

The Labor Day List: Partnerships that Work

Since 2003, American Rights at Work releases *The Labor Day List: Partnerships that Work* each year to recognize successful partnerships between employers and their employees' labor unions that are working well in the global economy. While many companies profess that they must implement massive layoffs, slash benefits, employ temporary and cheap labor, and hire unionbusters to prevent workers from forming unions in order to remain profitable in today's marketplace, the practices of businesses profiled in this publication suggest there is another way.

Defining New Standards for 21st Century Labor Relations

The list, a current snapshot of some of the nation's most innovative partnerships, includes a cross-section of national and regional, private and public employers of various sizes, locations, and industries. The featured trendsetters are bucking the current "race-to-the-bottom" trend while defining new standards for 21st century labor relations that balance profitability with workers' needs and rights.

By fairly compensating employees and sharing decision-making responsibility with them through unions, these employers prove that embracing such a forward-thinking business model is a smart, ethical, and successful strategy.

Criteria

All *Labor Day List* employers have demonstrated a commitment to respecting workers' freedom to choose union representation, and have negotiated good contracts with their employees' unions.

Furthermore, profiled employers excel in at least one of the following key labor standards:

- Collaborating as equal partners with workers and their unions to craft innovative strategies on compensation, performance, and productivity to meet business goals and address challenges.
- Providing sustainable wages or progressive increases and worker-friendly benefits
- Creating new jobs and implementing employee-retention strategies
- Protecting workers' safety and health
- Fostering diversity and inclusion in the workforce
- Offering training and professional development opportunities
- Contributing positively to the broader community

Socially Responsible Business Program

Launched in the summer of 2005, American Rights at Work's Socially Responsible Business Program promotes awareness of socially responsible and ethical corporate labor practices. The Program engages forward-thinking business and labor leaders to develop and encourage sound policies and collaborative efforts that sustain workers, businesses, and society at large. *The Labor Day List: Partnerships that Work* is a project of American Rights at Work's Socially Responsible Business Program.

2008 Companies

A. Zanher Company *This architectural metal company expands the boundaries of design and employee relations by creating innovative structures with a respected union workforce.*

Alabama Power *Supplying electricity to millions in the South, this publicly-traded utility considers workplace safety and a strong union partnership a top priority.*

Delta Construction Company *This reliable, high-quality contractor in the Aloha state has earned its reputation from outstanding collaboration with its workers and their unions.*

DMAX-Ltd. *A decade of union and management flexibility at this engine manufacturer keeps jobs at home and improves workplace productivity.*

Gamesa Technology Corporation, Inc. *This successful wind turbine manufacturer in the industrial heartland proves the U.S. can embrace green-collar jobs that respect workers' rights.*

Justice Clothing *This sweatshop-free retailer gives consumers a socially-conscious way to purchase American and union-made clothing.*

Maimonides Medical Center *Through exemplary employee and management collaboration, this New York City hospital continually advances its reputation for providing quality patient care.*

State of Kansas *By strengthening the rights and treatment of state workers, Kansas is improving public services and setting an example for public employers.*

Team Industries, Inc. *This pipe fabricating company has seen a dramatic turnaround thanks to collaboration with its workers' union and dedication to employee training.*

Washington National Opera *At this opera, harmony is achieved on and off stage when union and management commit to improving working conditions and opportunities for their artists.*

2007 Companies

DoubleTree Hotel San Jose UNITE HERE
By modeling a productive labor-management partnership, this hotel benefits its business, customers, workers, and community.

Montefiore Medical Center NYSNA, SEIU
This New York City medical service provider is recognized for its high-quality patient care and history of respecting workers' rights.

SCA Tissue North America USW
Partnering with its workers' unions enables this trend-setting paper firm to develop an efficient and environmentally-sound manufacturing system.

Stromberg Metal Works, Inc. SMWIA
At this cutting-edge sheet metal contractor, workers have a voice in the decision-making process and a financial stake in the business.

Swanton Berry Farm UFW
This organic farm reaps the benefits of its progressive labor model by empowering workers with a voice on the job and ample compensation for their work.

Thompson Electric, Inc. IBEW
Offering advanced technical and safety training for electrical workers makes this company a leading provider of electrical services and an exemplary employer.

2006 Companies

Allina Hospitals & Clinics, ADIT, IUOE, MNA, SEIU
In consultation with its employees and their unions, this nonprofit healthcare system has created model initiatives designed to set industry standards in communication, cooperation, and the provision of quality care.

American Electric Power, IBEW, UMWA, USWA, UWUA
This large electric utility and its employees' unions invest collective energy in improving safety, productivity, job security and working conditions.

Boh Bros. Construction Company, IBT, IUOE, IW, LIUNA, OPCMIA, UBC

This regionally-renowned, New Orleans-based industrial and heavy construction contractor partners with its workers to rebuild its hometown and the lives of its employees.

Jackson & Perkins, UFW

Ensuring that its employees are well compensated and consulted in business decisions is a key reason why business is booming and blooming at the nation's largest specialty rose producer.

McAninch Corporation, IBT, IUOE, LIUNA, UA

The CEO of this nationally-recognized builder views 100 percent union membership among employees as a business advantage instead of an obstacle.

NHS Human Services, AFSCME, AFT, SEIU, SPFPA

Management and employees of Pennsylvania's leading provider of behavioral health care work as equal partners in providing care that respects the humanity of every patient.

North Philadelphia Health System, AFSCME, SEIU

Providing workers a free and fair choice to join a union has fostered a collaborative partnership with healthcare employees that translates into high-quality patient care.

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2005 Companies

Addus Healthcare, Inc., SEIU

This nationally-recognized provider of healthcare staffing is improving living standards for its in-home healthcare aides, while advocating for higher wages throughout the industry.

Brightside Academy, AFSCME

By collaborating with its childcare workers' union to increase wages, benefits, and training, this early education provider reduces staff turnover and improves care for kids.

Catholic Healthcare West, AFSCME, CNA, CHEU, ESC, IBT, LIUNA, SEIU, UNITE HERE

The largest not-for-profit hospital care provider in California has improved working conditions by partnering with employees and their unions to advance patient care.

Cingular Wireless, CWA

This telecommunications leader reaps the benefits of respecting workers' rights and collaborating with employees.

Douglas County School District, ATU, AFT

A partnership between the 4th largest school district in Colorado, its employees, and their unions has resulted in improved instructor training and higher student achievement.

Edward Kraemer & Sons, Inc., IW, IUOE, LIUNA, OPCMIA, UBC

This national contractor and construction aggregates supplier boasts a strong commitment to safety, diversity, and collaboration with its workforce.

Harley-Davidson Motor Company, IAM, USW

This leading motorcycle manufacturer partners with its employees' unions at every level, which boosts productivity and quality, and keeps jobs in America.

Kaiser Permanente, AFSCME, AFT, IFPTE, KPNAA, OPEIU, SEIU, UFCW, USW

America's leading integrated healthcare organization believes that partnering with employees and their unions empowers workers and provides patients with higher quality care.