

Labor News Digest

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The Eleventh National Labor-Management Conference

The largest labor relations event ever to take place in the United States will be held at the Hyatt Regency Hotel, May 29-31, 2002.

The Eleventh National Labor-Management Conference is expected to draw some 2,000 business and union practitioners, attorneys, arbitrators, facilitators, and mediators from the private and public sectors located in virtually every state of the country as well as several foreign nations.

The Conference will feature 60 sessions covering issues dealing with all aspects of labor-management cooperation, high-performance work organizations, socio system design, shared decision making, and interest-based bargaining in manufacturing, utilities, the construction trades, and a variety of public sector entities.

A variety of sessions will focus on take-home tools for labor and management to improve and expand cooperative process.

Keynote Speakers

This years invited keynote speakers will include John Sweeney, president of the AFL-CIO and Riley Bechtel, chairman and CEO of Bechtel Corporation.

The Honorable Richard M. Daley, Mayor of Chicago has also been invited. The Conference will hear keynote addresses from C. Richard Barnes, director of the Federal Mediation Service; Nancy Mills, executive director, Working for American Institute; AFL-CIO, K.E. Hedman, North American Contractor Association; and Professor Barry Bluestone, director, Center for Urban and Regional Policy, Northeastern University.

Attendees can interact with conference participants using electronic brainstorming throughout the Conference. You can participate in an electronic dialogue with conference participants and provide your input and thoughts about the current issues and trends facing labor and management in our current economic environment.

This will be the first time the National Labor Management Conference will provide an opportunity to engage all participants in a dialogue about the challenges facing the labor relations community in the new millennium!

Conference Information

Conference sessions will begin each day at 9:00 a.m. The conference will end by 12:00 noon on May 31. This year's conference registration fee is \$375 per person (\$425 after May 6).

The fee covers admission to all sessions, conference materials, two luncheons, and the conference reception (including round-trip shuttle transportation) at the Field Museum.

Hotel Information

The conference will take place at the Hyatt Regency Hotel located at 151 East Wacker Drive, Chicago, Ill. The Hyatt's special conference rate is \$130 (plus tax) single occupancy and \$155 (plus tax) for double occupancy. However, rates are only guaranteed if reservations are made on or before May 1, 2002.

Additional Information

For additional information on making reservations or to be an exhibitor at the conference, please call (202) 606-3631. For hotel reservations, please call 1-800-223-1234 and be sure to mention that you are attending the National Labor-Management Conference in order to get your discount.

Additional information on the conference can be found at www.nlmc2002.org

Announced Layoffs From Sept. 11 Thru Dec. 31, 2001

Manufacturing	363,345	Finance, Insurance and Real Estate	58,722
Hospitality, Tourism, Entertainment	139,156	Services	46,008
Transportation	138,855	Retail Trade	20,650
Communications & Utilities	101,526	Public Administration	20,650
		Other	4,240

The total number of layoffs were 898,251. This is reported by the AFL-CIO weekly layoff report.

Failed Economic, Trade Policies Led to Manufacturing Crisis in America

The manufacturing crisis is not the result of a failure of American manufacturers or workers. It reflects, instead, the failure of economic and trade policy, says a report from the AFL-CIO.

For the past 20 years, U.S. policymakers have failed to put adequate priority on manufacturing. They have negotiated unequal trade agreements that have left markets open to domination by the predatory policies of our trading partners, many of whom have kept their markets closed to U.S. exports.

These inequities have resulted in the export of hundreds of thousands of jobs beyond our borders, many of which are subjected to the most egregious repression of workers imaginable, including child labor, slave labor, and prison labor. The threat to export still more of these domestic manufacturing jobs is a club used by employers to intimidate AFL-CIO affiliates and workers during bargaining and organizing campaigns.

The Federal Reserve Board and the U.S. Treasury also have persistently neglected the dollar, allowing it to appreciate massively against the currencies of all our trading partners, putting our manufacturing industries at enormous competitive disadvantage.

Manufacturers have been implicitly encouraged to shift production offshore to take advantage of depreciated foreign currencies. And this incentive has been amplified by trade agreements that fail to incorporate workers' rights and environmental standards—fostering a race to the bottom—with business chasing the most exploitable workers and degradable environments to gain competitive advantage.

The result of all this is massive loss of manufacturing jobs, stagnating wages, worsening income distribution, destruction of a vital avenue to prosperity for millions of working families, and a record trade deficit that exposes our economy to the destructive forces of international financial turbulence. The impact of the assault on American manufacturing is visible in every industrial sector, from automobile production to steel, from aerospace to paper, lumber and textiles.

The damage is acutely evident in the American steel industry, where prices have collapsed to 30-year lows, and 25 companies have been forced into bankruptcy since 1998.

The predatory practices of our trading partners have become so pervasive that the International Trade Commission (ITC) recently rendered a rare 6-0 unanimous ruling of injury on the basis of facts presented to it by the Steelworkers Union and the steel industry.

Unfortunately devastation being experienced by the American steel industry, steel workers, and steel communities may prove more the rule than the exception in manufacturing in the face of a recession that will continue to gather force unless action is taken to open capital markets, improve federal loan guarantees, and fund public budgets.

Partnerships for Prosperity

Out Labor Awards Dinners began in 1991 to salute individuals who contributed significantly to harmonious labor-management relationships and positive public policies and to affirm our common goal of putting New Jersey to work. Committed to this shared agenda, business, labor, and government pledged to work together to seek solutions to the problems affecting working people. Through past collaborations, we obtained federal funding to strengthen our transportation infrastructure through TEA-21 legislation enacted by Congress, and for dredging our ports and channels. Additionally, adopting the \$12 billion school construction legislation creates jobs and attracts businesses to New Jersey because of our commitment to educating our children, tomorrow's leaders, in modern schools. A third example of high road partnerships occurred after September 11. To address the devastating impact on workers and the airlines, we passed the Airline Economic Preservation Act to provide resources to support the airlines' recovery. Initiatives like these never would have reached fruition without cooperation.

In the future, we must change the way New Jersey does business by working smarter and more effectively. The war on terrorism and the recession create great challenges for workers, businesses, and elected leaders which we must turn into opportunities, putting our state back on the road to fiscal prosperity. Together, we must address the exodus of manufacturing jobs by not only focusing on education programs which teach workers new skills, but we must develop a proactive industrial plan supportive of the manufacturing base which made our state strong. We must confront the huge demands on our healthcare system and ensure its accessibility and affordability. We must find a permanent funding mechanism for the Transportation Trust Fund so our state maintains its status as a world transportation hub. And we must pursue school construction projects which improve facilities and provide jobs. By working together, there is no problem we cannot solve.

Labor History

Once called "the most dangerous black in America," A. Philip Randolph organized relentlessly his entire life to gain economic freedom and civil rights for all of America's dispossessed workers.

With the belief that a decent and well-paying job was the first step toward social and political freedom, Randolph pressed for an end to discrimination in the workplace and armed services.

In the early 1920s, a group of Pullman Company porters approached him to help them organize and bargain for better wages and improvements in working conditions. They formed the Brotherhood of Sleeping Car Porters on August 25, 1925. After a 12-year struggle, they got the Pullman Company to sit down and bargain.

As the head of the sleeping car porters union, Randolph persuaded President Franklin D. Roosevelt to sign an executive order ending discrimination in hiring for defense plant jobs.

In 1948, he targeted segregation in the U.S. Army, Navy, and Air Force. This resulted in President Harry S. Truman signing an executive order barring discrimination not only in the armed forces, but also in federal civil service jobs.

Under the banner of "Jobs and Freedom," Randolph organized and led the famous 1963 "March on Washington." His civil rights activities laid the foundation for passage of federal civil rights legislation.

Randolph also motivated the AFL-CIO to remove the last vestiges of racial discrimination from its own ranks, and drafted an AFL-CIO convention resolution to put organized labor on the front line of the civil rights movement.

After Capitalism—From Managerialism to Workplace Democracy

By Seymour Melman

447 pages, Alfred A. Knopf—October 2001

Long before the September 11 tragedy, Seymour Melman described the United States as a military economy of state capitalism, "fashioned into a highly destructive, high-tech sewer that drains production capability across the board...with strong approval...from corporate managers who are beneficiaries of federal largesse."

The praise for our state/corporate managers, Melman explains, is world hegemony while the price for American workers and their families is a depressed living.

In his latest book, *After Capitalism*, Professor Melman, emeritus, Columbia University's School of Engineering and Applied Science, explains why Workplace Democracy is the only alternative to counter what he considers the destructive decline of America. Melman envisions a new economy with workers actively participating in the management of the workplace.

The book, representing a lifetime of Melman's research, is divided into five parts. Part one provides a historical look at how, over a period of three centuries from feudalism to the development of what Melman projects as America's state capitalism, the drive for profit turned into a drive for accumulation of profit and power over people. Melman describes how events such as enclosure acts following the feudal period, implementation of Indian reservations, emancipation, and industrial rust belts left millions of people powerless, creating a process of alienation. Despite the alienation of these developments created, Melman explains how the citizenry has been convinced that "our new idols are big corporate people who understand the market." Melman describes how the alienation evolved when business and government joined in a partnership, turning America into a war economy and state capitalism, with little regard for the well-being of the worker.

In part two, Melman provides a chilling comparison of the United States to Russia. The collapse of the USSR was a direct result of damage by a permanent war economy with its drive toward alienation and accumulation without limit, writes Melman, adding that America is now replaying what happened to Russia. He quotes a Russian, who wrote in 1998, shortly after the economic collapse:

Suddenly, something we all knew but rarely stopped to consider became painfully apparent; we produce virtually nothing.

"If a society does not produce, it cannot live," warns Melman. The first two parts of the book are filled with stark examples of working America's demise, from corporate capitalization on prison labor and government's excessive Pentagon spending to the depletion of industry, infrastructure, and engineering abilities across America.

In part three, Melman describes the efforts of corporate managers to weaken workers and unions. Part four explains how workers are responding to alienation by inventing new rules, new relations of production, and institutions that re-empower them and create the prospect for workplace democracy.

Finally, Melman describes the process that can take workers to Workplace Democracy, a democracy marked by disalienated decision-making, solidarity, mutual trust, and equality. He explains that the purpose of his book is to encourage attention to the objective of workers to disalienate their occupations, organize decision-making, and share the social product to achieve human solidarity.

Melman cautions America that:

So long as workers within the military economy view themselves as citizens rather than employees of an alienation machine, they remain trapped, unable to join their civilian counterparts in the struggle for disalienation—until workers address the need for economic conversion, they stay enmeshed in the global ambitions of the state and corporate managers, with the accompanying prospect of supporting wars aboard.

Hopefully working Americans will read the book and Melman's warning will inspire them. Only then can workers begin to take influential roles in converting our country to a civilian-based economy. Otherwise, Melman warns, we may one day all sit back in horror as we watch America collapse while those around us wonder what happened.

How to Survive the Loss of a Job

Many people identify themselves with their job or profession. Becoming unemployed—whether from a layoff, mill closure, lockout, permanent replacement, illness, injury, termination, natural disaster, or even retirement—is a devastating feeling for many.

It's only natural to have feelings of depression, fear, anger, and helplessness. Once you recognize these feelings, you can overcome them. Talking to a friend, union counselor, clergyman, professional counselor, or doctor about your feelings can be helpful.

Look at what you have—your family, friends, faith, skills, experience and talents. One of the most important things you can do is to keep a strong, positive attitude about yourself and your future. Explain your unemployment situation with your family members, and develop a plan with them to reduce costs.

It's okay to ask for help when you need it. Possible contacts include your union representative, AFL-CIO community services liaison through your central labor council or state federation, United Way, public library, community assistance agency, and church.

Financial assistance programs include unemployment compensation, NAFTA Trade Adjustment Assistance (if your unemployment is directly attributable to foreign competition), early retirement benefits if you are 62 or older, and government assistance programs.

Controlling your personal finances is essential. Look at your spending habits and see where you can change them, if necessary. By preparing a household budget, you can see where you spend your money and where you can save. List your assets, set priorities for your expenses, make a complete list of your creditors, stop your credit purchases, and plan on how to reduce household expenses.

Notify your creditors before you get behind if you're having trouble making payments. Pay what you can; partial payments may keep your account from being turned over to a collection agency. If you need help managing your financial affairs, your local United Way or other nonprofit agency can direct you to a nonprofit consumer or credit counseling service.

Paying your mortgage or rent payment should be your top priority each month. Contact the mortgage holder before you get behind, seek advice on repayment alternatives, call the insuring agency if your mortgage is federally insured, apply for housing assistance through the Federal Emergency Management Agency, check other agencies for assistance, and consider equity sharing.

If you rent, understand thoroughly your lease, talk to your landlord, and know your rights if evicted. Look at the possibility of house sharing with relatives, friends, and former coworkers.

Save on food costs by using the food you already have on hand for as long as you can, making foods from scratch, using coupons, watching for grocery sales, planting a garden, using food cooperatives, going to the farm to pick your own food, and visiting farmers' markets.

Contact your union to find out how long your health insurance benefits last. Though it may be expensive, workers at companies with 20 or more employees can continue their health insurance in the event of a layoff, strike, or other displacement from a job at the same cost the employer was paying, plus two percent. This coverage is provided under the 1986 federal law called COBRA—Combined Omnibus Budget Reconciliation Act—and lasts for up to 18 months.

Further information and details about how to survive unemployment are available on the web at www.aflcio.org/paycheck. Another resource is the AFL-CIO Working for America Institute, which has a layoff survival kit for union leaders and a listing of resources on its website. Contact the AFL-CIO Working for America Institute, 815 16th St., NW, Washington, DC 20006; 1-800-842-4734 or www.workingforamerica.org.

Union Made Home Products

In the market for kitchen appliances, power tools, or sporting goods? Members of the Boilermakers produce some of the best-known and most reliable home products available. Here's a short list of just some of the products you'll find at retail stores in your neighborhood. Remember, some of these products may be produced in factories both in the U.S. and elsewhere. So, even if the product or brand name matches a Boilermaker product, check the label to make sure that it was made in America.

Kitchen Items & Cooking Equipment

Aluminum Foil—*Reynolds*
 Built-in refrigerators—*Whirlpool*
 Can openers—*Swing-A-Way*
 Commercial food equipment—*Hobart*
 Gas and electric ranges—*Premier*
 Ovens, broilers, griddles, fryers—*Comstock Castle Stove*
 Stoves, cook tops, pots—*Wolf Range Co.*

Heating Equipment

Fireplace inserts, wood stoves—*Hutch*
 Floor, wall furnaces, room heaters—*Empire Comfort*
 Furnace, heaters, fireplace accessories—*Cozy*
 Gas & wood heater—*U.S. Stove*

Power Tools & Hand Tools

Automatic wrenches—*Edgerton Forge*
 Cutting tools—*Ohio Metal*
 Garden tools, pitchforks—*Union Tools*
 Pliers, hooks—*Klein Tools, Inc.*
 Striking tools, crow bars—*Warwood*
 Tools—*Armstrong, Klein Tools, Snap-on Tools*
 Wet/dry vacuums, tools—*Craftsman, Ridgid*

Sporting Equipment

Boat trailers—*E-Z Loader*
 Golf balls—*Spaulding*
 Golf clubs—*MacGregor*
 Propeller blades—*McCauley*

Is Mediation the Best Process to Help You Address a Dispute?

What is Mediation?

Mediation (noun) 1: private, voluntary process in which an impartial person facilitates communication between parties to promote settlement, 2: does not involve a decision by the mediator.

Mediator (noun) 1: neutral (third person) selected by the parties to a dispute to assist in the identification of issues, generation of options, and facilitation of a mutually acceptable agreement.

Mediation is...

Cooperative. In mediation, the parties in a dispute work together with the assistance of the mediator to arrive at a mutually agreeable solution. The mediation process promotes communication, cooperation, and restoration of relationships by negotiating peaceful settlements. In mediation, the participants explore options and choose a solution that meets their basic needs and is consistent with their sense of fairness.

Confidential. The mediation process protects the parties' interests and legal rights. In order to encourage the free exchange of information, all mediation sessions are confidential.

Empowering. Mediation allows individuals and organizations to maintain control of the decisions that affect their future. Mediation is a voluntary process where participants create solutions that meet their mutual needs and interests. Further, the mediation process gives the participants experience with conflict resolution methods that they can use in resolving future disputes.

Is Mediation the best process to help you address a dispute? Ask yourself the following questions:

1. Is the relationship important to you?

Mediation is a process that is strong on maintaining and improving the quality of the relationship between people. By participating in mediation you are doing more than making an assertive statement about your complaint, you are willing to consider that all parties in a dispute have concerns that need to be addressed, and you are committed to communicating to clarify and respond to the issues.

2. Is the issue important to you?

If you answered yes to this question, then to not address the issue will result in you being left feeling angry and resentful, which hurts you emotionally and hurts the quality of the relationship. It is also true that a stronger bond between you and the other person will be prevented from developing because some important value that you hold is not being recognized and attended to in the relationship.

3. Would you like a high degree of participation in the process of coming to a solution?

If you are feeling left out and without a voice in important matters, mediation is a process that offers all participants an equal opportunity to share their thoughts and feelings about an issue. Not only will you have a chance to share your experience but the environment is structured so that what you say has the greatest opportunity of being heard by the other party. Mediators do not suggest solutions to the problems brought into the session, they are there to help each party clarify their concerns and reach their own decisions about the alternatives.

4. Is it important that you have privacy in discussing your concerns and is it important that there be candid conversation and minimal hostile posturing?

All mediations performed by your choice of representatives should be confidential. There should be no record kept about your participation in mediation. Before the actual mediation begins, participants first talk about the confidential and voluntary nature of the mediation process. They then have an opportunity to suggest how they would like the conversation to proceed including setting up any ground rules that will make the conversation safe and productive. Included in this discussion is consideration of how conversations have gone in the past that they do not want to repeat in the mediation session.

5. Would you like to increase compliance with the selected solutions?

Parties to mediation agree on solutions that feel fair to them regardless of what outsiders think is best.

6. Do you want to be creative in coming to a solution?

When confronting someone alone on an important issue, there is the risk of knowing the solutions you want and being emotionally committed to them. Through the mutuality of the mediation process both parties are invited to participate in addressing the possible solutions, which increases the freedom to be creative and open.

Uniformed Workers: If You're Going to Sweat in It Let's Make Sure Those Who Made It Didn't Have To

Millions of America's union workers wear employer-supplied uniforms on the job. They may be in law enforcement and corrections, performing medical work or in transportation jobs, in hotel and restaurant employment, and working in supermarkets.

They may be factory personnel, or maintenance and production workers. When those workers shop for their families, they take pains to purchase only union-made-in-America apparel.

Many union workers who wear uniforms on the job are now part of the growing movement to assure that the clothes they wear on the job are also union-made-in-America. They want to know that their uniforms are not produced in sweatshops.

All over America, workers are taking up the fight against sweatshops by focusing the buying power of their employers.

Those who work in uniform government services argue persuasively that tax dollars should not be used to support sweatshops and the exploitation of other workers. Uniformed workers in the private sector make a similar argument to their employers: "We shouldn't be required to wear sweatshop-produced products in order to do our jobs."

The Effort Is Paying Off:

- When Connecticut was considering going offshore for its Corrections Department clothing, AFSCME Local 1565 challenged that idea immediately, with a reminder that such a decision would penalize the current supplier, Elbeco Inc., and reward producers who make the same product in sweatshops under non-union conditions.

"We want uniforms made by workers who, like us, are protected by union contracts that provide for decent wages and working conditions," wrote Local 1565 President Joe Stone.

The state acquiesced and Connecticut's Correction personnel continue to wear uniforms produced under a contract with the Union of Needletrades, Industrial and Textile Employees (UNITE).

- In New York City, municipal unions helped enact a local Anti-Sweatshop procurement law that went into effect last April. An overwhelming 44 to 4 vote by the New York City Council responded to the unified call by city police officers and firefighters, corrections officers and city employees represented by AFSCME District Council 37, aligned with UNITE and all backed by the New York City Central Labor Council.

The law includes three key provisions, require that all plants producing apparel for the city must obey relevant workplace laws, must pay wages that at least take workers over the national poverty line for a family of three, and must publicly disclose the location of factories, subcontractors, and suppliers.

- In Cleveland, Central Labor Council President John Ryan and the heads of 11 local unions contracted with uniform vendors in the area to ask them if they would pledge to buy union wherever possible. Seven of the eight agreed immediately to sign the pledge. Those companies proudly display the "union preferred" designation.

- In Cincinnati and Columbus, Ohio, Letter Carriers (NALC) and Firefighters (IAFF) protested a major uniform store that was selling non-union, sweatshop-produced goods. It was not long before that vendor switched to union-made products.

- In Boston the same coalition that developed that city's Living Wage campaign is pressing the city to beef up a 1973 Massachusetts state law that empowers cities to limit apparel purchases to only manufacturers who pay a prevailing wage in order to avoid supporting sweatshop producers.

- In Orlando, Florida, management of the Royal Plaza Hotel took the initiative to get its all-union staff into uniforms with a union label following a meeting with the Florida State AFL-CIO.

What You Can Do:

Here are some ways that you can promote the use of union-made-in-the-USA uniforms and other employer-supplied products:

For government workers:

- Develop a plan to contact elected officials (governor and legislature, city council members, mayor, county executives, or commissioners) to encourage them to develop a "union preference" ordinance requiring that uniform purchases be restricted to union-made-in-the-USA products and equipment.

- Organize a group of unions to contact uniform and equipment vendors to encourage them to buy exclusively from wholesalers providing union-made-in-the-USA products and equipment.

For government and private sector unions:

- Develop contract proposals which require that the employer must supply only union-made-in-the-USA products and equipment, and that the employer will require that all vendors of uniforms and equipment assure that they are not using sweatshops for suppliers.

For more tips and information, contact Dave Johnson, Secretary-Treasurer, UFCW Textile and Garment Council, 4207 Lebanon Rd., Ste. 200, Hermitage, TN 37076. Phone (615) 889-9221, Fax (615) 885-3102. Email: nagtwc@aol.com; and/or Dan Hennefeld, Uniforms Coordinator, UNITE, 1710 Broadway, New York, NY 10019. Phone (212) 332-9302, Fax (212) 489-6026. Email: dhennefeld@uniteunion.org.

Labor Events in History

Important events in labor history that happened in May:

May 1	1830...Birth of Mother Jones. 1886...March of the 80,000 up Michigan Avenue for the Eight Hour Day. 1951...Founding of the Association of Broadcast Employees and Technicians Union.
May 2	1911...Passage of the Illinois Workman's Compensation Law, which Dr. Alice Hamilton helped to get passed.
May 3	1886...Workers killed and injured by police at McCormick Reaper Plant.
May 4	1886...Haymarket Square Meeting, police attack, and a bomb thrown by someone unknown.
May 5	1852...Founding of the Typographical Union. 1886...Police attack on Jewish workers from the Chicago West Side as they try to march into the Loop to protest slums. 1888...Founding of the International Association of Machinists.
May 8	1926...Founding of the Brotherhood of Sleeping Car Porters by A. Philip Randolph and Milton P. Webster.
May 9	1916...Founding of the American Federation of Teachers. 1934...Longshoremen's General Strike on West Coast.
May 10	1937...Founding of Transport Workers Union.
May 11	1894...Pullman Strike begins.
May 12	1958...Founding of the Laundry and Dry Cleaning Union.
May 15	1893...Founding of the Western Federation of Miners, the union of Big Bill Haywood, later head of the International Workers of the World (IWW).
May 16	1934...Teamsters Strike for Recognition in Minneapolis—St. Paul.
May 19	1937...Founding of Retail, Wholesale & Department Store Union.
May 20	1926...Passage of the Railway Labor Act.
May 22	1895...Eugene V. Debs enters Woodstock, Ill., jail after trial for injunction violation during Pullman Strike.
May 25	1932...Bonus marchers arrive in Washington, D.C., to protest unemployment.
May 26	1937...Battle of the Overpass--Walter Reuther and the UAW in Detroit.
May 30	1937...Memorial Day Massacre at Republic Steel in South Chicago.

World Trade Cleanup: Making it Safe

In the first two months after the September 11 attacks, the New York City Department of Health recorded more than 5,000 workplace injuries as workers began the massive job of cleaning up an estimated 1.2 million tons of rubble at the World Trade Center site. According to a report from the National Clearinghouse for Worker Safety and Health Training, recovery workers risked exposure to dozens of dangerous toxic materials and chemicals, including asbestos and arsenic.

Unions involved in the cleanup process are working closely with contractors and government agencies to protect workers from injury and exposure. Operating Engineers sent its mobile training unit from its national Hazardous Materials Project headquarters in Beckley, West Virginia, to the lower Manhattan site, launching one of the first air monitoring programs and providing protective breathing and other gear.

IAFF developed a program to thoroughly train other New York City Fire Fighters as Hazmat specialists, after many of the 343 firefighters, highly trained hazardous materials specialists, were killed.

The Center to Protect Workers' Rights, part of the AFL-CIO Building and Construction Trades Department, developed a training program for workers employed by the four contractors hired to clean up the site. In addition, the CPWR worked with Iron Workers, Laborers, IUOE, and other unions to create training for union members.

Source: *America@Work*

New Era Busted!

The New Era Cap Company, holder of the exclusive license to make baseball-style caps for more than 100 U.S. universities, had no believable explanation when the Collegiate Licensing Company (CLC) confronted New Era officials to ask them to explain why caps bearing logos of well-known U.S. universities carried "Made-in-China" labels. CLC, which monitors the business practices of companies making apparel for client universities, reported that New Era had failed to disclose its use of Chinese factories when it filed reports to the CLC.

CLC went on to say that New Era acknowledged that it had been producing the caps in question in two Chinese factories and two other factories in the United States. None of those factories were listed in the disclosure forms. Even before the embarrassing China incident, New Era was dealing with a wave of negative publicity over its sweat-shop practices documented by the Workers' Right Consortium (WRC) in a report issued last summer.

Some 250 of New Era's Derby, New York, workers represented by Buffalo, New York CWA Local 14177, went on strike last July rather than accept a management demand for wage cuts of up to 40 percent, and cuts in health care. The workers have filed numerous complaints over safety practices and dignity issues at the family-owned company which, among other things, holds an exclusive license to provide on-field caps for major league baseball players.

