America's Working Families Survive Tough Economic Times

By John Sweeney, President AFL-CIO



**America's new war on terrorism—coupled with massive layoffs—has created the greatest challenge for labor leaders since World War II.**

The need to prepare union members for potential new risks on the job—while also helping hundreds of thousands of laid-off members get back on their feet—have placed enormous demands on the labor movement nationwide.

Unions are meeting these challenges head-on. Across the country they are setting up emergency one-stop employment centers at airports, union halls, even in the cafeteria of the AFL-CIO headquarters in Washington, D.C.

Union representatives are speeding up the delivery of unemployment benefits, holding rallies to generate public support for improved benefits, and, most of all, working directly with affected families, union and non-union alike, to help them get through this crisis.

Unions at every level, assisted by AFL-CIO Community Services, have joined long-standing allies like the United Way and many faith-based groups to help working families avoid eviction, keep food on the table, and maintain health care coverage. These are difficult tasks, and, as of this writing, the federal government has not provided much assistance.

Another major resource in these difficult times has been the AFL-CIO

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**During past economic slowdowns unions have succeeded in helping displaced workers use down time as training time.**

### Poll Shows Overwhelming Support for Comprehensive Response to Layoffs

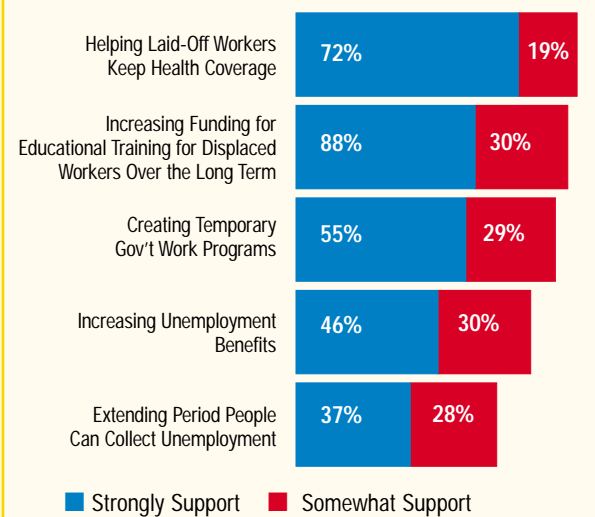
Most Americans, regardless of political affiliation, strongly support new programs for low-wage workers hurt by the current economic slowdown, according to a national poll taken in October for the non-profit group, Jobs for the Future.

Conducted by Lake Snell Perry and Associates, the poll surveyed 803 Americans in October and found most Americans want to help vulnerable workers by:

- making it easier for laid-off workers to keep their health coverage;
- increasing funding for education and training so displaced workers can get better jobs when the economy improves;
- creating temporary work programs for the unemployed in needed areas like school and road construction;
- increasing unemployment benefits to allow displaced workers to live above the poverty level; and
- extending unemployment benefits over a longer period.

The poll found broad-based public support for these ideas, with majorities of Democrats, Independents, and Republicans favoring these policies. For more information on poll, visit [www.jff.org](http://www.jff.org).

#### Helping Low-Wage Americans During an Economic Slowdown – Support for Various Measures



## Helping Union Leaders Meet the Jobs Crisis

Unions at every level are responding to the mounting jobs crisis made worse by the September 11 terrorist attacks. The number of announced layoffs, now well over 650,000, is increasing daily. The Working for America Institute (WAI) is tracking union response to the jobs crisis and offering advice and assistance to union leaders across the country. To improve communications with union leaders, WAI has created *Connections*, a new publication designed specifically to assist union leaders on workforce and economic development issues. Visit our revamped Web site at [www.workingforamerica.org](http://www.workingforamerica.org) for more details on the economic impact of the terrorist attacks and updated information on ways to manage the crisis.

### U.S. Layoffs by Sector

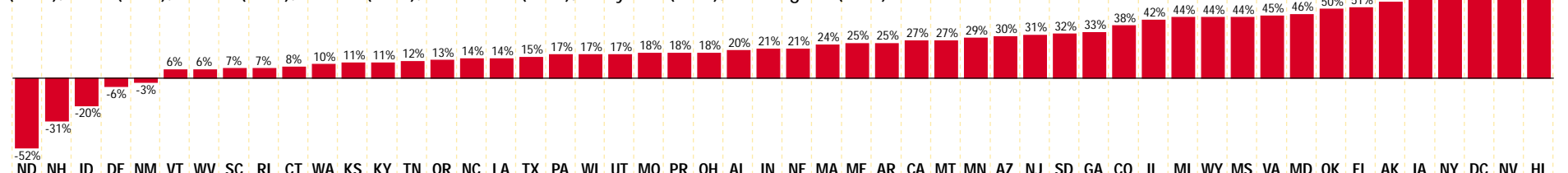
More than 650,000 layoffs of workers in the United States have been announced, projected, or carried out since September 11.

|                                     |                |
|-------------------------------------|----------------|
| Manufacturing                       | 236,674        |
| Transportation                      | 137,004        |
| Hospitality, Tourism, Entertainment | 136,095        |
| Communications and Utilities        | 56,730         |
| Services                            | 43,586         |
| Finance, Insurance, and Real Estate | 23,912         |
| Retail Trade                        | 13,686         |
| Public administration               | 11,908         |
| Other                               | 2,988          |
| <b>Total</b>                        | <b>662,583</b> |

Source: AFL-CIO Research, November 13, 2001

### Most States Report Jump in Unemployment Claims

First-time unemployment claims increased dramatically in most states following the September 11 terrorist attacks. Twenty-seven states and the District of Columbia reported increases of 20 percent or more for the three weeks following the attacks, as compared to the three weeks prior to the attacks. The ten highest percentage increases were in Hawaii (224%), Nevada (126%), the District of Columbia (99%), New York (64%), Iowa (60%), Alaska (55%), Florida (51%), Oklahoma (50%), Maryland (46%), and Virginia (45%).



Source: WAI analysis of state unemployment claims.

# “Everything is Different – Forget the Old Rules”

## How September 11 Changed One Local Union Forever

It started out, Bill Granfield recalls, as “a really beautiful late summer morning”—the kind of clear day on which, from the Windows on the World’s perch in the clouds atop the World Trade Center’s north tower, the grand sweep of New York City would sparkle and shimmer far below.

But before this morning, September 11, was over, life would change forever for Granfield and the men and women of the Hotel Employees and Restaurant Employees (HERE) Local 100.

Hailing from two dozen different countries, union members from Local 100 comprised the hard-working, mostly immigrant staff (the bartenders, cooks, cashiers, waiters, kitchen cleaners, and caterers) of the prestigious and world-famous Windows on the World restaurant.

Today, 43 of them are missing and feared perished, 400 more who worked at Windows or other restaurants in the Trade Center complex are without jobs, and HERE Local 100 is working overtime to help the families left behind prepare for the future without their loved ones.

“Everything is different—forget the old rules” is the motto that Granfield, president of Local 100, and his fellow union members have been following since the terrorist attacks leveled the Trade Center and the restaurant that once was its crowning jewel.

In the hours immediately after the Trade Center’s collapse, Local 100 mounted a citywide search, from hos-

pital to hospital, for its members who were working at Windows at the moment the hijacked airlines struck.

“Our thought was to go out as a team and find them,” says Granfield.

But as the days quickly passed, it became painfully clear that few who had been near or above the 80th floor where the jet crashed made it down to the ground alive. Escaping from the Windows restaurant, high up on the 106th and 107th floors, would be miraculous.

A week after the Trade Center disaster, emotions swept through the remaining ranks of Local 100 when more than 450 members and their families gathered together for the first time since September 11.

While still grieving the missing, workers found comfort again and again when they turned around in the crowd to discover and then tearfully hug coworkers who had been feared dead.

HERE International President John Wilhelm came to pledge the union’s support for emergency aid and help in finding new jobs for the

now out-of-work Windows employees.

Also attending and promising assistance was David Emil, owner of Windows. At Local 100’s invitation, Emil had set up a temporary office at the union’s midtown-Manhattan headquarters to start reconstructing payroll and personnel files that were destroyed along with the towers so that final wages could be paid.

Since September 11, Granfield has attended eleven wakes, funerals, and memorial services, including a moving tribute held for Local 100’s missing and

dead at New York City’s Cathedral of St. John the Divine. “If we can stick together as a union, we’ll make it,” says Granfield.

Sticking together is exactly what Local 100 is doing as, family by family, it continues to help with unemployment and insurance paperwork, immigration and child-custody snafus, placement in new jobs, and getting

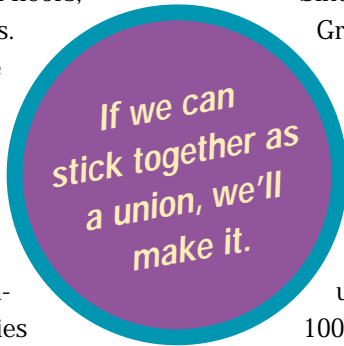
the emergency food and housing aid many have needed to get through these tough times.

Looking toward the future, HERE is working with the Working for America Institute to create a new culinary training program for displaced workers. HERE also has joined



HERE Local 100 President Bill Granfield answers questions at a union meeting following the September 11 attacks.

the Service Employees International Union (SEIU) in launching an outreach campaign into targeted New York City neighborhoods to ensure that displaced, low-wage workers, including immigrants, receive all of the public and private help available to them.



## Las Vegas Hit Hard by Layoffs

Known for its unprecedented growth throughout the 1990s, Las Vegas is now faced with a new challenge—growing unemployment.

Over 30,000 layoffs have hit Nevada since September 11, with two-thirds of those layoffs in Las Vegas. The United Labor Agency of Nevada (ULAN) provides a wide range of services designed to address the immediate needs of laid-off workers. “We keep them from being hungry, we keep them from being homeless, and we keep them from having their utilities cut off,” said Audrey Arnold, executive director of ULAN.

Meanwhile, the Nevada AFL-CIO’s rapid response team, led by statewide job coordinator Moshe Bialac, has been going from union hall to union hall counseling laid-off workers and offering assistance in getting unemployment benefits.

Culinary Union 226 has turned its union hall into a one-stop employment center where laid-off union and non-union workers can get assistance. “We have obligations to non-members as well as members,” said Bialac. “This is a worker crisis, not just a union crisis.”

*“We keep them from being hungry, we keep them from being homeless, and we keep them from having their utilities cut off,” said Audrey Arnold, executive director of ULAN.*

## Two Views on Boosting the U.S. Economy

The Working for America Institute invited Emily Stover DeRocco, the new Assistant Secretary for Employment and Training at the U.S. Department of Labor, and Senator Edward M. Kennedy, Chairman of the Senate Committee on Health, Education, Labor and Pensions, to submit messages for the inaugural issue of Connections. Here are their messages:

By Emily Stover DeRocco

The events of September 11 have affected each of us either directly or indirectly, changing our lives forever. Our economy had been slowing for many months before the terrorist attacks, and the ripple effects from the September 11 tragedies accelerated and magnified the economic downturn. Our nation is currently wrestling with these lingering impacts as workers are facing unemployment and businesses are not growing.

President Bush and Secretary Chao are committed to helping workers during this difficult time and have announced a series of strategies that will provide quick and immediate relief. These include providing extended unemployment compensation in states most affected by rising unemployment and COBRA continuation coverage for workers laid off as a result of September 11. These are services that we are prepared to enact immediately, upon congressional approval, for the benefit of unemployed workers who need help.

Both the President and Secretary are also looking at ways to strengthen the newly created One-Stop Career Center system and the array of services already available such as job referral and matching, resume writing and job search workshops, and dislocated worker employment and training assistance.

While the going seems tough right now, we must all remember that the American economy has a tremendous capacity to “bounce back.” When the economy starts growing again, it will be important that our training programs are targeted to equip people with skills for occupations-in-demand and that we work to alleviate future labor and skills shortages due to the aging baby boomer population.

The opportunities for job and career growth will be immense, and I am committed to meeting any challenge that comes our way. Together, we will continue to build pathways to economic liberty and prosperity for working Americans.

By Senator Edward M. Kennedy

Since September 11th, the courageous acts of countless Americans have set a new standard for the nation. As the whole world watched the horror on television, it also witnessed what is best in our country and our character. As buildings collapsed, the American spirit soared.

The indelible images of the first days will live on in all the days of our history. Firefighters and police risked their lives and gave their lives to save others, and hundreds of rescuers paid the ultimate price. Construction and health workers went into the shadow of constant danger to search for the missing and help the survivors. And public employees have been at the front lines of delivering benefits to workers who have lost jobs in the economic wake of September 11.

It is more imperative than ever to help those who have been laid off, so that families can continue to put food on the table and pay their other bills. That is why we must immediately extend unemployment insurance coverage for an additional 13 weeks. Not only would we help affected workers, but this would also help to stimulate the economy for the unemployed are on the front line of the economic battle, and they spend their funds immediately.

We must also extend unemployment insurance coverage to part-time and low-wage workers, who often do not qualify for any benefits at all today, and who can least afford to lose their wages. We must raise unemployment benefits by 15 percent for all workers. Today’s average payment of \$230 a week is not enough.

We must add funding for job training programs, to help laid-off workers prepare for and find new jobs. Good skills are the key to a better future for these workers and their families. In addition, we must protect health insurance for working families by having the federal government cover 75 percent of the cost of insurance premiums for 12 months after a worker loses a job. We must also allow states to cover workers who do not qualify for such a plan. We know that when workers lose their jobs, they lose their health insurance, too. These elements – unemployment insurance, job training and health coverage for workers between jobs – are essential to any national economic stimulus plan. Let us pledge our energies to this cause. Let us show that, as the battle goes on for a world free from fear, the work goes on to move America forward.

Layoff Survival Kit

@www.workingforamerica.org

From the Working for America Institute

# A Layoff Survival Kit for Union Leaders

Layoffs are not new to the American workplace, but the massive layoffs following the September 11 terrorist attacks have shaken the workplace as never before. Many workers—including those who still have jobs—are angry and fearful.

Union leaders can help workers weather the current crisis by responding to their members' concerns and acting as their advocate with employers and public service agencies.

The Working for America Institute has put together this special two-page, take-out section to assist union leaders. This page offers general information on planning and carrying out a union response. Our **UNION CHECKLIST** on the reverse side offers more detailed information.

## Four Ways Union Leaders Can Help Displaced Workers

1

### Plan a Union Response to Layoffs

Laid-off workers who have unions to represent them are fortunate. Local unions offer their members a valuable advocate and resource to help them meet the challenges of dislocation. Many local unions that have made the greatest difference for their members in hard economic times have planned their response to layoffs carefully. See our **UNION CHECKLIST** on the reverse side of this special section for help in planning a union response.

2

### Develop Strategies to Coordinate Services

Every state has set up a Dislocated Worker Unit under Title 1 of the Workforce Investment Act. As a union leader, you will want to be alert to the services available for your members through the unit. When a state's Dislocated Worker Unit learns of an upcoming layoff, it is responsible for contacting the affected employer and union(s) to offer assistance including help in setting up a Workforce Adjustment Committee. Made up of labor and management representatives, this committee can coordinate services available to workers about to lose their jobs.

3

### Identify Support Services

Displaced workers have access to many core services through their local One-Stop Center including assistance in applying for unemployment insurance and pension benefits and the option of extending health insurance coverage. Displaced workers also can receive help in searching for new jobs, writing resumes, and seeking job training. If these core services do not produce results, displaced workers may be eligible for one-on-one job counseling, group career workshops, stress and financial workshops, and other assistance.

Some AFL-CIO state federations and central labor councils, and many international unions and union locals, are providing special assistance to laid-off workers. Often they work in partnership with AFL-CIO Community Services and non-profit organizations such as the United Way to assist working families affected by layoffs. AFL-CIO affiliated organizations such as the Union Community Fund, the George Meany Center for Labor Studies, Union Privilege, and the Working for America Institute also have launched special programs to assist workers affected by recent layoffs.

4

### Conduct Information Meetings and Workshops

Often, local unions will sponsor worker information meetings for their laid-off members in coordination with the state's Dislocated Worker Unit. These workshops teach workers how to take advantage of resources that will help them cope with their layoffs and find new jobs. The Working for America Institute can offer information and advice to unions and Workforce Adjustment Committees on how to plan and organize these meetings. Usually these meetings include advice from the local One-Stop Center and other workforce development agencies on how to conduct a job search and where to get help in setting occupational goals.

## Taking Preventive Measures to Avert Layoffs

Even if your union is not faced with layoffs now, this may be the time to establish protections for your members against layoffs in the future. Strategies for establishing an "early warning" system for identifying the possibility of layoffs should be considered. More information on layoff aversion strategies is available online as part of WAI's Layoff Survival Kit at [www.workingforamerica.org](http://www.workingforamerica.org).

## Unemployment Benefits Update

As of mid November, Congress was still working on new legislation expected to extend unemployment insurance benefits for recently laid-off workers beyond the 26 weeks currently available in most states.

Not waiting for Congress, several state governments, with support from state and local union organizations, began working to improve benefits in their states. New York and Virginia, among several states, waived the one-week waiting period for unemployment insurance claims, and California enacted an AFL-CIO sponsored bill providing for a phased increase in the state's maximum benefit rate.

In the District of Columbia, which is considered a state regarding unemployment insurance, the city council in October passed a series of benefit enhancements. Through the efforts of the Metropolitan Washington Council AFL-CIO and HERE Local 25, and with advice and information from WAI, the city council approved legislation that did the following:

- Increased weekly benefits temporarily from 50 percent to 75 percent of pre-layoff wage;
- Raised the maximum weekly benefit from \$309 to \$359 for new claims filed between September 9 and March 9, 2002; and
- Exempted from D.C. taxes benefits paid during the temporary period.

Three of every four Americans say it is "extremely important" for laid-off workers to receive career counseling.\* WAI is assisting unions in developing these services.

\* Source: Poll released in October by Rutgers University's John J. Heldrich Center for Workforce Development.

**DID YOU KNOW THAT UNDOCUMENTED WORKERS MAY BE ELIGIBLE FOR SOME FEDERAL BENEFITS? For more information on benefits available to undocumented workers, see our checklist of federal benefit programs at WAI's online Layoff Survival Kit at [www.workingforamerica.org](http://www.workingforamerica.org)**

## An Option to Avoid Layoffs: Short-Time Compensation

Seventeen states have adopted a federal option called Short-Time Compensation (STC) that provides partial unemployment benefits to workers who are not laid off, but are placed on reduced schedules. While these programs are not automatic and require that states approve a plan for reduced hours, this may be something unions in states with a STC provision may want to explore. Under this program, unemployment benefits are paid to workers for

hours of work lost by this action, as a proportion of the benefit amount for a full week of unemployment. States with work-sharing programs in effect are Arizona, Arkansas, California, Florida, Iowa, Kansas, Louisiana, Maryland, Massachusetts, Minnesota, Missouri, New York, Oregon, Rhode Island, Texas, Vermont, and Washington. Connecticut has a program but has not yet issued the regulations required to administer the program.

# Union Checklist: *What to Do When the Layoff Notice Arrives*

**Over the past two decades unions have helped establish many of the best response systems to closures and layoffs. WAI has drawn on this union experience to develop a basic checklist of questions to guide union leaders once a layoff notice arrives. The checklist offers a list of activities and tools that unions have employed in the past to provide benefits and services to members affected by job loss.**

## **Has management given union members proper notice of layoffs?**

- Review advance notification contractual provisions.
- Review federal notification regulations including Worker Adjustment and Retraining Notification Act (WARN), which requires a 60-day notice for mass layoffs of 500 or more workers at a site or at sites of 50-499 employees where 33 percent or more are affected.
- Review applicability of Trade Adjustment Act and NAFTA/TAA in cases of job loss due to increased directly competitive imports or as a result of trade with Mexico or Canada.



## **Has the union been fully informed and involved?**

- Insist that state or local layoff Rapid Response staff work closely with the union leadership to assist the workers and companies facing layoffs.
- Ensure that the public Rapid Response effort does not interfere with the requirement that an employer negotiate the effects of a closure with the union.
- Insist that any on-site meeting or contact with workers upon receipt of information about a potential layoff or closure includes union representation.
- Require that layoff aversion strategies such as employee buyout and other opportunities receive full consideration.
- Create workforce adjustment committees with full union participation to develop a comprehensive plan for assisting workers. Union participation should begin with the early presentation of the committee concept.

## **Has the union taken steps to respond quickly to assist members?**

- Implement existing benefit provisions within contract, e.g., advance notice, health/COBRA, severance, supplemental unemployment, pension, workers comp, etc.
- Negotiate additional benefits such as supplemental unemployment, training, and other services that can be integrated with the public resources available.
- Identify workers who are off due to occupational injury or illness and ensure they receive proper notification of status, benefits, and services.
- Identify outstanding issues surrounding workplace safety and health and obtain individual and plant-wide exposure records.
- Seek early intervention services prior to layoff to recruit and enroll workers into benefits and services as soon as possible.
- Seek to create easy access to services, either on-site, near job sites, or at union hall, to facilitate intake and enrollment activities.

- Demand union members receive public benefits in a timely manner and be sensitive to the concerns/needs of documented and undocumented immigrant workers.
- Demand that all services are accessible to workers with disabilities, other special needs, and in languages spoken by the workforce.
- Demand confidentiality of the information workers provide.

## **How can unions develop systems to promote program delivery?**

- Seek to create a worker adjustment committee as soon as layoff notices arrive and begin designing a displaced-worker program.
- Seek to establish a peer advisor program to train union members to work with Rapid Response staff in helping laid-off union members enroll in local programs and services and in holding providers accountable for the provision of timely early intervention services.
- Seek adequate funding (both negotiated and public) to provide a full array of services and benefits.
- Create a plan and procedure to ensure private-public cooperation so that workers have access to all the benefits and services that they are eligible for.

## **How can local unions connect with labor-friendly experts on developing programs or finding the resources available through private and public systems?**

- Contact your CLC and State Federation. A number of state federations operate dislocated worker programs.
- Contact the AFL-CIO Community Services staff representative in your area. Your CLC can help you reach the one in your area.
- Contact the labor representatives on your state and local Workforce Investment Board. Your state federation and CLC can help direct you.
- Contact the AFL-CIO Working for America Institute Regional Coordinator. Call WAI's main number at 202-466-8010 for the coordinator in your region or see the staff directory on WAI's Web site at [www.workingforamerica.org](http://www.workingforamerica.org).



## The Internet *An Important Tool for Union Leaders*

Immediately following the September 11 terrorist attacks, many working families turned to the Internet and union Web sites for critical information on the impact of the terrorist attacks on the lives of union workers at the World Trade Center, the Pentagon, and in the four planes that crashed. Within the next few weeks visitors to union Web sites also were getting updated information about layoffs and the anthrax threat.

The AFL-CIO's Web site ([www.aflcio.org](http://www.aflcio.org)) has seen more than a 20 percent increase in visitors since the attacks, and other union Web sites report similar increases in Web site visits.

"Union Web sites have become a major clearinghouse for helping people," said Tom Matzzie, Web Editor for the AFL-CIO. "For many union members affected by the September 11 attacks, union Web sites offered members the best information available on how to deal with the crisis."

Here is how unions have made use of Web sites:

- The American Postal Workers Union ([www.apwu.org](http://www.apwu.org)) and the National Association of Letter Carriers ([www.nalc.org](http://www.nalc.org)) have kept their members up-to-date on the threat of anthrax to postal service employees.
- The New York State AFL-CIO Web site ([www.nysaflcio.org](http://www.nysaflcio.org)) provides information on a wide range of services for recently displaced workers in New York.
- The International Union of Operating Engineers ([www.iuoe.org](http://www.iuoe.org)) offers information on its Web site on how it is providing respirators and special hazardous material training to emergency workers at Ground Zero.

- The Association of Flight Attendants Web site ([www.afanet.org](http://www.afanet.org)) offers detailed advice on how to make air travel safer as well as useful information on services available to furloughed flight attendants.
- The International Association of Fire Fighters ([www.iaff.org](http://www.iaff.org)) uses its site to update members on the latest in legislative relief for the families of New York City firefighters as well as plans for memorial services.
- The Service Employees International Union ([www.seiu.org](http://www.seiu.org)) offers first-hand accounts from members who survived the 9-11 attack.
- International Association of Machinists, District 751 ([www.iam751.org](http://www.iam751.org)) uses its site to explain how members can get union layoff benefits.

In Washington, D.C., Joslyn Williams, president of the Metropolitan Washington Council AFL-CIO, has adopted a different Internet strategy emphasizing the use of e-mail and list-serves to stay in touch with members and allies. Chris Garlock, local Union Cities coordinator, has put out a regular bi-weekly news update about union relief efforts in D.C. for an estimated 8,500 readers with interests in the local labor movement. The newsletter reaches more than 5,000 people by e-mail alone.



**Joslyn Williams**



# Getting America on the Economic High Road

The Working for America Institute has developed an innovative approach to job creation and workforce development—the high road approach.

WAI's efforts emphasize the power of partnerships and the wisdom of unions working together with businesses, foundations, government agencies, and community groups to build a high road economy.

The goal is to lead both workers and employers to a new economy in which workers obtain higher skills and

better pay and employers become more productive. Under executive director Nancy Mills, the Institute is focusing activities in three key areas:

## **Helping individual workers succeed through effective lifelong learning, skills development, and access to good jobs.**

*Example:* When Washington, D.C. General Hospital closed last summer, more than 1,500 workers were laid off, with 90 percent belonging to unions including AFSCME, AFGE,

and the D.C. Nurses Association. The Institute worked with the Metropolitan Washington Council AFL-CIO to create the CareerPath Project, a project that serves multiple unions by assessing, counseling, training, and placing workers at unionized employers in the same and other industries.

## **Helping unions and employers succeed by creating innovative sector-based partnerships through which employers, unions, government agencies, and community organiza-**

## **tions join together to create good jobs and stronger communities.**

*Example:* In Queens, New York, Local 3 of the Baking, Confectionery, Tobacco Workers and Grain Millers International Union has partnered with 12 local bakeries and the Consortium for Worker Education to create the Artisan Baking Center Training Program. With funding from the Department of Labor, and continued support from WAI, the center offers master bakers the opportunity to improve their craft while also providing training to workers at other skill levels, including welfare-to-work participants. More than 300 workers are expected to receive training during the center's first full year of operation.

## **Helping strengthen America's economy by ensuring that unions fully participate in—and understand the impact of—public workforce and economic development strategies.**

*Example:* A number of union organizations are benefiting from public grants awarded after receiving advice and assistance from the Institute. The Massachusetts AFL-CIO, with support from the Communications Workers of America Local 1365 and their industry's joint labor-management partnership, The Alliance For Employee Growth and Development, received \$2.37 million for high-tech career training.

## Getting Government on the High Road

As part of WAI's high road partnership program, public sector unions have joined 14 national management associations to create the Public Sector Labor Management Committee (PSLMC). The committee's goal is to improve the delivery of government services while also making government jobs more productive and rewarding.

The 29-member group is partnering with the Kennedy School of Government at Harvard University to identify and institutionalize best practices in four key areas: drinking water and wastewater treatment, social services, police-community relations, and public education K-12.

PSLMC Steering Committee is composed of representatives from:

- The American Federation of State, County and Municipal Employees
- The American Federation of Teachers
- The International Personnel Management Association
- The International Union of Police Associations
- The National Association of Counties
- The National School Board Association
- The Service Employee International Union
- The U.S. Conference of Mayors

For more information, see Public Sector Initiative on WAI's Web site at [www.workingforamerica.org](http://www.workingforamerica.org)

Americans' trust in government has more than doubled since April 2000 and has reached the highest levels since 1966.

—The Washington Post, September 28 2001

Sweeney

*continued from page 1*

Working for America Institute. For more than three decades, the Institute (formerly the Human Resources Development Institute) has assisted state federations, central labor councils, and union organizations nationwide in developing effective and comprehensive layoff response programs.

**This fall, while offering critical advice and information to labor leaders on how to meet the immediate needs of working families, the Institute also is working to help turn the current economic calamity into a meaningful opportunity for affected union members.**

During past economic slowdowns unions have succeeded in helping displaced workers use down time as training time. The Institute and many unions are working hard to develop programs that will enable laid-off workers to improve their skills so they can return to their original industries and be more productive at higher pay.

This is not as hard a sell as some might think. In Las Vegas, the Culinary and Hospitality Academy, created by HERE and the Las Vegas hotel industry, has reported a 33 percent increase in workers taking skills improvement courses since September 11. The reason? Because many of the academy's latest enrollees have either been laid off or had their hours reduced so they have more time for training.

While addressing these immediate

needs and opportunities, the Institute is also providing leadership in making sure that the next economic recovery benefits both workers and employers—not just the corporate bottom line. The goal is to advance the lives of working families while also building a stronger economy.

Unions alone cannot make this happen. We need to develop innovative partnerships—partnerships not only between unions and employers, but also among unions, employers, community groups, academic and political leaders, foundations, government agencies, schools and colleges. Fortunately, we do not have to start from scratch. Through the work of many unions and the support of the Institute, a number of high road part-

nerships already are in place. Most of these partnerships were engaged in meeting the demands of a tight labor market prior to the September 11 terrorist attacks. Since then, many have changed course to meet the pressing needs of a significant jobs crisis. In New York City, we have seen several of these long-standing partnerships strengthened since the September 11 tragedies. (See examples below).

**Partnerships like these can work strategically to help rescue and modernize ailing industries and create training programs that benefit both workers and employers. It's easier said than done, of course, but we are seeing signs of success.**

When the AFL-CIO created the Working for America Institute in

1998, one of the Institute's top priorities was to better understand these win-win high road partnerships.

Following the September 11 attacks, the Institute has redoubled its efforts to identify elements that make these partnerships successful, the barriers that stand in their way, and the technical assistance that could expand their reach and effectiveness.

Ultimately, to be successful requires all of us in the labor movement to get involved and stay connected. The Institute, together with the AFL-CIO, is working to improve communications and broaden its reach in communities nationwide. This new publication, *Connections*, is one example of these efforts.

## How Union Partnerships Are Helping New York City

Unions in New York City have worked in partnership with businesses, foundations, government agencies, and community organizations to meet the jobs crisis. Here are some examples:

- The New York City Central Labor Council AFL-CIO and The Consortium for Worker Education set up an emergency employment clearinghouse for displaced workers, with separate hotlines for displaced workers and businesses. As of early November, employers had offered more than 5,500 temporary jobs. The clearinghouse had received more than 17,000 phone calls from workers and 1,600 walk-in visits.
- The Union of Needletrades, Industrial and Textile Employees (UNITE) has joined designers and garment manufacturers in launching an international marketing campaign called "**Proudly Made in New York**" to help boost sales and save thousands of apparel industry jobs. The new coalition—co-chaired by UNITE President Bruce Raynor, Nicole Miller's Bud Konheim, and Tahari's Elie Tahari—is placing hangtags on clothing made in New York City garment shops. Many companies including Brooks Brothers, Bill Blass, Leslie Fay, and Lafayette 148 are displaying the hangtags in retail shops worldwide.
- The Hotel Employees and Restaurant Employees (HERE) union and the Service Employees International Union (SEIU) joined forces to launch a 45-day outreach campaign in ethnic neighborhoods to ensure displaced low-wage workers have access to public and private benefits to which they are entitled. Called the Immigrant Workers Assistance Alliance, the campaign opened a walk-in center in midtown Manhattan, hired 100 laid-off workers to do door-to-door canvassing, and placed advertising in ethnic media to promote the availability of benefits. Supported by a grant from the Rockefeller Foundation, the campaign received assistance from the National Employment Law Project, Legal Aid, and other agencies.



## Online Resources for Union Leaders

**AFL-CIO:** The AFL-CIO Web site ([www.aflcio.org](http://www.aflcio.org)) provides comprehensive information about the impact of terrorist attacks, union response, and assistance for affected workers. It also offers links to direct resources and information about how to donate to union relief funds.

**AFL-CIO Community Services:** Community services liaisons in communities across America have been activated to help with the aftereffects of September 11. To locate community services representatives in any state, visit [www.aflcio.org/sept\\_11/eco\\_statesmap.htm](http://www.aflcio.org/sept_11/eco_statesmap.htm).

**The Union Community Fund:** Labor's charity ([www.union-communityfund.org](http://www.union-communityfund.org)) is making grants to organizations involved in relief, legal advocacy, and long-term recovery efforts.

**Union Privilege:** The AFL-CIO's member benefit and services program ([www.union-privilege.org](http://www.union-privilege.org)) offers a help-line for credit card and loan program participants and other assistance for union members affected by the terrorist attacks.

**The George Meany Center for Labor Studies:** The National Labor College (<http://www.georgemeany.org>) in Silver Spring, Maryland, is gearing up to help laid-off workers improve their education. The college currently offers a bachelor's degree program in Labor Studies, classes in Spanish immersion and computer use, and is working with the Machinists to create a bachelor's degree program in Professional and Technical Studies for laid-off airline mechanics.

**The Working for America Institute:** The Institute ([www.workingforamerica.org](http://www.workingforamerica.org)) offers A Layoff Survival Kit for union leaders and workers, including updated information on unemployment benefits, downloadable publications, including *Coping With Layoffs and Plant Closures*, and the latest data on the economic impact of layoffs on states and metropolitan areas.

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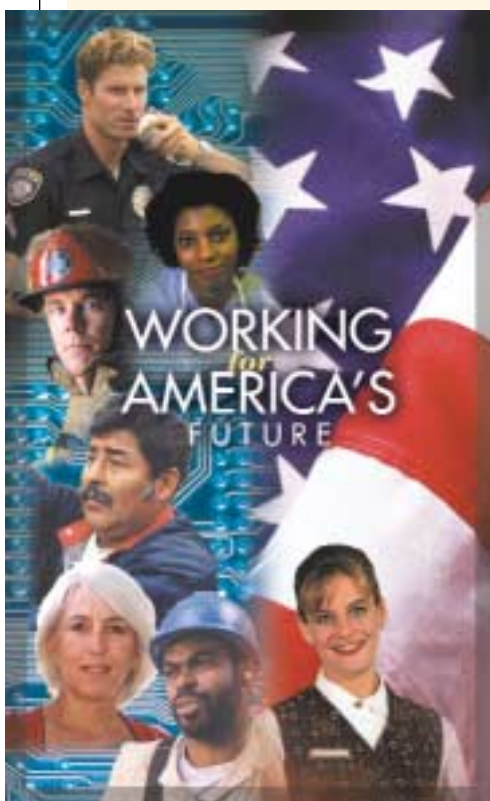
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### WAI Annual Conference In Philadelphia April 20-23

The Working for America Institute's annual conference will take place April 20-23, 2002 in Philadelphia, Pennsylvania at the Wyndham Hotel. Co-sponsored by the Pennsylvania AFL-CIO and the Philadelphia Council of the AFL-CIO, the conference, *Working for America's Future*, will address a broad range of workforce and economic development issues, including union response to recent layoffs. More information on agenda, speakers, and registration will be posted on WAI's Web site at [www.workingforamerica.org](http://www.workingforamerica.org)

### WIB Training Workshops For Labor Representatives Begin in March

Training workshops for labor representatives serving on state and local Workforce Investment Boards (WIBs) begin in March 2002. The AFL-CIO Working for America Institute will conduct the workshops on a regional basis with a special focus on helping labor representatives develop a common agenda for WIB activities.

Training workshops are scheduled in:

**Atlanta** (March 25-26)

**Philadelphia** (April 19-20)

**St. Louis** (May 2-3)

**Las Vegas** (June 6-7).

Dates for a California workshop held in conjunction with the California Federation of Labor will be announced soon. More information is available on WAI's Web site at [www.workingforamerica.org](http://www.workingforamerica.org).

## Inside this issue of Connections

A special two-page, take-out section called **A Layoff Survival Kit for Union Leaders.**

Also,  
**How September 11 Changed One Local Union Forever**  
(see page 2)

## working for America INSTITUTE Connections

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