



ORGANIZING VICTORIES IN 2010 FOR UNIONS AFFILIATED WITH THE DEPARTMENT FOR PROFESSIONAL EMPLOYEES, AFL-CIO

January

International Federation of Professional and Technical Engineers (IFPTE) – In San Jose, CA, 410 senior analysts and program managers in the City Association of Management Personnel voted to join Local 21. IFPTE Local 21 represents more than 6,000 professional and technical government workers in the San Francisco Bay Area.

February

Office and Professional Employees International Union (OPEIU) – The 215-member Association of Minor League Umpires (AMLU) voted in a landslide (91% in favor) to affiliate with the OPEIU. These minor league umpires have dealt with low pay, no vacation time, no sick time, and no ability to return home during the long season. The AMLU has helped the umpires receive stable health insurance, but knew that union representation was the next step to a fair work environment.

March

American Federation of Government Employees (AFGE) – In California, the 40-person unit of medical technologists from the San Diego Veterans Affairs Healthcare System voted to join AFGE.

American Federation of State, County and Municipal Employees (AFSCME) – The 20 employees of the non-profit Institute for Community Living, Inc. (ICL) in Brooklyn, NY joined District Council 1707. The union now represents approximately 120 workers at eight ICL facilities in New York City.

American Federation of Teachers (AFT) – At St. Francis College in Brooklyn Heights, NY, 150 adjunct faculty voted two-to-one to join the union. These professors were concerned with wages, infrequent paychecks, lack of access to health insurance, and other benefits their full-time colleagues enjoy. There was an aggressive anti-union campaign by the college administration, but AFT's individual outreach campaign demonstrated what AFT could do to help the adjunct faculty.

International Brotherhood of Electrical Workers (IBEW) – In Seattle, WA, Local 46 was successful in organizing 27 clerical and technical employees from KCTS Television (local PBS).

Local 46 also organized the on-board technicians who maintain and repair Talgo trainsets in the region.

Installation repair technicians at Comcast in Fairfield, NJ, withstood strong anti-union efforts and voted to join Local 827. This win is groundbreaking for these workers since Comcast, the US's biggest cable company, staunchly fights to deny its workers the ability to join a union.

April

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts (IATSE) – Thirty-three freight handlers at Champion Exposition Services of New Orleans, LA, joined IATSE Local 39.

May

International Association of Machinists and Aerospace Workers (IAM) – Eight service contract workers at Science and Management Resources Inc., at Maxwell-Gunter Air Force Base in Montgomery, AL joined IAM.

In Rancho Dominguez, CA, 204 DirectTV installation technicians voted to join the Machinists. Workers' concerns included unfair discipline, job security, respect issues, and poor compensation.

United Steelworkers (USW) – The professional staff members of the New York State Nurses Association (NYSNA) voted to join the United Steelworkers. The 66 workers in the NYSNA union program include a nursing representative, labor representative, organizers, health and safety, and community affairs representatives.

June

AFGE – A majority of workers at three hospitals in Texas, Valley Regional Medical Center, Del Sol Medical Center, and Corpus Christi Medical Center, voted to join AFGE. The hospitals employ over 1,000 professional employees.

AFT - Eastern Michigan University (EMU) adjunct lecturers voted to affiliate with the AFT by more than five-to-one. The 560 adjunct lecturers teach over a third of all first-year classes at EMU.

OPEIU - Nearly 40 workers at COBRA Source Inc., in Grayslake, IL, petitioned the National Labor Relations Board to join the union. The professionals and office workers voted so they could bargain for better wages, hours, and working conditions.

July

International Association of Fire Fighters (IAFF) – The Nanticoke Fire Department Community Ambulance workers of Nanticoke, PA voted to join Local 2655. The unit includes land transport workers and emergency medical service personnel, including paramedics and emergency medical technicians.

IAM – The 10 technical workers at Hanlees Motors in Napa, CA unanimously voted to be represented by Local 1173. High costs of their medical care plans brought this need to unionize. The management both applied pressure and offered raises to sway the workers to reconsider unionizing, but in the end they chose their right to organize.

August

AFT – Over 400 adjuncts at Central Michigan University voted more than three-to-one to be represented by the Union of Teaching Faculty, an affiliate of the AFT.

September

Writers Guild of America, East (WGAE) – Web-only content writers/producers for CBS WBBM-TV voted to join WGAE in Chicago, IL. WGAE has been actively reaching out to Web writers as more content moves to an online format. Shop-by-shop organizing is needed since Web-only writers aren't usually covered by WGAE contracts.

October

IAM – Professional and clerical workers at Bridge of the Caribbean, LLC in Carolina, Puerto Rico and Gateway Group One in Queens, NY, joined IAM.

November

AFSCME – Employees of the Cedars of Monroeville Assisted Living and Skilled Nursing Facility of Monroeville, PA voted 34-9 to be represented by AFSCME Council 13. The Allegheny County unit has a total 55 employees and includes all full-time and regular part-time professional and nonprofessional employees.

IAM – Elections brought in newly unionized professionals at First Student, Inc. in Belleville, IL and at Battlespace Flight Services LLC in Indian Springs, NV.

IFPTE – The members of the Engineering Association (EA) at the Tennessee Valley Authority (TVA) voted to affiliate with Local 1937 on November 10, 2009. Formed in 1937, the EA represents around 2000 engineers, scientists, technicians and other white-collar professionals at the TVA.

WGAE – Nearly 100 writers, producers, associate producers, and researchers for Lion Media in New York City joined WGAE. This is the third organizing victory in WGAE’s recent campaign to organize writers and producers who work on non-fiction television programming.

December

AFT – At Memorial Hospital in Salem County, NJ, 140 registered nurses endured intense employer opposition but voted for a voice by joining Health Care Professionals and Allied Employees, an affiliate of AFT Healthcare. For almost a year, the management dragged out and stalled the nurses’ process to vote but in the end, the union won by a comfortable margin.

Victories Throughout 2010

Actors’ Equity Association (AEA) – In the 2009-2010 theatrical season, 2,100 new actors and stage managers joined Actors’ Equity Association. AEA added members in most major cities, including Philadelphia, PA, where it added 273 new members.

AFGE –Thirty-nine professional workers at the Environmental Protection Agency’s Region 6 in Dallas, TX voted to join AFGE.

In Gallitzin, South Fork, Farmington, and Point Marion, PA, 35 professional employees of the National Park Service joined AFGE.

At the Moncrief Army Community Hospital in Jackson, SC, 170 professional workers joined AFGE.

There were several organizing victories of professional employees at the Department of Veterans Affairs:

- Regional Office (St. Louis, MO) – 13 workers
- VA Medical Center (Wilmington, DE) – 185 workers
- Charles George Medical Center (Asheville, NC) – three workers
- Eglin AFB (Biloxi, MS) – 17 workers
- VA Medical Center (Huntington, WV) – 214 workers

AFSCME – In states across the country, there have been numerous organizing victories for professional and technical workers in public service.

- *Connecticut*: Eighteen Burlington town hall and library employees and 12 full-time paraprofessionals and campus supervisors employed by the Woodstock Academy, a private high school in the town of Woodstock, voted to be represented by Council 4.
- *Illinois*: Five hundred state public service administrators and 180 nurse supervisors joined Council 31.

- Maine: Eight communications officers and supervisory employees of the Oxford County Regional Communications Center joined Council 93. The center is responsible for receiving and dispatching calls for most of the county's law, fire, and rescue agencies, including those to 911.
- Maryland: Twenty-three Washington County wastewater collection and maintenance employees voted overwhelmingly to join Local 2677.
- Massachusetts: Two hundred and fifty registered nurses and licensed practical nurses employed by the University of Massachusetts joined Council 93. Also, 110 employees at Kindred Hospital in Peabody joined Council 93. The unit includes registered nurses and certified respiratory therapists.
- Minnesota: Fourteen engineers, city planners, and other professional employees of the city of St. Cloud joined Council 65 through voluntary recognition. Also joining the council: seven employees in the city of Eden Valley, including five department heads and supervisors in the southern town of Wells; 40 corrections officers and 10 dispatchers from Pine County; 18 Esko Public School District paraprofessionals; 29 branch managers of the Great River Regional Library, serving six central Minnesota counties; and 32 LPNs and technical and support employees of the Rainy Lake Medical Center in International Falls.
- New York: White-collar employees make up a portion of the two hundred and fifty three workers in Brookhaven who joined Council 1000. Joining Council 1707 were: 57 employees at the Little Angels Head Start Program of the Archdiocese of New York; 21 case managers who counsel teenage mothers at the Northern Manhattan Perinatal Partnership; and 16 employees who assist persons with mental illnesses and drug abuse patients.
- Ohio: Twenty-eight employees at the Preble County Board of Developmental Disabilities, including program specialists, job coach, recreation coordinator, and nurses joined the Ohio Association of Public School Employees.
- Oklahoma: The approximately 180 employees of the city of Bartlesville joined AFSCME through voluntary card-check. Organizing in Bartlesville and other Oklahoma cities began in 2003 when a collective bargaining rights law required cities with populations over 35,000 to recognize non-uniformed workers' unions.
- Pennsylvania: Five hundred and fourteen first-level supervisory employees — mostly senior civil engineers in the departments of transportation and environmental protection — joined Council 13 following an overwhelming vote. By an overwhelming majority, 245 Montgomery County employees, including deputy sheriffs and administrative support personnel in the sheriff's department, district attorney's office, public defender's office, and coroner's office voted to join Council 13. Also, 14 employees of the Children and Youth Agency in Jefferson County joined Council 13.

- Tennessee: More than 200 newly employed corrections officers at the Morgan County Correctional Complex joined Local 2173, increasing its membership ranks to 442. This 96 percent membership rate is remarkable in a Southern right-to-work state.
- Wisconsin: Eleven Tomahawk city public works employees joined Council 40.

IAFF – The membership of IAFF grew considerably throughout the year. It gained a total of 1,134 new professional fire fighters, emergency medical, and rescue workers.

IFPTE – The employees at the Legal Services Corporation (LSC), a federally funded corporation charged with providing legal services to the poor, joined IFPTE Local 135 in early 2010. Local 135 represents around 70 white-collar professionals at LSC’s headquarters in Washington, DC, which includes attorneys, auditors, and clerical staff.

A group of 35 engineers and professional employees in PG&E’s Electric Transmission Planning department voted overwhelmingly to join the Engineers and Scientists of California (ESC), Local 20 IFPTE. These engineers and project managers are in charge of planning routes and projects for electric transmission lines and managing the connections of new renewable energy sources like wind, solar and biogas energy plants to the PG&E grid. ESC already represents roughly 2,500 technical and professional employees at PG&E.

For more information about professional workers, check the DPE website: www.dpeaflcio.org.

The Department for Professional Employees, AFL-CIO (DPE) comprises 23 AFL-CIO unions representing over four million people working in professional, technical and administrative support occupations. DPE-affiliated unions represent: teachers, college professors and school administrators; library workers; nurses, doctors and other health care professionals; engineers, scientists and IT workers; journalists and writers, broadcast technicians and communications specialists; performing and visual artists; professional athletes; professional firefighters; psychologists, social workers, and many others. DPE was chartered by the AFL-CIO in 1977 in recognition of the rapidly growing professional and technical occupations.

Source: DPE Research Department
815 16th Street, N.W., 7th Floor
Washington, DC 20006

Contact: Jennifer Dorning
(202) 683-0320, extension 114
jdorning@dpeaflcio.org

March 2011

