



# Labor Responds to AIDS (LRTA)

Centers for Disease Control and Prevention

BUSINESS  
RESPONDS  
TO AIDS



CENTERS FOR DISEASE  
CONTROL AND PREVENTION

LABOR  
RESPONDS  
TO AIDS

# AIDS Affects All of Us



- Despite initially promising new treatments, HIV/AIDS remains incurable and potentially life-threatening
- At the August 2001 National HIV Prevention Conference, CDC officials reported that the decade-long decline in numbers of new AIDS cases and deaths per quarter has ceased
- Of the more than 40,000 new HIV infections that occur in the U.S. each year, an estimated 50 percent are in individuals age 25 and younger - the workforce of the future



- More than half of U.S. companies with over 750 employees have reported cases of HIV infection or AIDS among their work force
- The lifetime cost of treating someone with AIDS is estimated to be about \$154,000
- 75% of labor community members surveyed feel that unions should offer a HIV/AIDS education program<sup>1</sup>

1. Summary of data reported at the United Auto Workers Employee Assistance and Community Service Conference, the Michigan State AFL-CIO Community Service School, and the National AFL-CIO Conference on Community Services, summer 2000.



# Some of the Goals of LRTA



- Reduce complacency about the need for HIV/AIDS awareness and prevention in the workplace
- Lessen stigma associated with HIV/AIDS
- Increase awareness of unions about return-to-work issues as well as OSHA regulations, ADA, and other workplace laws
- Leverage the power of unions and their members to reach populations disproportionately affected by HIV
- Address the devastating impact of AIDS on developing nations



# The Program



- Assist labor leaders with encouraging employers to adopt a written workplace policy that complies with federal, state, and local laws and describes the parameters of legal and other workplace issues regarding HIV/AIDS
- Training for supervisors and labor leaders regarding HIV/AIDS in the workplace
- Worker HIV/AIDS education
- Education for workers' families, either via the worker or directly from the union to the family
- Community service and volunteer efforts for HIV/AIDS



# The Tools and Resources



- The LRTA Labor Leader's Kit
- Business and Labor Resource Service
- Other materials (fact sheets, brochures)

# Your Organization and LRTA



- Programs help labor leaders to:
  - Help to protect their workers' benefits and legal rights
  - Prevent new HIV infections in their workers and improve the quality of life of those already infected
  - Educate workers on modes of HIV/AIDS transmission and use of universal precautions, which not only promotes a safe and healthy workplace but also helps to reduce stigma, discrimination, and fear among workers

# Fighting HIV/AIDS on a Larger Scale



- Community service activities and volunteerism reach those outside of the labor community
- Family education through unions and their members reaches youth at risk, minorities, and other underserved populations
- Union members are often closely allied with community organizations - another effective way to broaden the scope of HIV/AIDS education



# Implementing an HIV/AIDS Workplace Program



- For further information on workplace programs, please refer to your LRTA materials, contact the Business and Labor Resources Service at 800-458-5231, or visit our Web site at <http://www.hivatwork.org>.