Professionals: The New Face Of America’s Unions

Rising Tide

Department for Professional Employees, AFL-CIO
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FOREWORD

The Department for Professional Employees (DPE) is a coalition of 25 national unions affiliated with the AFL-CIO which represents over four million highly skilled, white collar employees. DPE unions include professional, technical and administrative support workers in over three hundred and sixty separate and distinct occupations. These employees come from the major workforce sectors including: health care, education, science and engineering, the mass media and entertainment, and public administration. The DPE is the largest association of such workers in the U.S.

Chartered by the AFL-CIO in 1977 in recognition of the dramatic rise in professional and technical employees among union members, DPE is one of seven, semi-autonomous constitutionally-designated “trades” departments within the AFL-CIO.

DPE unites unions with common interests and goals. On their behalf, and in concert with its affiliates, the DPE has several major responsibilities, including:

- Advancing a public policy agenda in federal and state government that enhances the economic security, well-being and professional status of these workers;
- Educating the public about the prominent role of union professionals within our nation and the labor movement;
- Providing research, education, training, and other assistance that supports the organizing, collective bargaining and servicing objectives of DPE member unions;
- Promoting the unionization of professional, technical and administrative support workers and assisting the efforts of DPE affiliates to organize and represent them; and
- Building alliances with non union associations and societies that also promote the interests of these workers.

The President of DPE is Paul E. Almeida, the former president of the International Federation of Professional and Technical Engineers. Almeida is an electrical engineer by profession. Michael W. Gildea serves as DPE’s Executive Director.
EXECUTIVE SUMMARY

A record number of white collar workers — from teachers to techies, from industrial and aerospace engineers to epidemiologists, from doctors to disc jockeys, sportscasters, silk screeners, forest rangers, paralegals, optometrists, code design engineers, medical interns and residents, school principals, court interpreters, recording artists, attorneys, scientists, journalists, pharmacists and dentists — voted to join unions in 2002.

These newly organized professional and related workers accounted for nearly 30% of the total number of new union members — more than 232,000 — reported by 65 unions affiliated with the national AFL-CIO. This was the fastest growing occupational group within the federation, individually outpacing the transportation, manufacturing, building and construction, hospitality, and service occupations. Today, almost 50% of the AFL-CIO’s membership is white collar. In fact, the professional specialty occupations now have more union members than any other occupational group.

The increasing numbers of unionized white collar employees are shattering the myth and the common misperception that organized labor is predominantly a blue collar movement. While many Americans still believe that organized labor is a haven for blue collar workers, white collar workers have been in unions for over 100 years. In 1900, 2.5% of the white collar workers were in unions. The size and growth of the professional and technical work force make it a major source of union membership today and in the foreseeable future.

Over the past decade, the occupational demographics of American labor movement changed significantly as the nation’s workforce itself transitioned. But few pundits or observers noticed the emerging profile of professional/technical workers as a growing phenomenon within the AFL-CIO.
The increase in professional employees’ unionization is driven by the decreasing possibilities for white collar workers to exercise independent judgment, their growing dependence as employees of multinational corporations or HMO’s, as well as the Bush administration’s attack on workers. For professional and technical workers, the key attraction of a union is that it gives them a voice — a voice on the job and a voice in government. The ability of unions to bargain and negotiate with employers on behalf of their members can make a critical difference in their member’s lives. In addition, the unions’ advocacy in Congress, the state legislatures and in municipal government makes a difference when the critical decisions on public policy are made.

While many Americans still believe that organized labor is a haven for blue collar workers, white collar workers have been in unions for over 100 years. In 1900, 2.5% of the white collar workers were in unions.

The Bureau of Labor Statistics (BLS) reports that white collar workers comprise 60% of the US workforce. It expects this percentage to increase dramatically. Professionals have been forming and joining unions at a faster rate than other occupational groups for some years. In 2002, that rising tide continued.

Last year, white collar organizing continued to surge for the unions affiliated with the AFL-CIO’s Department for Professional Employees. DPE unions conducted 222 successful unit campaigns or affiliations in 39 states — including 15 of the 22 right-to-work states — as well as D.C. and Puerto Rico. The average unit size was 293 employees. North to south, east to west, from LA to the Big Apple, from the Motor City to Miami and in hundreds of counties and towns in between, unions scored big gains among professionals. On college campuses and in K through 12, at hospitals and clinics, in the newsroom and the broadcast studio, in the laboratory and the library, on stage and behind the camera, and in federal, state and local government, nearly 66,000 new professional, technical and administrative workers were added to the ranks of organized labor last year.

Of these organizing drives, by far the largest number – 94 – occurred in education. From Vassar to UMass, at the University of Illinois and NYU, and on community
college campuses all over the nation, as well as in K-12, the categories of professionals signing up was extraordinary: full time professors, adjunct faculty, committee chairs and department directors, graduate teaching assistants and dorm residence counselors, school principals, public and private school instructors, substitute teachers and teacher’s assistants, school nurses and support staff, Head Start teachers, preschool child care workers, adult education specialists, and more.

Private sector organizing ranked a close second with a total of 90 campaigns, and health care leading the way at 42 wins. The list of these professionals voting for union representation was equally impressive: doctors and dentists, optometrists, interns and residents, mental health care professionals, rehab specialists, dental hygienists, LPNs and RNs, health aides, medical techs, respiratory therapists, certified nursing assistants, health unit coordinators, paramedics and emergency medical technicians, hospital interpreters, patient service representatives, and many others.

The 39 other private sector organizing initiatives were led by telecommunications, with over 4,000 new broadband and wireless workers at Cingular joining up. Other pro’s included engineers and engineering technicians at United Airlines maintenance facilities, as well as scientists, financial and budget analysts, industrial engineers, graphic support specialists, and occupational nurses in other businesses. In the print media, they were joined by advertising, editorial and graphics employees, producers, assistant producers, assignment editors and studio technicians from the broadcast industry. From the performing arts, there were Latino recording artists, Ellis Island actors, and rehearsal pianists, coaches, prompters and onstage conductors from the Washington Opera. While card-check voluntary recognition campaigns comprised less than 10% of the successful 2002 campaigns detailed in this report, card-check is a major factor in the continuing effort to organize Cingular. It is also worth noting that the campaign at United Airlines scored an historical first: It was the first-ever telephone election conducted by the National Mediation Board and resulted in nearly 500 engineers and technicians at the carrier’s facilities nationwide voting “Union Yes”.

Union efforts in government came in third, with 41 successes among professionals as government workers of all stripes continued to flock to unions in 2002. Some of the more interesting occupations included conservation officers, forest rangers, librarians, attorneys and paralegals, 911 Operators, court
interpreters, case managers, all the committee clerks, proofreaders, secretaries and other nonpartisan employees of the Maine legislature, and even wage claim investigators for the state of Illinois who themselves realized the economic benefits of union membership. Many other government units were also organized but these were either mixed white/blue collar or nonprofessional. General union density in state government was enhanced as the result of three significant political events in the last few years — executive orders or collective bargaining legislation issued or signed by governors in three states: in Maryland, by former Governor Parris N. Glendenning (D); in Kentucky, by Governor Paul Patton (D); and in Missouri, under Governor Bob Holden (D).

Among the largest campaigns of 2002 were the following:

- SEIU — Puerto Rico, 5,200 public health workers;
- CWA — Cingular, over 4,000 telecommunications technicians;
- UAW — 3,000 adjunct professors at NYU;
- AFT — 2,700 graduate teaching assistants at the University of Illinois;
- AFSCME — 1,100 each at UMBC and in Puerto Rico;
- UFCW — 1,100 health care professionals at Kaiser Permanente in Atlanta.

The addition of tens of thousands of professional, technical and administrative support workers in 2002 continued to change the face of the American labor movement. Today these workers represent a near majority of the more than 13 million members of AFL-CIO unions. The movement is no longer just an economic safe haven for the blue collar and service workers that once dominated the institution. It is, more and more, the destination of choice for professional workers seeking fairness, equity and a voice on the job.

The AFL-CIO’s recognition of the importance of these workers to its own future was symbolically evidenced in early 2003, when the Federation presented the inaugural Wellstone Award. That award acknowledges public advocacy by an elected official in support of workers trying to improve their lives by forming unions. The award is named in honor of the late Senator Paul Wellstone of Minnesota — one of organized labor’s most outspoken legislative allies. One of the co-winners of the Wellstone Award — **former Vermont Governor Howard Dean**
— was recognized for his support for the organizing efforts of nurses at Fletcher Allen Health Care in Burlington, Vermont’s largest hospital system. Among other activities, Dean had appeared with the nurses at a rally at the hospital at which he urged the hospital to honor the choice of a union, and wrote in a letter to the nurses, “If I were a nurse, I would vote to unionize.” Dean, a physician, trained at the hospital before becoming governor. Because of Dean’s help, and that of U.S. Senator Patrick Leahy (D), as well as community, religious and other allies, 1,300 nurses now have a voice on the job.

The 17 DPE unions reporting their 2002 organizing activity for this report were: 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, Communications Workers of America (including The Newspaper Guild and National Association of Broadcast Employees and Technicians), International Association of Machinists & Aerospace Workers, International Federation of Professional and Technical Engineers, Service Employees International Union, United Automobile Workers, United Food & Commercial Workers International Union (including Retail, Wholesale and Department Store Union) and Writers Guild of America, East.
White Collar Organizing 2002

The following organizing report — the first ever compilation by the DPE — details by month the organizing successes of 17 of the Department’s 24 member unions that were affiliated with and which reported activity in 2002. The report details the number of workers organized, their locale and employers and — where reported — the occupations.

January

TNG-CWA—By an overwhelming margin, 60 newsroom employees of The Patriot Ledger in Quincy, MA, voted recently for The Newspaper Guild/Communications Workers of America (TNG-CWA). Another 20 employees at the Minnesota Public Interest Research Group in Minneapolis, joined The Minnesota Newspaper Guild/Typographical Union through a card-check. Under a card check agreement, the employer agrees to recognize the union if the majority of staff sign cards authorizing union representation. Also in CWA, 68 AT&T Broadband employees voted for CWA Local 13000 in Penn Hills, PA; 62 customer service reps in Dallas, TX voted 34-12 to join CWA Local 6150.

UFCW—Some 150 counselors at the Woodbourne Juvenile Center in Baltimore, MD, voted Jan. 10 for United Food and Commercial Workers (UFCW) Local 27. The center contracts with the state to supervise and counsel juvenile offenders.

AFT—January was a banner month for the AFT’s New York State United Teachers. 12 election victories added a total of 424 workers including school support staff, teachers, teacher assistants and school nurses in several jurisdictions. In addition, the 853 members of the Rochester Association of Paraprofessionals signed up. In Minnesota, 40 school support staff in Hayfield-Brownsdale, voted to join the AFT/NEA joint affiliate Education Minnesota.

AFSCME—The 160 staff members at St. Mary’s College of Maryland in St. Mary’s City, MD, voted Jan. 10 for the American Federation of State, County and Municipal Employees (AFSCME), the eighth MD campus since November to choose the union. “The overwhelming margin of victory shows conclusively that there is a deep desire among higher education staff for a voice on the job,” said Sally Davies, chair of AFSCME’s statewide university steering committee. In another recent organizing victory, the 200 office support employees and other workers at the University of Maryland Eastern Shore (UMES) voted for AFSCME Jan. 23. Last year, several unions, including AFSCME, pooled their political and legislative strength to win collective bargaining rights at the state’s 13 university campuses. In May 2001, Gov. Parris N. Glendenning (D) had signed a law
giving university workers the right to join unions and negotiate with administrators for better wages and benefits. Meanwhile, in Florida, 102 clerical workers for the Hialeah Housing Authority voted for Council 79 and 35 clerical and technical workers at the Joliet Housing Authority in Joliet, IL, chose Council 31.

February

AFTRA—A majority of the 26 sportscasters at Infinity/WXYT 1270 AM in Detroit, voted to join the American Federation of Television and Radio Artists (AFTRA). They join the bargaining unit of co-workers at WWJ-AM News radio 950.

UAN—By an overwhelming majority, the 70 registered nurses at St.Luke’s Rehabilitation Institute in Spokane, WA, voted in late February for a voice on the job with the Washington State Nurses Association, an affiliate of the United Association of Nurses (UAN).

AFT—The Indian Educators Federation, representing nearly one thousand government and school workers in the Bureau of Indian Affairs across the country, added the 80 employees of the Southern Pueblos Agency on February 21. In another campaign, more than 100 school support staff in Gulf County, FL chose the AFT/NEA joint affiliate Florida Education Association on February 22. 8 employees of the Jamestown City Administration voted for representation by NYSUT, AFT’s state affiliate in New York.

CWA—425 technicians and support staff members at SBC Communication’s Advanced Solutions Inc. in California, Michigan, Arizona, Colorado, Washington and New Mexico voted for the CWA. Also, 68 AT&T Broadband workers in Penn Hills, PA, voted for Local 13000, and 62 in Dallas voted for Local 6150. In CWA’s affiliate The Newspaper Guild, Local 38187 was recognized by the Erie, PA Times-News for 20 advertising and editorial employees in its zoned editions.

AFSCME—In the latest in a string of victories, the 370 office and other workers at University of Maryland, Baltimore County, MD, voted for AFSCME. The vote capped a difficult nine-month organizing campaign, with an administration and staff Senate offering a history of so-called "shared governance," as an alternative to real collective bargaining. Nearly 4,000 university employees have chosen AFSCME since several unions worked to pass a state law allowing the workers a voice on the job last year. Nearby, another unit of 140 clerical and staff members at the University of Baltimore also voted for AFSCME.
The majority of 4,000 clerical, technical and paraprofessional workers employed by the state of Kentucky voted for a voice on the job with the Automobile, Aerospace and Agricultural Implement Workers of America (UAW). "We voted 'yes' because we want a voice at work," said Betty Collingsworth, a secretary in the Kentucky Department of Corrections in Paintsburg. "We want a seat at the table when it's time to talk about our wages, our pensions and our health care— and now we've got it." Thousands of workers are joining several unions in Kentucky in the wake of an executive order issued last year by Gov. Paul Patton (D). State health care workers already have voted to be represented by SEIU, while Corrections and Social Services workers have voted in favor of AFSCME.

In Blue Springs, MO, 246 RNs at St. Mary's Hospital voted to join the Service Employees International Union (SEIU). 160 aides and technicians of Catholic Healthcare West at St. Dominic's Hospital in Manteca, CA, also voted for representation by SEIU Local 250. A card-check recognition brought a voice at work to 66 part-time workers at Vassar College in Poughkeepsie, NY. Meanwhile, seeking a unified voice to provide quality services, a unit of more than 5,200 public health workers across Puerto Rico voted overwhelmingly to join SEIU District 1199UNTS. The unit includes nurses, social workers, aides and other professional, technical and support staff members. Inadequate pay, terrible working conditions, chronic staffing problems and privatization concerns are top issues.

March

The Asian Pacific American Labor Alliance, an AFL-CIO constituency group, is joining the campaign to gain justice for workers at the Los Angeles Chinese Daily News. The 150 employees of the Taiwan-based company voted March 19, 2001, to join The Newspaper Guild-Communications Workers of America. But the company has refused to recognize the union or to negotiate a contract. Several NLRB unfair labor practice complaints have been issued against the company. Meanwhile, 121 court interpreters in Cook County, IL, voted for Chicago Newspaper Guild Local 34071. The vote was 551 for TNG Local 34071 and 29 for “no union.”

The 3,400-member Nevada Classified School Employees Association voted to become an AFT affiliate. "This affiliation will help us gain more respect for school-support employees, whose work is generally underpaid, overlooked and taken for granted," said NCSEA President Mike Campbell. Also, 50 teacher aides and assistants in Lynbrook, NY chose affiliation with the AFT adding to a string of similar affiliations brought about by the new federal regulations and the need for aides/assistants to meet new education
requirements under No Child Left Behind. 49 staff members at the Kellman Academy, a Jewish day school in Cherry Hill, also chose representation by the AFT’s New Jersey affiliate.

SEIU—A strong majority of the 1,378 state mental health care professionals in Missouri voted to join SEIU Local 2000. "This is our chance to gain a voice in decisions that affect us and our clients," said St. Louis psychologist Darcy Parks. In June 2001, Gov. Bob Holden (D) had issued an executive order giving state employees the right to join a union and engage in collective bargaining.

UFCW—30 pharmacy technicians at Cermack Hospital in Chicago won an election to become part of the RWDSU/UFCW.

UAW—In the first win of its kind, undergraduate student dormitory workers at the University of Massachusetts Amherst voted to form a union with UAW Local 2322. The 360 resident assistants want a say about pay and working conditions. Also, voluntary recognition and card checks were won at two Michigan locations: the City of Warren representing 3 Cable Commission employees and at Comnet Technology Association, Inc. representing 3 Production Workers.

AFSCME—An overwhelming majority of the 1,100 workers in Puerto Rico’s Vocational Rehabilitation Administration, who help disabled Puerto Ricans with job training and placement, voted for a voice on the job through Servidores Publicos Unidos/AFSCME. The win is the latest in a string of victories for several unions and thousands of workers after passage in 1999 of a law allowing public employees to bargain collectively. Continuing their winning streak in Maryland, the State Higher Education Labor Relations Board declared AFSCME the winner in contested elections for 69 workers at Bowie State University in Bowie, MD and 49 exempt professional employees at Coppin State College in Baltimore, MD.

CWA—In Camden, NJ, 129 substitute teachers voted to form a union with CWA Local 1034. Camden’s substitute teachers had not had a pay raise in several years and lacked health insurance, paid sick leave or personal days. Other workers who have chosen CWA recently include 250 SBC Telecom technicians nationwide.

AFTRA—The 8 technical employees at Infinity/WXYT 1270 AM and WWJ-AM News radio 950 in Detroit voted for AFTRA. They join the stations’ sportscasters, who became AFTRA members in January.
April

AFSCME—80 clerical workers employed by the town of Lewiston, ME, won voluntary recognition with AFSCME Council 93. AFSCME also was the choice for 82 professional employees at the University of Maryland Eastern Shore campus in Princess Anne, MD; 34 teachers and aides at LaSalle School in Albany, NY; and 16 Head Start workers at the Downriver Guidance Center in Detroit.

AFT—A strong majority of 167 non-teaching professional employees at the four Vermont State Colleges voted to join United Professions of Vermont, the state federation of the AFT, on April 23. The professionals join the faculty at the state colleges, who have been AFT members since 1973. In Rockford, IL, the 134 full-time faculty at Rock Valley Community College join the Illinois Federation of Teachers/AFT. Also, in Illinois, 37 part-time faculty at Richland Community College chose AFT on April 18. The majority of 82 school-related professionals in Beaver River, NY, recently voted to join New York State United Teachers, an AFT affiliate as did workers in three other units — 6 teaching assistants in Cambridge, 14 monitors in Cornwall and 23 administrative support staff in Chenango Forks. A majority of 373 faculty members at Jacksonville Community College in Jacksonville, FL, voted for AFT. The unit will be part of the United Faculty Federation, a joint AFT-National Education Association affiliate.

SEIU—Local 660 continues concerted efforts to increase union strength through agency shop elections throughout Los Angeles bargaining units. In an agency shop election, workers vote on whether to require nonmembers to join the union or pay their fair share of representation expenses. In the biggest victory this year, employees in the administrative and technical unit voted for an agency shop on April 12. As a result, an additional 2,200 county workers will join Local 660 or pay agency fees. Also recently, by an overwhelming margin, the 120 workers at the Guilderland Center Nursing Home in New York voted to join SEIU 1199/NY. The unit includes licensed practical nurses and other staff.

UFCW—Seeking better benefits and decent treatment on the job, 128 Puerto Rican workers recently voted for United Food and Commercial Workers Local 481. 104 nurses and technicians at the Menonite General Hospital in Cayey and 24 workers at the Mayaguez Credit Union in Mayaguez.

CWA—More than 3,040 workers nationwide at the wireless telephone company Cingular have won a voice on the job through CWA since the beginning of the year. As a result of CWA’s bargaining-to-organize strategy, the union negotiated a card-check and neutrality agreement with SBC Corp., Cingular’s parent company. The company agreed to recognize the union in any plant in which a majority of workers signed authorization cards.
May

CWA—Seeking better pay and benefits, the 630 members of the West Virginia Troopers Association voted to affiliate with the National Coalition of Public Safety Officers/CWA on April 15. In Indiana and California, 494 Cingular retail and technical workers chose CWA on April 14, while more than 430 customer service representatives at two Cingular Wireless call centers in Louisiana also joined the union by a card-check. More than 420 cable workers at AT&T Broadband facilities in Washington, Oregon, Pennsylvania, Minnesota and California gained representation through card-checks in April and May. Under AT&T’s contract with CWA, which expired in May, AT&T agreed to recognize the union if a majority of workers signed union authorization cards. In the Newspaper Guild, Local 31222 won an election to represent 42 newsroom employees at United Press International (UPI). UPI, a news service, had been represented by the local for many years before going through bankruptcy and multiple sales.

IAM—The 1,698 members of the unaffiliated Professional Industrial and Trade Workers Union voted April 24 to join the International Association of Machinists and Aerospace Workers (IAM). The Cherry Hill, NJ-based union represents professional bookkeepers, accountants and office workers.

SEIU—A majority of the 550 technical and service employees—including respiratory therapists, certified nursing assistants, health unit coordinators, technologists, and dietary staff—at Good Samaritan Hospital in Puyallup, WA, voted to join SEIU District 1199NW May 15. In Granada Hills, CA, the majority of 250 workers at Granada Hills Community Hospital voted for SEIU on May 17. The registered nurses joined Local 121RN, while the technicians are now members of Local 399. On the same day, 250 Head Start teachers and others employed by the Mexican American Opportunity Foundation in Los Angeles voted to join Local 99.

AFT—A majority of 180 teachers and adjunct faculty at the Catherine Gibbs Business School in New York withstood a stiff antiunion campaign and voted for United Federation of Teachers/AFT last week. UFT next plans to assist the school’s support staff in their effort to join the union. Meanwhile, in Bothell, WA, 100 faculty members at Cascadia Community College are now members of Washington Federation of Teachers/AFT after a resounding vote May 14. Cascadia is the newest college in the state’s community and technical college system. The union will represent 22 full-time and 78 part-time faculty. 13 Committee chairs and department directors at Schenectady County Community College chose NYSUT representation in New York this month. Early in the month, 315 school secretaries and instructional assistants in Berkeley, CA public schools dropped representation by an independent organization and went with the AFT. AFT already
represented teachers in this large California school district. Professional personnel numbering 275 workers in Van Dyke chose AFT in Michigan by a 4 to 1 margin. Also in Michigan, 33 educational office personnel in Lake Shore chose AFT by a vote of 33 to 0 as did more than 400 school support staff in Walton County, FL.

AFSCME—In Michigan, 138 teachers, teaching assistants and other workers at Vistas Nuevas/Matrix Head Start in Detroit voted to join AFSCME Council 25.

AFTRA—The on-air and production staff of WKIE-FM in Chicago voted for AFTRA representation in an NLRB supervised election. The new 15 person unit included announcers, producers and the continuity director.

June

AFT—The 42 teachers and other professional staff at New Covenant Charter School in Albany, NY, formed a union with AFT and now are part of New York State United Teachers after a June 21 card-check. The campaign began at the campus, operated by Edison Schools Inc., in May 2001, after 10 teachers were removed without due process. Also in New York, more than 100 Holland School district teachers switched affiliation in mid-June while 20 tutors in Bloomfield, CT also chose AFT representation. In New Brunswick, NJ, 50 teachers and other staffers at the Puerto Rican Action Board voted for the New Jersey State Federation of Teachers/AFT. In another recent AFT win, 540 child care workers, office assistants and other support staff in the Waterford School District in metropolitan Detroit now have a voice on the job after a strong majority voted for the Michigan Federation of Teachers and School Related Personnel, an AFT affiliate, on April 16.

AFSCME—Recent victories for AFSCME include 84 City of Indianapolis Housing Authority white collar workers who chose Council 62; an 80-member association of white collar and other workers of Montgomery Township, NJ, who voted to affiliate with Council 73; 46 City of Chicago supervising clerks who joined Council 31. In Wisconsin, a majority of 116 part-time supervisors in the Green Bay school district voted to join Council 40 on June 5. Meanwhile, in New York, 1,100 conservation officers, forest rangers, State University of New York police and other law enforcement workers voted for Council 82.

SEIU—In late June, a strong majority of 37 professional staff workers at Martha's Vineyard Community Services voted overwhelmingly to form a union with SEIU Local 767, a Cape Cod, MA-based hospital workers union. In another victory for SEIU, a majority of 560
technicians at three Catholic Healthcare West hospitals in *Northern California* voted for representation by Local 250. Other recent election victories include 160 paramedics and emergency medical technicians employed by AMR in *Las Vegas* who voted for Local 1107.

**CWA—1,300** members of the *Columbus (Ohio)* Municipal Association of Government Employees (CMAGE) voted to affiliate with CWA in June. As a result of the affiliation vote, announced June 6, CMAGE will become CWA Local 4502; 17 attorneys, paralegals and support staff at Cape Atlantic Legal Services won voluntary recognition with CWA Local 1034. In the Newspaper Guild, Local 36047 won an election 7-5 to represent 12 advertising, editorial, graphics and support staff employees at the *Warrenton/Wentzville, Missouri* Journals, a newspaper in the St. Louis metropolitan area. Also in NABET-CWA, 15 producers, assistant producers and assignment editors at Raycomm, a dual station (a SBC and UPN affiliate in Cleveland, Ohio) voted 8-4 for NABET-CWA Local 54042 June 26.

## July

**AFT**—A nearly two-to-one majority of 25 faculty and instructional support staff members at Madison Media Institute, a private, for-profit vocational college in *Madison, WI*, voted to join the Wisconsin Federation of Teachers, an AFT affiliate, in a July 10 election. A group of 17 adult educators for the Dutchess County Board of Cooperative Educational Services chose AFT representation in *New York*. And another unit was won in *California* to represent 18 classified school employees in Merced.

**SEIU**—Over one thousand workers chose a voice on the job in June and July with SEIU. In *Southern California*, 246 business office clerical workers at two hospitals voted for Local 399. Some 176 registered nurses, nursing home workers and medical technicians at various facilities in *Northern California* chose Local 250. 56 paraprofessionals in the *Columbia Heights, MN*, school system now are represented by Local 284; and 40 workers in the *Saginaw and Brandywine, MI*, school systems, along with 30 Head Start workers in *Muskegon, MI*, voted for Local 517M. Meanwhile, the majority of 115 case managers employed by the Senior and Disabled Services Division of the *Lane County, OR*, Council of Governments voted July 12 to join Local 503. More than 75 workers at the University of *Massachusetts* Boston Center for Survey Research are now members of Local 285 after an election held in mid-July.

**CWA**—A majority of the 153 members of the Society of Professional Scientists and Engineers voted to affiliate with University Professional and Technical Employees-Communications Workers of America Local 9119. The scientists work at the Lawrence
Livermore National Laboratory outside San Francisco. About 500 researchers at the Lawrence Berkeley National Lab already are members of the local. In another organizing victory for CWA, 80 interpreters employed at the Hennepin County Medical Center in Minneapolis, won representation with the TNG-CWA Local 37002 in a card-check and 47 workers at a Verizon Information Services facility in Lake Success, NY, won recognition with Local 1105 in a card-check on July 3. Also, 11 white-collar municipal employees in Runnemeade, NJ voted for CWA Local 2034.

UAW—The majority of more than 3,000 adjunct professors at New York University picked UAW for a voice on the job July 9. The part-time faculty members teach the bulk of undergraduate courses, but suffer with low pay, no benefits and little job security. Graduate teaching assistants at NYU made history this year when they formed a union with UAW and became the first workers of their kind to bargain a contract at a private university. "Having a union for adjuncts at NYU will only improve our lives and the quality of education at the university," said Solo Dowuona-Hammond, an adjunct professor at NYU’s School of Continuing and Professional Studies. Also, the UAW welcomed white collar workers at two location where union recognition was won through a card check—12 Professional and Clerical Intake Assessment employees at Intake, Assessment & Referral Center, Inc. and 15 Technicians employed at Heritage Human Technology Management, LLC.

AFSCME—In July, the majority of 56 active treatment facilitators and others employed by the Delaware Division of Developmental Disabilities Services voted to join AFSCME Council 81. The workers provide recreational activity for people with developmental disabilities. In Frostburg, MD, 60 professional workers at Frostburg State University voted to join AFSCME July 31 by at two-to-one margin. The campus is a part of the University of Maryland system, where hundreds of workers have joined AFSCME in a recent campaign.

UAN—Seeking a voice to improve staffing levels and quality care, the majority of 276 nurses at the Denver, Veterans Affairs Medical Center voted on July 10 to join UAN. “Our nurses have gone too long without a real say in important management decisions that affect us,” said psychiatric nurse Deanna Jones.
August

AFGE—The 120 employees of the Department of Veteran Affairs’ Topeka in Topeka, KN, Shared Service Center overcame a year of management foot dragging and intimidation to vote Aug. 29 for the American Federation of Government Employees (AFGE).

AFSCME—270 workers at St. Coletta’s of Illinois Inc.—a private, nonprofit agency serving people with developmental disabilities—voted to join Council 31 on Aug. 16. Other recent AFSCME organizing wins include 65 paraprofessionals in the Southlake Schools District, St. Clair Shores, MI; 20 Head Start workers in the Adrian Public Schools, Adrian, MI; 35 city employees in St. Helens, OR; 45 paraprofessionals employed by the town of Killington, CT; and 11 labor conciliators who investigate wage claims for the state of Illinois.

UFCW—In an effort to better care for patients, a unit of 1,100 registered nurses, pharmacists and technicians at Kaiser Permanente in Atlanta chose solidarity with United Food and Commercial Workers Local 1996 last month through a card-check. They joined 49 residential counselors at St. Dominic's in Bronx, NY, a center for developmentally disabled adults, who voted for Local 888.

SEIU—At the University of Washington, 450 research and scientific instructional technicians who assist research scientists voted Aug. 6 for Local 925. Another 70 patient service representatives at University of Washington Medical Center gained recognition for Local 925 after a card-check. Meanwhile, with strong majorities, 134 California workers joined Local 399 in late August. At California Healthcare West's Bakersfield, CA facilities, 84 business office clerical workers joined the union, as did 50 professionals at the company's California Medical Center in Los Angeles.

AFT—The majority of 400 adjunct faculty members at Dowling College, a private college in Suffolk County, NY, voted to join AFT Aug. 12. They join a chapter of full-time faculty that has been an AFT local for more than 30 years. Meanwhile, by a resounding vote, 20 licensed practical nurses at Brattleboro Memorial Hospital voted to join the Vermont Federation of Nurses and Health Professionals, an AFT affiliate.

CWA—On Aug. 15, the majority of 75 aerospace technicians at Sikorsky Aircraft Corp. in Albuquerque, NM, voted to join Communications Workers of America Local 7011.

UAW—89 code design engineers employed at York International and members of an independent union, The York Engineering Employee Association, voted, by a wide margin, to affiliate with the UAW. Also, an overwhelming majority of 114 teachers, assistant
teachers and nurses who are employed at Bright Horizons Children’s Centers, Inc. signed authorization cards to become members of the UAW. The five-month organizing drive in Kentucky, Missouri, Michigan and Ohio culminated in voluntary recognition and a card check.

**September**

**AFM**—As a result of the union’s successful STAR (Support Tejano Advancement in Recording) campaign which culminated in several record labels signing AFM agreements covering underpaid latino recording artists and groups, individual bands began to come under the master agreement in 2002 for the first time. In Texas nearly 40 new AFM members signed on as new recording contracts were agreed to.

**SEIU**—A majority of 500 nurses at Providence St. Joseph Medical Center in Burbank, CA, voted for a voice on the job with SEIU on Sept. 27. Union leaders are confident that a count of challenged ballots will result in victory. A strong majority of 181 Superior Court workers in Santa Barbara County, CA, voted 109-39 in late September to form a union with SEIU Local 620. In New York, strong majorities of 1,100 clerical, technical and professional workers at four New York-area hospitals won a voice at work with SEIU Local 1199NY. The union negotiated a bargaining-to-organize agreement with the League of Voluntary Hospitals and Homes of New York in February. The wins were at St. Vincent’s Hospital and Medical Center, Franklin Hospital Medical Center, Southside Hospital and Staten Island University Hospital. At Catholic Healthcare West’s Dominican Hospital in Northern California, 107 technicians voted for representation by Local 250.

**SEIU**—With a strong majority, more than 750 registered nurses at Pomona Valley Hospital Medical Center in Pomona, CA, voted to join SEIU on Sept. 19. "Now we’ll be able to sit down with management and really work on the improvements we need to provide the best possible care,” said emergency room nurse Charlene Nelson.

**CWA**—The 500 members of the unaffiliated Association of Employees of the Educational Foundation (AEEF) at Boston’s WGBH public television station voted Oct. 22 to join the Communications Workers of America. “CWA’s size, resources and experience will empower us at the bargaining table,” said AEEF President Michael R. Callahan. Another 37 workers at Frontier/Citizens Communications, a local telephone service provider in Shawano-Clintonville, WI, voted for Local 4672 on Sept. 12.
AFSCME—AFSCME Council 31 activists helped 273 City of Chicago administrative assistants win voluntary union recognition Sept. 9 after a majority signed union authorization cards.

AFGE—The 90 professional employees of the Veterans Affairs Medical Center in Fayetteville, NC, voted unanimously Sept. 17 for AFGE Local 1738. The unit includes doctors, pharmacists, dentists and optometrists. This is the third win recently for Local 1738 at a VA facility.

NABET/CWA—A majority of the 12 technicians at the NBC-TV hub facility in Miami voted to join the National Association of Broadcast Employees and Technicians (NABET)/CWA Local 11 on Sept. 12.

AEA — majority of the 10 actors who perform daily at Ellis Island’s Immigration Museum voted for representation by Actors’ Equity (AEA) in mid-August. The actors, who perform and understudy in shifts, six times a day, seven days a week, in the 30-minute show "Embracing Freedom—The Immigrant Journey in America," receive no benefits or sick pay, the union said. The Statue of Liberty—Ellis Island Foundation fought the actors’ efforts to organize.

AFT—At their Sept. 8 convention, members of the Colorado Classified School Employees Association decided to affiliate with AFT. Leaders and activists of the 1,500-member group have been working with AFT on issues of mutual interest and decided they wanted to join with the union. The affiliation follows a similar move earlier this year by the Nevada Classified Employees Association. 40 School support staff at the American School for the Deaf in Connecticut is now in the same union as faculty at that facility after they chose representation by the Connecticut AFT on the last day of September. In New Hampshire, 106 para-professionals, aides and other workers in Oyster Ponds chose representation by AFT.

UAW—Organizing elections beginning in January and ending in September at DaimlerChrysler Corporation locations in Michigan, Wisconsin and Alabama resulted in 45 financial analyst specialists, industrial engineers, budget financial analysts and graphic support specialists voting overwhelmingly to join the UAW. 91 engineering technicians voted by a wide margin for UAW representation. They are employed at Detroit Diesel in Detroit, Michigan. Also, an NLRB election was held for 4 lab technicians employed at Ervin Industries, Inc. located in Adrian, Michigan. The vote was unanimous for the UAW. Also, several affiliations in Toledo and Rossford, Ohio brought 225 public employees into UAW membership. The affiliations include: LPNs and RNs at Lucas County Correctional Facility; corrections and patrol administration at Lucas County Sheriff Department; clerical
assessors at Lucas County Auditor’s Office; clericals at Lucas County Courts; 911 operators at Lucas County Emergency Services; clerical supervisors at Toledo Municipal Courts; crossing guards at City of Rossford; emergency medical technicians at Lucas County Board of Commissioners.

October

SEIU—As part of the national drive by Head Start workers to organize, 115 workers at Pride in Logan County in Logan, WV, voted for Local 1199WOK on Oct. 18. At Maimonides Medical Center in Brooklyn, NY, 410 interns and residents voted Oct. 16 for representation by SEIU’s Committee of Interns and Residents. At Woodland Memorial Hospital in Woodland, CA, 200 service and technical workers voted for Local 250 on Oct. 17.

AFT—With more than 1,100 members, the Illinois Dental Hygienists’ Association (IDHA) recently voted to affiliate with the Illinois Federation of Teachers/AFT, effective in January. The IDHA wants to boost its organizing efforts and have a stronger voice in the state legislature. Also in Illinois, following a victory for faculty earlier this year, the 7 professional administrative staff at Rock Valley Community College chose AFT representation. In Burlington, VT, with support from religious and community groups and elected officials, a strong majority of 1,300 nurses at Fletcher Allen Health Care voted for a voice on the job with AFT Healthcare on Oct. 3. Leaders of the Vermont State Labor Council helped garner the support of Sen. Patrick Leahy (D) and Gov. Howard Dean (D). "This monumental victory is a tremendous win for Fletcher Allen nurses and patients,” said AFT President Sandra Feldman. In New York, 27 aides and clerical staff in the Barker School District chose NYSUT/AFT representation.

AFGE—Some 850 doctors, pharmacists, dentists, optometrists, registered nurses and other health care professionals employed by the U.S. Department of Veterans Affairs in the North Florida/South Georgia Veterans Health System voted for AFGE Local 2779 on Oct. 9. "Federal employees recognize the benefits of union representation, not only for themselves, but for the federal government and the American people,” AFGE President Bobby L. Harnage, Sr. said.

CWA—The majority of 55 white-collar employees of the city of Long Branch, NJ, voted for Local 1034 on Oct. 16. 12 employees of Staten Island, NY, Community Television voted to join Local 11 of NABET.
UAN—60 nurses of Providence Seaside Hospital in Seaside, OR, voted for a voice at work Oct. 2 with the Oregon Nurses Association (ONA), a United American Nurses affiliate. They join ONA-represented nurses at three other Providence-area hospitals.

IFPTE—In the first-ever telephone election conducted by the National Mediation Board, nearly 500 engineers and technicians at United Airlines maintenance facilities nationwide voted for the International Federation of Professional and Technical Engineers (IFPTE) Oct. 28. "This vote shows that in these uncertain economic times in an industry that faces an uncertain future, white-collar workers understand that they need a voice on the job. And the union is the best way to provide that voice," said IFPTE President Gregory Junemann. The AFL-CIO provided assistance to IFPTE in the organizing drive.

UAW—The UAW completed card checks from O/E Learning, Inc. at locations in Kentucky, Ohio, Oklahoma, Michigan, Illinois, New Jersey, Virginia, Missouri, Indiana and Tennessee. Representation was won for 41 program coordinators, community outreach coordinators, volunteer coordinators, education coordinators and administrative assistants. Also, recognition and a card check brought 39 environmental testers employed at Toltest, Inc. in Toledo, Ohio into UAW membership. In addition, 20 secretaries employed at the New York Yankees Partnership in New York, New York won UAW membership. Also, employees at Cuyahoga County Sheriff’s Department—Justice Center in Cleveland, Ohio voted October 30. 13 security monitor personnel cast their ballots for UAW representation.

November

SEIU—A 70-member unit of committee clerks, proofreaders, secretaries and other nonpartisan employees of the Maine legislature became the newest members of Local 1989 after a card-check. In Seattle, 170 technical workers at the Swedish Medical Center voted for Local 1199NW. In November, a unit of 80 workers at Light Bridge Head Start also chose SEIU. Meanwhile, more than 300 nurses, technicians, certified nurse assistants and other staff at Moreno Valley Community Hospital in Moreno Valley, CA, chose a voice with SEIU Nov. 15 when the majority signed union authorization cards in a card-check.

AFSCME—In the twelfth victory this year at University of Maryland, a strong majority of 1,100 clerical and administrative staff members at the system’s Baltimore, MD campus voted for a voice on the job with AFSCME Nov. 12. "We are an integral part of our university community, and it’s time our work was valued,” said Renette Cowan, an administrative assistant in the School of Social Work.
AFT—In the Houston, TX metropolitan area, the 754 members of the Fort Bend Education Federation officially gained their charter after voting for the union this year. Some 165 school employees in three Minnesota school districts also voted for AFT, including 85 paraprofessionals in Princeton, and 27 office employees in Northfield. Meanwhile, on Nov. 1, the 40-member Professional and Supervisory Alliance of Jamestown Community College in Jamestown, NY, voted to join with New York State United Teachers, an AFT affiliate. An additional 294 school staff in New York chose AFT representation in four districts: Lawrence (education secretaries), Cooperstown (teachers), Dutchess County BOCES (support staff) and Hendrick-Hudson (clerical staff). In California, 31 staff at the South of Market Child Development Center became the newest bargaining unit of the United Educators of San Francisco, one of the AFT’s oldest affiliates.

AFT—Joining the union through card-checks were 85 data processing associates at the Board of Cooperative Educational Services (BOCES) Broome-Delaware-Tioga, 63 support staff in Bainbridge-Guilford Central School District, 41 staff members at the Center for Child Development, Inc. in Queens, NY, 27 teachers’ aides and clerical staff in the Barker Central School District and 17 adult educators at BOCES Dutchess. Other victories include 60 support staff with the Salamanca School District in Salamanca, NY, who voted for the union, as did 40 teachers’ aides at the Attica Central School District in Attica, NY, and 18 adult educators at BOCES Southern Adirondack, NY. In Norwalk, CA, 1,020 full- and part-time faculty members at Cerritos College voted to join AFT Nov. 6. Cerritos was the last community college in the state in which workers lacked union representation.

CWA—47 workers at Verizon Information Services (VIS) in Syracuse, NY, won union recognition following a card-check.

AFGE—A two-to-one majority of more than 540 workers at the Defense Contract Audit Agency’s Eastern Region offices in 13 states voted for a voice on the job with AFGE Nov. 19. The Eastern Region offices are located in Alabama, Florida, Georgia, Indiana, Kentucky, Louisiana, Mississippi, North Carolina, Ohio, South Carolina, Tennessee, Virginia and West Virginia. Meanwhile, overwhelming majorities of 300 nurses and other health care professionals at the Salt Lake City VA Medical Center also voted for AFGE in late November.

AFSA—The 180-member Howard County (MD) Administrators Association voted to affiliate with the American Federation of School Administrators (AFSA) in mid-November. "AFSA is in the best position to help represent the interests and perspectives of school administrators," said HCAA President Stephen Zagami.
AFM—In New York City, 120 art, music and movement teachers at the Kaufman Center voted for representation by AFM Local 802 this month. The teachers overcame an intense eight-month anti-union campaign by management and became the first part-time community arts teachers in New York State to win a voice at work.

December

AFT—After a nearly decade-long struggle, an overwhelming majority of the 2,700 graduate employees at the University of Illinois at Champaign-Urbana voted Dec. 3-4 for a voice on the job with AFT. The campaign attracted support from elected officials and reached its climax during a March student sit-in, which convinced the administration to agree to an election. "We are part of a growing movement of graduate employee unionization," said Rosemary Braun, co-president of the Graduate Employees' Organization. In other campaigns, 54 teachers and support staff at Creative Montessori Academy, a charter school in Southgate, MI, also voted for AFT on Dec. 3, along with 35 teachers and staff at New York's Broome-Tioga BOCES Association of Continuing Education voted for the union. Elsewhere in New York, the 35 members of the Wellsville Substitute Teachers Association in Wellsville along with the 10 members of the Lawrence Facilities Management Association in Lawrence, voted for the New York State United Teachers, an AFT affiliate. Meanwhile, a majority of 100 research employees of the Research Foundation at Kingsboro Community College in New York City voted Dec. 4 for the Professional Staff Congress of the City University of New York, an AFT affiliate.

SEIU—100 employees of Lake County Head Start in Lake County, IL, voted to join Local 73 in December, while the majority of 47 Head Start workers at the Southeast Community Organization in Baltimore, MD voted for Local 500. In Thousand Oaks, CA, a majority of 560 health care and other workers at Los Robles Regional Medical Center voted to join SEIU.

AFM—The Washington Opera in Washington, DC, convinced their employer to recognize the AFM Local 161-710 as the collective bargaining representative for all rehearsal pianists, coaches, prompters and onstage conductors. The Washington Opera employs up to 20 musicians each season in those capacities. Musicians who play in the Kennedy Center Opera House Orchestra are already members of the local. In Florida, Local 427-721 also scored a victory when the 60 musicians with the West Coast Florida Symphony voted for the AFM.
UAN—Seeking a strong voice in patient care decisions, the majority of 120 registered nurses at St. Francis Hospital in Escanaba, MI, voted Dec. 4 for the Michigan Nurses Association, a United American Nurses affiliate, as their representative for collective bargaining.

AFSCME—A strong majority of 550 librarians, library assistants and technicians with the King County, WA, library system voted Dec. 3 to join the Washington State Council of County and City Employees, AFSCME Council 2. Volunteer member-organizers focused on one-to-one personal contacts throughout the organizing campaign, making home visits, running phone banks and holding brown-bag lunches at the various library locations.

UAW—14 paralegals in the City of Detroit Law Department voted for the UAW. 6 occupational nurses from Ford Motor Company did too in a representation election held in Walton Hills, Ohio; recognition and card-checks for silk screeners at American Pride in Howard City, Michigan and clerical, administrative, professional, project development and operations employees at Learning Designs in Troy, Michigan brought 16 more members into the UAW.

TNG-CWA—Local 39521 was voluntarily recognized by the California Energy Markets publication for 5 editorial employees.
# TABLE 1

**PROJECTED UNION MEMBERSHIP OF PROFESSIONAL, TECHNICAL AND ADMINISTRATIVE SUPPORT WORKERS**

Using Professional Specialty Organizing Rate for 2002 (19.2%)  
(In Thousands)

<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Actual 2002</strong></td>
<td><strong>Projected 2010</strong></td>
<td></td>
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<tr>
<td>6,462</td>
<td>11,474</td>
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![Bar Chart]
TABLE 2
WHITE COLLAR MEMBERSHIP OF UNIONS AND ORGANIZATIONS ENGAGED IN COLLECTIVE BARGAINING, 1973-2002¹
(Number in Thousands and Percent of Total Union Membership)

Percent

<table>
<thead>
<tr>
<th>Year</th>
<th>White Collar Workers</th>
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<tbody>
<tr>
<td>1973</td>
<td>4,312</td>
</tr>
<tr>
<td>1978</td>
<td>6,132</td>
</tr>
<tr>
<td>1983</td>
<td>6,731</td>
</tr>
<tr>
<td>1988</td>
<td>6,956</td>
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<td>1993</td>
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<td>1995</td>
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<td>1997</td>
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<td>1999</td>
<td>7,785</td>
</tr>
<tr>
<td>2000</td>
<td>7,943</td>
</tr>
<tr>
<td>2001</td>
<td>7,873</td>
</tr>
<tr>
<td>2002</td>
<td>7,963</td>
</tr>
</tbody>
</table>

White Collar workers accounted for almost half of all union members in 2002.


Note:
¹ Data refer to members of a labor union or an employee association similar to a union.
Department for Professional Employees, AFL-CIO

1025 Vermont Avenue, N.W. — Suite 1030
Washington, D.C. 20005

(202) 638-0320  ► FAX: (202) 628-4379  ◄ www.dpeaflcio.org