

AFL-CIO

AMERICA'S UNIONS

AFL-CIO Executive Council Committee on Civil & Human Rights

Thursday, May 21, 2020

11:00am-12:30pm

AGENDA

- **COVID-19 Policy Discussion**
- **Labor's Response to COVID-19**
- **Political Report/ Labor 2020**
- **Women's Committee Update**
- **Constituency Group Updates**
- **Labor's Response to State-Sanctioned Violence**
- **Good and Welfare**

Code of Conduct

The AFL-CIO is committed to providing an environment free from discrimination and harassment.

We ask all meeting participants to embrace our values of equity and equality, and conduct themselves in this meeting consistent with those values.

Anyone who thinks they have experienced discriminatory, harassing or otherwise unacceptable behavior are urged to contact a designee if you have any concerns.

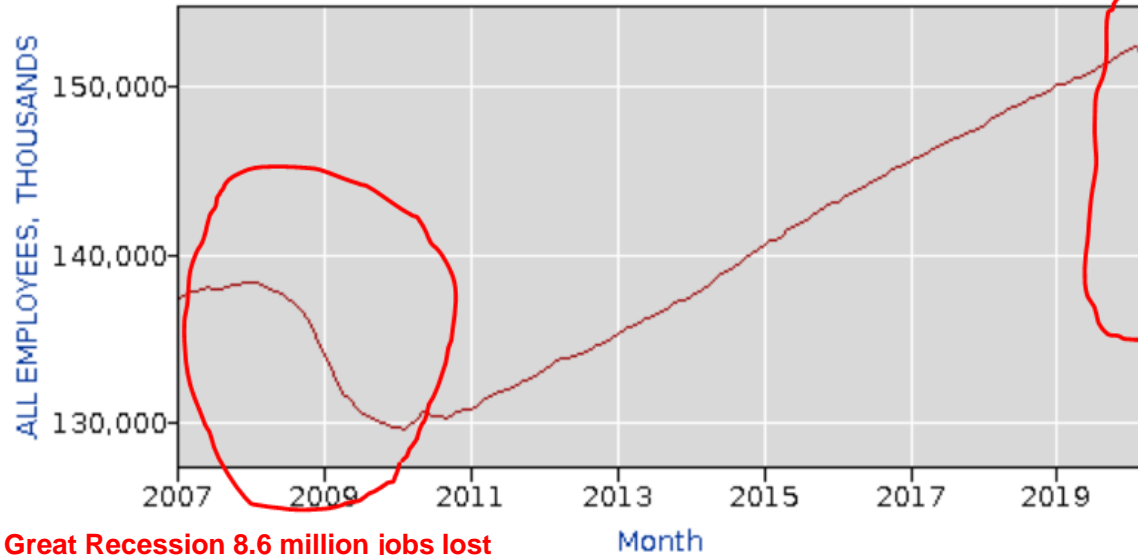
Designee: Nakisha M. Lewis: NLewis@aficio.org 202.262.1358

Economic Disparities in the COVID Crisis

May 21, 2020

Understanding the order of magnitude of jobs lost for this downturn

Data Type: ALL EMPLOYEES, THOUSANDS



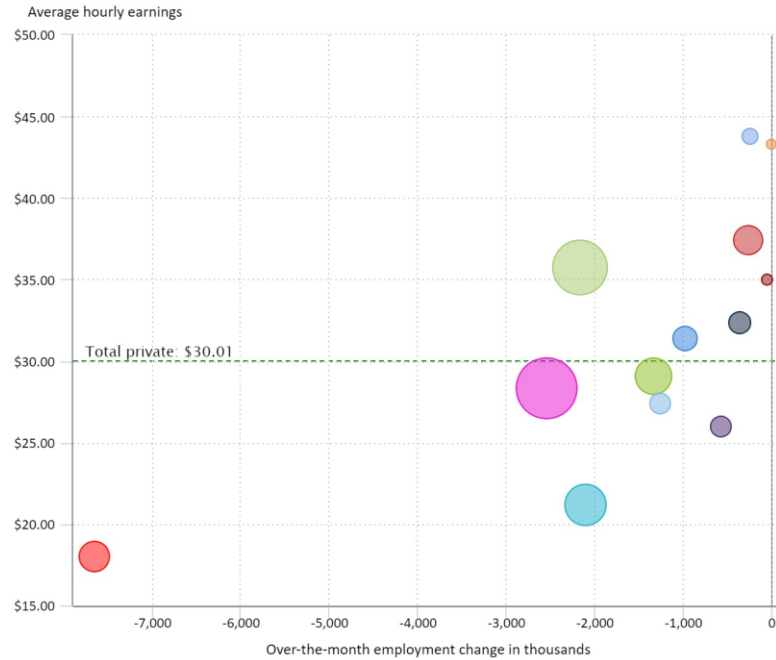
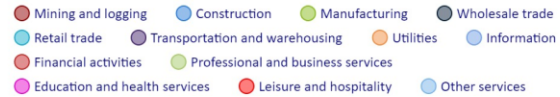
April 2020, 20.5 million jobs lost in one month

Great Recession 8.6 million jobs lost over 24 months

Month

Employment and average hourly earnings by industry for all employees, April 2020, seasonally adjusted

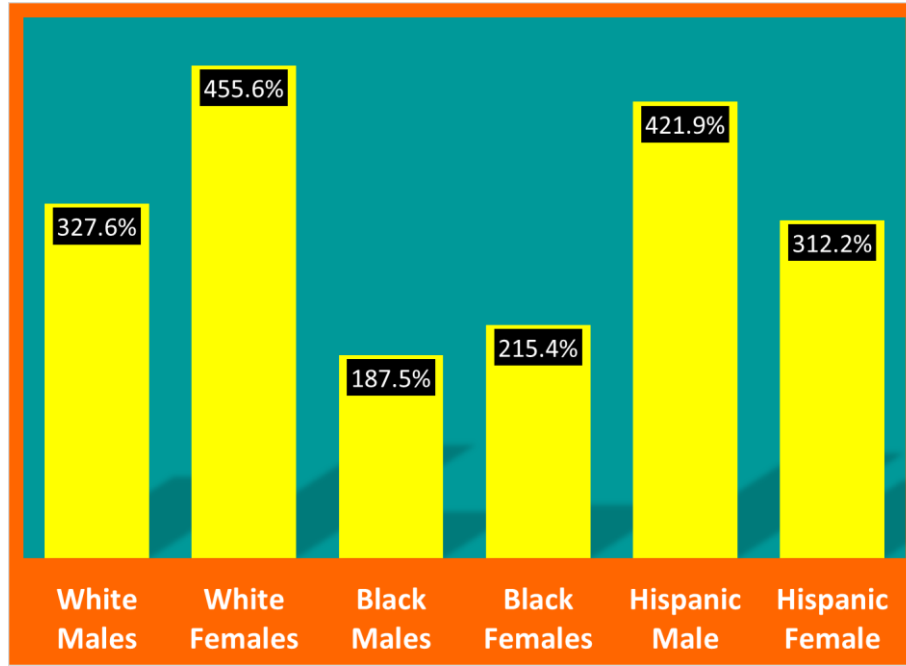
Bubble size represents employment level in thousands



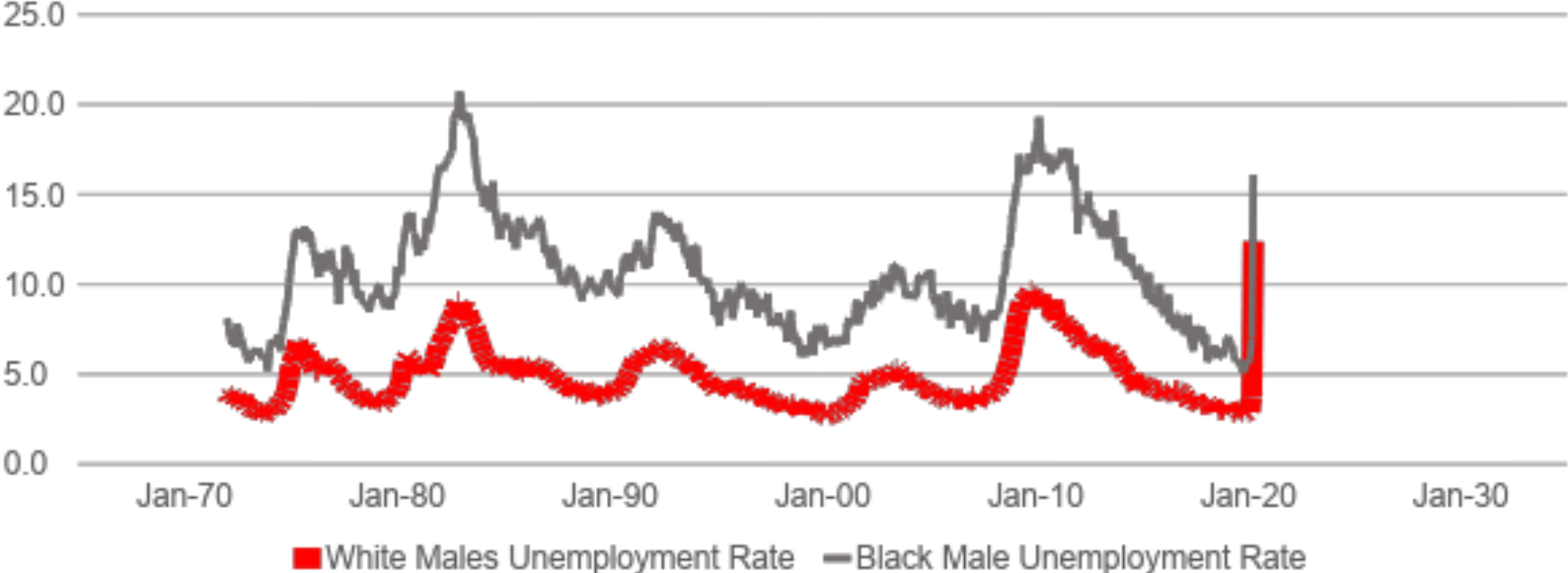
Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



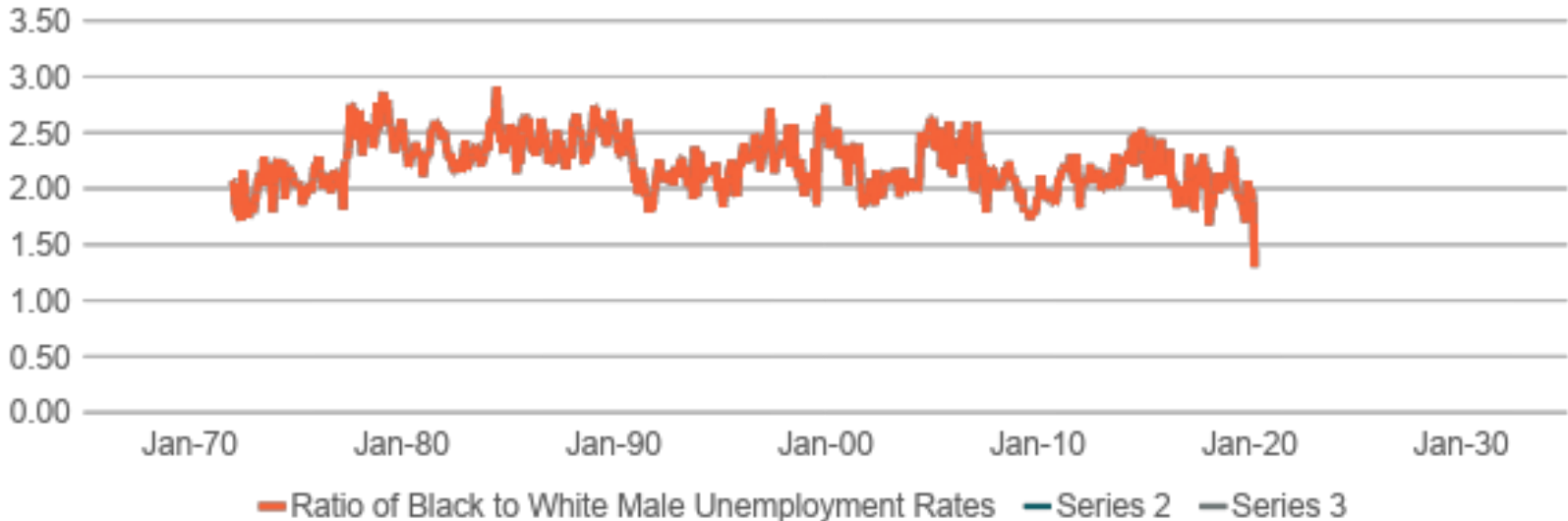
% Changes in Unemployment Rates for Adults By Race, January to April 2020



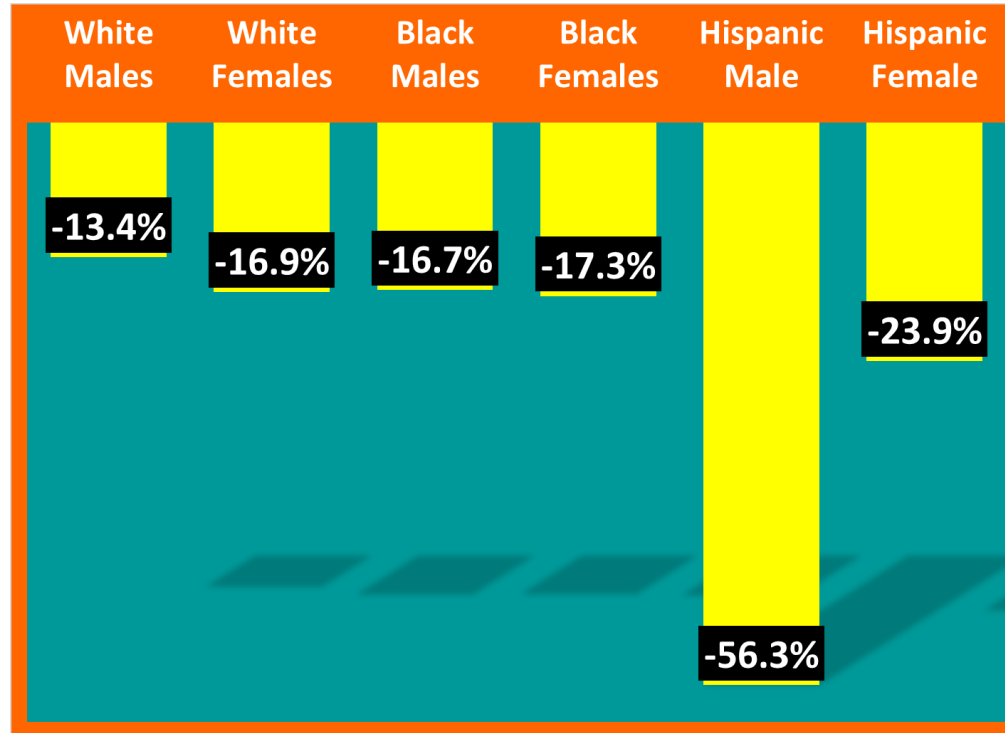
Black and White Male Unemployment Rates 1972-2020



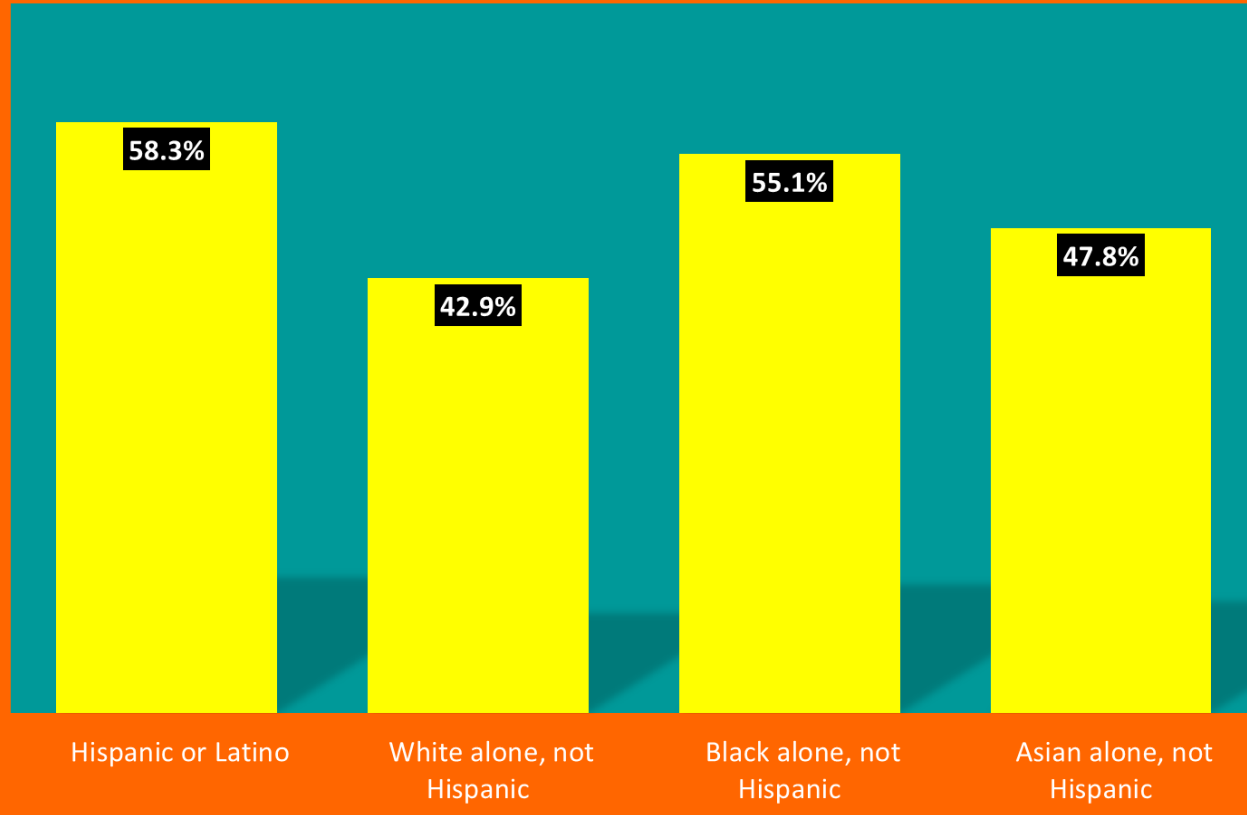
Historically the Black to White Male Unemployment Rate has averaged 2.2-to-1 in April it is **1.3-to-1**



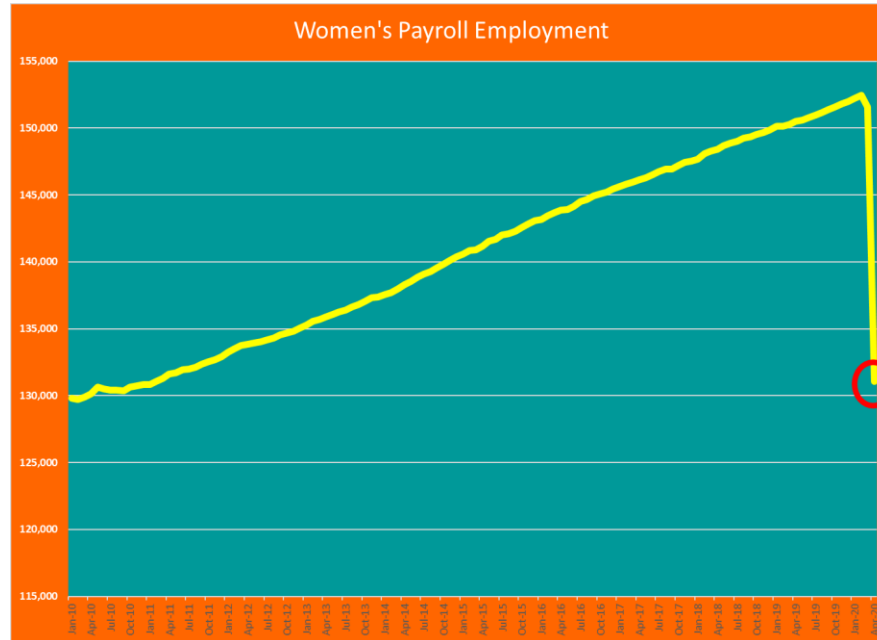
% Changes in Adult Employment to Population Ratios, By Race, January to April 2020



% of People Over 18 Reporting Labor Income Loss Since March 13
US Census Bureau Household Flash Survey Taken May 7-12

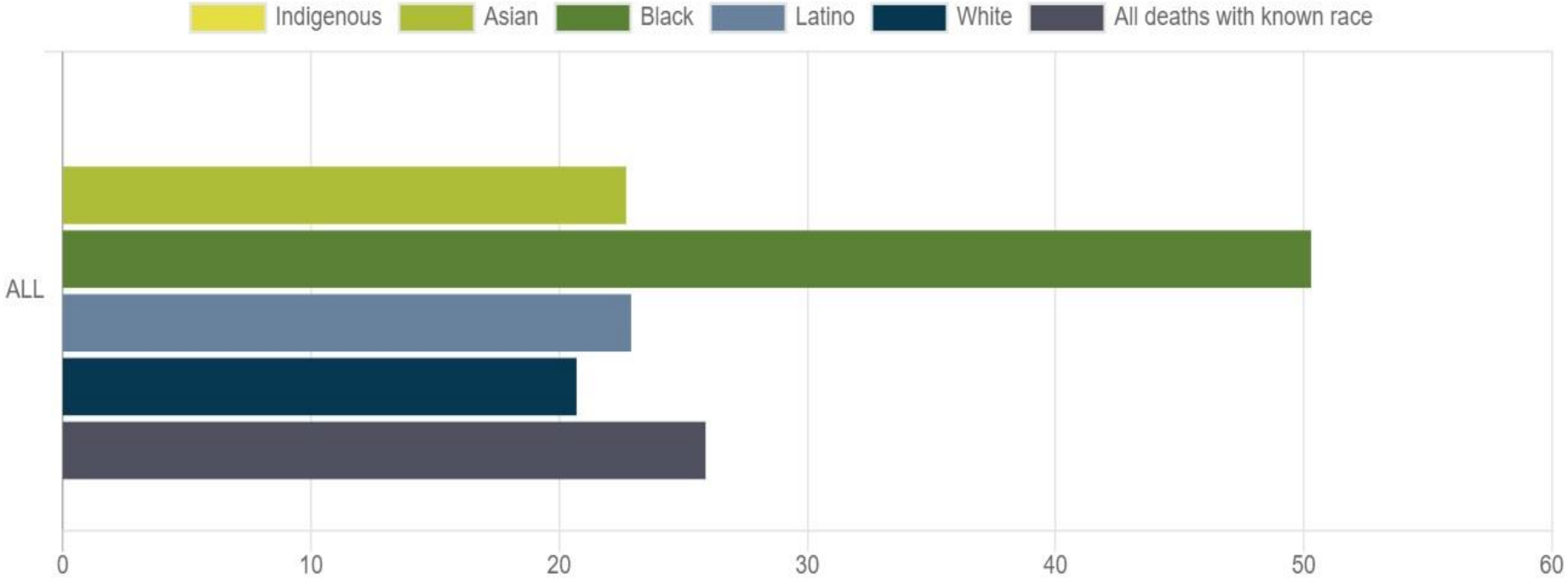


Dramatic Decline in Women's Payroll dropped Women back to less than half the work force



Labor's Response to COVID-19

COVID-19 DEATHS PER 100,000 PEOPLE OF EACH GROUP, REPORTED THROUGH MAY 19, 2020



**If all Americans had died of
COVID-19 at the same rate as
White Americans, 10,500
Black Americans, 1,400 Latino
Americans and 300 Asian
Americans would still be alive**

COVID-19 Cases and Deaths by Race Ethnicity

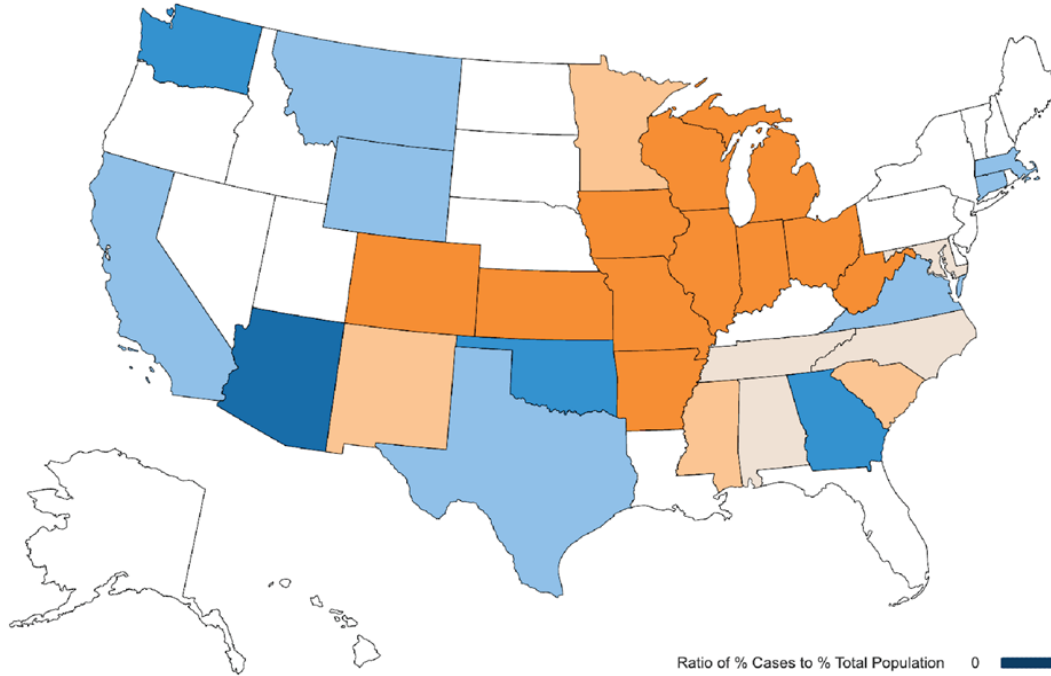
Hover over a State below to see details.

Select Race/Ethnicity

Black

Select Cases or Deaths

Cases



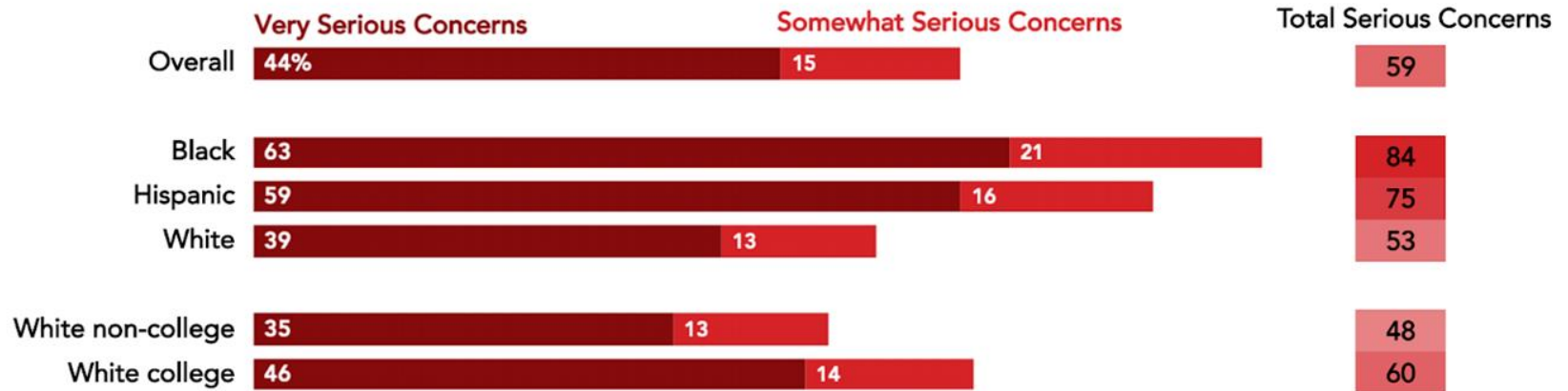
Labor 2020 Political Update

Recent Polling:
People of Color & COVID-19

People of Color Especially Concerned About Trump's Early Inaction

- 84% of Black Americans and 75% of Hispanic Americans have serious concerns that Trump failed to take necessary decisive action in the early stages of the outbreak, compared to 54% of white Americans.

Please indicate whether the following raises concerns: Donald Trump failed to take the decisive action we needed to stop the virus in the early stages of the outbreak.



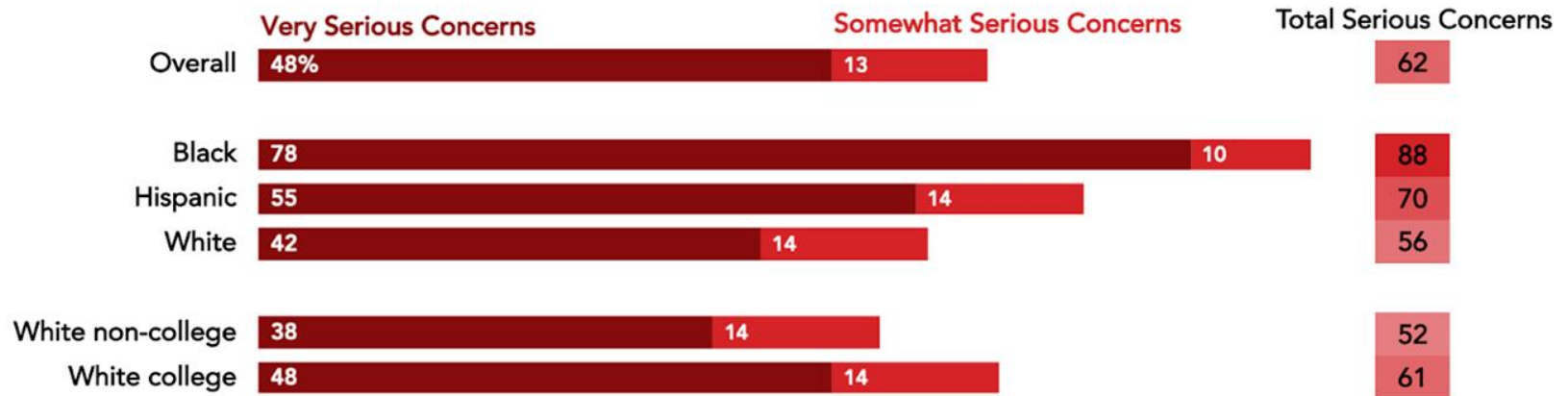
Nationwide survey of 997 registered voters; March 31-April 3, 2020
For more info, visit navigatorresearch.org

navigator*

People of Color More Concerned Trump Downplayed the Threat

- 78% of people of color say they are seriously concerned that Trump downplayed the threat of coronavirus early on, including 88% of Black Americans and 70% of Hispanic Americans.

Please indicate whether the following raises concerns: Donald Trump downplayed the threat of the coronavirus early on, letting it get worse when we should have been preparing.



Nationwide survey of 997 registered voters; March 31-April 3, 2020
For more info, visit navigatorresearch.org

navigator*

More Black and Hispanic Americans Call Trump Unprepared

- A majority of Americans, including 77% of Black Americans and 84% of Hispanic Americans, believe that Trump is “unprepared” to tackle the coronavirus crisis.

Please indicate whether this word applies to Donald Trump’s response to coronavirus: Unprepared



Nationwide surveys of registered voters; Each wave represents approximately 1,000 interviews taken over the prior three days. Latest wave conducted March 31-April 3, 2020. For more info, visit navigatorresearch.org

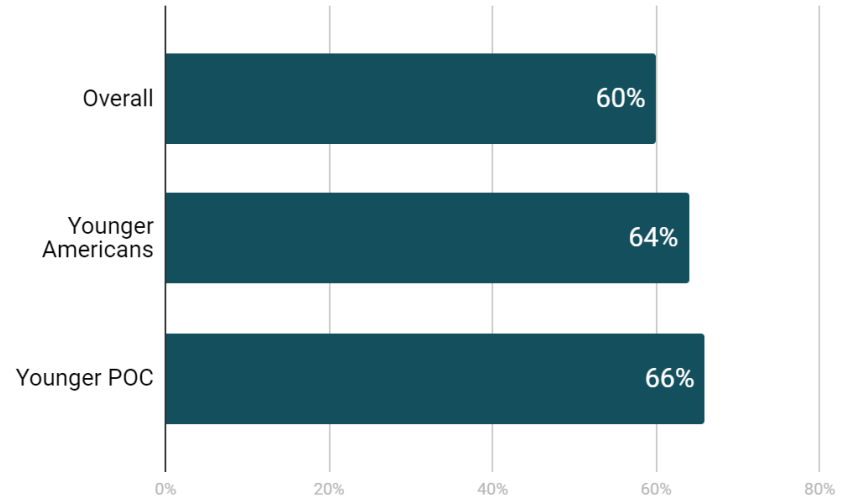
navigator*

Younger POC More Critical of Trump's Initial Response to COVID-19 Pandemic

- Younger Americans (age 18-34) are more personally affected by the pandemic than the nation overall, and also more likely to distrust Trump and believe he did not take the crisis seriously enough at the beginning (64%, compared to 60% overall).
- **Younger people of color are especially critical of Trump's preparedness** (66% didn't take it seriously enough).

(Navigator Research and NextGen, 4/16/2020)

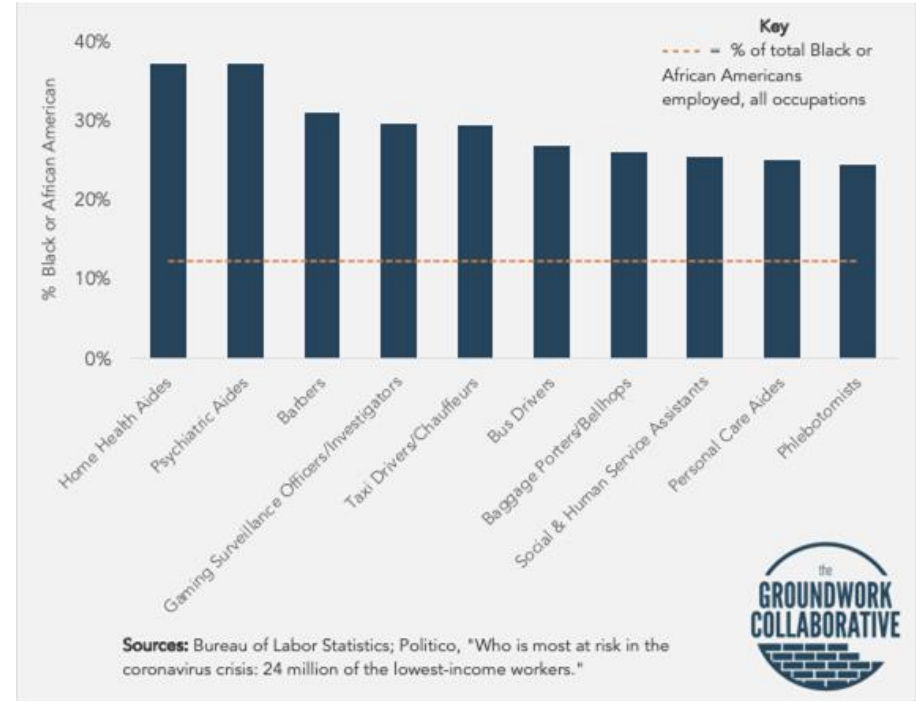
Trump did not take the COVID-19 crisis seriously enough at the beginning



More African Americans Employed in High Risk Jobs

- African Americans are disproportionately represented in many occupations that are considered high-risk of contracting coronavirus, including a number of health aide occupations.

(Groundwork Collaborative via BLS, 4/7/2020)



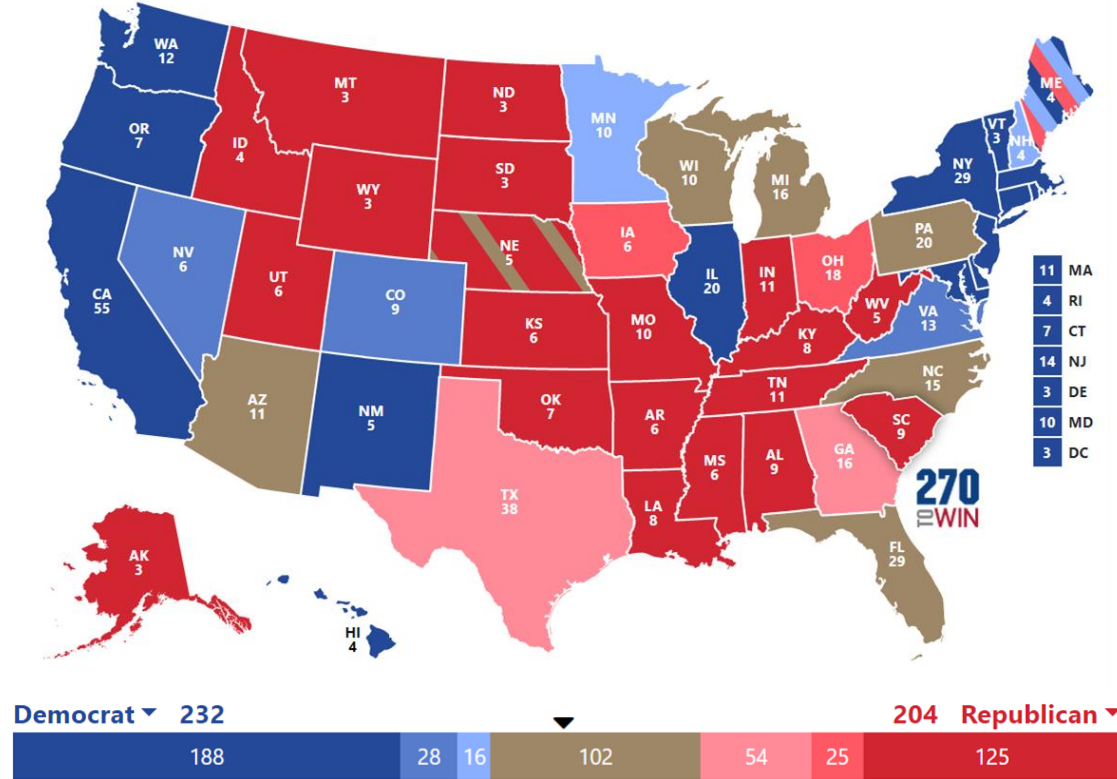
Road to the White House

Democratic Column: 232

Republican Column:
204

Tossup:
104

If Democratic nominee wins all of the solid/likely/leans Democratic states, they will need **38** electoral votes from the tossup/Republican column.



How to prioritize 2020 races?

Density



Competitiveness



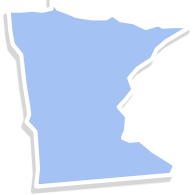
Strategic
Importance

Where do we have collective density? What geographies - state or local - have enough union members for us to make the difference?

Will the race be close? On election night, will our program be what pushes an endorsed candidate over the line?

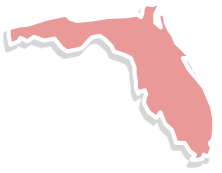
If density or competitiveness don't raise a race to a top target, are there other reasons to invest in the race?

Presidential Targets & Union Density



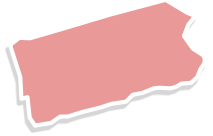
2016 Votes:
2,968,281
2016 Vote Margin: **+44,593**
Member + HH + Ret: 577,397
AFL-CIO 2016 Vote: 542,469

(18% of total)



2016 Votes:
9,618,915
2016 Vote Margin: **-112,991**
Member + HH + Ret: 960,714
AFL-CIO 2016 Vote: 716,093

(8% of total)



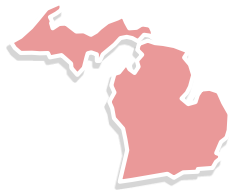
2016 Votes:
6,165,478
2016 Vote Margin: **-44,292**
Member + HH + Ret: 1,064,502
AFL-CIO 2016 Vote: 333,675

AFL-CIO



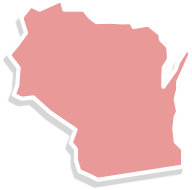
2016 Votes:
1,125,260
2016 Vote Margin: **+27,202**
Member + HH + Ret: 264,698
AFL-CIO 2016 Vote: 167,274

(15% of total)



2016 Votes:
4,799,284
2016 Vote Margin: **-10,704**
Member + HH + Ret: 1,196,073
AFL-CIO 2016 Vote: 900,304

(18% of total)



2016 Votes:
2,976,150
2016 Vote Margin: **-22,748**
Member + HH + Ret: 362,701
AFL-CIO 2016 Vote: 219,711

Road to the White House

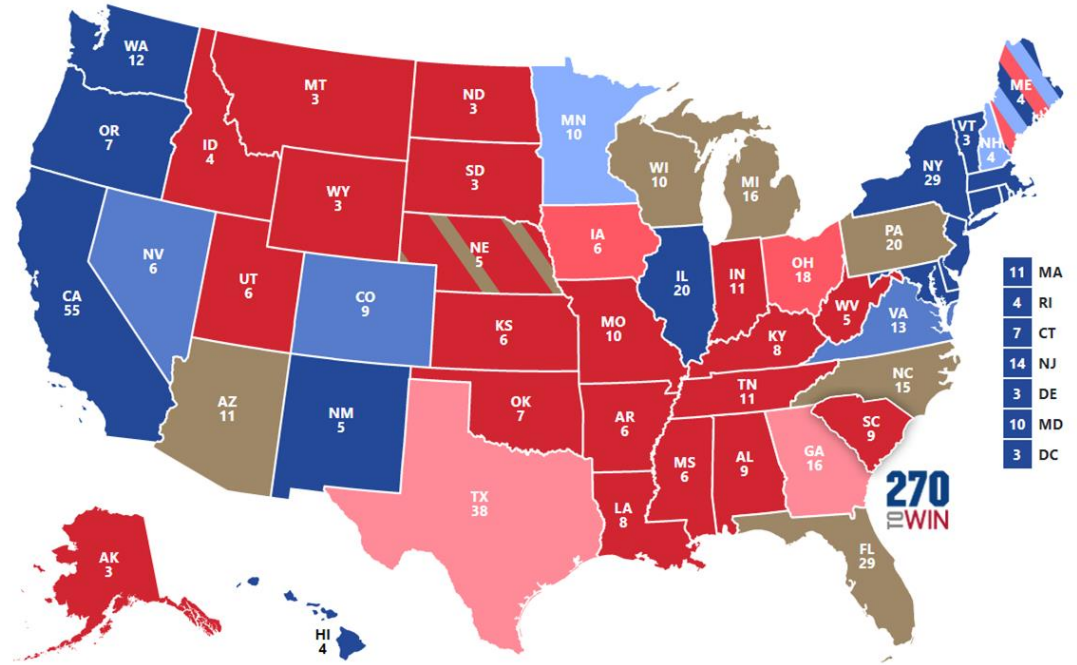
Tossup States

WI (10) | MI (16) | PA

(20)

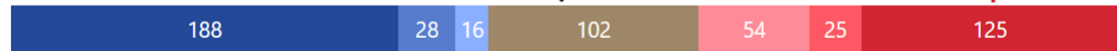
AZ (11) | FL (29) | NC (15)

232



Democrat 232

204 Republican



Road to the White House

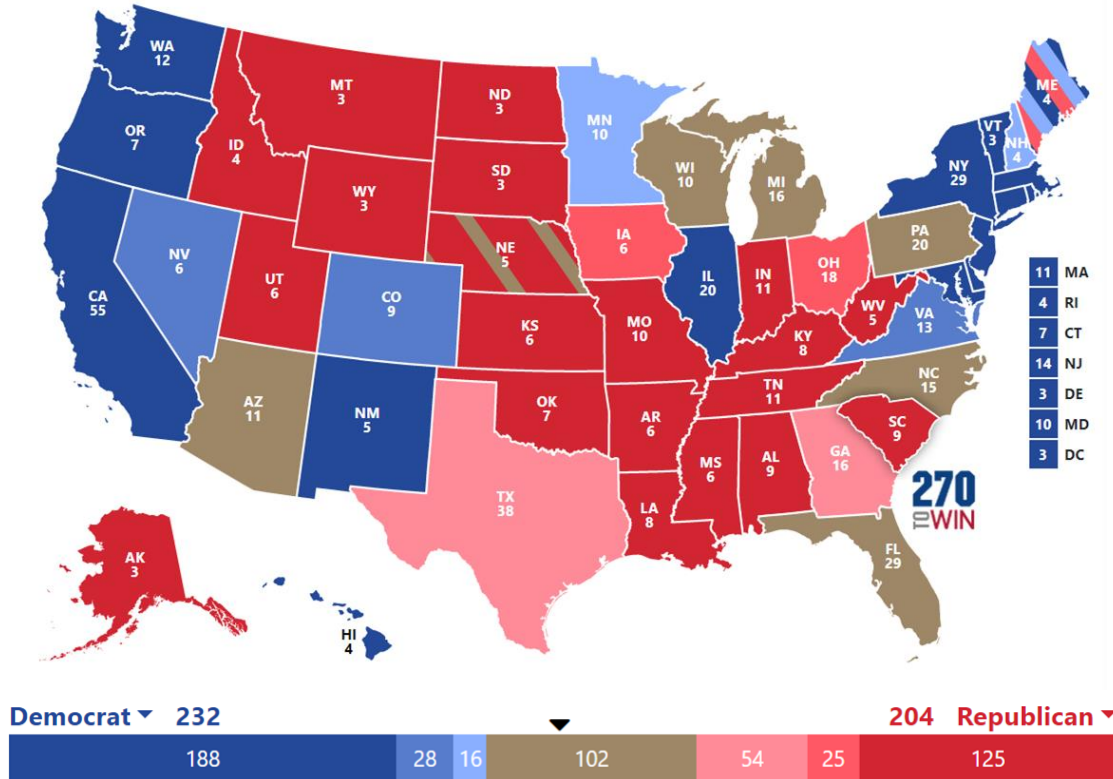
Tossup States

WI (10) | MI (16) | PA

(20)

AZ (11) | FL (29) | NC (15)

268

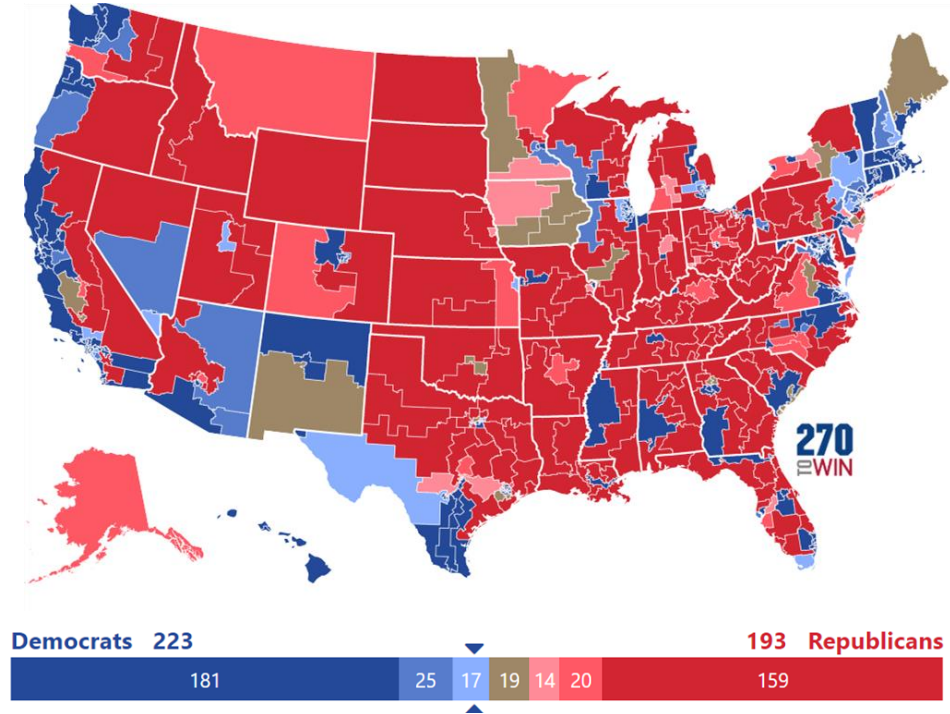


Protecting Pro-Worker House Majority

Currently, the Democratic Party holds a majority in the House, 233-196-1, with a handful of vacancies.

Currently, Democrats lead most generic ballot tests by a margin slightly smaller than the 2018 election day margins.

We are currently tracking the 95 most competitive seats.



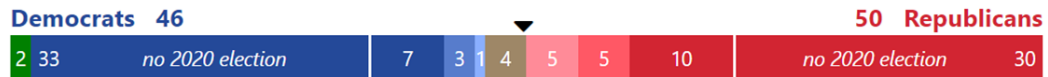
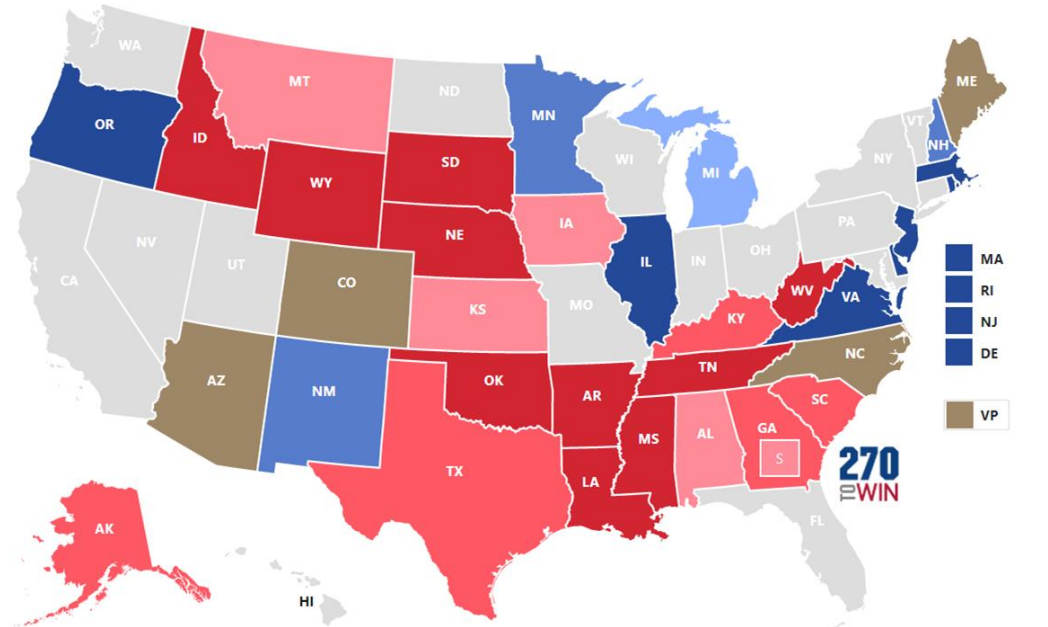
Path to a Senate Majority

Current Dem: 47

Current GOP: 53

Democrats need to net +3 seats for a 50/50 tie (if Biden wins)

Democrats need to net +4 seats for a 51/49 majority



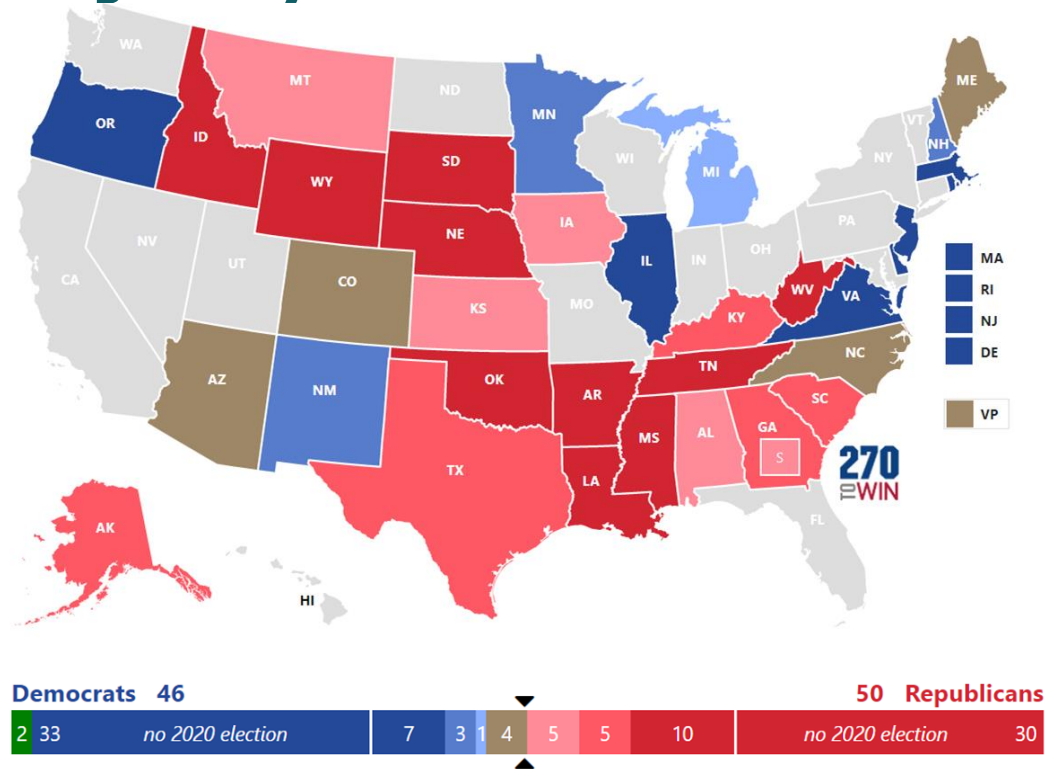
Path to a Senate Majority

Doug Jones in danger in **AL**, expect GOP to flip this seat.

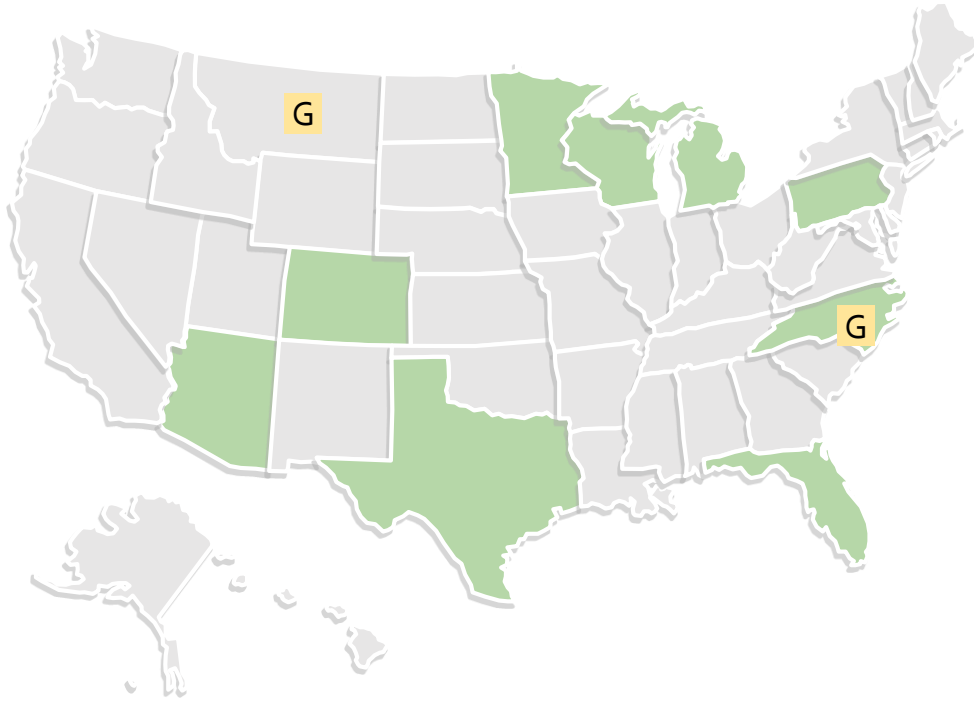
Democrats would need to flip 4 GOP seats for a majority.

AZ, CO most likely. **ME, NC** next.

IA, KS, MT, KY, GA, SC, TX a stretch, but possible.



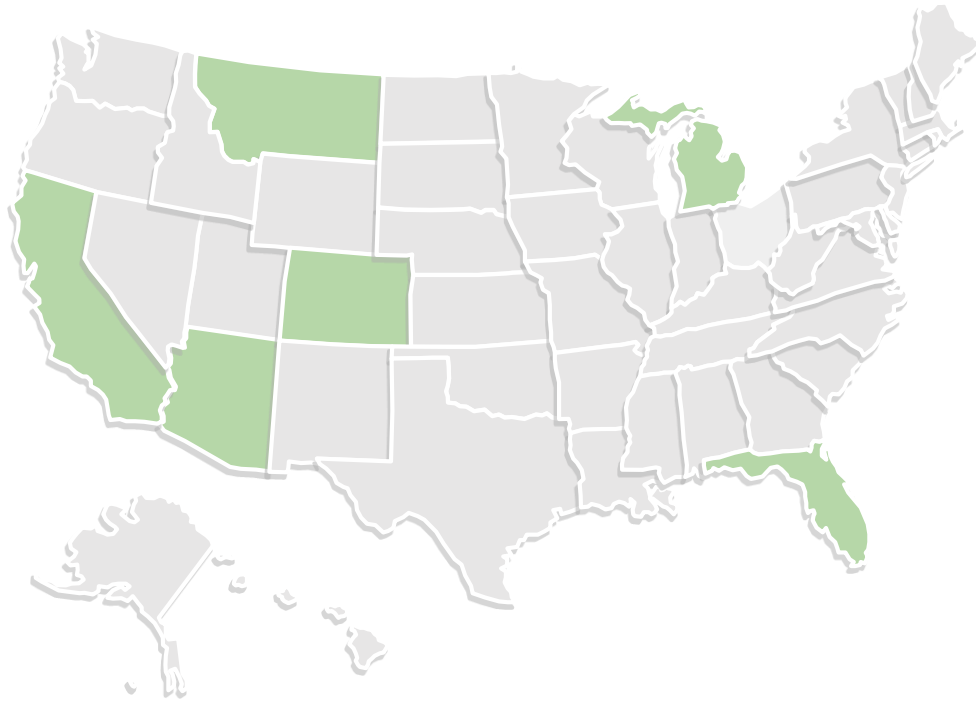
Gov & State Legislative Opportunities



In MT and NC, there are gubernatorial seats we need to hold.

In 9 of our 15 states of focus, state legislative chambers are in play - whether to defend, make inroads into an anti-worker majority, or to potentially flip chambers.

Ballot Measures



6 states have identified ballot measures or referenda as key parts of their Labor 2020 plans.

As we've seen in recent years, driving program through issue based ballot measures can motivate members in new ways.

State	Density	Pres	Sen	Gov	House	State Leg
AZ	5.3%	Tossup	Tossup	---	3	House Senate
CA	14.7%	Solid D	---	---	7	
CO	11%	Likely D	Tossup	---	1	Defend
FL	5.6%	Tossup	---	---	4	Make Inroads
KY	8.9%	Solid R	Likely R	---	1	
ME	12.9%	Leans D	Tossup	---	1	
MI	14.5%	Tossup	Leans D	---	4	House
MN	15.0%	Leans D	Likely D	---	5	Senate
MT	11.8%	Solid R	Lean R	Tossup	1	
NC	2.7%	Tossup	Tossup	Leans D	3	House Senate
NV	13.9%	Likely D	---	---	2	
OH	12.6%	Likely R	---	---	1	
PA	12.6%	Tossup	---	---	5	House Senate
TX	4.3%	Lean R	Likely R	---	9	Make Inroads
WI	8.1%	Tossup	---	---	1	House Senate

Key Presidential Changes from Jan 1

In Favor of Democrats

NV: Leans D to Likely

D

NC: Lean R to Tossup

NE-02: Lean R to Tossup

TX: Likely R to Lean

R

In Favor of Republicans

ME-02: Lean R to Likely R

IA: Lean R to Likely

R

Key Senate Changes From Jan 1

In Favor of Democrats

NC: Likely R to

Tossup

MT: Solid R to Lean R

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Ratings based on
Cook Political Report

Density % per the Bureau
of Labor Statistics

House ratings include total
number of competitive races.

Solid R to Likely
internal analysis.

Many Threats to the Election

- Before COVID
 - Voter Suppression
 - Disinformation
 - Russia
 - Cyber Attacks
 - Etc
- Because of COVID
 - Vote by Mail
 - New Rules
 - Catastrophic Election Worker Shortages

Women's Committee Update

Women hit harder in sectors where they are more likely to work

Shares of employment (February 2020) and employment losses (April 2020)

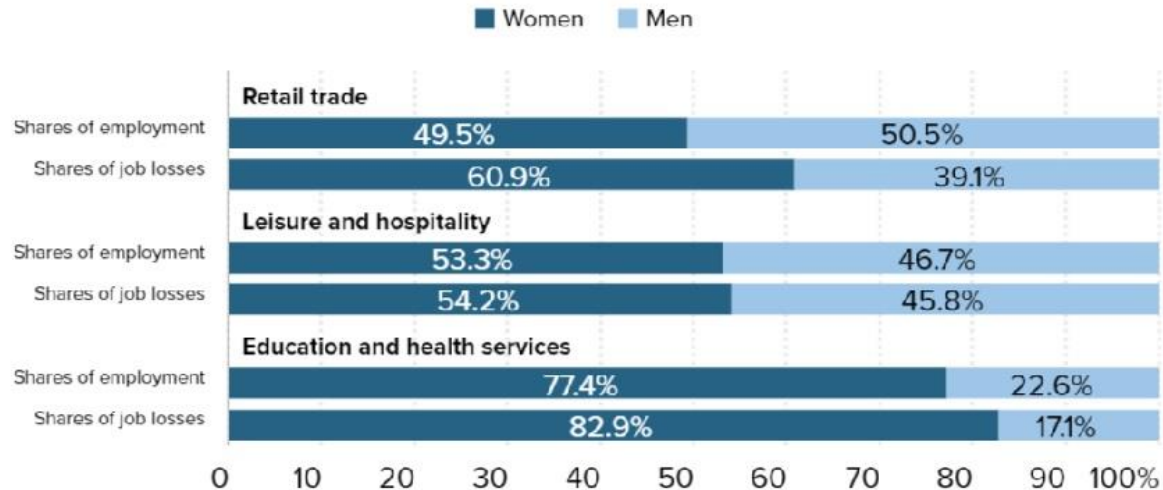


Chart Data

Source: EPI analysis of Bureau of Labor Statistics Current Employment Statistics public data series.

Economic Policy Institute

A more comprehensive look at skyrocketing unemployment rates

Unemployment rates for workers by race and gender, February-April 2020

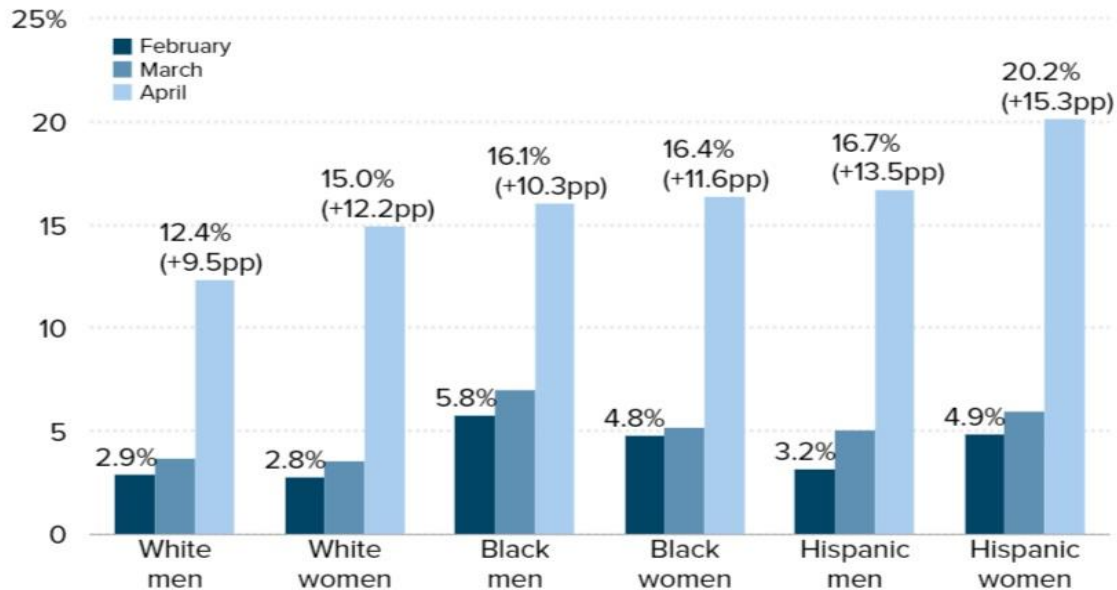


Chart Data

Source: EPI analysis of Bureau of Labor Statistics (BLS) Household Data table A-2, and table A-3.

Economic Policy Institute

Constituency Group Updates

ALL OF US: VOICES OF ESSENTIAL WORKERS ON THE FRONT LINES

A  **LIVE** TOWN HALL

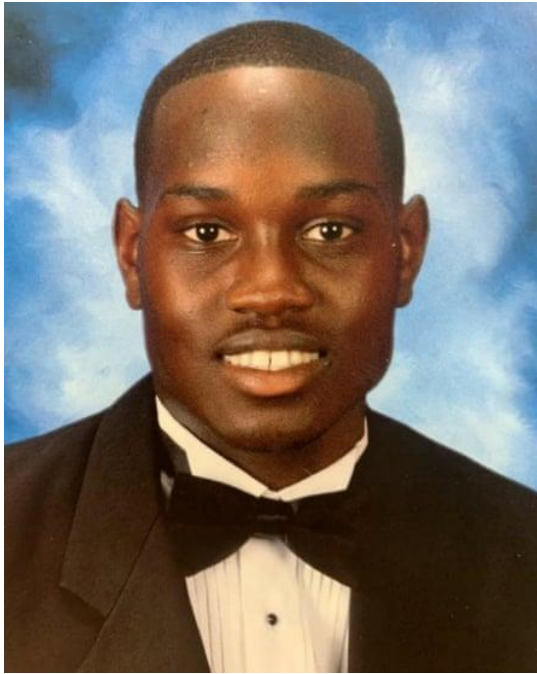


Save the Date: Thursday, May 28 • 2 p.m. ET

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Register Using [this Link: https://actionnetwork.org/forms/allofus/](https://actionnetwork.org/forms/allofus/)

Labor's Response to State-Sanctioned Violence



Good & Welfare