

“AIL is Proudly 100% in Word and Deed”

no date

American Income has proudly held its union membership in high esteem. The company is 100 percent union, buys only union products, and supports labor causes. Mr. Rapoport tells the audience why he, as a corporate leader, stands in full support of labor unions.

Rapoport unionized his insurance company for many reasons. His father instilled in him a high respect for unions and taught him the need for unions to provide dignity for the workers. Rapoport realized that, “Good relationships with unions increased the value of our company.” Employees of American Income have the power of the union contract, which enables them to provide input for the company. Rapoport does not have to worry about disgruntled workers because the union contract mitigates any problems.

Every worker, from salesman to executive, is a union member at American Income. When a union member buys a policy from AIL, he or she knows that every hand that touches that policy is a union hand. Rapoport wanted to be surrounded by union members because he knows that a union member is a happier worker. A union contract ensures that they will be “treated fairly and enjoy good pay and benefits.” Management will listen to their concerns and make adjustments. A happier worker develops better products and provides better service.

American Income prides itself on adhering to the “be union, buy union” concept. Union construction workers built the new American Income headquarters. Rapoport admits that he once bought telephone equipment that was not union made. Once he was

aware of this fact, he replaced the non-union stuff with a union made telephone system. Rapoport says, "When AIL supports labor, actions speak louder than words."

American Income is a unique company because it actively participates in many different union causes. AIL is the only insurance company with a Labor Advisory Board, made up of 50 national and international union leaders. The Board provides AIL with information "on the needs of working families." The company takes their report and uses it to develop better products and services to meet union members' needs. The Board also annually recommends a labor cause for AIL to support with a \$5,000 donation. The Board shapes the company's policies. For example, "AIL waives premiums when our union policyholders are out of work for the duration of any recognized strike, lockout, layoff or when a natural disaster forces their employer to close operations." American Income is an insurance company that looks out for the average worker.

American Income has a Washington D.C. office headed by Jules Pagano to fight for union-related issues. Political causes draw the attention and financial backing of AIL. American Income came to the defense of labor during California's Proposition 229, which would severely restrict union political activity. AIL was the first corporate donor to help the cause with a \$100,000 donation to help defeat the bill. American Income supported labor candidates in the November elections and plans to always endorse labor-friendly politicians.

Even during the difficult times in labor management, AIL stands firm to defend union rights. This company will fight to "preserve the values of dignity on the job, social justice, fair opportunity for all Americans and the freedom of workers to choose a union

free from employer harassment.” American Income is proud to be a union company and will faithfully serve its three million union families with AIL insurance protection.