

State of Black WorkLife

September 2025

TALKING POINTS

Summary

Who's going to tell the untold stories of Black worklife in America under hostile conditions? That would be CBTU. Black Labor Day, Sept. 1, begins a week of engagement and reengagement, a week to shine a light on the stark hardships being inflicted on Black workers and their families, a week to use CBTU's strong, independent voice to speak truth to power.

- CBTU has issued its first public assessment of the "State of Black Worklife in America." It is a sobering assessment that spotlights situations that put Black workers in a precarious position. Our perspective matters. Our voice matters.

We can not wait until the next election cycle to respond to Donald Trump's War on Blackness. This Labor Day presents an opportunity to share our perspective and show we will not be erased or silenced.

State of Black WorkLife

- Black workers face acute economic vulnerability due to Trump's obsession with Blackness and the hostile federal environment he has created.
- Black workers are leaving jobs at twice the rate of white workers, hoping to escape toxic racial bias.
- Black unemployment surged to 7.2%, nearly double the 3.7% rate for white workers and the highest level since the pandemic in 2020
- Trump's razing of the pillars of the federal government is cruel and disproportionately harms Black workers, with nearly 1 in 5 federal workers being black.
- Trump has illegally stripped millions of employees of their union contracts. Champion of the working class

Impact on Women

- Without fanfare or screaming headlines, Black women are experiencing a horrific employment crisis.
- Nearly 300,000 Black women exited the workforce in the past three months, with a real unemployment rate above 10%.
- Entire families have lost their economic anchor
- More than 226,000 Black women lost their jobs during Trump's DEI purge.
- The job crisis engulfing Black women is the canary in the coal mine, signaling trouble looms ahead

Union Difference

- The fight for racial justice is a union fight.
- Union representation remains the most powerful means by which Black workers can earn fair min wages, secure affordable healthcare and build wealth and retirement security. These are the foundation of stable families and thriving communities.
- Fact: *there would be no Black middle class without millions of federal paychecks.*

Young Black Workers

- Young Black workers are trying to cope with having more pressure and demands and fewer opportunities to live their dreams.
- That's because this labor market is failing them as they face chaotic work schedules, rent pressures, transphobia, gender bias, childcare issues, DEI backlash and school loan debt.
- The national Black-White unemployment gap among youth is 2 to 1.
- Ignoring this tinderbox of ambition and frustration will not turn out well for the Black community or the crooked system that puts cheating before competence.

Wellness and the WorkLife

- A new trend is emerging in Black worklife. More Black workers, especially women, are prioritizing wellness and purpose in their worklife.
- Values such as family, health, and inner peace are becoming more important than merely hustling for a paycheck.
- However our worklife changes, Black labor will still carry the torch for equality and freedom.