

Smokefree Air is a Union Issue

There is a natural alliance between unions and smokefree advocates: both are charged with improving workers' health through education and policy initiatives. Workers' unions are political bodies that should be one of the first groups smokefree advocates reach out to when forming smokefree coalitions; unions are strong, politically savvy, and they advocate for safer workplaces. This document seeks to address the misperceptions between public health professionals and unions that have, at times, made this natural alliance difficult to maintain. It will explain the structure and culture of unions, highlight approaches that smokefree advocates should take when approaching unions about smokefree workplace policies, discuss potential obstacles that smokefree advocates may encounter, instruct on how to frame smokefree indoor environments as a union issue, and list useful organized labor and tobacco control alliances that coalitions should contact for more information.

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An Introduction to Unions

Public Health: (n.) “A process of mobilizing resources to prevent and solve community health problems.”

Labor Movement: (n.) “Objective is to protect basic human rights for working people through collective action.”¹

Common Ground

Labor unions care about their members' health. Unions' health, safety and skills development programs are rooted in the needs of their membership. The “bottom-up” decision-making structure of unions leads to programs that cover the views and concerns of workers, which may include a variety of other public health issues. Preventing worksite health and safety problems is a paramount concern for unions.

Unions support smokefree workplace policies:

- A 1995 study conducted by the Dana-Farber Cancer Institute found that 82 percent of local unions polled believed that “smoking policies should be a part of an overall effort to address indoor pollution.”² The study also showed that 61 percent of national unions believed that unions should take the lead in promoting worksite smokefree policies versus only 24 percent who opposed this idea or took no position.³
- In addition, a 2001 survey conducted by the California BUILT Project found that 89 percent of California's union leaders favor the current indoor smokefree workplace law; and 60 percent favored establishing smokefree policies in outdoor work environments.⁴
- A 2003 telephone survey of Minnesota union members conducted by WorkSHIFTS, the labor outreach initiative of the Tobacco Law Center, found that 75 percent of those polled viewed secondhand smoke as an important health and safety issue at the workplace (very important, 40 percent; somewhat important, 35 percent). In addition, 73 percent of those polled viewed secondhand smoke as a significant health risk to others.⁵

Community at Greater Risk

Approximately 23 percent of Americans smoke.⁶ Compared to the national smoking average, blue-collar workers are heavier smokers and start smoking at earlier ages than white-collar workers:

- On average, 36 percent of blue-collar workers (craft workers, laborers, and operators) smoke, compared to 32 percent of service workers, and 21 percent of white-collar workers.⁷
- 39-45 percent of building trade workers smoke.⁸
- Up to 40 percent of cooks and truck drivers, 46 percent of waiters and waitresses, and 60 percent of roofers smoke.⁹

Blue-collar workers are heavier smokers, but they try to quit smoking at the same rates as white-collar workers. However, they may be less successful at quitting partly because blue-collar work environments are more likely to have fewer smokefree workplace policies compared to white-collar workplaces.

- Smokefree workplace policies cover 53.7 percent of white-collar workers, compared to only 34.8 percent of service workers and only 27.4 percent of blue-collar workers.¹⁰

- White-collar workers are more likely to report to their employers for assistance with quitting smoking.¹¹
- The risk of lung cancer is increased by 11 times for blue-collar smokers compared to white-collar workers who smoke.¹²
- Blue-collar smokers who work with asbestos are 53 times more at risk of developing lung cancer.¹³

Powerful Political Allies

Unions are a credible source of information for their members and have a strong preexisting infrastructure for communicating with and mobilizing the labor force. In addition, unions are politically active and efficient, and politicians are frequently receptive to union requests.

Unions are large and are becoming more diverse:

- Organized labor comprises 16.3 million people.¹⁴
- The AFL-CIO, alone, has more than 13 million members.¹⁵
- Unionization rates are higher for blue-collar workers overall, but white-collar workers comprise almost 50 percent of union membership.¹⁶
- Women comprised 42 percent of union membership in 2002.¹⁷
- Unions are comprised of many diverse professions, including building trades, hospitality and entertainment industry workers, manufacturing and industrial workers, teachers, and medical professionals.

Labor '101'

Union culture

Unions' core values:

- *Equal treatment*: Union policies and benefits apply equally to all union members. There is no distinction between union leadership and the rank and file.
- *Fair representation*: All union members and their opinions and behaviors are equally valued and considered. No union member, whether a leader or a worker, carries more weight than another. Many union leaders perceive smokefree policies as controversial because they see the issue as making it difficult to fairly represent both smokers' and nonsmokers' interests and concerns.
- *Solidarity*: Solidarity refers to a union's strength in numbers. It is the main "weapon" of labor.
- *Autonomy*: Within individual unions, local chapters are not always required to follow the dictates of the national leadership. Frequently, local chapters follow their own self-determined policies and guidelines, rather than adopting those of the national leadership.
- *"Bread and Butter"*: Wages, hours, and working conditions are "bread and butter" issues for unions.

As with all organizations, unions seek to promote the well-being of their membership. Union leaders and representatives are constantly inquiring, "How will this benefit our members and their families?" By learning about specific union culture and structure, one can develop an understanding of what their priorities are and compose an appropriate and relevant way to frame smokefree worksite policies to a union. More broadly, unions also act on the basis of ideals, not just for their own members, but also for the good of working people and society, in general.

Union power relies on a union's size. Higher union membership results in a greater foundation of support and a stronger, more effective voice in workplace policy negotiations.

Unions are like cities or ethnic groups. Each union has its own distinct culture and structure. Take this into consideration when approaching a union; try not to generalize and presume that all unions are alike. In addition, union policies and priorities vary at different political levels. A local chapter may avidly support smokefree workplaces, but the international level may oppose these policies. Each union level's top priorities do not always mimic or influence the concerns of the union's other political levels. Each union's structural body is highly independent.

The following are some examples of union priorities in tobacco policy:¹⁸

- Eliminate workers' secondhand smoke exposure.
- Encourage health insurers to cover costs of smoking cessation services for members as a way to assist members and to reduce health care costs.
- Improve quality of life at work and promote wellness and health of union members.

Tobacco control issues can be linked with working conditions. Unions may be concerned with secondhand smoke on the job but may expect smokefree advocates to show concern and address ridding the workplace of other toxic substances, too.

Union Function

Unions empower or "give voice" to their members:¹⁹

- By organizing.
- By enforcing a contract with management that is "collectively bargained" and spells out rights and responsibilities of both sides.
- By protecting the union's hard-won rights and prerogatives.

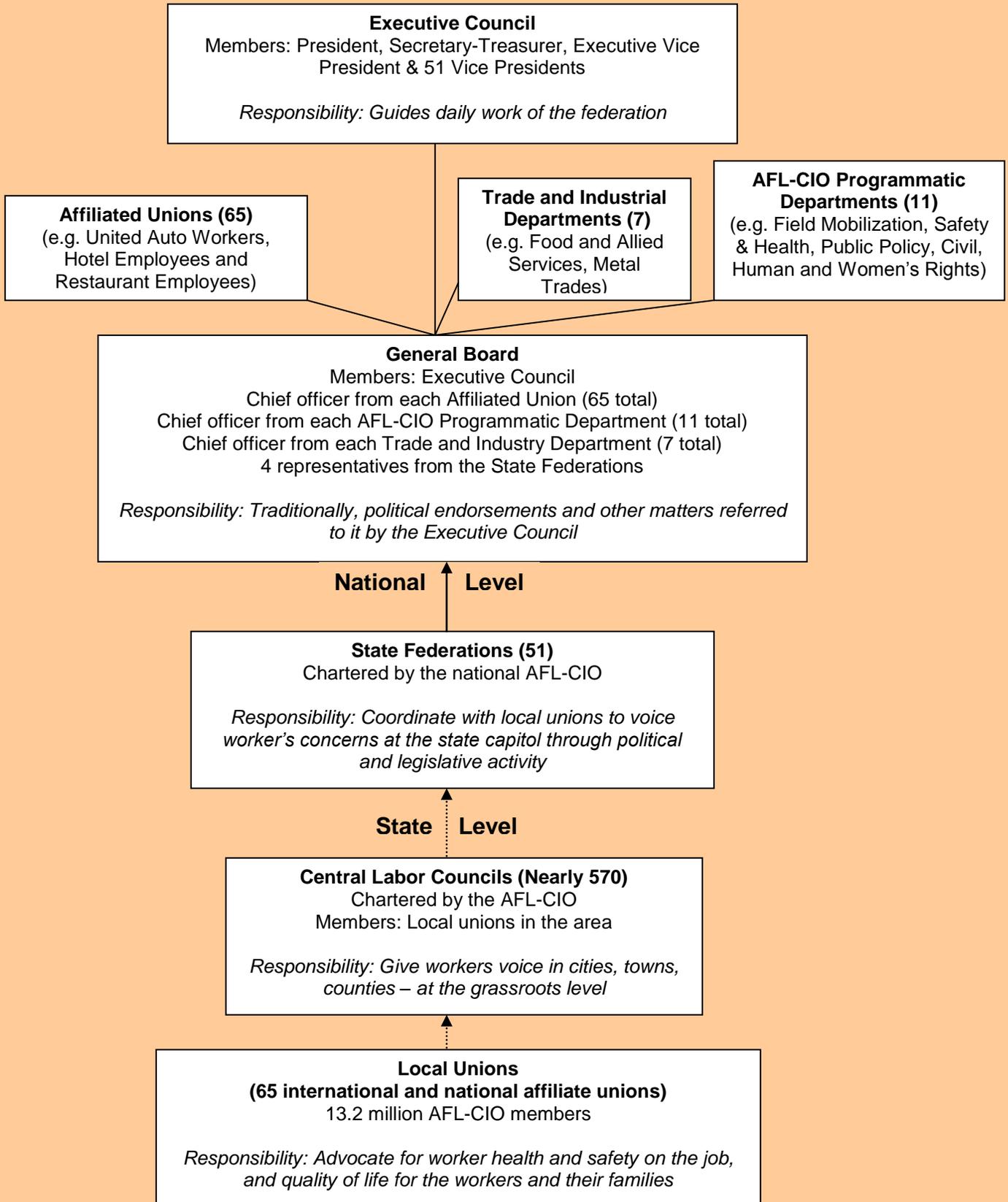
Some of the more difficult union functions for smokefree advocates to understand are collective bargaining, the grievance procedure, and the bargained contract. Like a smokefree ordinance or any other legal document, a union contract undergoes many drafts and revisions, deliberation, and votes before it becomes an agreed upon and sanctioned worksite policy. To minimize some confusion, the listed terms are described as follows:²⁰

- *Collective Bargaining*: The union and management negotiate a contract for issues such as wages, hours, benefits, and working conditions. Members vote on the negotiated contract. If the members approve the contract, it goes into effect for a specified number of years.
- *Grievance Procedure*: Grievances result from disputes between a union and an employer over contract terms. Grievance procedures vary from union to union; procedures are outlined in a union's contract. Customarily, an issue is negotiated through levels of management. If it is not resolved internally, the issue goes to an arbitrator. This may result in a resolution of the issue or it may lead to a strike.
- *Bargained Contract*: The bargained contract is the byproduct of the collective bargaining process. It is crucial that employers include unions at every stage of contract negotiations, resulting in a contract agreeable to both sides.

Union Structure²¹

See following page.

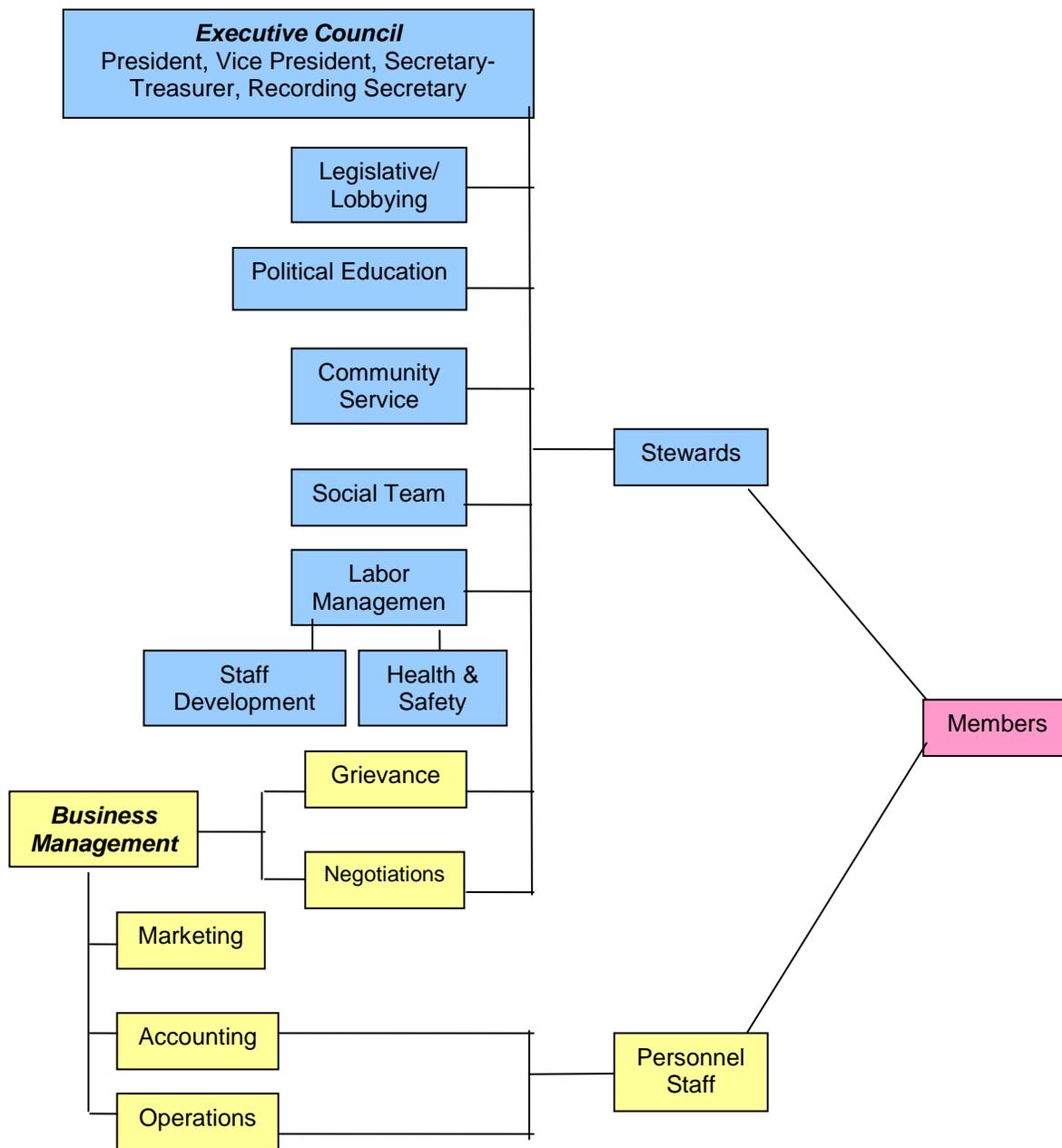
U.S. Union Structure: AFL-CIO*



*Not all unions are members of the AFL-CIO.

Local Level

LOCAL UNION STRUCTURE¹



¹ Although not every union follows this specific structural model, it represents how most local unions are organized.

Overcoming Obstacles: Avoiding Problems Early On

Unions have different priorities

Unions are used to fighting for what they want, so even if improving public health and reducing union members' likelihood of developing cancer is in a union's interest, they may still be reluctant to give their support.

Avoiding problems early on

- Gather information about the union: know your audience.
- Do not presume to tell union officials or representatives what to do.
- Ask a lot of questions. Get a feeling for the union's health and safety priorities and concerns.
- Ask, "Where do tobacco issues fit in on their agenda?"

If you take these steps first, the unions will see that advocates are interested in the wellness of their members and be more receptive to you and your objective.

Unions could see smokefree worksites as controversial and divisive

Unions are mandated to represent all members, including smokers and nonsmokers. The 1935 National Labor Relations Act gives workers the legal right to organize. It also decreed that unions must fairly represent all members.²²

Union strength and power is founded on its members' solidarity, politics, and participation. Rather than being framed as protecting every worker's health from the adverse health effects caused by secondhand smoke, smokefree policies have sometimes been perceived as a partisan issue that could potentially fragment solidarity, thus weakening collective bargaining power.

Unions represent both smokers and nonsmokers. Some members believe that smokefree policies bring into question union leadership's commitment to fair representation. Although public health professionals know and understand that smokefree worksites benefit all workers equally, unions may perceive smokefree policies as a potentially divisive and controversial issue within union ranks.

Avoiding problems early on

- Help build awareness among union leaders and members about the toxicity and dangers of secondhand smoke and its synergistic relationship with other workplace hazards.
- The more unions understand the health effects of secondhand smoke, the more they will be receptive to smokefree policies. For instance, union acceptance and support for smokefree workplaces increased shortly after the U.S. Environmental Protection Agency released its 1992 report classifying secondhand smoke as a Class A carcinogen, of which there is no safe level of exposure.²³

Unions are different

Each union is distinct in its culture, structure, and function. Like communities, they are not homogenous. Making comprehension even more difficult, local unions can be highly independent. The local chapter of a union may vary in policy and culture from their regional, national, and

international counterparts. Because unions are not uniform, it may be difficult to determine who the contact person is within the union's leadership.

Avoiding problems early on

- Do homework; read up on the union advocates seek to incorporate into the smokefree coalition.
- Attend union events or meetings to learn about the union's culture, social dynamic, and political structure and identify appropriate persons with whom to meet.
- Honor a union's modes of operation.

Incorporate early and often

Advocates should incorporate unions early in their campaign for smokefree air. In the past, unions have sometimes been asked to sign on too late, resulting in a conception that a union endorsement is simply a rubber stamp. Smokefree policies are about protecting public health and workers' health, and unions are one of the best resources to present the issue to workers and the public.

Along the same lines, smokefree advocates and employers can act together to conduct educational outreach to employees. Smoking policies are sometimes a subject of bargaining; however, most contracts give management to right to unilaterally make reasonable rules for managing the workplace: "Absent specific contractual language guaranteeing the right to smoke, a unilateral decision can be made."²⁴ Smokefree policies have greater success, are less likely to be weakened, and have greater compliance rates when unions are educated about secondhand smoke and participate from day one in the policymaking process. It becomes their policy, not their employer's policy.

Avoiding problems early on

- Contact a local union representative when initial coalitions are being formed.
- Engage union representatives in discussions and decision-making.
- Hold meetings and events at locations that employ union labor. Union representatives and members will most likely not attend an event if it is hosted at a non-union facility.

Effective Ways to Approach Unions

If approached early and included in the planning process, unions are more likely to support smokefree workplace policies. Union representatives are in the difficult position of representing both smoking and nonsmoking employees – 100% smokefree policies make their job easier. The following tips will assist in the successful incorporation of unions into smokefree coalitions.

Do your Homework

1. Know your target population

- What type of union do you seek to work with: nurses, laborers, technicians, teachers? Each union is unique.
- What are the union's gender and ethnic demographics?
- What proportion of the union's members smoke?
- Does the union leader smoke?

- Is there a current policy on worksite smoking? If so, what is it? Should it be improved?

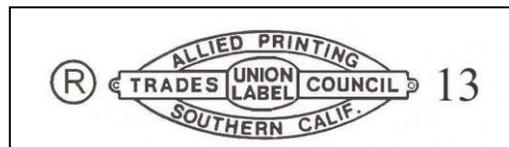
2. Know the union's priorities

- What are the union's primary concerns? Explore ways to incorporate its top priorities into your messaging.
- Keep in mind that unions are most concerned with retaining jobs, retirement, and other family benefits and protections, as well as worker health and safety.
- Find out where secondhand smoke fits into their agenda; otherwise, your issue may be dismissed. Use this information when you strategize how to frame the issue to union leaders.

Initial Steps

1. Finding an "In"

- Think broadly! Who are your friends, your neighbors, and your family's friends? Are any of them union members or in occupations that are unionized? Building the initial connection between the smokefree world and organized labor may not be as difficult as you think.
- Once you attend a union event, get to know the members. Who seems interested in worksite safety? Start pinpointing who your potential allies and champions could be.
- Personal relationships lead to open doorways. If and/or once you know a union member, accompany him or her to a union meeting or a union sponsored picnic or golf tournament. Talk with union members, not just as a smokefree advocate. This will give you recognition, which will eventually lead to increased credibility, validity, and trust.
- Contact the safety and health division or the department that traditionally covers worker welfare issues or health and safety negotiations.
- Attend a Central Labor Council meeting (a setting in which representatives from local union chapters meet and discuss issues concerning their respective unions). This is an excellent place to make contacts and identify the union's key decision makers.
- Get a unionized print shop to print the materials you disseminate and display the union "bug" (shown below). The union bug is one of the first things a union representative will look for. This illustrates that you independently support organized labor. Unions will appreciate this and respond positively.



2. Contact a union

- Identify yourself and then ask, "How can I help you?" Take what information they give you, and work with it.
- Find the right messenger to talk with the union. Who will union leadership respond to best: a staff person from the public health department? a coalition volunteer? or a fellow union member or union representative?
- Keep in mind that equal treatment, fair representation, and solidarity are the most important union values.

- Get to know union leaders and representatives. Incorporate them into the coalition early. Cooperation between labor and smokefree advocate in policy and program development is vital. Smokefree advocates do not want to be seen as outsiders dictating union operations and priorities.

“Develop relationships with the councils’ leadership over a period of time. The public health community sometimes thinks that one meeting is all it takes to sway an organization to the wisdom of its point of view. It doesn’t work that way. Get to know the leadership. Establish rapport. Provide them with information about health issues on a regular basis. Don’t try to impose your views on them.”

-Steven A Roberti, Executive Secretary-Treasurer of the Central Labor Council of Contra Costa County, CA

Making the Sale

1. Speaking the language

- Simply relating statistics does not work. WorkSHIFTS, the labor outreach initiative of the Tobacco Law Center, has found union representatives open to nonjudgmental ideas about how tobacco-related workplace concerns, such as exposure to secondhand smoke and access to cessation services, can be addressed.
- Secondhand smoke is another workplace toxin that must be addressed.
- Secondhand smoke affects workers’ health, safety, and well-being on the job.
- Secondhand smoke increases hazards and dangers on the worksite.
- Union families should work together to help smoking members quit the habit.
- Secondhand smoke affects productivity costs; thus, smokefree worksite policies are an effective collective bargaining tool.

2. Framing the issue

- *Health:* Tobacco smoke causes deadly diseases, including heart disease, lung cancer, emphysema, stroke, and asthma.
- *Safety:* Tobacco smoke damages your lungs, thus making union members more susceptible to being hurt by other hazardous toxins present in the workplace.

“When construction workers are exposed to toxic hazards on the job such as silica, formaldehyde, benzene and lead, they know to take special precautions, like wearing gloves, and wetting down surfaces. But cigarettes contain many of the same toxic substances and there are no precautions that the nonsmoker can take.”

-Building Trades Unions Ignite Less Tobacco Project (BUILT) Project

- *Medical benefits:* More money can go toward wages and pension funds if it doesn’t have to be used for health care costs for tobacco-related illnesses. Health insurance costs go up when smoking-related claims result in higher premiums for both employers and employees. When health and welfare trust funds pay out on large claims, this is a direct cost to every member who participates in the fund. According to the 2003 WorkSHIFTS survey, 72 percent of Minnesota union members polled believed that reducing smoking would directly reduce their own health care costs.²⁵

Reaching out to Members

1. Education

- Integrate secondhand smoke education into a presentation on worksite toxins. Explain how secondhand smoke affects members at their specific worksite.
- Write a column or article for the “Health and Safety” section of the union’s newsletter.
- Disseminate pamphlets and leaflets on secondhand smoke.
- Be creative! Co-sponsor seemingly unrelated events. Many advocates have experienced tremendous success by hosting seminars on healthy cooking or golf tournaments and distributing information on secondhand smoke at these functions.
- Plan a labor retreat. Build rapport and trust between your coalition and union representatives. Once you have created a core group of union champions, it is beneficial to separate yourselves from your working environments and prescribed roles. A retreat provides you with the opportunity to touch base, strategize, and work on educational materials on the hazards of secondhand smoke in a relaxed and comfortable environment.

2. Advertising

- Set up a booth at a union event, health fair, holiday party, dinner, etc. for disseminating information on secondhand smoke. If a union member does not pick up the material, his or her relative or friend may.
- Use posters for promoting smokefree worksites and educating workers on secondhand smoke’s adverse health effects. Be sure to use models that look like your target population. If you have a poster at a construction site with an image of a corporate lawyer, the workers will most likely dismiss it, believing that the material is not relevant to them.

Union Leaders Support Smokefree Workplaces

- Every worker deserves the right to breathe smoke-free air.” (Joslyn N. Williams, President of the Metropolitan Washington Council, AFL-CIO. Quoted in: Weiss, E.M., “Smoking foes in D.C. gird for second try,” *Washington Post*: B01, March 18, 2005.)
- “The feedback from our members working in bars, pubs, clubs and restaurants is that smoking in their workplaces is as prevalent as ever and a ban is now necessary... The Government is right to consider a ban and the T&G [Transport and General Workers Union] expects it to take a firm position in the interests of public health.” (Brian Revell, Transport and General Workers Union, national organizer for food and agriculture, “Bar, club and catering staff back outright smoking ban,” 7 June 2004, *PersonnelToday.com* (UK). Accessed on June 8, 2004. Download at http://www.personneltoday.com/pt_news/news_daily_det.asp?liArticleID=24076.)
- “Fundamentally, the role of a union is to better the lives of members. Most people think [unions] just deal with wages, but that is not true. We believe our work on secondhand smoke is no different than any other issue.... We [Boston, MA, Hotel Employees & Restaurant Employees] framed the issue of secondhand smoke as a workers’ rights issue.... Clean indoor air works. We helped give legitimacy that this was a workers’ rights issue. The public can leave. A worker cannot leave the job.” (Mark Parker, Hotel, Restaurant, Institutional Employees and Bartenders Union, Local 26 -- AFL-CIO, “How to Build Win-Win Relationships with Organized Labor,” 12 December 2003, National Conference on Tobacco or Health, presentation [9-12 December 2003].)
- “When the hazard of tobacco smoke is added to other workplace toxics, the risk for these diseases skyrockets.... Training is essential to protect workers from preventable illnesses caused by tobacco and other toxics. Well-informed workers can make their workplaces safer. In

our experience, workers in the trades want more information about the occupational hazards they face and the options available to them.” (BUILT Project, “Union, yes [and] tobacco, no,” *California: Department of Health Services*, 2001.)

- “We are concerned about our members’ safety and health, both on and off the job. That certainly extends to the efforts that would reduce cancer risk from tobacco. We are proud to join COLT [Committee of Organized Labor and Tobacco] in building strong ties between labor unions and health groups in ways that benefit LIUNA’s members and all working families.” (Terence O’Sullivan, General President, Laborers’ International Union of North America [LIUNA], “Unions join drive to ban smoking in workplaces,” *Christian Science Monitor*, 26 July 2001.)
- “I think success, in terms of the union, comes from the fact that the union was involved from the onset. A joint approach was used, not a unilateral one. Also, I think it is important that the impetus came from the workers. It was a groundswell of support from the workers.” (Sue Pisha, Area Director of Northwest region for Communications Workers of America, National Cancer Institute. “Smoking Policies and the Unions.” [question and answer memo]. No. 7. [n.d.]
- The Irish Congress of Trade Unions (ICTU), representing more than three-quarters of a million workers, said risk assessment studies showed an estimate that 150 Irish pub workers die every year from secondhand smoke. In addition, the ICTU acknowledged that job loss claims carry null value: “Half measures being presented as an alternative [ventilation and delayed implementation] are simply red herrings conjured up by vested interests to evade their responsibility to provide a safe and healthy environment for workers and non-smoker customers.” (“Smoking in the pub a real drag for the Irish” IOL. October 15, 2003. Available at: http://www.iol.co.za/index.php?clickid=31&art_id=qw106624998446S320&set_id=1. Accessed on November 6, 2003.)
- “The powerful lobby of the tobacco industry would have you believe that strengthening this law would hurt the businesses affected. Yet, studies have shown that New York City businesses covered by the existing law have actually seen an increase in customers.” (Randi Weingarten, President, United Federation of Teachers, “New York’s top labor leaders support smoke-free workplace legislation,” *Smokefree Educational Services, Inc.*, 1 March 2001.)
- “Reducing smoking in the workplace can bring tremendous rewards to the employer and worker alike. Some of these benefits include improved employee health, productivity and morale: enhanced labor-management relations; and reduced occupational hazard.” (Joseph S. Francis, Executive Secretary-Treasurer, San Diego-Imperial Counties Labor Council, AFL-CIO, “Unions working together toward a tobacco-free 2000: implication and innovation,” *San Diego: Labor’s Community Service Agency*, May 1993.)
- “The vast majority of people prefer to breathe clean air. The tobacco cartel and its propaganda machine will try to convince you otherwise. In every instance, the tobacco cartel and the front groups it scared were wrong.” (Arthur Cheliotos, President, Local 1180 Communication Workers, “New York’s top labor leaders support smoke-free workplace legislation,” *Smokefree Educational Services, Inc.*, 1 March 2001.)
- “Unlike a piece of machinery, the damage to a human is all too often irreparable. If a circuit or wiring goes bad, the company can install a replacement part. It is not so simple in the case of a human lung or heart.... A company that has demonstrated concern for mechanical components should have at least the same concern for human beings.” (Gruccio, Orrick, Herrington, and Suncliffe, “Smoking in the Workplace.” *Labor and Employment and Health*. October 1985.)
- Jonathan Rosen, Director of Health and Safety for New York’s Public Employees Federation, which represents 54,000 professional, scientific, and technical workers, including 15,000 health care workers says “tobacco IS a union issue that must be managed, and that is always difficult

to balance the interests of smokers and non-smokers. He sees smoking as a threat to workplace indoor air quality, particularly since the U.S. Environmental Protection Agency's 1992 report classifying ETS as a Class A carcinogen. (Jonathan Rosen, Director of Health and Safety, New York's Public Employees Federation, "Organized labor, public health, and tobacco control policy: a dialogue toward action, conference report and joint recommendations for action," *New Solutions, A Journal of Environmental and Occupational Health Policy*, 11(2): 2-17, June 2001.)

- "I write this letter in full support of your effort, as the Speaker of the New York City Council, to help people to have a longer and healthier life by passing laws that will end smoking in the workplace." (Sonny Hall, International President, Transport Workers Union, "New York's top labor leaders support smoke-free workplace legislation," *Smokefree Educational Services, Inc.*, 1 March 2001.)
- "The Environmental Protection Agency has classified eight substances as Group A carcinogens. One of them is tobacco smoke. The other seven, including asbestos, benzene, arsenic, and radon, are illegal in the workplace." (Carroll Haynes, President, Local 237 Teamsters, "New York's top labor leaders support smoke-free workplace legislation," *Smokefree Educational Services, Inc.*, 1 March 2001.)

Additional Resources

As the smokefree workplace movement continues to make news throughout the country, more and more diverse populations are being educated on the disease and death caused by exposure to secondhand smoke. Unions are no exception, as brothers and sisters in union halls across the country are realizing the benefits of smokefree worksites. As a result, several organizations and task forces have been created with the specific objective to introduce, educate, and promote smokefree worksites to union members. These organizations are wonderful resources because of their abundant educational materials, pre-established relationships with labor leaders, and extensive expertise on labor's distinct political culture and structure.

Organized Labor & Tobacco Control Network (OLTCN)

Created in 2001, OLTCN is a joint effort of the Center for Community-Based Research at the Harvard-affiliated Dana-Farber Cancer Institute and the Department of Work Environment at the University of Massachusetts, Lowell. OLTCN is a clearinghouse for information, experts, scientific studies, and contacts relating to both unions and tobacco control.

OLTCN can:

- Provide your coalition with a greater understanding of union structure, function, and culture.
- Provide consultation on how to create links between the labor and smokefree movements.
- Provide information, presentations, and other resources.
- Organize networking, research, and educational opportunities through sponsored activities.

For more information, contact:

The Organized Labor and Tobacco Control Network
c/o Dana-Farber Cancer Institute
44 Binney Street, Smith 2
Boston, MA 02115
(617) 632-2244
www.laborandtobacco.org

Tobacco Technical Assistance Consortium (TTAC)

Established in 2001 through a grant from the American Cancer Society, American Legacy Foundation, and The Robert Wood Johnson Foundation, TTAC's mission is to build capacity, increase organizational support, and develop organizational skills, such as leadership, advocacy, community organizing and management, to achieve effective tobacco prevention and control program policies.

TTAC can:

- Identify resources related to tobacco.
- Educate on the best practices in tobacco prevention and control programming, including cultural competence and reaching diverse populations.
- Help develop local action and communication plans to address tobacco control issues.
- Train in policy development and advocacy.
- Assist with grant writing for locating funding and resources.
- Provide consultation on organizational development and strategic planning.

For more information, contact:

Tobacco Technical Assistance Consortium
Rollins School of Public Health, Emory University
1518 Clifton Road, GCR 808
Atlanta, GA 30322
(404) 712-8474
ttac@sph.emory.edu
www.ttac.org

WorkSHIFTS (Stopping Harmful Impact From Tobacco Smoke in the Workplace)

WorkSHIFTS is a labor outreach initiative of the Tobacco Law Center at William Mitchell College of Law and the Labor Education Service at the University of Minnesota. Working in collaboration with the University of Minnesota's Labor Education Service and the labor community, WorkSHIFTS provides legal resources, materials, training, and technical assistance to promote workers' health and safety on tobacco-related issues through education, collective bargaining, and policy initiatives. Over a two-year span, WorkSHIFTS has established very sound relationships with Minnesota labor unions and their representatives, and has extensively surveyed union attitudes toward smokefree worksite policies and cessation coverage.

WorkSHIFTS can:

- Provide educational information, legal and policy resource materials and presentations on how to frame workplace smoking and cessation issues.
- Train labor spokespersons and educators.
- Provide direct technical assistance on establishing and implementing smokefree policies that considers the needs of all workers.
- Address cessation coverage policy issues.
- Research related legal and policy questions.

For more information, contact:

WorkSHIFTS
Tobacco Law Center
William Mitchell College of Law
875 Summit Avenue
St. Paul, MN 5510
(651) 290-7516
www.workshifts.org

Committee on Occupational Safety and Health (COSH) Groups

COSH groups are private, non-profit coalitions of labor unions, health and technical professionals, and others interested in promoting and advocating for worker health and safety. COSH groups act as excellent hubs between smokefree coalitions and unions. The first COSH group was founded in 1972. There are currently 22 COSH groups around the country, and more than 200 unions are members to the National COSH Network – a collection of loosely affiliated local and statewide COSH groups.²⁶

COSH can:

- Train workers on health and safety issues.
- Work with unions to integrate health and safety activism into organizing campaigns.
- Advocate for better enforcement of existing health and safety laws.

- Provide technical assistance.

To locate the COSH group nearest you, visit <http://www.coshnetwork.org>.

Laborers' Health & Safety Fund of North America (LHSFNA)

LHSFNA is a program unique to the Laborers' International Union of North America (LIUNA). Established in 1988, LHSFNA is an entire organization devoted to health and safety issues within a labor union. LHSFNA works for approximately 800,000 union members.

LHSFNA can:

- Conduct research.
- Develop policy.
- Provide technical support.
- Disseminate information to LIUNA members.

For more information, contact:

Laborers' Health and Safety Fund of North America
905 16th Street, NW
Washington, DC 20006
(202) 628-5465
www.lhsfna.org

Building Trades Unions Ignite Less Tobacco (BUILT) Project

The BUILT Project was established to reach out to the building trades council, including construction trade unions that represent 300,000 members, to promote union-based smokefree worksite programs and policies in California. BUILT's goal is to provide accurate information about tobacco to their members and their families. BUILT is an education program that provides a service to union members through local unions, health and welfare trust funds, joint apprenticeship training committees, and labor management committees. BUILT has excellent materials that can be modeled for any type of union. The resources are in layman's terms and effectively address chewing tobacco, secondhand smoke, the law, building trade workers' smoking statistics, and how tobacco affects both workers and their families.

BUILT can:

- Provide speakers for union committees and meetings.
- Disseminate information and literature on workplace smoking laws.
- Frame the issue of secondhand smoke, the law, building trade workers' smoking statistics, and how tobacco affects retirement in layman's terms.
- Speak the same language; they are in the trade industry.

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