



Department for Professional Employees, AFL-CIO

Quadrennial Report to the General Board 2005 – 2009

"I've performed for every American president from Johnson to the first George Bush, but never have I had the sense of duty and accomplishment that comes with representing the interests of every type of musician and millions more professional and technical workers represented by DPE. We have achieved much on behalf of this workforce but more must be done to ensure that all professional and technical workers have the freedom to do their work as they have been trained."

– Tom Lee, President, American Federation of Musicians and DPE Chair

DPE 2005-2009

With the invaluable participation of its affiliated unions, the Department for Professional Employees, AFL-CIO (DPE) has had a very full four years. Professionals and related workers remain the fastest growing segment of the U.S. labor market. In the AFL-CIO, the unions affiliated with DPE play an ever more important role. They continue to make DPE a vibrant forum for its affiliated unions collectively to analyze changes, develop plans and proposals, achieve consensus, and act.

This report reviews DPE activities under these headings:

- Professional and Technical Workers Today
- DPE Leadership
- Governance and Growth
- Affiliates
- PftPI
- Legislation and Public Policy
- Arts, Entertainment, and Media Industries, ICC
- Research and Publications
- Outreach and Building Coalitions
- Speeches, Presentations, Workshops, and Communications
- International Connections
- Appendix #1: DPE in the News
- Appendix #2: DPE Policy Letters & Statements
- Appendix #3: DPE Publications & Reports
- Appendix #4: DPE Conferences, Seminars & Presentations

Together the unions of DPE offer the single most effective route for professional and technical people to achieve a voice and fairness in the workplace; to defend their professional integrity against external pressures; and to serve the public. DPE is honored to serve as their meeting place.

Professional and Technical Workers Today

When the AFL-CIO chartered the Department for Professional Employees (DPE) in 1977, 13.9 million professionals and highly skilled technicians were on the job in the American economy. By 2008, that number more than doubled. Analysts project that in the decade ending in 2016, the number of these professional workers will increase by almost 5 million or 16.7 percent, and professionals will remain one of the fastest growing occupational groups in the nation. At the same time, overall U.S. employment is projected to increase by 10 percent, with professional and technical occupations accounting for an astounding 31.3 percent of that growth.

DPE-affiliated unions already represent millions of workers in professional and technical occupations, providing a significant base from which the union movement can and should grow. Yet this face of America's unions is rarely seen. The average citizen outside our ranks, along with many academics, politicians, the press and many of our organizational allies often don't connect the dots between professionals and unions. As professionals become more prominent in the workforce and the labor movement, it is crucial that we remedy the disconnect:

- More than 18.6 percent of professionals (5.2 million) are union members, while 12.4 percent of the overall work force is organized;
- DPE-affiliated unions represent professionals in 23 of the 30 occupations with the largest employment growth projected between 2006 and 2016, and those 30 occupations will account for more than half of all new jobs during that time;
- As union representation fell to less than 14 percent of the work force, among professionals it was approximately 21 percent—roughly a third higher;
- Between 2002 and 2008, overall union membership in the workforce declined by close to a percentage point, while among professional and technical workers it increased by more than half of a percent.

As of this report, more than 52.6 percent of all union members are professional and technical workers, while professional and related occupations are the largest contingent of union members of any occupational classification. Overall, DPE affiliates represent some 4 million professionals in nearly 400 separate and distinct occupations.

DPE continues to be on the front line in addressing the problems facing the professional and technical workforce—external pressures on professional integrity, offshore outsourcing, the transformation of full time jobs into contingent and part-time work, job displacement due to professional guest workers, unprofessional treatment on the job, the inability to secure health care and pension benefits, lack of training and advancement opportunities, performance rights for musicians and singers, and ineligibility for workers’ compensation and unemployment benefits through misclassification as “independent contractors.” DPE has also taken our outreach to professional associations to a new level through our development of a new coalition, “Professionals for the Public Interest: Associations and Unions Defending Professional Integrity.”

The issues that DPE addresses create organizing opportunities among professional and technical workers. To use those opportunities, the AFL-CIO and our unions have to think creatively, invest resources, reshape the image and the message, and act strategically. DPE and its affiliated unions undertake those tasks daily.

DPE Leadership

Paul E. Almeida, former President of the International Federation of Professional and Technical Engineers, continued to lead DPE since his election in 2001 and re-election in 2005. In 2007, President Almeida was named by AFL-CIO President John Sweeney as vice chair of the AFL-CIO’s Executive Council Committee on Immigration. President Almeida continues to serve on the Board of the Albert Shanker Institute.

With the retirement of DPE Chair Ed McElroy in June 2008, the DPE Executive Committee elected AFM President Tom Lee Chairman of the Board. The other principal officers of DPE are: First Vice-President—AFSCME Secretary-Treasurer William Lucy; and Treasurer—AFT Secretary-Treasurer Antonia Cortese. In addition to the officers nine General Vice Presidents complete the Executive Committee: J. Walter Cahill, IATSE; John Connolly, AEA; Kim Roberts-Hedgpeth, AFTRA; Gregory Junemann, IFPTE; Phil Kugler, AFT; Carol Landry, USW; John McGuire, SAG; Sharon Pinnock, AFGE; and Nancy Wohlforth, OPEIU.

Besides the president, DPE is served by a staff of six including David Cohen, Executive Director; Alexis Spencer Notabartolo, Researcher and Representative; two support staff, Marcie Lawrence and Leandra Roscoe; and interns Kelly Gaberlavage and Evan Miller.

In February 2009, Pamela Wilson, DPE Assistant to the President, announced her retirement. Pamela had a distinguished career of labor movement and social justice activism. She became Assistant to the President of DPE in 1996 and served as DPE's Research Associate from 1987 to 1996. Her responsibilities included overseeing DPE research and reaching out to professional associations. Pamela was a great asset to DPE.

In June 2006, after seven years with DPE, Mike Gildea, Executive Director, announced his retirement. Mike had been masterful at focusing the Department's programs on the professional and technical workforce and making sure the AFL-CIO was on the same page. He was the resident expert on H-1B, L-1 and other guest worker programs that deal with professional and technical workers. We greatly miss Mike's 38 years of labor experience and history.

Governance and Growth

Between 2006 and 2008, DPE and its affiliated unions analyzed the activities of DPE, evaluated changes for the professionals whom DPE and its affiliated unions represent, and reshaped the DPE Mission Statement. In 2008, the General Board amended the DPE Constitution with an excerpt from the revised statement. DPE recognizes that strategic planning is a continuous process and continues to measure its activities against its core mission "to assist its affiliated unions to achieve their objectives on behalf of professional and technical workers."

Since the 2005 quadrennial meeting of the DPE General Board, DPE welcomed the re-affiliation of the Retail, Wholesale and Department Store Union and the affiliation of the Utility Workers Union of America. DPE also has seen the American Federation of Government Employees, the Federation of Professional Athletes, and the International Alliance of Theatrical Stage Employees increase their participation rate of professional and technical workers for which they contribute to DPE. DPE acknowledges the United American Nurses for its determination to remain affiliated with DPE, despite events requiring them to decrease their participation rate with DPE. DPE regrets the disaffiliations since the last quadrennial General Board meeting of CWA, SEIU and UFCW.

Affiliates

As of June 2009, the following national organizations were affiliated with DPE:

Actors' Equity Association
American Federation of Government Employees
American Federation of Musicians
American Federation of School Administrators
American Federation of State, County and Municipal Employees
American Federation of Teachers
American Federation of Television and Radio Artists
American Guild of Musical Artists
Federation of Professional Athletes

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts

International Association of Fire Fighters

International Association of Machinists & Aerospace Workers

International Brotherhood of Electrical Workers

International Federation of Professional and Technical Engineers

International Union of Painters and Allied Trades

Office and Professional Employees International Union

Plate Printers, Die Stampers and Engravers Union of North America

Retail, Wholesale and Department Store Union

Screen Actors Guild

Seafarers International Union

United American Nurses

United Steelworkers

Utility Workers Union of America

Writers Guild of America, East

PftPI

Professionals for the Public Interest: Associations and Unions Defending Professional Integrity

The strategic plan developed by DPE between 2006 and 2008 mapped out a tightly focused mission. A core element is “building alliances with professional associations and societies promoting the interests of professional and technical workers.” The work of DPE has honored that emphasis.

Beginning in 2006, the DPE Work Group on Professional Associations focused on how unions might learn from and collaborate with professional associations. Its meetings included representatives from the Actors’ Equity Association, the American Federation of Musicians, the American Federation of State, County and Municipal Employees, the American Federation of Teachers, the American Federation of Television and Radio Artists, the International Association of Machinists, the International Brotherhood of Electrical Workers, the International Federation of Professional and Technical Engineers, the International Union of Painters and Allied Trades, the Screen Actors Guild, the United American Nurses, and the United Steelworkers.

The Work Group urged DPE to search out professional associations that 1) were growing faster than their constituency or 2) represented occupations also represented by unions affiliated with DPE. DPE commissioned a comprehensive review of professional associations by Cornell professor Richard Hurd and undertook another of its own. From the Hurd and DPE reports, the Work Group identified professional associations to which DPE reached out.

As DPE engaged the professional associations in discussions, a theme emerged. Professional and technical workers, whether in professional associations or unions, see their ability to do their jobs right as under attack. For these workers, maintaining their professional integrity against external pressures, or in the face of inadequate staffing and resources, frequently ranks in importance with compensation. With the approval of the DPE Work Group on Professional Associations, the theme of strengthening professional integrity in the public interest became the touchstone of the DPE outreach.

By November 2007, eight associations agreed to participate in a Professional Associations and Unions Joint Planning Committee for a leadership meeting, “Strengthening Professionalism in the Public Interest,” held on June 5, 2008. Volunteers from AFSCME, AFT, IFPTE, and USW, each of whom participated in the DPE Work Group, joined the JPC, which DPE convened, hosted, and staffed. The committee met monthly from November 2007 through May 2008 to formulate common ground about professional integrity, the challenges to it, and the stakes for the public, as well as to develop the agenda and format for the leadership meeting.

On June 5, 2008, more than 40 elected and staff leaders representing 19 national and global organizations – eight professional associations, 10 national unions, and DPE – came together in a private and unprecedented working meeting.

Hosted by DPE at the American Chemical Society (ACS) in Washington, DC, ACS 2004 President Charles P. Casey welcomed the group. DPE President Paul E. Almeida set the scene on behalf of the JPC. AFT President and DPE Chair Edward J. McElroy introduced the keynote speaker, E.J. Dionne, who reflected on the power that derives from establishing professional standards, which themselves contribute to the power to do a job right. A focal point was a consensus document that the JPC developed, “Defining Common Ground on Professional Integrity,” which set out elements defining professional integrity and identified external pressures threatening it.

At the meeting, the leaders agreed that the JPC should continue as a working group. They invited input about and endorsements of the consensus statement. They also commissioned the JPC to investigate developing a coalition around defending professionalism and professional integrity against external pressures as well as investigating other possibilities for collaboration.

On Wednesday, May 20, 2009, 19 national and global organizations including DPE launched **Professionals for the Public Interest: Associations and Unions Defending Professional Integrity** (PftPI). The press conference brought together leaders of professional associations and unions, who stressed the importance of professional integrity to professionals and the public. The event marked a culmination of almost a year of joint preparations and more than two years of DPE outreach. It also announced the PftPI website, www.pftpi.org.

A key component of the website: a contest, “Integrity at Work,” for the most compelling story about defending professional integrity against external pressures. A second vital element of the website: an invitation to share your ideas about strengthening professional integrity against external pressures. Heightening the timeliness of the invitation was a March 9, 2009 memorandum from President Obama, who directed the White House Office of Science and Technology Policy (OSTP) to develop recommendations for strengthening scientific integrity in the Executive Branch.

DPE President Paul E. Almeida opened the May 20, 2009 event. He said the goal of PftPI is to permit professionals “to do their work on the basis of expertise, experience, and high standards, with transparency and trust. Achieving that goal means a better quality of life for all of us.” He declared:

“The theme that we focus on today matters to professionals *and* to the public. Do you want your children to learn something at school? Do you want to survive a hospital stay? To fly safely? To breathe the air and drink the water? To have full access to the information that fuels progress in a democracy? If you answer yes, you value the ability of professionals to do their jobs right.”

Glenn S. Ruskin, Director of Public Affairs for the American Chemical Society (ACS), underscored the theme: “To be a solution provider, scientists and engineers must ... have unfettered freedom to explore issues and express their findings in a transparent, unbiased and understandable manner.” Federal censorship could impair the work of scientists and engineers and yield bad public policy, Ruskin stressed. ACS was “encouraged and galvanized” by the March 9 memo from President Obama.

United American Nurses President Ann Converso praised the coming together in PftPI of professional associations and unions. “... Every minute spent at the bedside of a patient,” Converso said, “RNs are acting both as health care advocates, protecting our patients and protected by our union, and highly trained professional caregivers. For RNs to do their job well as nurses, they must play both roles.” Converso provided “a real-life example”:

“The Michigan Nurses Association/UAN represents RNs at Borgess Medical Center in Kalamazoo.

“Nurses have told us, and a mountain of research has confirmed, that when there are too few RNs at the bedside, patient care suffers. Patients suffer with increased falls, secondary infections, hospital-acquired pneumonia and more. Surgery patients in hospitals with too few nurses are 6 percent more likely to die from complications like shock and sepsis.

“At Borgess, due to budget constraints hospital management changed the RN-patient ratio to give each nurse more patients every day, every shift. Since then, patient satisfaction has dropped by almost 20 percent. Patient falls and hospital-acquired pressure ulcers increased dramatically. And there has been a decrease in nurse satisfaction and an increase in RN turnover.”

Maintaining professional integrity against external pressures is often not easy. It has, in the words of Mary W. Ghikas, Senior Associate Executive Director of the American Library Association, “put librarians in the center of many battles – to provide information services to immigrants and English-language learners, to welcome teens into the library, to serve the homeless, to provide unpopular materials, to protect library records from unauthorized search.” Not to defend professional integrity, Ghikas noted, carries costs for the public: “narrowing public discourse as competing orthodoxies wall themselves off from disturbing concepts, in the minds that are not challenged, in new works that are not created.”

Mark S. Frankel, Director, Program on Scientific Freedom, Responsibility and Law of the American Association for the Advancement of Science, put the public launch of PftPI in a larger context: “It is useful to view science as a ‘community of common purpose,’ which enables scientists to think beyond their own self-interests to the application of their knowledge and skills to the greater social good. The Professionals for the Public Interest Coalition is an even larger community, bringing the power of a coalition of professional groups in common purpose to the service of society. The Coalition will provide a platform for professional communities to share information and best practices for strengthening and promoting professional integrity. Additionally, it will provide a voice for professionals in many fields of study that address critical societal issues.”

AFT President Randi Weingarten welcomed the alliance between professional associations and unions that PftPI represents: “When professionals are left out of policy-making what we get is top-down, ivory-tower policies that don’t work in the real world. Worse, what we get is a stifling of the thought process and the freedom to speak that we make and see real serious mistakes. ... But the flip

side is this, when professionals are accorded the respect, the recognition and the rewards that we and they so rightfully deserve there is no limit to what can be accomplished. School research is quite clear about this: When there is collaboration in school environments, we see successful schools and we see successful outcomes for children.”

Besides the organizations that the six speakers represented, the endorsing organizations in PftPI are Actors' Equity Association, American Federation of Musicians; American Federation of State, County and Municipal Employees; American Library Association-Allied Professional Association, American Public Health Association; Institute of Electrical and Electronics Engineers-USA, International Alliance of Theatrical Stage Employees, International Federation of Professional and Technical Engineers; National Association for the Education of Young Children, National Association of Social Workers, Office and Professional Employees International Union; Retail, Wholesale and Department Store Union; and United Steelworkers.

The DPE interaction with the professional associations built on and extended previous DPE relationships that began under the direction of former Assistant to the President Pamela Wilson, to whom we owe a great deal of thanks.

Special thanks also go to DPE Executive Director David Cohen for his perseverance and patience in bringing this new venture to fruition. David kept this project on track and facilitated at least 40 sessions of the various planning groups, work groups, and sub-committees.

Legislation & Public Policy

From mid-year 2005 through mid-year 2009, DPE was involved in many congressional issues as well as federal regulatory and other matters (see Appendix #2). In six key areas—**Immigration and Guest Worker Visas, Offshore Outsourcing** of professional and technical jobs, **FCC Media Rules** (see Appendix #3 for FCC filings), **Beyond Kentucky River** (a radical redefinition of “supervisors” under the National Labor Relations Act), **Independent Contractors**, and **Health Information Technology**—DPE played a major role in the labor movement’s legislative and regulatory efforts.

Immigration And Guest Worker Visas— In April 2009, President Almeida, in his role as Vice Chair of the Immigration Committee of the AFL-CIO Executive Council, joined former Secretary of Labor Ray Marshall, AFL-CIO President John Sweeney and Economic Policy Institute (EPI) Vice President Ross Eisenbrey at a Capitol Hill press conference to announce the release of an EPI report written by Marshall, *Immigration for Shared Prosperity: A Framework for Comprehensive Reform*. President Almeida’s prominent role in the Immigration Committee and the release of the Marshall report recognizes the active work of DPE over many years.

For decades the immigration system has been badly broken. It needs a comprehensive overhaul. The Obama administration has put immigration reform on the legislative agenda this year by calling for a new system that “controls immigration and makes it an orderly system.” The White House also says such a plan should include a path to legal status for undocumented workers.

In April 2008, AFL-CIO President Sweeney assigned a task force to work with Secretary of Labor Ray Marshall on *A Framework for Comprehensive Immigration Reform*. In addition to DPE, DPE affiliates including AFGE, AFT, IBEW, IFPTE, and IUPAT were asked to participate.

The Marshall report points out that the American economy has become dependent on foreign labor. Most of our workforce growth since 1990 has come from immigration. According to the report, however: “The programs for admitting foreign workers for temporary and permanent jobs are rigid, cumbersome, and inefficient; do too little to protect the wages and working conditions of workers (foreign or domestic); do not respond very well to employers’ needs; and give almost no attention to adapting the number and characteristics of foreign workers to domestic labor shortages.”

The Department of Labor projects that science, technology, engineering and math (STEM) jobs will grow by 82,000 per year over the next seven years. In June 2009, the U.S. is graduating over 200,000 students with bachelor’s, master’s and Ph.D. degrees in these same fields. The disparity – more U.S. STEM graduates than U.S. STEM jobs – should raise questions. The Marshall report details a systemic problem with all visa categories: 40 to 45 percent of illegal immigrants, so-called “overstays,” enter the U.S. legally on one of the many visas programs and then stay illegally.

Marshall’s approach calls for the establishment of an independent commission to monitor industry trends and labor needs for future immigration. The commission, which would be established in two stages, would improve the measurement of labor market shortages and establish procedures to adjust the flow of foreign labor to employers’ needs while protecting labor standards.

The DPE work on the Marshall task force continued a long history of DPE representation for professionals in debates over migration. Over the last four years, DPE has:

- closely tracked the twists and turns of legislative proposals;
- fought business efforts to undermine labor standards through expanding visa programs so as to import and exploit foreign workers;
- highlighted the lower wages for foreign professionals in guest worker programs;
- developed and updated fact sheets about visa programs affecting professional and technical workers;
- worked for long sought labor reforms to visa programs, including the high tech guest worker H-1B visa and the L-1 intra-company transfer visa;
- collaborated with many allies, including CWA, IFPTE and the Institute for Electrical and Electronics Engineers (IEEE);
- flagged for its affiliated unions and other allies when they needed to communicate their views to policy makers; and
- reached out to members of Congress on both sides of the aisle. DPE victories have included fending off increases in the number of H-1B visas.

Offshore Outsourcing— The export of U.S. jobs offshore—including professional and technical jobs—and its impact on America’s workforce and economy have been central issues in the national debate about globalization. While organized labor has sounded the alarm about the adverse effects on

workers and the nation, a public consensus about the magnitude of the problem is still lacking. In part this is due to a lack of reliable data. Efforts by the Bureau of Labor Statistics (BLS) and others to expand the range of data remain fragmentary, hampered by a failure to understand clearly what needs to be measured. Recent studies by the Government Accountability Office (GAO) and others have reinforced a growing consensus about the need for better data.

To address this dilemma, in 2004 Congress enacted Public Law 108-447, which included a provision authorizing a grant to the National Academy of Public Administration (NAPA)—a Congressionally-chartered, non-profit organization established to improve governance at all levels—to study offshoring job losses. Academy Fellow Janet Norwood, a former commissioner of the Bureau of Labor Statistics, chaired the panel of experts in public management and government statistics. In recognizing a disparity of views, Congress directed that “information and opinion should be collected from stakeholders in business, education, and government, as well as professional associations and employee organizations.”

In 2005, DPE received a formal request from the Academy to discuss the development of its analysis. Paul Almeida and Mike Gildea, with Thea Lee and Ron Blackwell of the AFL-CIO, met with NAPA representatives to outline labor’s perspectives on:

- how offshoring should be defined;
- our experience with net job changes from offshoring activity, both for the workers who are members of unions affiliated with DPE and others;
- the adequacy of available data to support any conclusions or inferences about trends in offshoring activity and its impact on U.S. jobs and the overall economy; and
- approaches and methodologies that could be used with currently available data or additional data needed to develop a better understanding of offshoring activity.

Throughout the last four years, DPE has continued to provide a labor perspective on offshore outsourcing by gathering data and highlighting the issues in public forums. A DPE Fact Sheet in 2007 about pharmacy workers, for example, included the effect of outsourcing. That same year, President Almeida addressed students, educators, and business representatives at a George Mason University Technology Management Speakers Series. His panel explored outsourcing from different perspectives and provided a comprehensive view of its risks and rewards.

In 2008, DPE organized a session on “Globalization and Outsourcing Medical Jobs” at the annual American Public Health Association conference. The topics and presenters included: *International Migration of Health Care Workers: Impact and Implications*, Joni Ketter, American Federation of Teachers; *Health Tourism to India: Challenges Against Resource Competition to Sustaining a Viable Public Health Infrastructure for the Local Populace*, Jack Warren Salmon, Ph.D. and Meghana Aruru, MBA, University of Illinois; and *Medical Tourism: A Union Response*, David Kins, United Steelworkers.

In 2009, DPE updated the DPE Fact Sheet on *Scientists and Engineers: Vital Statistics*. Included were occupational employment projections that reflected the offshoring of high tech and information technology jobs.

FCC Media Rules— To defend democracy, local news, and a diversity of voices against a renewed assault, DPE filed comments opposing a Federal Communications Commission (FCC) proposal to loosen its restrictions on common ownership of newspapers and broadcasting stations.

DPE worked with its affiliated unions; the Arts, Entertainment and Media Industries, Industry Coordinating Committee (AEMI ICC); and the AFL-CIO, which contributed funding, to prepare comments for an October 23, 2006 deadline. DPE also filed reply comments in January 2007. Consulting on the comments for DPE was Joel S. Yudken, who was primarily responsible for the 2003 AFL-CIO comments.

The comments responded to the FCC call for public input into its proceedings on its media ownership rules. Those proceedings began with the FCC *2002 Biennial Review Order*, later remanded by the U.S. Court of Appeals for the Third Circuit in *Prometheus v. FCC*. The DPE and AFL-CIO comments argued that rules ensuring diverse ownership of different media outlets remain essential to protect viewpoint and musical diversity in local markets; by contrast, media consolidation has hurt diversity and localism and has spawned anti-competitive business practices.

The campaign against the FCC's media ownership proposals dated back to 2003 when DPE and its allies drafted a strategy to delay implementation by forcing a public hearing, requiring the FCC to provide accurate studies with a sufficient comment period, and having congressional leaders actively weigh in. To a large extent, our strategy has been successful, and today we have leadership at the FCC who clearly understands what and who the public airwaves are for.

Beyond Kentucky River— On February 7, 2007, DPE hosted a chance to review, analyze, and brainstorm about three crucial NLRB decisions, *Oakwood Healthcare*, *Golden Crest Healthcare*, and *Croft Metals*. The one-day conference, "Beyond Kentucky River: Next Steps for Professional and Technical Employees," brought together more than 70 participants from 19 unions, two other trades departments, five union law firms, and the AFL-CIO. The conference continued the extensive work that DPE began in 2005.

In anticipation of the decisions that the NLRB released in October 2006, AFT asked DPE to convene interested unions. DPE hosted a first meeting in September 2005, with participants from AFSCME, AFT, UAN, and USWA. Three tracks emerged. One brought together lawyers and negotiators, including AFL-CIO Associate General Counsel Nancy Schiffer and representatives from CWA, and developed a menu of collective bargaining approaches with supporting legal authority. A second, led by David Cohen, focused on union communication, education, and mobilization. It conducted focus groups at union meetings, defined target audiences, and refined messages for each. A third alerted legislative representatives to the issue, with the goal of preparing remedial legislation. These efforts by DPE and its affiliates fostered constructive action before the February 2006 announcement of RNs Working Together. After that announcement, DPE coordinated with unions representing other professionals.

Called collectively the *Kentucky River* cases after a 2001 Supreme Court decision, the three NLRB decisions raise a devastating possibility: that any employee who guides another's work thus becomes a supervisor and loses union protections. Because professional and technical employees frequently offer guidance to other employees, that possibility could decimate their efforts to organize and bargain. At the February 2007 conference, DPE President Paul E. Almeida highlighted the

urgency of taking a comprehensive approach involving organizing, bargaining, legal strategy, and legislation.

AFL-CIO President John J. Sweeney called professional and technical work “the fastest growing sector of our economy.” He quoted the dissenters from the NLRB decision, who warned the majority decision could “create a new class of workers ... who have neither the genuine prerogatives of management, nor the statutory rights of ordinary employees.” NLRB Members Walsh and Liebman estimated up to 34 million professionals could be affected by 2012.

UAN General Counsel – and outside counsel to AFTRA – Susan Davis detailed the major shift by the NLRB in defining who is a supervisor. A nurse who matches a cardiac patient with a nurse experienced in cardiac care could, she said, thus risk becoming a supervisor – a result Davis called “insane.” The NLRB decisions, she emphasized, “radically affect new organizing.” Economic Policy Institute Vice President and Policy Director Ross Eisenbrey proffered an occupation-by-occupation review that showed “a potential for a tremendous impact on the workforce.”

Jean Lucas, a certified Registered Nurse and a former president of Health Professionals and Allied Employees Local 5118, American Federation of Teachers, underscored the importance of unions to allowing nurses to function effectively as patient advocates. Winning strong language to protect the integrity of 10 local unions in New Jersey, including hers, against the anticipated NLRB decisions thus became a strike issue for nurses. AFTRA General Counsel/Director of Legislative Affairs Thomas R. Carpenter and TNG-CWA Director of Organizing Eric Geist showed the risks the Bush NLRB decisions pose for every union in arts, entertainment, and media.

AFT Assistant to the President Phil Kugler brought home the threat to an unanticipated target: unions in the public sector. Until the Bush Administration, he said, public-sector unions faced an atmosphere that was “relatively benign” by comparison with the private sector. Not any more. Now even public-sector employers, following the Bush Administration’s example, threaten public sector workers if they seek to organize or bargain. The Bush Board’s approach to the *Kentucky River* cases had begun to influence Public Employee Relations Boards around the country.

Also on the February 2007 program were a review of NLRB cases since *Oakwood* by AFL-CIO Associate General Counsel Nancy Schiffer; brainstorming by the participants as to tactics for organizing and bargaining; a denunciation by AFL-CIO Secretary-Treasurer Richard L. Trumka of the Bush Board Republican majority as “a cadaver when it comes to protecting workers’ rights”; and an update on proposed legislative approaches by AFL-CIO Director of Legislation Bill Samuel.

In the wake of the February 2007 program, DPE worked with its affiliated unions and the AFL-CIO in lobbying to pass the RESPECT Act, which would have reversed the *Oakwood* decision and restored the original intent of Congress in passing the National Labor Relations Act. RESPECT stood for the “Re-Empowerment of Skilled and Professional Employees and Construction Tradesworkers.”

Independent Contractors— On March 15-16, 2006, DPE hosted a Presidents’ Meeting, “New Ways to Work, New Models for Unions,” in partnership with the Albert Shanker Institute. Chairing the meeting was Edward J. McElroy, AFT President, DPE Chair, and President of the Shanker Institute. Participating were 11 national unions: AEA, AFSCME, AFT, AFTRA, CWA, IAMAW, IBEW, IFPTE, IUPAT, SAG, and USW.

Bringing together multiple strands of DPE work, the meeting led to three multi-union work groups under DPE auspices. One focused on union learning representatives. A second on professional associations paved the way for Professionals for the Public Interest (see above). A third took up independent contractors and antitrust.

These topics emerged from DPE initiatives that began in 2004, including the DPE Committee on the Evolution of Professional Careers, chaired by IFPTE President Gregory J. Junemann and formed in response to his two questions: What's happening to work in the U.S.? How should our unions adapt? The inquiry that the Committee undertook showed how central to the U.S. workforce independent contractors have become.

The DPE Work Group on Independent Contractors and Antitrust drew together representatives from 10 unions: AFT, AFTRA, CWA, IAFF, IAMAW, IATSE, IBEW, IFPTE, SAG, and USW. It defined two major interests, combatting employers' abuses in misclassifying employees as independent contractors and analyzing the limits for collective action through unions for genuine independent contractors.

In focusing on misclassification of employees as independent contractors, the Work Group heard from DPE and AFL-CIO staff – over multiple meetings – about initiatives at the federal and state levels including labor partnerships, legislation, and research. Its members shared with the staff the perspectives of their respective unions and members. They also asked the AFL-CIO Lawyers Coordinating Committee (LCC) to host a workshop on misclassification at its annual conference, which the LCC did in April 2007. In addition, the Work Group efforts and materials provided much of the starting point for a Contingent Worker Task Force established by the AFL-CIO Legislative Department.

With regard to genuine independent contractors, the Work Group identified health care coverage as a benefit that would encourage organizing into unions. An initial investigation by DPE questioning insurers and labor movement insurance experts brought a dismaying conclusion: Adverse selection made offering commercial health insurance to self-selecting individuals impossible.

In the summer 2008 AFL-CIO transition work groups, DPE raised the question of genuine independent contractors again. The result has been a new Independent Contractors Work Group, organized in partnership with the AFL-CIO General Counsel, which brings together lawyers and policy staff representing AEA, AFSCME, AFT, CWA, DPE, IBEW, USW, and union multiemployer funds, as well as the AFL-CIO. Led by DPE Executive Director David Cohen and AFL-CIO Associate General Counsel Bill Lurye, the group is developing a list of possibilities for organizing independent contractors under the law as it is as well as a menu of possible changes to the law through legislation.

Health Information Technology— Beginning in summer 2005, DPE played a central role in flagging a crucial initiative reshaping health care in the United States. A federal push for a national health information technology (HIT) interoperable infrastructure could revamp entirely one of the largest segments of the U.S. economy, in which professional and technical workers are organizing into unions at a dramatic rate. The change could affect professional and technical people as workers and consumers.

DPE worked on legislation affecting HIT with its affiliated unions, AFSCME, AFT, UAN, and USW, as well as the AFL-CIO and a coalition hosted by the National Partnership for Women and Families. For workers in health care, the labor principles DPE has identified include: involving frontline health care workers in the design and creation of any HIT system; thinking through how to integrate the new technology and the organization of work; protecting against outsourcing and off-shoring; and providing employment security, training, and retraining as HIT evolves. DPE has urged policymakers to recognize that HIT will work only if nurses, other frontline workers, and their union representatives are included from the start in HIT planning, design, and implementation.

On October 3, 2007, DPE President Paul E. Almeida joined other national leaders for a discussion with the Democratic Steering and Outreach Committee chaired by Senator Debbie Stabenow on the Wired for Health Care Quality Act (S.1693) [see Appendix #4]. At the request of AFL-CIO President John Sweeney, President Almeida provided the sole voice for organized labor.

President Almeida said, “Health care workers, the members of our affiliated unions, have witnessed the implementation of massive health information technology systems, for example at Kaiser Permanente and the Veterans Administration. The health care professionals we represent have lessons they shared with us. If health information technology is to work, nurses, other frontline workers, and their union representatives, must be included *from the start* in the planning, design, and implementation. These very practical lessons have been underscored repeatedly in the research funded by the Agency for Healthcare Research and Quality (AHRQ).”

Arts, Entertainment, and Media Industries, ICC

A central part of DPE since its founding, the Arts, Entertainment and Media Industries (AEMI) Committee brought together 11 unions—Actors’ Equity Association; American Federation of Musicians; American Federation of Television and Radio Artists; American Guild of Musical Artists; International Alliance of Theatrical Stage Employes; International Brotherhood of Electrical Workers, Broadcast Division; Screen Actors Guild; The Newspaper Guild–CWA; NABET–CWA; Office and Professional Employees International Union; and the Writers Guild of America, East.

The 2005 AFL-CIO Convention established basic principles for forming and operating industry coordinating committees (ICCs), a sweeping initiative designed to foster union power and growth through coordinated organizing, bargaining, and legislative action among unions representing workers in an industry. The AEMI Committee seemed like a natural fit. As the AEMI ICC, it became the first ICC.

Chaired, hosted, and staffed by DPE, the AEMI ICC over the last four years has:

- designed and, with AFL-CIO funding and collaboration, commissioned extensive research by Maria Figueroa and Jeff Grabelsky in preparation for strategic organizing;
- urged the FCC to maintain diversity, localism, and competition through limits on media ownership, both in written comments from DPE and the AFL-CIO and from participating unions and in testimony in FCC hearings (see “FCC Media Rules” above);

- weighed in about the impact on AEMI workers of the *Kentucky River* decisions (see “Beyond *Kentucky River*” above);
- taken up legislative issues that include performance rights, about which DPE President Paul E. Almeida testified on March 10, 2009 to the Judiciary Committee of the House of Representatives; visas for foreign performers; airlines and carry-on musical instruments; and intellectual property and piracy;
- flagged for the AFL-CIO and the National Coordinating Committee for Multiemployer Plans the dangerous condition of multiemployer pension plans in the wake of our economic crisis;
- heard from the Director of Research and Analysis of the National Endowment for the Arts (NEA) first about artists in the workforce and then about unemployment among artists; and
- joined the October 2008 launch by AFTRA, SAG, and AEA of Inclusion in the Arts and Media of People with Disabilities, I.AM.PWD.

Working with AFM and AFTRA, DPE helped to develop a March 2008 AFL-CIO Executive Council resolution, “Fairness in Radio: A Performance Right for Sound Recordings,” that sought compensation for musicians and singers whose recorded music AM/FM radio broadcasters use to attract listeners and sell advertising. In support of its work with the AEMI ICC, DPE is developing a fact sheet about artists in the workforce, seeking to coordinate with federal agencies that gather and report data about artists and their work, and reaching out to other arts organizations. DPE outreach has included meeting with the leaders and key staff of the National Assembly of State Arts Agencies (NASAA) and Americans for the Arts as well as staff at the National Endowment for the Arts.

Research and Publications

DPE research and publications seek to assist the unions affiliated with DPE in analyzing, connecting to, and organizing the professional and technical workforce. In the past four years, DPE produced 13 distinct economic reports and fact sheets that address critical public policy issues and provide a comprehensive portrait of the professional workforce. The majority of these economic reports and fact sheets are updated annually; see Appendix #3.

In April 2009, DPE published a fact sheet titled “The Employee Free Choice Act, Professional Employees and the Public,” addressing the special significance this legislation has for professional and technical employees. As outlined in the fact sheet, the Employee Free Choice Act should be seen as an essential element for protecting professional integrity through the right to union representation. Allowing professionals a choice as to how to organize themselves into unions, the fact sheet explains, not only benefits the represented professionals, but also the public they serve. This publication was distributed to union legislative representatives, handed out to numerous Congressional offices and circulated by American Rights at Work.

In 2008, the American Library Association-Allied Professional Association (ALA-APA) and DPE collaborated on *The Union Difference for Library Workers*. DPE analyzed data from the 2006 *ALA-APA Salary Survey: Non-MLS – Public and Academic* by position and educational attainment. The analysis revealed that average salaries were higher for union workers for many of the 62 positions,

including Library Technical Assistant, Library Clerk and Associate Librarian. The publication is posted on the DPE and ALA-APA websites. See Appendix #3.

In 2011-2012, the ALA-APA salary survey will again include a question about union representation, this time for positions that require a Master's in Library Science as well as those that do not.

Outreach and Building Coalitions

DPE continued its well-established efforts to assist affiliates in building relationships with two professional associations, the American Library Association (ALA) and the American Public Health Association (APHA). By establishing a presence at their major meetings and conferences, DPE is paving the way for organizing and for further collaboration. Its work with ALA and APHA also provided a foundation for the outreach that created Professionals for the Public Interest (see "PftPI" above).

American Library Association – DPE has worked with its affiliates, the ALA-Allied Professional Association (ALA-APA), and the Library Association to develop workshops, sessions and other activities including an annual union networking breakfast for the ALA Annual Conference. DPE has co-chaired the AFL-CIO-ALA Joint Committee on Library Services to Labor Groups and is a member of the ALA-APA Committee on the Salaries and Status of Library Workers (SSLW). DPE chairs the SSLW subcommittee on unions.

DPE has worked with its affiliates and ALA-APA members to craft a policy resolution endorsing a living wage for all library workers and a minimum wage for professional librarians, adopted June 30, 2008, and a resolution in support of the Employee Free Choice Act, adopted June 2006. Resolutions on the need for overtime pay protection and on the outsourcing of library jobs have been developed for consideration by the ALA-APA Council in July 2009.

DPE materials including annually updated fact sheets on library workers and salaried and professional women, as well as information about professionals and unions are posted to the ALA-APA website, along with the joint ALA-APA-DPE publication, *The Union Difference for Library Workers*. DPE and AFL-CIO materials are distributed at the Annual Conference in meetings and workshops and at the AFL-CIO-ALA Joint Committee's booth. (See Appendix 4.)

American Public Health Association – DPE has planned activities for its affiliates, including developing workshops and other programs featuring affiliate and DPE representatives, as well as academics and public health workers. DPE worked with its affiliates, the AFL-CIO and members of the Labor Caucus and the Occupational Health Section to craft a resolution in support of the Employee Free Choice Act that was adopted in November 2006.

DPE continues to develop and expand outreach efforts, working with Caucus members to develop and disseminate a newsletter, disseminating DPE and AFL-CIO materials via websites, having its workshops, resolutions and other activities co-sponsored by other APHA Sections and Caucuses, and securing Continuing Education credits for its workshops.

DPE has jointly sponsored several workshops and events at APHA, including *Unembedded: Four Independent Photojournalists on the War in Iraq*, a special exhibit of 60 photographs showing the war's impact on the Iraqi people. The photographs, accompanied by public health text panels, were on display at the AFL-CIO from November 4 – 9, 2007 during the APHA Annual Meeting. DPE collaborated with APHA, and the Labor and Peace Caucuses, to bring *Unembedded* to the AFL-CIO. More than 1,000 people saw the exhibit; about 250 people attended the Opening Reception on November 5. Other jointly sponsored programs include a workshop on the need for the Employee Free Choice Act, and a DVD presentation, *Winter Soldier: Iraq and Afghanistan*, a specially edited series of public health-related video excerpts from veterans' testimony given during a four-day event focused on the human consequences of U.S. policy in Iraq and Afghanistan. (See Appendix #4.)

Continuing to build bridges and encourage collaboration between labor and the public health community, DPE organized eight health Lunch & Learn programs between August 2005 and October 2006. Each called attention to an aspect of the health care crisis, discussed proposals for change, and featured an expert on the topic, joined by a panel of people inside and outside the labor movement. (See Appendix #4.)

These brown-bag lunch programs, held at the AFL-CIO, proved highly popular, drawing hundreds of union representatives, academics, public health workers, staff from nonprofit groups, professional associations and foreign embassies, and members of the general public. WPFW, 89.3 FM, the DC Metro area Pacifica radio station, interviewed many of the Lunch & Learn presenters and promoted the programs on air. For the October 5, 2006 Lunch & Learn on the Health Consequences of the War in Iraq, the station even preempted its regular programming to broadcast the program "live" from the AFL-CIO. (See Appendix #4.)

Speeches, Presentations, Workshops, and Communications

Over the last four years, President Almeida and the DPE staff have responded to requests from the unions affiliated with DPE, and from other entities, for speeches, presentations, and workshops (see Appendix #4). DPE continues to circulate its monthly electronic newsletter, *DPE NewsLine*, and to issue *DPE Alerts!*, one-time bulletins flagging time-sensitive news, events, or action.

Among other events, President Almeida has addressed the AFM convention, the UWUA Power for America conference, the Massachusetts AFL-CIO convention, the AFGE National EPA Council, and the AFT Civil, Human, and Women's Rights Conference. In 2007, he and DPE Executive Director David Cohen provided an internal seminar for the President, Vice President, and Program Directors of the Alfred Sloan Foundation. David spoke on the future of work to the 25th Anniversary Labor & Employment Law Institute at the University of Louisville, served on one panel for the AEA Organizing Committee and another for the Council of Engineering and Science Organizations (CESO), moderated a panel for a UWUA conference, and led a workshop at the same conference. At the request of UAN, he addressed a plenary session and for four years led workshops at its annual Labor Leader Institute; he also facilitated a plenary session for the Michigan Nurses Association. For AFGE, David facilitated a session on organizing airport Transportation Security Officers. DPE Assistant to the President Pamela Wilson spoke at the Bethune-Cookman University conference on the value of unions for professionals and at the annual national AFGE legislative conference about the presidential candidates' proposals for health care reform.

DPE also arranged for interviews and program announcements on Pacifica Radio WPFW, 89.3 FM. These have involved DPE, APHA, and the APHA Peace Caucus in relation to *Unembedded* and the APHA annual meeting; the California Nurses Association in relation to the AFL-CIO screening of the Michael Moore documentary, *SiCKO*, which DPE co-sponsored; and *The Hollywood Librarian*, promoted by DPE, co-sponsored by the DC Labor FilmFest, and screened at the AFL-CIO.

International Connections

In October 2008, President Almeida, IFPTE President Gregory J. Junemann, and Executive Director David Cohen hosted Gerhard Rohde, Head of Department for the Professional and Managerial Staff sector (PMS) of Union Network International, UNI Global Union; and Christer Forslund, elected President of PMS and International Secretary of Unionen, the largest private sector union in Sweden, created by the merger of HTF and Sif in January 2008. At a Melbourne, Australia PMS conference, Rohde and Forslund heard about the work of DPE with professional associations from Cornell Professor Richard W. Hurd. They wanted to hear more.

In April 2008, DPE hosted Tom Wilson, the Head of the Organisation and Services Department of the British Trades Union Congress, who offered a provocative presentation on “The Future for Unions” and discussed it with representatives from unions affiliated with DPE, the National Labor College, and the Albert Shanker Institute. In September 2007, DPE welcomed John Vines, Chief Executive, and Dario Tomat, National President, of the Association of Professional Engineers, Scientists and Managers, Australia (APESMA), who met to compare notes with DPE about unions, professional associations, and occupational identity.

Appendix #1 **DPE in the News: 2005-2009**

TV/Radio Interviews

Paul Almeida. Comprehensive Immigration Reform. WPFW 89.5FM. May 2009.

Paul Almeida. Comprehensive Immigration Reform. WNYC, The Brian Lehrer Show. May 2009.

Paul Almeida. *Guest Visas Galore*. Lou Dobbs Tonight. CNN. September 10, 2008.

Paul Almeida. *Math and Science Careers for Students; H-1B Visas*. Lou Dobbs Tonight. CNN. November 13, 2007.

David Cohen. *H-1B Visas*. Lou Dobbs Tonight. CNN. August 30, 2007.

Paul Almeida. *Exporting America: The L Visa*. Lou Dobbs Tonight. CNN. June 27, 2007.

Paul Almeida. *Help Wanted...Non-H-1B Workers*. Nightly Business Report. PBS. April 3, 2007.

Paul Almeida. *Increase in Fees on H-1B Visas*. Lou Dobbs Tonight. March 23, 2007.

Paul Almeida. Documentary: *Outsourcing—The Death of Distance*. Jamestown Films: Kent Brainerd, Producer. Summer 2005.

Quotes in National Press, Periodicals and Internet

Newspapers

The Washington Post
The Wall Street Journal
Green Bay Press Gazette
Financial Times
Press Associates Union News Service
BioWorld Today
LATimes
Reuters News
CQ Politics

Periodicals

BNA Daily Labor Report
BNA Labor Relations Week
Variety
Backstage
Weekly Labor Report
Library Journal
Perspectives on Work
Billboard
AIL Labor Letter

Internet/Radio and Miscellaneous

| | |
|---|------------------|
| Alternet | WPFW 89.5FM |
| WNYC, The Brian Lehrer Show | Nextgov |
| Science Insider | Librarian |
| Government Executive.com | Labor Union Blog |
| BNet | SEIU Blog |
| CNN.com | |
| AFL-CIO Blog (23 articles reference or quote DPE) | |
| Legal Planet: The Environmental Law and Policy Blog | |

Appendix #2

DPE Policy Letters & Statements 2005-2009

| | |
|------------|---|
| 05/08/2009 | Joint Letter in Support of CLEAN UP Act about Federal Employees and Privatization |
| 05/07/2009 | Email to Office of Science and Technology Policy from Professionals for the Public Interest: Response on Scientific Integrity |
| 04/27/2009 | Letter to Senators Durbin and Grassley re H-1B and L-1 Visa Reform Act of 2009 |
| 04/27/2009 | Support for the Paycheck Fairness Act (S. 182) |
| 03/04/2009 | Letter to Congress re Patent Reform Legislation |
| 02/05/2009 | Support for Sanders-Grassley Amendment, Banking Bailout |
| 01/12/2009 | Recommendation for Michael C. Dorf, Esquire, To Chair the National Endowment for the Arts |
| 12/08/2008 | PA Letter on Auto Industry Bridge Loan – House |
| 12/08/2008 | PA Letter on Auto Industry Bridge Loan – Senate |
| 11/24/2008 | AHIC Prioritization Process Comment Letter |
| 09/22/2008 | Joint Letter Opposing Privatization at the Department of Defense |
| 06/03/2008 | Joint Letter to House Energy and Commerce Committee about Proposed Health Information Technology Legislation |
| 05/25/2008 | Joint Letter Opposing Privatization at the Corps of Engineers |
| 05/19/2008 | Joint Letter in Support of House Resolution on Using Economic Stimulus to Buy American |
| 05/15/2008 | Joint Letter to Senator Byrd Opposing the Mikulski Amendment on H-2B Guest Workers |
| 05/15/2008 | Joint Letter to Senator Leahy about Privacy and Health Information Technology |
| 05/13/2008 | Joint Letter to House Armed Services Chair Opposing Privatization and Supporting Rights of Federal Employees |
| 05/13/2008 | Joint Letter Supporting Bill to Restore Collective Bargaining Rights for Veterans' Administration Health Care Providers |
| 05/12/2008 | Public Safety Employer-Employee Cooperation Act of 2007 |
| 04/15/2008 | Letter to House Energy and Commerce Committee in Support of Biogeneric Drugs |
| 02/06/2008 | Coalition Letter to the Senate Opposing S.1145—The Patent Reform Act of 2007 |

02/06/2008 Coalition Letter to House Rules Committee Opposing So-Called ‘Academic Bill of Rights’

01/10/2008 Coalition Letter to Congressional Armed Services Committees about National Security Personnel System

12/10/2007 Joint Letter to Senate re Health Care Quality Act

11/15/2007 Coalition Letter re Renewable Portfolio Standard

10/15/2007 Coalition Letter in Support of Annual Fit Testing Requirement for Respirators as It Applies to TB

10/09/2007 Coalition Letter in Support of De-funding the National Security Personnel System

10/04/2007 Coalition Letter to House Judiciary Committee Opposing Permanent Internet Access Tax Ban

09/25/2007 Coalition Letter – Unions Oppose Permanent Internet Access Tax Ban

09/17/2007 Coalition Letter Opposing Privatization in ‘Wounded Warriors’ Legislation

09/12/2007 Coalition Letter Supporting Unemployment Insurance Modernization Act

09/10/2007 Coalition Letter to HHS Secretary re Proposal for Restructuring Oversight of Health Information Technology

08/01/2007 Letter to House re support for the Bipartisan National Security Personnel System Amendment to FY08 Defense Appropriations Measure

07/24/2007 Coalition Letter to House of Representatives in Support of Employer-Provided Educational Assistance

07/17/2007 Coalition Letter re TB and Respirators

07/13/2007 Letter to House of Representatives re RESPECT Act Co-sponsorship

06/26/2007 Coalition Letter Urging Privacy and Security Framework in Wired for Health Care Quality Act

06/19/2007 President Almeida to Senate: Pass the Employee Free Choice Act!

06/12/2007 Letter to Senators Dorgan, Durbin, Sanders and Webb re Comprehensive Immigration Reform Bill (S.1348)

06/05/2007 Coalition Letter to Senate HELP Committee re Biogeneric Drugs

05/04/2007 Coalition Letter to Armed Services Committees re Reforms to Contracting Out

04/30/2007 President Almeida’s Letter to the Editor of the Washington Post

04/12/2007 Coalition Letter to Appropriations Subcommittee Chair Calling for Health Information Technology Consumer Protection

04/09/2007 Coalition Letter to House Appropriations Subcommittee on Commerce, Justice and Science-Related Agencies re Privatization

04/09/2007 Coalition Letter to the Department of Labor re Privatization

04/09/2007 Coalition Letter to the Department of the Interior re Privatization

03/20/2007 Coalition Letter to House and Senate Energy and Water Committee Chairs re Corps of Engineers Privatization

03/20/2007 Coalition Letter to Defense Appropriations Subcommittee Chairs re Contracting Out

03/20/2007 Coalition Letter to House and Senate Appropriations Committee Chairs re Federal Privatization and Contracting Out

03/06/2007 Letter to Senate Committee on Health, Education, Labor and Pensions re March 7, 2007 hearing on “Strengthening American Competitiveness for the 21st Century

03/05/2007 Coalition Letter asking the Senate to Provide Transportation Security Administration (TSA) Officers with Collective Bargaining and other Civil Service Protections

02/20/2007 Consumer Coalition Letter re GAO Report on HIT and Privacy – Chairman Dingell

02/16/2007 Consumer Coalition Letter re GAO Report on HIT and Privacy – HELP

02/14/2007 Coalition Letter to House re Support Life-Saving Access to Medicine

02/14/2007 Coalition Letter to Senate re Support Life-Saving Access to Medicine

02/01/2007 Consumer Proposals House HIT Bill

09/25/2006 Coalition Letter re Opposition to Proposals that Would Allow Use of Veterans’ Health Care Dollars for Privatization Reviews

09/11/2006 Coalition Letter re Retention of Kennedy-Hatch Amendment in FY2007 Defense Appropriations Conference Report

07/25/2006 Joint Labor Letter Opposing HR 5766 and HR 3282, the “Government Efficiency Act” and the “Abolishment of Obsolete Agencies and Federal Sunset Act”

07/24/2006 Joint Labor Letter to House Opposing HR 1956, the Business Activity Tax Simplification Act

07/10/2006 Joint Labor Letter to Senate re Mikulski/Specter Amendment to Commerce-State-Justice Appropriations Bill on Privatization of Federal Work

06/13/2006 Letter to FCC Chairman Kevin Martin Supporting Multi-Casting, Must-Carry Rules for DTV Rollout

| | |
|------------|--|
| 05/08/2006 | Coalition Letter re Funding for HHS-Education and Labor Department Programs and Services |
| 04/05/2006 | Letter to Senate Opposing Pending Immigration Bill Due to Massive Increases in H-1B Guest Worker Visas |
| 04/04/2006 | Testimony filed for the Hearing Record of the House Judiciary Immigration Subcommittee on H-1B Visas |
| 03/14/2006 | Letter to Senate Judiciary Committee re 2006 Guest Worker Bill |
| 03/07/2006 | Coalition Letter Opposing S. 1955 |
| 03/06/2006 | Coalition Fact Sheet re Health Information Technology: Consumer Principles |
| 03/06/2006 | Coalition Letter to House and Senate re Copyright Awareness Week |
| 12/12/2005 | Comments on Office of the Inspector General Proposed Rule OIG-405-P |
| 12/12/2005 | Comments on Centers for Medicare and Medicaid Services Proposed Rule CMS-1303-P |
| 12/07/2005 | Letter to Reps. Sensenbrenner and Conyers; Senators Specter and Leahy re H-1B Proposal in 2005 Budget Reconciliation Bill |
| 12/06/2005 | Letter to Senators Boxer, Durbin and Schumer; Rep. Weiner re Viacom-CBS |
| 11/04/2005 | Coalition Letter to Senate re. S.1182; Veterans' Health Care Act of 2005 |
| 11/01/2005 | Letter to Senate Urging Support for Byrd Amendment (re H-1B Visas) to S. 1932— Budget Reconciliation Bill |
| 10/14/2005 | Letter to Senate Judiciary Committee re Budget Reconciliation Proposal |
| 10/07/2005 | Coalition Letter to Commission on Systemic Interoperability re Supporting Current State Health Privacy Laws |
| 09/28/2005 | Coalition Letter re Section 8014 of the Defense Appropriations Bill: Health Care Law |
| 09/26/2005 | Coalition Letter to AHIC Consumer Advocate Nancy Davenport Ennis re Health Information Technology Initiative |
| 09/26/2005 | Coalition Letter to HHS Secretary Michael O. Leavitt re American Health Information Community's Health Information Technology Initiative |
| 08/15/2005 | Letter to Senate Commerce Committee re DTV Transition Legislation |
| 08/05/2005 | AHIC David Lansky Nomination Coalition Letter |
| 07/25/2005 | Letter to House on Association Health Plans |
| 07/20/2005 | Letter to House Commerce Committee re DTV Transition Legislation |

Appendix #3

DPE Publications & Reports 2005-2009

Comments to Federal Communications Commission

DPE to FCC: Reply Comments to Oppose Media Consolidation, Ensure Different Points of View. DPE & AFL-CIO Reply Comments. January 16, 2007.

DPE to FCC: Oppose Media Consolidation, Ensure Different Points of View. DPE & AFL-CIO Comments. October 23, 2006.

Special Report

THE UNION DIFFERENCE FOR LIBRARY WORKERS – The American Library Association-Allied Professional Association (ALA-APA) and DPE collaborated on *The Union Difference for Library Workers*, which found that salaries in unionized public and academic libraries were higher than those in non-union libraries for staff in positions that do not require an ALA-accredited Master's Degree in Library Science. Data from the 2006 *ALA-APA Salary Survey: Non-MLS – Public and Academic* revealed that average salaries were higher for many of the 62 positions, including Library Technical Assistant, Library Clerk and Associate Librarian. DPE analyzed the data by position and educational attainment.

This publication clearly demonstrates the power of unions to raise salaries in the predominantly female, underpaid library world. The percentages on the graphs indicate the union difference as the raise that would be required to equalize the union and non-union salaries. Featuring the logos of both organizations, the publication is posted on the DPE and ALA-APA Websites.

In 2011/12, the ALA-APA salary survey will again include a question about union representation, this time for positions that require a Master's in Library Science as well as those that do not.

AFL-CIO Executive Council Policy Resolutions authored or assisted by DPE

Learning, Working, Investing and Succeeding in America (August 2008)

Fairness in Radio: A Performance Right for Sound Recordings (March 2008)

Resolution 22: Organizing Professional Workers (July 2005)

Professional Associations and Policy Resolutions – DPE has worked with its affiliates, American Library Association-Allied Professional Association (ALA-APA) and American Public Health Association (APHA) members and the AFL-CIO to craft policy resolutions. Among the resolutions adopted are:

- **Endorsement of a Living Wage for All Library Workers and a Minimum Wage for Professional Librarians**, adopted June 30, 2008 by ALA-APA on June 30, 2008, www.ala-apa.org/news/news.html#LivingWage
- **Employee Free Choice Act: Support the Freedom to Form Unions**, adopted June 30, 2006 by ALA-APA, www.ala-apa.org/about/2005-2006APACDr_2R.pdf

- **Resolution on the Right for Employee Free Choice to Form Unions**, adopted by APHA, November 2006, www.apha.org/advocacy/policy/policysearch/default.htm?id=1332

Issue Fact Sheets and Economic Reports*

2009 **Guest Worker Programs and the Science, Technology, Engineering, Math (STEM) Workforce**

2009 **Vital Workforce Statistics**

2009 **Nurses: Vital Signs**

2009 **Social Service Workers: A Portrait**

2009 **Service Sector: Projections and Current Stats**

2009 **The Employee Free Choice Act, Professional Employees and the Public**

2009 **Scientists and Engineers: Vital Statistics**

2009 **The Costs and Benefits of Safe Staffing Ratios**

2008 **Service Sector: Projections and Current Stats**

2008 **Social Service Workers: A Portrait**

2008 **The U.S. Health Care System in International Perspective**

2008 **Pharmacists and Pharmacy Technicians: Facts and Figures**

2008 **Vital Workforce Statistics**

2008 **The Union Difference for Library Workers: New Report**

2008 **Nurses: Vital Signs**

2008 **Professional Women: Vital Statistics**

2008 **Library Workers: Facts & Figures**

2008 **H1-B Fact Sheet**

2007 **The Costs and Benefits of Safe Staffing Ratios**

2007 **The U.S. Health Care System in International Perspective**

2006 **Pharmacists and Pharmacy Technicians: Facts and Figures**

2007 **Vital Workforce Statistics**

2007 **Nurses: Vital Signs**

2007 **Professional Women: Vital Statistics**

2007 **Library Workers: Facts & Figures**

2007 **H1-B Fact Sheet**

2006 **Scientists and Engineers: Vital Statistics**

2006 **Service Sector: Projections and Current Stats**

2006 **Social Service Workers: A Portrait**

2006 **The Costs and Benefits of Safe Staffing Ratios**

2006 **Nurses: Vital Signs**

2006 **The U.S. Health Care System in International Perspective**

2006 **Vital Workforce Statistics**

2006 **Library Workers: Facts & Figures**

- 2006 **Professional Women: Vital Statistics**
- 2005 **The U.S. Health Care System in International Perspective**
- 2005 **The Costs and Benefits of Safe Staffing Ratios**
- 2005 **Nurses: Vital Signs**
- 2005 **Work Force Fact Sheet**
- 2005 **Social Service Workers: A Portrait**
- 2005 **The Service Sector: Projections and Current Stats**
- 2005 **Scientists and Engineers: Vital Statistics**
- 2005 **Professional Women**
- 2005 **Library Workers: Facts & Figures**

Other

Cohen, D. Book Review: Changing Occupations, Changing Challenges—A Review Essay. *Perspectives on Work* (Summer 2008-Winter 2009).

Cohen, D. Book Review: Shaping the Future of Work—A Review Essay. *Perspectives on Work* (Winter 2008).

Appendix #4: **DPE Conferences, Seminars & Presentations: 2005-2009**

DPE Conferences

Beyond Kentucky River: Next Steps for Professional and Technical Employees. February 7, 2007. For conference description see “Legislation and Public Policy” above.

Presidents’ Meeting. *New Ways to Work, New Models for Unions*. In Partnership with Albert Shanker Institute. Washington, DC. March 15-16, 2006.

Congressional Testimony and Briefings

Paul Almeida - Congress: Enact Performance Rights, H.R. 848 - Testifying before the Committee on the Judiciary of the U.S. House of Representatives, Almeida asked that “hundreds of thousands of recording artists, singers, and musicians ... finally be able to receive the fair compensation they deserve for the work they create.” At issue: whether AM and FM radio stations, also called terrestrial radio, pay vocalists and musicians for playing the recordings that the performers create.

Paul Almeida - Democratic Steering and Outreach Committee - Chaired by Senator Debbie Stabenow on the Wired for Health Care Quality Act (S.1693). Twelve senators took part. A national health information technology (HIT) infrastructure could transform one of the largest sectors in our economy, improve health care quality, and cut health care costs, stated Senator Stabenow. For several years DPE has been working on legislation affecting HIT with its affiliated unions, AFSCME, AFT, UAN, and USW, as well as the AFL-CIO and a coalition hosted by the National Partnership for Women and Families; DPE has pushed hard for input by the people who touch the patients. October 3, 2007

Seminars and Programs

Lunch and Learn Programs: A Series on the Health Care Crisis

- **Health Consequences of the War, Both in Iraq and Here at Home** (October 5, 2006)
A program and discussion featuring Barry Levy, M.D., co-editor of *War and Public Health; Terrorism and Public Health: A Balanced Approach to Strengthening Systems and Protecting People* and *Social Injustice and Public Health*; Past-President, American Public Health Association; former executive director of International Physicians for the Prevention of Nuclear War; and a panel, including Nancy Wohlforth, Secretary-Treasurer, Office and Professional Employees International Union, Co-Convener of U.S. Labor Against the War; Brooks Sunkett, Vice-President, Communications Workers of America; Garrett Reppenhagen, Iraq Veterans Against the War; and Elizabeth Frederick, Military Families Speak Out. Co-moderated by DPE President Paul E. Almeida and Ron Pinchback, General Manager, Pacifica Radio, WPFW, 89.3 FM. The program was broadcast live on Pacifica Radio.
- **Depression & the Workplace: Labor’s Role in Promoting Wellness** (August 2, 2006)
A program and discussion featuring Gayle Porter, Psy.D., licensed clinical psychologist, former faculty at Johns Hopkins and Howard Universities, and Marilyn Gaston, M.D., former Assistant Surgeon

General, Co-Directors of the Gaston & Porter Health Improvement Center and co-authors of *Prime Time: The African American Woman's Complete Guide to Midlife Health and Wellness*; Dianne Polowczyk, Ph.D., President-Elect, New York State Psychological Association, American Federation of Teachers, and Gwend Johnson, Director, Human Rights, Communications Workers of America. The session was moderated by Pamela Brewer, Ph.D., psychotherapist in private practice; host of MyNDTALK on WPFW, 89.3 FM.

- **VA Health Care: It's the System!** (June 20, 2006)
A program and discussion featuring two speakers: John M. Bradley, III, 37 years in the Department of Veterans Affairs, the Senate Veterans Affairs Committee, where he retired as Full Committee Staff Director in 2005, currently consulting; and Omega C. Logan Silva, M.D., M.A.C.P., Past-President, American Medical Women's Association; Professor Emeritus of Medicine, George Washington University; Board of Directors, National Association of Veterans Affairs Physicians; former assistant chief of the Metabolic Section and chief of the Diabetic Clinic, DC VAMC; and a panel from the frontline: Kathryn Parker, R.N., Washington, D.C. VAMC; United American Nurses; J. David Cox, R.N., Salisbury, North Carolina VAMC; American Federation of Government Employees; John Shalanski, DSW, Wilkes-Barre VAMC; American Federation of Government Employees; Danny Soto, Disabled American Veterans.
- **Mental Health in the Aftermath of War, Hurricanes & Other Disasters** (April 26, 2006)
A program and discussion featuring Kevin Washington, Ph.D., counseling psychologist; C.E.O. R.A.M. (Restoring Ancestral Memories) Enterprises; Howard University faculty; Richard Weidman, Vietnam Veterans of America; former New York State Veterans Programs Administrator; Anne Anderson, Coordinator, Psychologists for Social Responsibility; main author of *Remembering September 11, 2001: A Manual for Caregivers*; Kevin Dwyer, Past-President, National Association of School Psychologists; consultant to NYC Turnaround for Children; Patrick Morrison, International Association of Firefighters; facilitator of critical incident and peer counseling services post 9/11 and in the Gulf Region. The session was moderated by Pamela Brewer, Ph. D., psychotherapist in private practice; host of MyNDTALK on WPFW, 89.3 FM.
- **Health Consequences of the War in Iraq** (February 23, 2006)
A program and discussion featuring Barry Levy, M.D., co-editor of *War and Public Health; Terrorism and Public Health: A Balanced Approach to Strengthening Systems and Protecting People* and most recently, *Social Injustice and Public Health*; Past-President, American Public Health Association; former executive director of International Physicians for the Prevention of Nuclear War; and a panel, including Nancy Wohlforth, Secretary-Treasurer, Office and Professional Employees International Union, Co-Convener of U.S. Labor Against the War; Brooks Sunkett, Vice-President, Communications Workers of America; Garrett Reppenhagen, Iraq Veterans Against the War; and Elizabeth Frederick, Military Families Speak Out.
- **Katrina Reveals: The Broken Health Care System; The Need for Labor-Community Coalitions** (November 9, 2005)
A program and discussion featuring Georges Benjamin, M.D., Executive Director, American Public Health Association, and a panel of union representatives, including Patrick Morrison, Director, department of Occupational Health and Safety, International Association of Firefighters; Denise Bowles, Industrial Hygienist, American Federation of State, County and Municipal Employees; Ellie Engler, Special Representative, Program Coordinator and Industrial Hygienist, United Federation of Teachers, and Adele Stan, Communications Specialist, American Federation of Government Employees.
- **What's Wrong With the Pharmaceutical Industry?** (September 15, 2005)
A program and discussion led by Marcia Angell, M.D., former Editor-in-Chief of the New England

Journal of Medicine and author of *The Truth about Drug Companies*, and current member of the Department of Social Medicine at Harvard Medical School.

- **Focus on Women: Pro-Active Strategies for Longer and Healthier Lives** (August 18, 2005) Program and discussion led by Marilyn Gaston, M.D., former Assistant Surgeon General, and Gayle Porter, Psy.D. (licensed clinical psychologist), Co-Directors of the Gaston & Porter Health Improvement Center; and Carolyn Jacobson, Cervical Cancer Awareness Works, for the Coalition of Labor Union Women.

FACILITATION OF LUNCH & LEARN COVERAGE BY PACIFICA RADIO, WPFW, 89.3 FM

Public Service Announcements: The Lunch & Learn series was promoted on the radio by public service announcements. In addition, DPE facilitated a number of interviews:

- **Safe RN Staffing.** Interviews on the dangerous and sometimes tragic impact of understaffing on patient care and on the need for nurse-to-patient ratios featuring Jane Nygaard, RN, Vice President, AFGE, Barbara Blake, RN, State Secretary of United Nurses Associations of California/AFSCME, and Deborah Burger, RN, President, CNA/NNOC. July 14, 2009.
- **Health Consequences of the War, Both in Iraq and Here at Home.** Nancy Wohlforth, Secretary-Treasurer, Office and Professional Employees International Union, Co-Convener of U.S. Labor Against the War and Brooks Sunkett, Vice-President, Communications Workers of America were among the panelists. WPFW pre-empted its regular programming to broadcast the program “live” from the Gompers Room on October 5, 2006. On October 3, Paul Almeida and Pamela Wilson were interviewed about the upcoming Lunch & Learn.
- **DPE Unions and Katrina Relief:** As a prelude to the Lunch and Learn session **Katrina Reveals the Broken Health Care System and the Need for Labor Consumer Alliances**, DPE worked with the Washington, D.C.-based Pacifica station, WPFW, 89.3 FM to arrange for a one-hour special edition of *To Heal DC*, devoted to labor on the frontlines of Katrina, which aired on November 7. The program featured interviews with the four labor presenters.

SPECIAL EVENT: UNEMBEDDED: FOUR INDEPENDENT PHOTOJOURNALISTS ON THE WAR IN IRAQ – DPE collaborated closely with the American Public Health Association (APHA) and the Peace and Labor Caucuses to arrange for an exhibit in the lobby of the AFL-CIO from November 4-9, 2007 during the Annual Meeting of APHA. More than 1,000 people viewed this exhibit of 60 stunning images documenting the war’s impact on the Iraqi people “on the ground,” and the accompanying public health text panels. This was an unprecedented collaboration between organized labor and public health.

The opening reception for the exhibit was attended by some 250 people. Participants were welcomed by DPE President Paul E. Almeida, Deborah Klein Walker, Ed.D., President, APHA; and Arlene Holt Baker, Executive Vice President, AFL-CIO. The **costs of war from a labor perspective** were addressed by Linda Foley, President, The Newspaper Guild-CWA and Member, International Federation of Journalists, and Gene Bruskin, Co-Convener, US Labor Against the War and Smithfield Campaign Director, United Food and Commercial Workers. The **costs of war from a public health perspective** were outlined by James M. Raczynski, Ph. D., Professor and Dean, Fay W. Boozman College of Public Health, University of Arkansas for Medical Sciences (where the public health text that accompanies the photographs was developed), Robert Gould, M.D., Chair, Peace Caucus, and Mike McCally, M.D., Ph.D., Executive Director, Physicians for Social Responsibility. Finally, the **costs of war from the perspective of directly impacted populations** were discussed by Aseel Al Banna, Founder, Iraqi Voices for Peace and Geoff Millard, President, D.C. Chapter, Iraq Veterans Against the War. Photojournalist Kael Alford was the keynote speaker and discussed her experiences and impressions while “unembedded” in Iraq. Ron Pinchback, General Manager, WPFW, 89.3 FM served as master of ceremonies.

The exhibit and program were made possible by generous support by the labor, peace, public health, and veterans' communities. Among the major contributors were unions, including AFM, AFSCME, AFT, AFTRA, BAC, IATSE, SIU, USW, and the AFL-CIO, as well as the Metro DC Labor Council, New York State Public Employees Federation, CLUW, Pride at Work, and APALA. American Income Life Insurance Company provided important support, as did American Medical Students Association, Doctors for Global Health, International Physicians for the Prevention of Nuclear War, Physicians for Social Responsibility, Psychologists for Social Responsibility, US Labor Against the War, Veterans and Military Families for Progress, Arkansas Coalition for Peace and Justice, DC Coalition for Peace and Justice, churches, and even a fitness club. One hundred and forty people from all over the country made individual donations. In-kind and other contributions were made by APHA, DPE, and the Peace and Labor Caucuses.

WORKSHOPS – Among the workshops DPE has developed are the following:

- **ALA –**
 - Dude, Where Is My Retirement** (2008)
 - Managers Who Have the ‘Union Advantage’** (2008)
 - Aging and Activism** (2007)
 - Affordable Health Care Options** (2007)
 - Race, Poverty and Aging Baby Boomers** (2006)
 - Benefits - Past, Present, & Future** (2006)

- **APHA –**
 - Globalization and Outsourcing Medical Jobs** (2008)
 - Safe RN Staffing: New Research and Solutions** (2008)
 - Health, Safety and Professional Issues in Organizing Health Care Workers** (2008)
 - Labor, Peace and Public Health: Building Alliances to End the Iraq War** (2008)
 - Winter Soldier: Iraq and Afghanistan** (2008)
 - Information Technology in the Health Care Workplace: Impacts and Implications** (2007)
 - Dude, Where Is My Retirement?** (2007)
 - International Public Health and the Labor Movement: Labor’s Response to Global Health Initiatives, Globalization and Workers’ Health** (2007)
 - Workers’ Free Choice To Form Unions: Myth or Reality?** (2007)
 - Labor Rights Are Human Rights** (2006)
 - Nurse Supervisory Status: Prescription for Instability?** (2006)
 - Labor, the War in Iraq & Public Health** (2006)
 - Issues of Concern to Labor** (2005)
 - The Role of Labor Physicians in Identifying Health Hazards** (2005)
 - A Voice at Work for Health Care Workers** (2005)

Panel/Forum Participation, Speeches, Testimony and Presentations

Health Care

Pamela Wilson – *The Presidential Candidates’ Health Care Proposals*. AFGE Legislative Conference, Washington, DC, February 11, 2008

David Cohen – “*Facilitating Nursing Priorities*.” Michigan Nurses Caucus, an MNA initiative to address professional issues with a united voice. Cohen led the roughly one hundred Registered Nurses in identifying the top challenges they face and ways to overcome them. Dearborn, MI, October 3, 2007

Media Consolidation

Paul Almeida – *The History and Role of Unions in the Entertainment Industry*. Film & TV Production class at Bay State College, Boston, MA, November 25, 2008

Paul Almeida – *Media and Media Consolidation in the 21st Century*. Bay State College. Boston, MA. March 2006.

Professionals and Unions

Paul Almeida – *The Growing Professional and Technical Workforce*, UWUA Power for America Conference, Las Vegas NV, April 23, 2009

Paul Almeida, David Cohen – *Professional and Technical Industry Sector Breakout Session*, UWUA Power for America Conference, Las Vegas, NV, April 23, 2009

David Cohen – *Professionalism and Unionism: Are They Compatible?*, UWUA Power for America Conference, Las Vegas NV, April 24, 2009

Paul Almeida – *The Role of Professionals in Unions*, addressed two classes at Cornell University School of Industrial and Labor Relations in Ithaca, NY, November 11, 2008

Paul Almeida – moderated a panel on “*Defending Professionalism*”; Labor and Worklife Program at Harvard Law School hosted “*Representing Professionals in Science, Engineering, and Technology*,” with support from the Alfred P. Sloan Foundation, September 9 & 10, 2008

David Cohen - *The Work of DPE with Professional Associations and Unions around Professional Integrity in the Public Interest*. David also responded to a presentation by Professor Richard W. Hurd of Cornell of his “*Census of Professional Associations*.” Labor and Worklife Program at Harvard Law School hosted “*Representing Professionals in Science, Engineering, and Technology*,” with support from the Alfred P. Sloan Foundation, September 9 & 10, 2008

Paul Almeida – *Strengthening Professionalism in the Public Interest*, AFGE National EPA Council, National Labor College, August 13, 2008

Paul Almeida – panelist; commented on a new book from David Kusnet “*Love the Work, Hate the Job: Why America’s Best Workers Are Unhappier Than Ever*”; Economic Policy Institute, Washington, DC, July 2008

Pamela Wilson – *Unions for Professionals*, Bethune-Cookman University, Conference on the Future of Professionals, February 27, 2008

Paul Almeida, David Cohen - “*Unions, Associations, and the Future of Professional Careers*”; Alfred P. Sloan Foundation (President, Vice President, and program directors), New York, NY, October 22, 2007

David Cohen - joined Economic Policy Institute Visiting Fellow David Kusnet and SEIU Public Services Division Communications Director Diane Minor in a panel that responded to the speech “*The Place of Professional Associations/Unions in the 21st Century*” by Cornell Professor Richard W. Hurd before the Council of Engineers & Scientists Organizations (CESO), Washington, DC, September 18, 2007

David Cohen - “*Professionalism and Unionism: Are They Compatible?*” and “*Making a Difference Through Leadership and Power*,” United American Nurses, Leadership Institute, Seattle, WA, September 13, 2007

Paul Almeida – *Professionals and Unions*, Mass. AFL-CIO 50th Constitutional Convention, September 27, 2007

Paul Almeida – *Why Unions are Important to Professionals*, National Association of State Highway and Transportation Unions, Washington, DC, May 7, 2007

David Cohen - “*Professionalism and Unionism: Are They Compatible?*” and “*Making a Difference Through Leadership and Power*,” United American Nurses, Leadership Institute, Chicago, IL, September 16, 2006

David Cohen – *Internal Organizing*, speech to plenary session; “*Professionalism and Unionism: Are They Compatible?*” and “*Making a Difference Through Leadership and Power*,” United American Nurses, Leadership Institute, Chicago, IL, September 19-20, 2005

Workers’ Rights

Paul Almeida – joined former Secretary of Labor Ray Marshall, AFL-CIO President John Sweeney and Economic Policy Institute (EPI) Vice President Ross Eisenbrey at a Capitol Hill press conference to announce the release of an EPI report written by Marshall, *Immigration for Shared Prosperity: A Framework for Comprehensive Reform*. April 16, 2009

David Cohen – Facilitated a staff discussion to clarify the goals, roles and processes in helping the American Federation of Government Employees with its Transportation Security Agency Team Strategy Summit. Participating were National Vice Presidents, national campaign staff, and local officers and activists organizing Transportation Security Officers (TSOs), some 38,000 people who screen passengers and luggage at airports. November 7, 2008

David Cohen – helps launch PEOPLE WITH DISABILITIES IN THE ARTS & MEDIA –Tri-Union Committee of AFTRA, SAG, and AEA launched a major disability rights campaign to increase the opportunities in the entertainment and news media for actors, broadcasters, and sound recording artists with disabilities, **I.A.M.PWD**. National Press Club, Washington, DC, October 6, 2008

David Cohen – “The Future of Work.” 25th Anniversary Labor & Employment Law Institute at the University of Louisville in Louisville, KY, May 29, 2008

David Cohen - “*Learning From Organizing in Other Sectors*”; panelist with Cornell faculty member Jeff Grabelsky and consultant Joe Alvarez, Actors’ Equity Association (AEA), New York, NY, March 10-11, 2008

Paul Almeida - “*The War on America’s Workers: From Kentucky River and Ledbetter to the Freedom To Organize*”; AFT Civil, Human and Women’s Rights Conference, New Orleans, October 2007

Paul Almeida – *The Role of the Arts, Entertainment Industries, ICC in DPE*, American Federation of Musicians Convention, Las Vegas, NV, June 18, 2007

Paul Almeida – *The Role of the Arts, Entertainment Industries, ICC in DPE*, Actors’ Equity Association Executive Board, New York, NY, May 15, 2007

Global Ties

DPE FORGES GLOBAL UNION TIES – On October 22, 2008, DPE President Paul E. Almeida, IFPTE President Gregory J. Junemann, and DPE Executive Director David Cohen hosted international visitors: Gerhard Rohde, Head of Department for the Professional and Managerial Staff sector (PMS) of Union Network

International, UNI Global Union; and Christer Forslund, elected President of PMS and International Secretary of Unionen, the largest private sector union in Sweden, created by the merger of HTF and Sif in January.

At a Melbourne, Australia PMS conference in March 2008, Rohde and Forslund heard about the work of DPE with professional associations in a presentation by Cornell Professor Richard W. Hurd. They wanted to hear more. Also on the agenda: ways to engage U.S. unions more closely in PMS, a topic that dovetails with the increasing urgency of globalization for unions affiliated with DPE.

APESMA REPRESENTATIVES VISIT DPE – Professor Richard Hurd's presentation to the 4th World Conference of Professional Engineer and Scientist Organizations titled, “The Place of Professional Associations/Unions in the 21st Century,” was very well received, particularly by the professional unions from the developed economies. On a recent trip to the United States, one of the unions in attendance at the conference, the Association of Professional Engineers, Scientists and Managers, Australia, wanted to meet with DPE representatives to continue the discussion on professional associations. John Vines, Chief Executive and Dario Tomat, National President of APESMA, were very interested in the work of DPE in this area as they are dealing with a number of similar issues in their country. October 2007

Awards

DPE President Paul E. Almeida and Assistant to the President Pamela Wilson were among those honored at ALA-APA's Angel Reception on June 27, 2008 at the ALA Annual Conference at Anaheim. ALA-APA Director Jenifer Grady said, “DPE has been a partner with ALA-APA from the beginning and has been critical to keeping unions as a productive part of the conversation around salaries.” DPE has “been involved, sometimes in the background, sometimes in the foreground, but always effective. We love DPE!”