



Department for Professional Employees, AFL-CIO

PROGRAMS

ACTIVITIES

& ACHIEVEMENTS

2001-2005

“If the labor movement is to grow and if workers are to get the kind of representation they deserve, unions have to retool, restructure and redirect their energies. Key targets in this endeavor are the new professional workers who don't fit the mold of traditional nine-to-fivers.”

**--Edward J. McElroy, AFT President and DPE Chair
Speech to DPE Organizing Conference, 2005**

Professional Workers in the 21st Century

In 2002, the Department for Professional Employees celebrated its 25th anniversary. In the years since its inception, post-industrial America has experienced seismic changes in the nation's workforce—a transformation marked by an explosion in the white collar world of work.

In 1977 when the AFL-CIO chartered the DPE, 13.9 million professional and highly skilled technicians were on the job in the American economy. By 2004, that number had more than doubled. Analysts project that in the ten-year cycle through 2012, the number of these professional workers will increase by 6.5 million or 23.3 percent, and remain the fastest growing occupational group in the nation. At the same time, while overall U.S. employment is projected to increase by less than 15 percent, professional and technical occupations will account for an astounding 30.3 percent of all employment growth!

Numerous DPE-affiliated unions already represent millions of workers in white-collar occupations, providing a significant base from which the union movement can and should grow. Yet, this is a face of America's unions that is rarely seen. The average citizen outside our ranks, along with many academics, politicians, the press and even organizations allied with us more often than not don't connect the dots between the professions and unions. This is a paradox that has to change because the presence of union professionals within the labor movement is significant and growing. To illustrate:

- Nearly 4.7 million (18.2 percent) of professionals are union members, while 12.5 percent of the overall work force is organized;
- As union representation fell to less than 14 percent of the work force, among professionals it was over 21 percent—a third higher;
- From 1985 to 2005 as overall union membership declined by about 1.5 million, it increased by nearly the exact same number among professional/technical workers.
- According to the Department of Labor, over 3 million professional and technical employees already participate in collective bargaining organizations—50 percent of those professional employees who are eligible for union membership;

As of this report, more than 51 percent of all union members are white collar workers while professional and related occupations are the largest contingent of union members of any occupational classification. Overall, DPE affiliates represent over 4 million professionals in nearly 400 separate and distinct occupations.

Yet, if the larger labor movement is to survive, expand and build density in the 21st century, the AFL-CIO must “walk the walk and talk the talk” to establish its relevance with these workers. It must be out front in addressing the problems faced by these workers—offshore outsourcing, the transformation of full time jobs into contingent, part time work, loss of overtime pay through misclassification, 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, ineligibility for worker's compensation and unemployment benefits due to being categorized as “independent

contractors.” These and other issues create organizing opportunities among white collar workers but the AFL-CIO and our unions have to think creatively, invest resources, reshape the image and the message and act strategically if we are to attract them to our side. That is, in part, what the work of the DPE—together with its affiliated unions—is all about.

The Future of Professional Work

Committee on the Evolution of Professional Careers—In recognition of the profound change that globalization, technological innovation and other factors are having on the professional and technical work force and workplace, the DPE in 2004 created a *Committee on the Evolution of Professional Careers* with representatives from nearly 20 national unions. The Committee's goal is to:

- Review and analyze the trends affecting the future of white collar work;
- Ascertain the careers and professions that are likely to emerge over the next decade;
- Determine appropriate strategies necessary to organize these workers;
- Explore organizational models of unionism that offer the potential to enhance membership among professional workers;
- Better prepare unions to align themselves with the work force of the future;
- Develop a consensus about appropriate public policy, bargaining strategies, organizing goals and tactics as well as other courses of action essential to expanding union density in the professions.

Chaired by IFPTE President Gregory J. Junemann, this initiative has already brought together elected leaders and senior staff from DPE unions. Thus far pre-eminent experts have briefed the Committee on evolving trends and projections affecting professional and technical workers. Members of the Committee are analyzing the information and building a consensus for action.

A Voice for Professional Workers

DPE's most aggressive initiatives over the past four years involved improved internal and external communications. DPE achieved a significant presence within national, regional, state and local media on the issues of offshore outsourcing, guest worker visas, media reform and overtime pay for white-collar workers (see appendix #1). The DPE hosted six major press events; appeared on more than a dozen television and radio interviews, including ABC Nightly News, CNN, and Fox news; and was quoted in nearly 30 major daily newspapers. DPE leadership debated offshore advocates in nearly 20 public forums around the country (See Appendix #4). DPE also established its first website which includes all of the Department's extensive research and public policy documents as well a monthly electronic newsletter—*NewsLine*—that details DPE's work and is sent to several thousand union leaders, key staff and allied activists.

Legislation & Public Policy

From late 2001 through mid-year 2005, DPE was involved in nearly 40 different congressional and state legislative issues as well as several federal regulatory and other matters. (See Appendix #2). In four key areas—preservation of FCC rules against media monopolies, the offshore outsourcing of white collar jobs, professional guest worker visas, and overtime pay for professionals—the DPE led the labor movement’s legislative and regulatory efforts.

- 1. FCC Media Rules**—What began as the Federal Communications Commission (FCC) efforts to eradicate the ban against newspaper/broadcast cross-ownership (NBCO) became a crusade by the FCC’s GOP majority to eliminate all of the FCC’s major anti-monopoly rules. Under the leadership of DPE’s standing policy committee on the Arts, Entertainment and Media Industry, a multi-faceted strategy to block the FCC was set in motion. The strategy focused on: engaging all of organized labor in the fight; bringing pressure to bear on the FCC; joining with allies to stop the commission; lobbying Congress to derail media deregulation; and building public awareness through media outreach.

Almost immediately the AFL-CIO joined the fray submitting a lengthy analysis to the FCC as part of the public comments process. Nearly 2 million such comments were received—the largest public outcry in agency history. Later the federation would underwrite a major expose’ on the poster boy for regulation—radio giant Clear Channel Communications. Major press events with coalition and labor allies were held on the cross-ownership rule, attacking the FCC’s analysis supporting de-regulation (which in June of 2004 was the basis for a federal appeals court decision to remand the rules back to the FCC – a ruling later upheld by the U.S. Supreme Court in June of 2005), unveiling the Clear Channel report and releasing a poll of media workers and the impact of industry consolidation on their profession and work-life. Media unions led by the Writers Guild organized the first major field event focused on the regulations—a forum at Columbia University where a majority of the FCC Commissioners got a first hand glimpse of the public outcry to follow. The AFL-CIO Executive Council also weighed in on a DPE composed policy resolution *Media Monopolies: A Threat to American Democracy*, adopted February 2003 (See Appendix #5).

In Congress, DPE and its allies attacked the FCC on multiple legislative fronts after the new rules to deregulate were promulgated. The most significant victory came when a bi-partisan Senate majority of nearly 60 votes approved a rarely used Congressional Review Act veto of the rules. But intransigent Republican leadership in the House refused to take action. Meanwhile, DPE and its congressional allies continued to hammer away at the FCC which belatedly agreed to hold field hearings on localism in broadcasting. DPE, media unions, state and local labor councils along with public interest allies mobilized massive public protests by hundreds of activists at forums in San Antonio, Texas and Monterey, California where FCC commissioners got an earful about deregulation. In the meantime, the Media Access Project and Prometheus Radio went to court to block FCC implementation of the new rules. In a major victory for public interest, consumer and labor groups, the U.S. Court of Appeals for the Third Circuit scuttled the rules and remanded them to the agency for further work. Later the agency announced that it would not appeal the ruling to the Supreme Court although big media has done so.

The collective efforts of DPE unions and allied organizations to stop deregulation spawned a nationwide protest movement as well as a Congressional media reform caucus to continue the fight in the business-friendly 109th Congress. In 2005 big media and their GOP are expected to attack the longstanding 1934 Federal Communications Act and other telecommunications laws and regulations. In anticipation of this coming assault, organized labor and its media reform allies rallied around a new statement of principles—the *Bill of Media Rights* which speaks to the rights that American citizens have with respect to media...and the news, information and entertainment that flows through its various pipelines. The statement is a milestone in the evolution of the media reform movement that presents a cogent and comprehensive vision for a competitive, diverse, and independent media to better serve our nation's democracy and culture as well as our citizens and their communities. Most importantly, it is designed to serve as the foundation for solidifying organizational alliances at the national level while uniting our individual grassroots assets into a massive nationwide movement to combat big media in the months ahead. In May 2005 DPE and media union representatives met with 2500 other media reform activists at a conference in St. Louis, MO to strategize on a range of media issues.

DPE authored a comprehensive AFL-CIO Executive Council policy resolution, *The Media Reform Campaign*, (See Appendix #5) adopted March 2005 endorsing the *Bill of Media Rights*.

- 2. Offshore Outsourcing of White Collar Jobs**—This issue exploded onto the American political landscape late in 2003 thanks in part to the work of the DPE. Early in the year, reports began to surface of large scale off-shoring of a variety of white collar jobs—exactly the kind of work that free trade advocates had earlier assured the nation would remain even as millions of manufacturing job opportunities were being lost over the last two decades. New stat forecast the loss of millions of these professional jobs as U.S. companies scoured the globe for cheap labor.

At DPE's urging, the AFL-CIO set up a task force of key departments and affiliates to devise policy and strategies to deal with this new crisis. At the same time DPE went to the media and Congress to sound the alarm. The DPE testified on the issue before Congress and state legislatures and worked with the AFL-CIO to develop federal and state legislative responses. DPE federal efforts included exposing how the L-1 and H-1B guest worker visa programs have morphed into tech transfer pipelines that are exporting U.S. jobs, capital and technology abroad. At the state level, the issue took the legislatures by storm as efforts focused on banning the offshore outsourcing of state contracts and procurement and getting state governments to withdraw earlier commitments to the Office of the U.S. Trade Representative to open up their procurement under international free trade agreements to export. In Congress, a ban on off-shoring federal contracts, including money allocated to the states, was approved. Meanwhile other legislation—to disclose the location of overseas call centers, protect the privacy of consumer medical and financial data and to extend trade adjustment assistance benefits to service sector and white collar workers displaced by off-shoring--was introduced. The department also worked with government agencies examining the scope and ramifications of the export of white collar jobs.

To elevate the issue publicly, the DPE began working with the national and regional news media, including national new commentator Lou Dobbs. News coverage of the issue propelled it into the 2004 presidential race and candidate debates as public opinion polls

showed nearly 70% of the public opposed to U.S. trade policies that export American jobs. DPE also authored a comprehensive March 2004 AFL-CIO Executive Council policy resolution *Outsourcing America* (See Appendix #5) to guide federation lobbying on the issue. In 2005, the DPE is continuing its work with the AFL-CIO both in the Congress and state legislatures as well as with the national media.

3. **Guest Worker Visas**—DPE continues to lead efforts to defeat industry efforts to expand the H-1B visa program after the statutory cap had receded to 65,000 visas annually. However, even though the cap held, in late 2004 the Congress added a new visa cap exemption for up to 20,000 foreign graduates of U.S. colleges with advanced degrees. DPE also crafted an AFL-CIO Executive Council policy resolution *Reform the H-1B and L1 Guest Worker Visa Programs*, adopted in August 2003. (See Appendix #5) DPE’s efforts in this area also included:
 - o Stopping regulatory efforts to implement a prolonged “grace period” to delay guest workers from returning to their home countries after their visas have expired.
 - o Helping to draft reform legislation to curb abuses in the L-1 “intra company transfer” visa program and testifying before two congressional committees urging reform of the program, and worked with the Republican Chairman of the International Relations Committee to organize the witnesses for the House hearing on the issue. In 2004, two key reform proposals were adopted by Congress.
 - o Successfully limiting expansion of professional guest worker visas under bilateral trade agreements.
 - o Delaying for two years efforts by the Bush Administration to de-fund the H-1B technical skills training program that uses visa fees to retrain U.S. workers for jobs impacted by this guest worker visa program. Unspent funds were later re-allocated under the 2004 omnibus appropriations bill.

4. **Overtime Pay Regulations**—In March 2003, Bush’s Department of Labor (DOL) proposed regulations to cut overtime pay protections. Over the next year-and-a-half, DPE played a leading role in working with the AFL-CIO, affiliated unions, and numerous non-labor allies to block the rules. A public outcry and repeated legislative victories led DOL to revise its proposals from abominable to merely bad. To oppose the largest pay cut in history, DPE:
 - o Convened meetings of affiliated unions to analyze the proposed regulations, develop fact sheets, talking points and other advocacy tools, design lobbying and grassroots strategies;
 - o Recruited and mobilized a broad array of non-labor allies in health care, higher education, engineering and science, women’s organizations, first responders, policy and advocacy organizations as well as religious groups;
 - o Focused public attention through extensive media outreach efforts; and
 - o Lobbied the Congress with the AFL-CIO, other unions and allies developing bi-partisan opposition to the regulations.

Repeated votes by bipartisan majorities of the House and Senate to reject the anti-worker thrust of the proposed regulations was stymied by a White House veto threat and Republican Congressional leaders. Congressional disapproval did, however, lead to changes from the initial Bush DOL proposal. The final regulations increased a floor beneath which employees would automatically receive overtime pay protections to \$23,660 a year (from \$22,100) and a ceiling above which employees would be almost certain to lose

those protections to \$100,000 a year (from \$65,000). Those positives aside, the final regulations provide fewer overtime pay protections than the regulations previously in effect and embody specifics that are hard to explain, except as favors to Bush business constituents.

Other major legislative and regulatory issues of concern were:

1. Pay, Benefits, Job Security and Working Conditions

- Allied with federal unions in opposing efforts by the DOD to eradicate collective bargaining and civil service protections for federal workers and supported legislation to limit privatization by providing strict accountability, competition and cost savings standards.
- Joined affiliates in: supporting California legislation to require record companies to account accurately for royalty payments due to recording artists and to pay them in accordance with their contractual obligations; supporting the elimination of the exemption for musicians under the law banning personal services contracts beyond 7 years; and opposing legislation to arbitrarily disallow unemployment benefits to musicians employed by symphony or classical orchestras with 10 or fewer performances per calendar year;
- Blocked expedited passage of legislation that threatened the timely payment of royalties to musicians and recording artists by those who web-cast copyrighted sound recordings on the Internet. Labor-backed, compromise legislation was later worked out and approved by Congress.
- Supported state legislation to eliminate “non-compete” contracts in the broadcast industry. Non-competes were banned in the District of Columbia but House-passed Maryland legislation to do so died in the Senate.
- Worked with the BLS to facilitate more accurate reporting of salaries for actors, musicians and other artists that reflects the overwhelmingly part-time nature of such employment and opposed a BLS decision to discontinue data collection on women workers that had been included as part of its Current Employment Statistics wage analysis.
- Supported successful legislative and regulatory actions to permit musicians to transport valuable musical instruments as carry-on luggage during airline flights.

2. Labor Law

- Stopped separate legislative efforts to exempt even more tech workers from FLSA overtime protections.
- Joined with the AFL-CIO in opposing legislation to restrict wage and hour, class action lawsuits.

3. Tax Issues

- Helped to block legislation permanently extending the Congressional moratorium disallowing states from collecting sales taxes on Internet commodity transactions; supported pending legislative initiatives to enable state and local jurisdictions to collect billions in lost revenue.
- Supported efforts to update the tax code to allow performers to fully deduct their non-reimbursed, career-related business expenses. Although legislation was introduced to address this inequity as well as the longstanding pension offset against unemployment benefits for retired performers who re-enter the workforce and qualify for U.I. benefits, no action was taken.

4. Trade

- Supported amendments adopted by Congress to tax legislation related to corporate export activity that incorporated two provisions to provide tax incentives to maintain and expand U.S. production of motion pictures and TV movies as well as music.

- Secured clarification from the Office of the U.S. Trade Representative (USTR) of performer intellectual property rights and protections under the U.S.-Australia Free Trade Agreement.

5. Media and Telecommunications

- Supported incorporation of multicasting standards within legislative and regulatory proposals related to the conversion to High Definition (HDTV).
- Opposed legislation to impose heavy “indecentcy” fines on broadcasters, performers and artists.
- Supported public interest standards for development of Voice Over Internet Protocols.
- Backed legislation to prohibit radio stations from engaging in payola like practices that restricted air play for recording artists and musicians.
- Called on Congress and the Department of Defense to convene an independent investigation into the deaths of U.S. and foreign journalists who were killed or injured by U.S. forces. To date there has only been an internal DOD investigation.

6. Intellectual Property

- Opposed pending legislation to weaken the copyright protections of the 1998 Digital Millennium Copyright Act and supported efforts to strengthen enforcement.
- Opposed special trade benefits for four Andean nations that refuse to provide effective enforcement against piracy of intellectual property.
- Urged federal officials to insure appropriate protections for recording artists under the proposed World Intellectual Property Organization’s (WIPO) Broadcaster treaty.
- Worked with SAG and the AFL-CIO to secure through congressional allies a clarification from the U.S.T.R. that the pending Australia Free Trade Agreement would not adversely affect performer rights to overseas royalties and their ability to safeguard their image, likeness etc.

7. Other Issues

- Joined with a number of DPE affiliates, the AFL-CIO and dozens of other organizations in: opposing the nomination of Charles Pickering to the federal appeals court—which the Senate Judiciary Committee rejected; urged Senators to oppose an unprecedented effort by Senate GOP leadership to ban filibusters against a handful of Bush’s extremist judicial nominees.
- Allied with DPE affiliates and other organizations to urge House members to insure that any additional spending for Iraq’s postwar reconstruction plan is balanced with dollar-for-dollar new investments for America’s own education, health care, transportation, housing, social services, and public safety needs.
- Linked with federal unions in pressing the Department of Homeland Security to assure adequate public input regarding the procedures for implementation of the Homeland Security Information Sharing Act.

Organizing & Collective Bargaining Support

DPE focuses resources on activities that assist its affiliates in connecting to, and organizing the professional, technical and administrative support workforce. DPE initiatives related to organizing and collective bargaining include:

- **Organizing Professionals in the 21st Century**—A March 2005, three-day conference on organizing professionals in the new millennium. The assembly brought together some 200 participants—organizers, decision-makers, researchers, and staff—from 19 national unions affiliated with DPE along with representatives from nearly 25 other unions, allied organizations and universities. Discussions centered on new organizing strategies, innovative organizational models, successful campaigns and the presentation of ground-breaking attitudinal research on key professionals in nursing, higher education and IT. Presentations focused on professional associations and their success in attracting new professional members as well as a case study of the Kaiser Permanente Coalition of Unions, where inter-union cooperation and aggressive union action have fostered successful organizing and collective bargaining outcomes. The conference laid the foundation for a broad-based network of professional organizers as well as priorities for new research. Some of that new research has already begun as DPE has taken the issues raised in the conference to the UALE, AFT's Higher Education Conference, the Shanker Institute and the Cornell merger project.
- **Organizer Training**—In response to affiliate requests, DPE continued to work with the National Labor College (formerly the George Meany Center for Labor Studies) to develop courses for training new organizers of professional workers. A week-long *Basic Course in Organizing Professional, Technical and other Highly Skilled Workers* in 2001 along with a pilot program for *Lead Organizers' Training* were held.
- **Research**—The extensive research and publications work of the DPE also provides significant support in organizing and bargaining. In 2003 the Department published a two-year compilation of white collar organizing entitled *Rising Tide...Professionals: The New Face of America's Unions*. Also during the past four years DPE issued a total of six detail-rich statistical compendiums, five analyses of the benefits of membership in nonunion societies and organizations for various professional occupations, and 17 fact sheets that address public policy issues of critical concern to professional employees and provide comprehensive portraits of the white collar work force. These fact sheets include a series developed for the AFL-CIO Nurse Committee. Since 2004, the Department has shifted the focus of its statistical analyses from detailed printed compendiums to Web-based fact sheets. (See Appendix 3).
- **Hispanic media**—Working with AFTRA, DPE met with and successfully urged the Congressional Hispanic Caucus to actively support AFTRA efforts to extend existing NBC contract protections to *Telemundo* Hispanic broadcasters whose parent company had been purchased by NBC.
- **Workplace Issues and Collective Bargaining in the Classroom**—DPE joined the Community Services Agency of the Metropolitan Washington Council, AFL-CIO (the primary sponsor), the American Federation of Teachers (AFT), the National Education Association,

and other groups in securing an 18-month grant from the Federal Mediation and Conciliation Service for this joint labor-management project. The project introduces high school teachers and students in the Washington, DC metropolitan area to unions, collective bargaining, and labor history through an engaging and interactive curriculum. DPE staff participated in overseeing the project, training teachers to train other teachers, and coaching students in bargaining simulations.

Outreach & Building Coalitions

In addition to extensive outreach efforts within the Department's legislative and public policy work, the DPE has initiated other coalition-building strategies:

- **Professional Associations**—DPE continues to assist affiliates in building relationships with nonunion professional associations and their members—paving the way for organizing by establishing a presence at their major meetings and conferences.
 - **American Public Health Association (APHA)** — DPE has planned activities for its affiliates, including developing workshops and other activities featuring affiliate and DPE representatives at the Annual Meetings of the APHA. DPE has worked with its affiliates, the AFL-CIO and Labor Caucus members to craft supportive policy resolutions on the need for overtime pay protection; and on the Employee Free Choice Act. (APHA signed on to a letter from the DPE to the Congress on the need to maintain overtime pay protections.) In addition, DPE has expanded outreach efforts, working with Caucus members to develop and disseminate a newsletter, disseminating DPE and AFL-CIO materials at Annual Meetings and via websites, and have its workshops, resolutions, and other activities co-sponsored by other APHA Sections and Caucuses. DPE has participated as a speaker in events sponsored by the local public health association and has been invited to organize a special briefing for the staff of APHA. DPE has been invited to participate in a range of conferences and programs because of these connections.
 - **American Library Association (ALA)** — DPE has worked with its affiliates, the ALA-Allied Professional Association and the Library Association to develop workshops, sessions and other activities including an annual Union Networking Breakfast for the ALA's Annual Conference. DPE materials including a fact sheet and information about professionals and unions are posted to the ALA-APA's website. DPE has worked with its affiliates and ALA-APA members to craft policy resolutions on the need for overtime pay protection and on the Employee Free Choice Act. DPE has been a member of - and will now co-chair - the ALA-AFL-CIO Joint Committee on Library Services to Labor Groups.
 - **National Council of Women's Organizations (NCWO)** — DPE has also developed and expanded its connection to the National Council of Women's Organizations, an umbrella organization for some 200 groups collectively representing more than 10 million women. Information about DPE's programs as well as DPE's materials has been distributed to the member organizations at meetings and via the NCWO Website. DPE was asked to contribute to a book entitled, *50 Ways to Improve Women's Lives: The Essential Guide for Achieving Health, Equality and Success for All*, published in March 2005. DPE's essay, "Support Labor Unions," outlines the benefits of union membership for professional and other women.
 - **Institute for Electric and Electronics Engineers (IEEE)** — In the area of public policy, DPE maintains a close working relationship with the IEEE.
 - **International Federation of Journalists (IFJ)** — DPE held an initial meeting with IFJ leadership and representatives of the AFL-CIO's Solidarity Center, along with Linda Foley (TNG-CWA) and Tom Carpenter (AFTRA) to establish a cooperative network to assist each other with important issues affecting journalists. In an effort to emphasize union building programs and expand regional networks, the IFJ will work

with the Solidarity Center and DPE to connect more effectively with IFJ affiliates within DPE. The IFJ will use the DPE to help facilitate communications with affiliates on the development of journalists' programs with the Solidarity Center and will meet on an annual basis with affiliates, the Solidarity Center and DPE to discuss and review our programs and activities. This work will be coordinated through the Arts Entertainment and Media Industries Committee of the DPE.

- **Lunch and Learn Programs**—Continuing to build coalitions between the labor and public health communities on a broad range of issues, since February 2004 the DPE has sponsored six sessions on the state of the health care system and proposals for change. Featuring outside experts, these programs have attracted more than 400 participants from labor, government, academia, community, consumer and women's organizations, public health groups, student organizations, think tanks, and foreign embassies. These programs—held at AFL-CIO headquarters—help to change the image of labor, yielding a very positive response from the participants by bringing many different organizations and their representatives to the AFL-CIO and into contact with each other. Programs have included: *For Universal Health Care in America, Look Beyond the Beltway: States Are Leading the Way; Getting and Keeping Health Insurance (or Finding Affordable Care When You're Uninsured); International Comparisons in Health Care; Racial and Ethnic Disparities in Health Care; Understanding the Power of the Health Insurance Industry; and The Physicians' Proposal for Single Payer National Health Insurance*. More Lunch and Learn programs are planned for 2005.
- **Women Professionals**—Currently account for 47% of the labor force and more than 56% of professional and related employees, a percentage that is expected to increase. DPE has developed a range of materials and fact sheets on salaried and professional women and has been building bridges to the women's community. DPE has been an active member of the National Council of Women's Organizations (see section on Outreach and Building Coalitions).
- **Outreach to pre-professionals**—Recognizing the importance of young professionals to the future of the labor movement, DPE continued and expanded its college-based outreach program. This initiative is intended to change the culture, paving the way for future organizing by informing students of the crucial role unions play in our society and more specifically, how unions can improve the status of professions and help individuals achieve their career goals. With AFT members acting as faculty advisers, discipline-oriented student groups in journalism, media and communications and with the leadership of AFM, in music, learned about the contributions that unions make to the achievement of professional goals, career advancement and the quality of professional service. This is done via guest lecturers, panel discussions, small gatherings, lunches, and class presentations with keynote speakers from DPE on the campuses of Eastern Illinois University, University of Illinois at Urbana-Champaign, Southern Illinois University and the Berklee College of Music. Several DPE affiliates (SAG, AFTRA and AEA) have outreach programs to pre-professionals and DPE hopes to develop and expand these programs with the help of its affiliates and the AFL-CIO.
- **Outreach to Future Professionals – National Young Leaders Conference**—As part of its ongoing effort to reach out to young people with the message that unions are for professionals, DPE has hosted meetings over the past three years of high school students visiting Washington for an 11-day National Young Leaders Conference program. With career goals ranging from rock star to pediatrician, to social worker, author, and engineer (all represented by DPE unions) the students questioned DPE leaders about the role of the labor movement, the costs and benefits of union membership, among other issues.

Governance and Growth

DPE has realized significant growth over the last four years as a result of both new affiliations and increased support from its unions. The new affiliates were the United American Nurses, the International Association of Fire Fighters and the Plate Printers. They were joined by two unions which returned to the department—the American Federation of Government Employees and the International Association of Theatrical and Stage Employees. Thus by 2002—the 25th anniversary of the DPE—28 national organizations were affiliated. In addition, ten affiliates increased their per capita membership over the last four years which, along with the new member organizations, brought the department's per capita base to over 1.5 million professional, technical and administrative support workers. Also during this time the DPE adopted a new mission statement and revised constitution.

Strategic Planning & Leadership Development

In the last three years the DPE augmented its work by adding new capacity in these areas. Among the Department's activities were:

- Facilitating numerous high level leadership discussions between AFTRA and SAG in 2002 and 2003 regarding the consolidation of the two organizations. Despite an overwhelming recommendation from the leadership to merge, a 60 percent supermajority constitutional voting requirement was easily surpassed in the AFTRA vote but narrowly failed in SAG.
- Providing staff training for AFGGE in October-November 2003; facilitation for AFTRA in October 2002 at its national staff conference; and for national and state leaders at the September 2004 UAN Labor Leader Institute, teaching workshops on “*Professionalism and Unionism: Are They Compatible?*” and “*Making a Difference through Leadership and Power.*”
- Organizing a one-day retreat in March 2004 for the Executive Board of AFTRA's Nashville local union that developed a consensus about priorities and brainstormed possibilities for action, which the local has been implementing.
- Providing an overview of effective union structures and facilitating a three-day retreat for the United American Nurses (UAN) in January 2005 among its Executive Council, state collective bargaining leaders, and Organizational Structure Committee. Participants focused on aligning resources, structures, and operations at the national and state levels to meet the needs they identified. Their consensus contributed to union-wide action at the UAN National Labor Assembly in March 2005.

DPE Leadership

Paul E. Almeida, former President of the International Federation of Professional and Technical Engineers, continued to lead the DPE since his election in 2001. In 2005, President Almeida was elected to the National Executive Board of the Labor and Employment Relations Association, formerly the Industrial Relations Research Association, and he continues to serve on the Board of the Shanker Institute. The other principal officers of the DPE are: Chairman of the Board—AFT President Edward J. McElroy; first Vice-President—AFSCME Secretary Treasurer William Lucy; and Treasurer—TNG-CWA President Linda K. Foley. Besides the president, the DPE is served by a fulltime staff of five

including an executive director—Mike Gildea, two assistants to the president—Pamela Wilson and David Cohen; two support staff—Marcie Lawrence and Leandra Roscoe; as well as intern support.

Affiliates

As of June 2005, the following national organizations were affiliated to the 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
Communications Workers of America
 The Newspaper Guild
 National Association of Broadcast Employees and Technicians
Federation of Professional Athletes
International Association of Fire Fighters
International Association of Machinists & Aerospace Workers
International Alliance of Theatrical Stage Employees
International Brotherhood of Electrical Workers
International Federation of Professional and Technical Engineers
Office and Professional Employees International Union
Plate Printers, Die Stampers and Engravers Union of N. America
Screen Actors Guild
Seafarers International Union
Service Employees International Union
United American Nurses
United Food & Commercial Workers International Union
 Retail, Wholesale and Department Store Union
United Steelworkers of America
Writers Guild of America, East

Appendices

- **DPE in the News: 2001-2005**
- **DPE Policy Letters & Statements: 2002-2005**
- **DPE Publications & Reports: 2001-2005**
- **DPE Conferences, Seminars & Presentations: 2001-2005**

Appendix #1

DPE in the News: 2001-2005

TV/Radio Interviews

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

Paul Almeida. *Media Bill of Rights*. C-SPAN TV. May 9, 2005.

Paul Almeida. *Organized Labor Trying to Retool*. Marketplace Morning Report (MN Public Radio). March 15, 2005.

Paul Almeida. *Capital Commentary #86: Exporting Jobs Overseas*. George Mason University-TV, PAX-TV, researchchannel.org (via satellite). December 21, 2004.

David Cohen. Commentary on the overtime pay issue. Workers Independent News Service. April 21, 2004.

Michael Gildea. Live debate on Offshoring. Fox News Channel Network. April 1, 2004.

Michael Gildea. *Exporting America*. Interview with Lou Dobbs, CNN MoneyLine. February 2004.

David Cohen. Commentary on overtime pay and the Senate. Workers Independent News Service. January 19, 2004.

Paul Almeida. CNN Sunday Morning News. Debate with White Label CEO Bob Thibedeau on the issue of offshoring. January 11, 2004.

David Cohen. Commentary on the proposed overtime pay regulations. Workers Independent News Service. November 24, 2003. Also aired on Pacifica Radio, Free Speech Radio News.

Paul Almeida. Interview with Pat Bodnar on the issue of outsourcing. Voice of America: VOANews. September 19, 2003.

Paul Almeida. *California Seven-Year Rule SB 1246*. MTV. January 22, 2003.

Quotes in National Press and Other Periodicals

Newspapers

Associated Press Wire Service
Atlanta Constitution Journal
Boston Globe
Burlington (VT) Free Press
Chicago Tribune
Charlotte News Observer
Cincinnati Post
Dallas Morning News
Financial Times

Newspapers (cont'd)

The Hindu
Hindustan Times
India New England
Indianapolis Star
L.A. Times
Metro Newspapers, Santa Cruz CA
Montclair Times
Monterrey Herald
Newsday
Orlando Daily Sentinel

Newspapers (cont'd)

Philadelphia Inquirer
Pittsburgh Post-Gazette
Poughkeepsie Journal
Rocky Mountain News (Denver)
The Washington Post

Periodicals

America @ Work
American Editor
BNA Daily Labor Report
BNA Labor Relations Week
Broadcast & Cable
Businessweek
Commonwealth
Communications Daily
Hollywood Reporter
Media Week
PRISM Magazine
Tampa Business Journal
Variety

Internet

Alternet
Business.com
California.com
CNet News
Economic Times Online
Inside Higher Ed
New York Times.com
SFGate.com
ZDNet

DPE-Sponsored Press Events and Press Releases*

Press Conference: FCC field hearing on Media Ownership Rules. Monterrey, CA. July 21, 2004.

Press Conference: *Union Leaders, Members of Congress Call on FCC Chairman Powell to Hold Full Public Hearings on Media Ownership Rules*, and release of Media Workers Poll at U.S. Capitol, Washington, D.C. July 20, 2004.

Press Release: *White Collar Meltdown – New BLS Job Projections Reflect Growing Input of Offshoring on U.S. Workers*. June 4, 2004.

Press Conference: The Release of the *Clear Picture of Clear Channel* report. San Antonio, TX. January 28, 2004.

Press Release: *Professional Workers Joining Unions*. Release accompanying report entitled *Rising Tide* on the organizing of professional/technical workers during 2002-2003. August 29, 2003.

Joint press release: with the Recording Artists Coalition (RAC) supporting California legislation SB 1246 repealing exemption in CA law excluding musicians from the seven-year limit on personal services contracts. Sacramento, CA. January 22, 2003.

Press Conference: *Democracy Unhinged. More Media Concentration Means Less Public Discourse. A Critique of the FCC Studies on Media Ownership*. Center for Economic and Policy Research. National Press Club, Washington, D.C. December 18, 2002.

Panel Discussion and Press Briefing: *Why Diversity and Competition in News Reporting Matters: The Case for Retention of the FCC Newspaper/Broadcast Ownership Rule*. National Press Club, Washington, D.C. March 15, 2002.

Press Conference: *White Collar Organizing by Professional Unions*. AFL-CIO Convention, Las Vegas, NV. December 10, 2001.

Press Conference: *Commemorating the 38th Anniversary of the Equal Pay Act*. Co-Sponsored with the AFL-CIO. U.S. Capitol, Washington, D.C. June 12, 2001.

*** Note: DPE wishes to thank Jamie Horwitz of AFT and Candice Johnson of CWA for their creativity, hard work and press outreach in supporting the DPE and its affiliates in many of these activities.**

Op-Eds, Letters to the Editor, etc.

Almeida, P. (May 2005). Adapting to the Changes at Work – Professionally. *AIL Labor Letter*.

Almeida, P. (2003, September 15). Democracy Works Overtime. *Alternet.org*.

Almeida, P. (2003, September 5). One Day Left to Oppose the Biggest Pay Cut in History. *Alternet.org*.

Almeida, P. (May 2002). Protecting Local News and the Free Flow of Information. *AIL Labor Agenda*.

Almeida, P. (2002, January 28). Letter to the Editor. “re: Study Finds a Growing Gap between Managerial Salaries for Men and Women (1/24/02).” *The New York Times*.

Almeida, P. (2001, July 5). Letter to the Editor: “Our Addition to Foreign Workers.”
Re. grace period expired H-1B visas. *The Washington Post*.

Appendix #2

DPE Policy Letters & Statements: 2002-2005

05/11/2005	Coalition letter to House Commerce Committee opposing HR 1201 that would effectively repeal key copyright protections of the Digital Millennium Copyright Act of 1998
04/21/2005	Letter to Senators Lugar, Biden, Frist and Reid re. Cybercrime Convention
04/07/2005	Letter to CA Senate Labor/Industrial Relations Committee on SB 382 re. denying jobless benefits to symphony musicians
04/06/2005	Letter to Senate Commerce Committee re. S. 193, Broadcast Indecency
02/08/2005	Letter to House Energy and Commerce Committee re. HR 310: The Broadcast Indecency Enforcement Act
02/01/2005	Letter to FCC Commissioners Copps and Adelstein re. DTV-multicasting
01/10/2005	Letter to BLS Commissioner Utgoff re. Discontinuation of Data Collection on Women Workers
11/16/2004	Letter to Senate Appropriations Committee re. Omnibus Appropriations Bill and opposition to language expanding H-1B program
09/13/2004	Letter to Senate Judiciary Committee on S. 1635 re. substitute bill to expand H-1B
09/08/2004	Letter to House of Representatives re. Overtime Pay
07/20/2004	Joint labor letter to FCC Chairman Michael K. Powell re. field hearings on a new effort to reconsider repeal of existing regulations limiting media ownership
07/14/2004	Reply on comments submitted by Coalition including DPE to FCC regarding Notice of Propose Rulemaking or Voice Over Internet Protocol (VOIP)
07/08/2004	Coalition Letter to Senate opposing S. 2062 Restricting Class Action Lawsuits
07/07/2004	Letter to House Appropriations Committee re. H-1B Worker Retraining Program
05/28/2004	Comments submitted by Coalition including DPE to FCC regarding Notice of Propose Rulemaking or Voice Over Internet Protocol (VOIP)
05/25/2004	Letter to the CA State Senate supporting SB 1034 re. reform of accounting practices in recording industry to better protect royalty rights/payments for recording artists
05/12/2004	Letter to House Members in support of retaining Harkin Amendment to repeal prohibitions/limitations on overtime pay for professionals

05/11/2004 Letter to Senate Judiciary Committee urging amendments to S. 1635, L-1 visa legislation

05/03/2004 Letter to Senate regarding Dodd Amendment re. restricting offshore outsourcing of federal contracts; Hollings Amendment to reconfigure tax breaks; Harkin Amendment re. Overtime Pay

03/09/2004 Joint Labor letter to U.S. Senate opposing S. 150 making permanent the moratorium against taxing internet access and including telecom services

03/03/2004 Letter to Senate re. S. 1637 and Harkin Amendment on overtime pay

02/23/2004 Letters to Senator John McCain, Chairman Senate Commerce Committee and Senator Ernest Hollings on principles for enactment of Voice over Internet Protocol (VOIP)

02/17/2004 Letter to MD State Senator Patrick Hogan re. support for SB 459, banning non-compete agreements in the broadcast industry

02/05/2004 Testimony of President Paul Almeida before the MD House of Delegates Committee on Health/Government Operations re. HB 183 to prohibit the off-shore outsourcing of state contracts

02/04/2004 Testimony of Executive Director Mike Gildea before the House International Relations Committee re. L-1 visa abuse

01/30/2004 Letter to Rep. Fred Upton, Chairman House Energy/Commerce Subcommittee on Telecommunications and Rep. Ed Markey, ranking Democrat on principles for enactment of Voice over Internet Protocol (VOIP)

01/15/2004 Letter to Senate re. HR 2673, Consolidation Appropriations Act, urging “no” vote on cloture and support for the Harkin Amendment on overtime rules

10/30/2003 Joint Labor letter to Senate urging opposition to S. 150 re. prohibit states from imposing Internet access sale taxes

10/24/2003 Joint Labor letter to Senate opposing S. 150, HR 49 permanently extending the moratorium on state sales taxation of Internet access/commodity transactions

10/17/2003 Joint Labor letter to selected House Members requesting them to sign Dear Colleague letter to Speaker Hastert to schedule vote on S.J. Res. 17—Congressional disapproval of FCC repeal of media ownership rules

10/16/2003 Coalition letter to House urging support for HR 1738 re. allocation of federal spending for domestic needs identical to Bush administration spending request for Iraq

10/14/2003 Letter to selected House Members thanking them for support of motion to instruct conferees to retain Senate-approved Harkin overtime pay amendment to Labor-HHS appropriations bill

10/09/2003 Letter to House Conferees re. HR 2660, Overtime Pay

10/09/2003 Letter to Senate Conferees re. HR 2660, Overtime Pay

10/06/2003 Coalition letter to Senate urging opposition to Bush Administration's new rules for drastically accelerating the privatization of critical public services (OMB rewrite, Circular A-76)

09/25/2003 Letter to prime sponsors of "Simplified Sales and Use Tax Act" supporting the bill relating to Internet taxation

09/16/2003 Coalition letter to Senate re. Digital Millennium Copyright Act (DMCA), use of subpoenas under the act

09/15/2003 Letter to selected Senators thanking them for their vote in support of the Harkin overtime pay amendment

09/15/2003 Coalition letter (Copyright Assembly) regarding enforcement of 1998 Digital Millennium Copyright Act

09/04/2003 Letter to Senate Appropriations Committee supporting Feinstein Amendment to stop USTR from including guest worker visas in trade agreements

09/03/2003 Letter to Senate Appropriations Committee supporting amendments to HR 2799 re. Media Ownership

09/02/2003 Coalition letter from 53 national organizations in support of Harkin amendment to HR 2660, Labor-HHS appropriations bill re. overtime pay (authored by DPE)

08/28/2003 Letter to House Members urging co-sponsorship of HR 2702 of DeLauro/Shays Visa Reform Bill

08/27/2003 Coalition letter to Homeland Security Secretary Tom Ridge re. procedure for implementation of the Homeland Security Information Sharing Act

08/06/2003 Joint labor letters to Senate urging support for S. 1046 to stop FCC deregulation of media ownership rules; thanking co-sponsors for their support

07/29/2003 Testimony of Executive Director Mike Gildea before Senate Judiciary Immigration Subcommittee re. L-1 visa program

07/22/2003 Letter to House Members opposing trade agreements because of the inclusion of new guest worker visa programs

07/22/2003 Letter to Rep. Hinchey supporting amendment to HR 2799 (State Justice Commerce Appropriations) to restore newspaper-broadcast ownership rule

07/15/2003 Letter to Senate re. DOL-HHS Appropriations bill supporting Harkin Amendment on overtime pay

06/18/2003 Testimony of President Paul Almeida before the U.S. House Small Business Committee re. the globalization of white collar jobs

06/16/2003 Letter to Senate Commerce Committee on S. 1046, to roll back FCC repeal of media ownership rules

05/15/2003 Letter to CA Senators re. SB 1034— Royalty Accounting for recording artists, musicians, etc.

04/15/2003 Letters to Rep. Duncan Hunter, Ike Skelton, and Senators John Warner and Carl Levin re. journalist safety in Iraq

04/11/2003 Letter to House urging that the FCC issue a new notice of proposed rulemaking on any new rulemaking regarding media ownership

04/09/2003 Letter to Senate urging that the FCC issue a new notice of proposed rulemaking on any new rulemaking regarding media ownership

04/09/2003 Joint Labor letter to Defense Secretary Donald Rumsfeld requesting independent investigation into the attacks on journalists and journalist safety in Iraq

10/18/2002 Letter to Washington D.C. City Council supporting B14-0812 legislation to ban non-compete contracts in the broadcast industry

09/17/2002 Letters to leadership and selected Members of Congressional Hispanic Caucus regarding AFTRA controversy with Telemundo

09/16/2002 Letters to James Rogan, Director of the U.S. Patent and Trademark Office and Marybeth Peters, Register of Copyrights re. WIPO Broadcaster Treaty

07/31/2002 Letters to Senators Harkin and Spector re. reallocation of H-1B training funds

07/28/2002 Memo to selected Senate Commerce Committee staff about “dear colleague” letter to FCC Chairman Powell re. NBCO rulemaking

07/16/2002 Letter to Senator Tom Harkin opposing Bush Administration proposal to reallocate H-1B training funds

05/03/2002 Letter to Robert Zoellick, USTR re. hemisphere adoption of ASTC standard for HDTV programming

03/21/2002 Letter to James Rogan, Director of the U.S. Patent and Trademark Office and Marybeth Peters, Register of Copyrights re. proposed WIPO Broadcaster Treaty

03/07/2002 Memo to selected U.S. Senate Commerce Committee staff re. FCC rulemaking on Newspaper-Broadcast Cross ownership

02/26/2002 Letter to Members of U.S. Senate Judiciary Committee opposing nomination of Charles Pickering to Federal Appeals Court

Appendix #3

DPE Publications & Reports: 2001-2005

Reports

Organizing Professionals: Surveys Among Nonunion Nurses, University Faculty, and Information Technology Professionals. Peter D. Hart Research. (March 2005)

Union Organizing Among Professional Women Workers. Kate Bronfenbrenner, Cornell University. (March 2005)

How Thriving Professional Associations Recruit. Richard W. Hurd, Cornell University. (March 2005)

Organized Labor in a White Collar World: Can the Labor Movement Rise to the Challenge? A Response to the Debate About the Future of the AFL-CIO. (December 2004)

The Battle Against FCC Media Deregulation: The San Antonio Mobilization. Special Report to the DPE General Board. (June 2004)

Off-shore Outsourcing of Professional/Technical Jobs: A Summary of DPE Activities and Related Materials. Special Report to the DPE General Board. (June 2004)

The Clear Picture on Clear Channel Communications, Inc.: A Corporate Profile. Co-sponsor with Cornell University. (January 2004)

Rising Tide...Professionals: The New Face of America's Unions. (September 2003)

Democracy Unhinged: More Media Concentration Means Less Public Discourse. (December 2002)

The FCC's Newspaper-Broadcast Cross-Ownership Rule. (March 2002)

Statistical Compendiums

Current Statistics on Engineers, Scientists and Technical Workers: 2002 Edition (Published October 2002)

Current Statistics on White Collar Employees

- 2003 Edition (Published on the DPE website, www.dpeaflcio.org April 2004)
- 2001 Edition (Published January 2002)

Salaried and Professional Women: Relevant Statistics

- 2003 Edition (Published on the DPE website, www.dpeaflcio.org November 2003)
- 2001 Edition (Published January 2002)

The Service Sector: A Statistical Portrait

- 2002 Edition (Published July 2002)

- 2000 Edition (Published August 2001)

Analysis of Professional Associations

Societies for Psychological and Social Service Related Occupations: An Analysis of the Benefits of Membership, 2002 Edition. (Published January 2003)

Societies for College and University Teachers (and Others), By Academic Discipline, 2002 Edition. (Published March 2003)

Societies for Journalists and Communications Professionals: An Analysis of the Benefits of Membership, 2002 Edition. (Published December 2002)

Societies for Engineers, Scientists and Related Technicians, 2002 Edition. (Published October 2002)

Societies for Professional and Technical Health Care Workers, 2002 Edition. (Published July 2002)

AFL-CIO Executive Council Policy Resolutions authored by DPE

The Media Reform Campaign – March 2005

Outsourcing America – March 2004

Reform the H-1B and L-1 Guest Worker Visa Programs – August 2003

Media Monopolies: A Threat to American Democracy – February 2003

Fact Sheets

2005 Work Force Vital Statistics

2005 Professional Women: Vital Statistics

2005 2005 Library Workers: Facts and Figures

2005 Social Service Workers

2004 The Service Sector: Vital Statistics

2004 Offshoring High Tech

2004 The So-called L-1/H-1B Visa Reform Act

2004 Industry Lobby Distorts Facts on Off-shore Contracts

2004 The Costs and Benefits of Safe Staffing Ratios

2004 Nurses: Vital Signs

2004 The U.S. Health Care System in International Perspective

- 2003 Bush Administration Proposes Disappearing Act for Overtime Pay
- 2003 The Aiken Study: Hospital Nurse Staffing and Patient Mortality, Nurse Burnout and Job Dissatisfaction
- 2003 Scientists and Engineers: Vital Statistics
- 2002 Bush Budget Proposes Elimination of High Tech Training Program
- 2002 Keep the Rule: Newspaper Broadcast Cross-Ownership Ban Preserves Quality, Diversity, and Localism in Journalism
- 2002 H-1B Guest Worker Program: A Disaster for Highly Skilled American Professionals

Other

Wilson, P. (2005). Support Labor Unions. An essay published in *50 Ways to Improve Women's Lives: The Essential Women's Guide to Achieving Equality, Health and Success* (Inner Ocean Publishing, 2005).

Task Force on Workforce Development: Albert Shanker Institute and New Economy Information Service. (2004). *Learning Partnerships: Strengthening American Jobs in the Global Economy*.

Almeida, P., Sleigh, S., Khan, F. (Winter 2004). Losing Altitude: Employment in the Aerospace Sector. *Perspectives on Work*. Vol. 7, No. 2. pp. 10-12.

Appendix #4:

DPE Conferences, Seminars & Presentations: 2001-2005

DPE Conferences

Organizing Professionals in the 21st Century. Crystal City Hilton, Arlington, VA. March 14-16, 2005.

Panel Discussion: The Corporate State (of Mind) and Free Expression. National Press Club, Washington, DC. October 23, 2002.

Seminars and Programs

Lunch and Learn Programs: A Series on the State of the Health Care System and Proposals for Change:

- **For Universal Health Care in America, Look Beyond the Beltway: States Are Leading the Way (June 7, 2005)**
Program and discussion led by staff from *America's Agenda: Health Care for All* and leaders of two highly promising statewide campaigns
- **Getting and Keeping Health Insurance (or Finding Affordable Care When You're Uninsured) (May 12, 2005)**
Program and discussion led by Jim Brown, Director, Health Insurance Resource Center, The Actors' Fund
- **Do We Get What We Pay For? International Comparisons in Health Care (October 19, 2004)**
Program and discussion led by Gerard Anderson, Ph.D., Professor of Health Policy and Management and International Health, Bloomberg School of Public Health, Johns Hopkins University
- **Racial and Ethnic Disparities in Health Care (August 24, 2004)**
Program and discussion led by Brian Smedley, Ph.D., Study Director, Institute of Medicine and Sheila Thorne, President and CEO, Multicultural Healthcare Marketing Group
- **Understanding the Power of the Health Insurance Industry (May 11, 2004)**
Program and discussion led by Jon Gabel, Vice President of Health Systems Studies at the Health Research and Educational Trust and Gail Shearer, Director of Policy Analysis, Consumers' Union
- **The Physicians' Proposal for Single Payer National Health Insurance (February 5, 2004)**
Program and discussion led by Quentin Young, M.D., National Coordinator, Physicians for a National Health Program

Committee on the Evolution of Professional Careers: Explores the Future Trends of the White Collar Work Force and What Labor's Role Will Be

- June 6, 2005 Guest Speaker : Professor Thomas A. Kochan, Co-Director, MIT Workplace Center and the MIT Institute for Work and Employment Research
- December 14, 2004 Guest Speaker: Professor Thomas W. Malone, MIT Sloan School of Management
- August 3, 2004 Guest Speaker: Dr. Lynn Karoly, Senior Economist, RAND Corporation

Panel/Forum Participation, Speeches and Presentations

Professionals and Unions

Pamela Wilson – Panelist. *Do Unions Belong in Libraries?* American Library Association Annual Meeting. Chicago, IL. June 25, 2005.

David Cohen – Presenter. *Professionalism and Unionism: Are They Compatible?* and *Making a Difference through Leadership and Power*. United American Nurses Labor Leader Institute. Seattle, WA. September 19-24, 2004.

Paul Almeida – Addressed the Union Networking Breakfast; and Panelist, *Negotiating for Better Salaries*. American Library Association-Allied Professional Association (ALA-APA). Orlando, FL. June 24-30, 2004.

Paul Almeida – Address on DPE Activities and the growing trend of white collar organizing. Northeast Council of the AFL-CIO. Cooperstown, NY. May 3-4, 2004.

Paul Almeida – Unionization and the US Engineering Workforce. National Society of Professional Engineers (NSPE) seminar on *Current Challenges in the Engineering Workplace: Legislation, Regulation and Professional Issues*. Washington, DC. February 2004.

Paul Almeida – *Organizing Best Practices: Professional Employees*. Organizing Research Network (ORN) annual conference. Harvard University, Cambridge, MA. June 2003.

Paul Almeida – Addressed the Third Annual National Association of State Highway and Transportation Unions (NASHTU) Conference. Washington, DC. May 2003.

Pamela Wilson – Panelist. *Organizing Women Professionals*. AFT Women's Conference. Washington, DC. March 9, 2002.

Pamela Wilson – Panelist. *Organizing Women Professionals*. CLUW Convention. Las Vegas, NV. October 5, 2001.

Offshore Outsourcing

Paul Almeida – *The Privatization of Federal jobs and the effects of offshore outsourcing on the U.S. workforce*. NAACP Federal Sector Task Force Town Hall Meeting/Symposium. Washington, DC. October 2004.

Paul Almeida – *Global Hiring Strategies: Exploring the New Jobs Migration in the World Economy .Public and Media Responses to Outsourcing*. A conference of the Labor & Worklife Program at Harvard Law School. Cambridge, MA. October 2004.

Paul Almeida – *Cross-Border Outsourcing of Services: A Win-Win Strategy?* Inforum 2004. University of Maryland. College Park, MD. October 8, 2004.

Paul Almeida – Citizens Trade Campaign annual directors meeting. The downside of offshoring on state and local governments. Washington, DC. April 2004.

Paul Almeida – Forum sponsored by *The Economist* and the World Affairs Council of Northern California. *The New Jobs Migration*. San Francisco, CA. April 2004.

Paul Almeida – Presentation to Government Accounting Office (GAO) re. study requested by Congress on outsourcing/offshoring, and the areas of concern to labor. Washington, DC. April 2004.

Paul Almeida – MIT Forum. *Offshore Outsourcing*. Sponsored by The Indian Entrepreneur of Boston and the Indian American Political Forum for Political Education. Cambridge, MA. April 2004.

Paul Almeida – *Offshoring crisis*. Utility Workers Union legislative conference. Washington, DC. April 2004.

Paul Almeida – *Offshoring crisis, and how it affects high-tech workers*. Forum sponsored by the Technology Management Program and the Technology Management Education Association. George Mason University, Fairfax VA. February 2004.

Paul Almeida – Industrial Relations Research Association, DC Chapter re. Globalization of White Collar Jobs. Washington, DC. December 3, 2003.

Leadership Development and Strategic Planning

Paul Almeida – Panelist. *Meeting Challenges to Unionization Today*. AFT-sponsored conference for its Civil, Human and Women's Rights Departments. Minneapolis, MN. April 15, 2005.

David Cohen – Presenter. *Facilitating Planning, Consensus and Action*. AFL-CIO/United Association for Labor Education Conference. Philadelphia, PA. April 1, 2005.

Pamela Wilson – Forum participant. *Organized Labor and Public Health*. Metropolitan Washington Public Health Association. Washington, DC. October 28, 2004.

David Cohen – Facilitator. AFTRA Nashville (TN) Board Think Tank meeting. March 24, 2004.

David Cohen – Facilitator. AFGE National Staff Training. Washington, DC. October 31-November 5, 2003.

David Cohen – Facilitator. AFTRA National Staff Conference. Philadelphia, PA. October 15-17, 2002.

Pamela Wilson – Plenary Session speaker. *Outreach to Preprofessionals*. AFT Higher Education Conference. Chicago, IL. April 14, 2002.