

# THE LABOR DAY LIST: Partnerships that Work

In our inaugural *Labor Day List: Partnerships that Work*, American Rights at Work celebrates partnerships between employers and their employees' unions that both meet the needs of workers and fulfill business objectives in the global economy.

Many companies would lead us to conclude that massive layoffs, slashing benefits, employing temporary and cheap labor, and hiring unionbusters to prevent workers from forming unions are necessary to remain profitable. The practices of *Labor Day List* employers buck the current "race-to-the-bottom" trend and demonstrate that there are alternative models which fulfill the needs of their shareholders, employees, and valued customers.

The 2005 *Labor Day List* recognizes the following employers that are doing their part to improve the standard of living and working conditions for their most important asset—their workers:

- Addus Healthcare, Inc.**, SEIU Palatine, IL  
*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 Pittsburgh, PA  
*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 San Francisco, CA  
*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 Atlanta, GA  
*This telecommunications leader reaps the benefits of respecting workers' rights and collaborating with employees.*
- Costco Wholesale Corporation**, IBT Issaquah, WA  
*By providing wages and benefits above industry standards, this retail membership warehouse chain demonstrates that treating employees well is good for business.*
- Douglas County School District**, ATU, AFT Castle Rock, CO  
*A partnership between the 4<sup>th</sup> 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 Plain, WI  
*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 Milwaukee, WI  
*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, KPNA, OPEIU, SEIU, UFCW, USW Oakland, CA  
*America's leading integrated healthcare organization believes that partnering with employees and their unions empowers workers and provides patients with higher quality care.*

## The Labor Day List: Partnerships that Work Defining New Standards for 21<sup>st</sup> Century Labor Relations

The successful partnerships between employers and unions profiled share commendable labor relations strategies that balance profitability with workers' rights. The list includes a cross-section of nationally and regionally known employers of varying size, location, and industry which have demonstrated a commitment to respecting workers' freedom to choose union representation.

All *Labor Day List* employers have negotiated good contracts with their employees' unions and 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

To read the 2005 *Labor Day List* in its entirety, including full profiles of each employer, visit our website at [www.americanrightsatwork.org](http://www.americanrightsatwork.org).

To nominate an employer for the 2006 *Labor Day List*, contact:  
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