

## ILR IMPRINTS ARE EVERYWHERE AROUND NEW YORK STATE

Cornell ILR's labor faculty creatively address the challenges, struggles, victories, and opportunities of unions in times past and present in every corner of the state.

### >>A Healthcare Union Turns to ILR

Local 1199 SEIU— a statewide union of over 250,000 members working in the healthcare field – partnered with ILR Extension to help its leaders deal with the challenges of the rapidly growing, highly politicized healthcare industry. The resulting three-year Leadership Development Campaign includes strategic planning retreats and workshops for vice presidents and organizers and training for 6,000 members.

### >>First-of-Its-Kind Needs Assessment

ILR's labor education staff conducted a joint needs assessment survey with NYS AFL-CIO to determine local union challenges and their need for education, research, and technical assistance. The survey was sent to 3,200 unions in the state. The data received will help Cornell ILR continue to meet the changing needs of unions, help strengthen the state's economy, and forge new initiatives and partnerships.

### >>A Tribute to Autoworkers Through Art

Cornell ILR in Buffalo and UAW Region 9 sponsored one of 57 public exhibits of Art on Wheels, a cultural project that communicated the importance of workers in the auto industry through art. A mural, called "Labor Matters," depicted the industry, its workers, and their union as a vital part of the economy in western New York.

### >>ILR Facilitates Safe Recovery

In the aftermath of the 9/11 terrorists attacks, construction workers came from all over to help with the cleanup at the World Trade Center site. To address the safety and health issues workers encountered, ILR facilitated the joint efforts of the Building and Construction Trade Council of Greater New York (BCTC) and the Building Trades Employees Association (BTEA) to confront problems and jobsite hazards in a proactive manner. The resulting health and safety record at the site was outstanding.



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 School of Industrial and Labor Relations

Unions  
Education  
Research  
Leadership

STRENGTHENING  
NEW YORK STATE  
AND ITS UNIONS

CORNELL

 School of Industrial and Labor Relations



ADVANCING THE WORLD OF WORK

In 1944, the New York State legislature founded Cornell University's **School of Industrial and Labor Relations (ILR)**, one of the nation's first schools devoted to improving industrial and labor conditions. In 1947, the Division of Extension and Public Service was formed. Today, the ILR School is the country's foremost school in the field it pioneered.

The **education and training** of working people is at the heart of the ILR School. Founding legislation calls for advancing the "understanding of industrial and labor relations," encouraging the "growth of mutual respect and greater responsibility on the part of both employers and employees," and, in keeping with Cornell's land grant mission, promoting the "liberal and practical education of the industrial classes in the several pursuits and professions in life."

Since its doors opened, ILR Extension's instructors and researchers have worked with hundreds of union locals, councils, and internationals; hundreds of thousands of union members, staff, and workers have attended workshops, used ILR libraries, graduated from certificate programs, and read ILR publications. In the process, Cornell labor educators have pioneered methods of worker education, written groundbreaking studies about the history, leadership, and activities of the U.S. labor movement, and, most importantly, created ripples of ideas and activity that have **helped New York State's working people improve their workplaces and their lives.**



## UNWAVERING COMMITMENT

ILR Extension's activities provide the **critical link** between information and action. Increasingly, Cornell labor experts are called upon to research and analyze strategic responses to national or global trends, educate the public, brief the press, and contribute to the national debate. Through ILR, **thousands of unionists come together** to learn new skills, exchange experiences and ideas, and become part of a network of dedicated and forward-thinking leaders, members, and faculty who share an unwavering commitment to advancing the labor movement, protecting the rights of workers, and strengthening New York State.

### >> Labor Studies College-Credit Courses and Certificates

Each year, Cornell's Labor Studies Program enrolls hundreds of union members, leaders, and activists in dozens of courses held around the state. The curriculum's core courses develop well-rounded skills and knowledge in collective bargaining, labor history, labor law, arbitration, and principles of organizing. Leading-edge topics cover globalization and using the Internet as an organizing tool. Many students begin by taking individual courses. They often go on to earn a basic or advanced certificate or an associate's degree through Cornell's agreements with local community colleges. A bachelor's degree may also be earned through Cornell's partnership with the National Labor College of the George Meany Center.

### >> Union Leadership Workshop Series

Led by Cornell faculty and prominent local labor leaders and educators, the union workshop series provides basic training in bread-and-butter topics and covers more advanced topics that develop essential leadership skills. The workshops are aimed at union officers, organizers, staff representatives, and activists who want to build strong, effective, and vibrant unions. To meet the needs of busy working adults, workshops are offered in multiple cities around New York State. Topics in the current series include:

- Domestic Violence: A Union and Workplace Issue
- Helping Laid-Off Members Win Unemployment Insurance
- Health Care Bargaining
- Strategic Contract Campaigns
- Arbitration and the Grievance Procedure

### >> New York State AFL-CIO/Cornell Union Leadership Institute

In 2001, a unique partnership between the NYS AFL-CIO, the national AFL-CIO, and Cornell ILR was launched to prepare leaders from every sector of the labor movement to lead strong, democratic, and responsible organizations in order to promote the interests of New York's working families. Those who apply to the institute must hold significant leadership positions in their unions and be nominated and sponsored by their unions or central labor bodies. The rigorous two-year college-credit curriculum combines seminars, field-work, and mentoring, and focuses on developing core competencies of effective leadership. Students consist of local presidents, vice presidents, lead organizers and organizing directors, business agents, and central labor council presidents and body members.

### >> Customized Union Education and Training

Often a union's specific goals are best addressed through the collective training of its members at the same time. Cornell's labor staff work with unions to custom design an educational program on topics such as strategic planning, organizational and staff development, and organizing. Unions who have recently turned to Cornell include:

- Communication Workers of America (CWA)
- New York State Professional Fire Fighters
- New York State United Teachers (NYSUT)
- United Automobile, Aerospace & Agricultural Implement Workers of America (UAW)
- Local 1199 Health and Human Service Employees Union (SEIU)

### >> Research and Technical Assistance

Cornell's labor experts assist local and national unions with research, consulting, and technical assistance on union, industry, and occupational issues. Services include corporate research and industry analysis for strategic initiatives, comprehensive surveys, focus groups, and consultation on strategies. Topics of recent projects include organizing, impact of trade policy, union revitalization, the role of unions in employee involvement programs, economic development, issues in the construction industry, and the arts and entertainment industry in New York City.