



ADOPTED RESOLUTIONS

**WOMEN:
TAKING IT TO
THE STREETS**

Coalition of Labor Union Women
19th Biennial Convention
September 6-9, 2017
Detroit, Michigan

ADOPTED RESOLUTIONS 2017

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RESOLUTION NO. 1

OPPOSE HEALTH CARE CUTS & DEMAND AFFORDABLE CARE FOR ALL

1 The Affordable Care Act (Obama Care), signed into law in 2010, has provided
2 comprehensive health care for more Americans than ever before. ACA stopped
3 insurance companies from denying coverage or charging more based on health status.
4 It required all insurers to cover people with pre-existing conditions. It did away with
5 life-time and annual dollar limits. It provided coverage for young adults on their
6 parents' plan until age 26. It expanded coverage to tens of millions by subsidizing
7 health insurance costs and expanded Medicaid to millions.
8
9 The Affordable Care Act prevented gender discrimination. It provided free preventive
10 care, obstetrical and gynecological services with no referrals, free birth control and
11 coverage for emergency room visits. It improved Medicare for seniors and eliminated
12 the donut hole on prescribed medications. It required coverage for maternity and
13 newborn care, provided mental health services and help with addiction problems, plus
14 many more benefits, rights and protections.
15
16 ACA was a major step forward in providing comprehensive, affordable health care for
17 all, but premiums have increased due to the wider range of health coverage and
18 benefits offered through the for-profit healthcare system. Enrolling for insurance could
19 be complicated for consumers. Many businesses cut employee hours to under 30 hours
20 per week to avoid covering health care expenses for employees. Many persons felt
21 forced to choose less expensive coverage with very high deductibles and more out of
22 pocket costs in the hope they would not need health care. Some Americans close to the
23 poverty level did not qualify for cost assistance and could be fined if they did not obtain
24 insurance. Not all states chose to expand Medicaid which left 5.7 million of the poorest
25 people without coverage options.
26
27 CLUW has long supported comprehensive, affordable health care for all which is best
28 provided by a single payer such as the Expanded and Improved Medicare for All Act
29 (HR676). Universal, comprehensive coverage for all by a single payer has proven to be
30 less costly and superior in other industrialized countries. Popularity for single payer is
31 growing in America but has not had sufficient support to become a reality largely due to
32 the thriving \$3 trillion dollar for-profit health care industry. As of July 4, 2017, HR676,
33 Rep. John Conyers national single payer bill, had 113 co-sponsors in the House of
34 Representatives and Sen. Elizabeth Warren called for increased campaigning to pass it.
35

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36 Rather than improve the Affordable Care Act or consider single payer, repeal of the ACA
37 has been a priority for President Trump and the GOP. In June 2017, a group of wealthy
38 men developed the Trumpcare bill. It would leave at least 22 million more persons
39 uninsured, gut Medicaid by billions, raise costs, cut coverage and weaken protections.
40 Premiums would skyrocket for those with chronic illnesses and pre-existing conditions
41 and seniors. Older workers could pay five times more for coverage than younger
42 workers. High income American households would get billions in tax cuts while federal
43 funding for poor people would be diminished. For rural Americans, Trumpcare would
44 mean more hospital closures and loss of local health services.

45
46 Trumpcare fails to address the health needs of women. House Minority Leader Nancy
47 Pelosi said that eliminating essential health benefits would make being a woman a pre-
48 existing condition, and that stripping guaranteed maternity care is a pregnancy tax.
49 Trumpcare does not require health care for pregnancy, childbirth and newborns. It does
50 not cover birth control. Domestic violence, lupus, depression, eating disorders, C-
51 sections and even rape could be considered pre-existing conditions not to be covered.
52 Insurance companies would not be required to cover mammograms and pediatric
53 services.

54
55 **THEREFORE BE IT RESOLVED:**

56
57 The Coalition of Labor Union Women (CLUW) reaffirms that health care is a human
58 right.

59
60 CLUW chapters and members will fight hard against legislation that would leave people
61 without the comprehensive health coverage they need for all acute and chronic health
62 conditions, and for preventive care.

63
64 CLUW chapters and members will be vigilant to see that health care coverage provides
65 for all of women's health needs as well as those of men and children.

66
67 CLUW chapters and members will partner with unions, community allies, faith-based
68 organizations, civil and women's rights leaders, and legislators to inspire and motivate
69 active participation for comprehensive, quality health care for all through education,
70 letter writing campaigns, town hall meetings, lobbying and other non-stop
71 interventions.

72
73 CLUW will support improvements to the Affordable Care Act that do not lessen benefits
74 or increase costs to low income and working class families.

75
76 CLUW members and chapters will continue to fight Medicaid cuts that hit low-income
77 families, children and seniors the hardest.

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78
79 CLUW members and chapters will campaign vigorously for support of HR 676, Rep.
80 John Conyers national single payer bill, the Expanded and Improved Medicare for All
81 Act.

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RESOLUTION NO. 2
BREAST CANCER – BE AWARE

1 More than 3.1 million women in the United States are living with a history of invasive
2 breast cancer according to the American Cancer Society.
3
4 Cancer can start any place in the body. When it starts in the breast it is called breast
5 cancer. It begins when abnormal cells in the breast grow out of control and crowd out
6 normal cells. Breast cancer is the most commonly diagnosed cancer in women in the
7 United States (excluding skin cancer) and is second only to lung cancer as a cause of
8 cancer death in women.
9
10 Even with all we know about early detection, breast cancer is still the second leading
11 cause of cancer deaths among women. Unfortunately, many low-income and uninsured
12 women do not have access to lifesaving examinations and tests. Only 26 percent of
13 uninsured or underinsured women over the age of 40 have had a mammogram in the
14 past year, compared with 56 percent of adequately insured women.
15
16 Men get breast cancer too. Most men think of themselves as having a chest and “pecs,”
17 but not breasts. So it comes as a surprise to men to find out they are at risk of breast
18 cancer, although their risk is low compared to women.
19
20 When breast cancer is discovered early, the survival rate is 98 percent. However, when
21 breast cancer is diagnosed at late stages, the survival rate drops to 27 percent. Breast
22 cancer screenings and mammograms have been found to reduce breast cancer
23 mortality. More information is available at the American Cancer Society Hotline: 1-800-
24 227-2345.
25
26 The U.S. Republican House and Senate want to repeal the Affordable Care Act. Should
27 this disaster happen, many persons with breast cancer will lose their health coverage.
28 The American Cancer Society and other health agencies oppose the repeal of ACA.
29

30 **THEREFORE BE IT RESOLVED:**

31
32 Coalition of Labor Union Women (CLUW) members will continue to lobby their
33 legislators for increased funding at the federal and state level to provide resources for
34 innovative breast cancer research and comprehensive lifesaving cancer programs.
35

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36 CLUW members will not ignore warning symptoms such as breast lumps or hardening
37 as early detection is the key to finding cancer early, and prompt diagnosis and
38 treatment are essential.

39

40 CLUW chapters and members will observe Breast Cancer Awareness Month each
41 October to increase awareness of breast cancer prevention, symptoms, warning signs,
42 healthy lifestyles, genetics, screenings and the importance of annual mammograms.

43

44 CLUW encourages members to participate in the noncompetitive three to five mile
45 walks held in more than 250 communities nationwide during Breast Cancer Awareness
46 Month in October.

47

48 CLUW encourages members to wear pink in October, call or write their legislators, and
49 plan events that provide information to empower their members to take time to care for
50 themselves, get their annual mammogram, and learn about the programs and cancer
51 networks in their communities that provide access to lifesaving cancer information,
52 screenings and treatments for women and men.

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RESOLUTION NO. 3
CAMPAIGN WITH THE PEOPLE'S WATER BOARD

1 The People's Water Board (PWB) was founded in Detroit, Michigan out of concern for
2 the thousands of Detroiters who had their water shut off despite the fact that they did
3 not have the income to pay their bill. The following facts form the basis for federal
4 legislation:

- 5 • In 2014 the PWB called in the United Nations to review the impact of water shut
6 offs and related loss of housing. The United Nations declared the shut offs deny
7 people water and therefore is a human rights violation.
- 8 • Michigan State University has conducted a study which concludes that in just five
9 years from now, more than 35% of American households could find themselves
10 unable to afford water bills.
- 11 • The escalating price for water has proven to go even higher when cities strapped
12 with high cost of infrastructure respond by transferring control of the water from
13 the commons/public to private water providers who typically charge higher rates
14 than the Environmental Protection Agency guideline of no more than 4.5% of
15 monthly household income and United Nations standard of 5%.
- 16 • In recent years the normalizing of paying for water as a commodity (bottled
17 water) along with the impact of climate change globally i.e. droughts, floods, and
18 temperature extremes will drive prices even higher so that affordability will be
19 limited to only those in high income brackets.
- 20 • The man made toxic water crisis in Flint, Michigan and the public health threat of
21 massive water shut offs in Detroit propelled the drinking water safety into the
22 national spotlight and over time drew attention to the numerous situations
23 throughout the US where policies did not protect people from similar disasters.
- 24 • An extensive listing of water challenges cleanliness, safety, accessibility and
25 affordability were shared by seven countries outside of the United States and 26
26 US states at the First (2015) and Second (2017) International Gatherings on
27 Water convened by PWB and Michigan Welfare Rights Organization and held in
28 Detroit, Michigan.
- 29 • Current administration budget cuts to the Environmental Protection Agency and
30 elimination of emissions standards pose serious threats to water safety,
31 increased water air and land contamination and mounting public health and
32 mortality impacts. Water is vital to sustain life. Water is life. Water is a human
33 right.

34

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35 **THEREFORE BE IT RESOLVED:**

36

37 The Coalition of Labor Union Women (CLUW) will hold a People's Water Board
38 workshop at the 2017 national convention to educate CLUW members on the impact of
39 water shut offs.

40

41 CLUW members will take the People's Water Board resources back to their local
42 chapters, provide training to their members, and implement campaigns supporting
43 federal legislation that assures clean, safe, affordable water for all.

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RESOLUTION NO. 4

STRENGTHEN – DON'T CUT – OCCUPATIONAL SAFETY

1 According to the Bureau of Labor Statistics, in 2015 4,836 fatal work injuries were
2 reported in the United States – 344 of which were women; violence and other injuries
3 by persons or animals caused 24 percent of fatal occupational injuries to women.
4

5 According to the Centers for Disease Control (CDC), Women face different workplace
6 health challenges than men. This is partly because men and women tend to have
7 different kinds of jobs.³ Women generally have more work-related cases of carpal
8 tunnel syndrome, tendonitis, respiratory diseases, infectious and parasitic diseases, and
9 anxiety and stress disorders.⁴ Social, economic, and cultural factors also put women at
10 risk for injury and illness. For example, women are more likely than men to do
11 contingent work part-time, temporary, or contract work. Compared to workers in
12 traditional job arrangements, contingent workers have lower incomes and fewer
13 benefits. Like all workers in insecure jobs, women may fear that bringing up a safety
14 issue could result in job loss or more difficult work situations. They may also be less
15 likely to report a work-related injury.
16

17 According to David Michaels, past Assistant Secretary of the Occupational Health and
18 Safety Administration (OSHA), even with OSHA's best efforts, every year, still nearly
19 four million workers are injured or made sick at work, and thousands more die from
20 work-related injuries or illnesses. Workplace injuries, illnesses and fatalities stand in the
21 way of workers earning a living wage. Today's sad reality is that many workers, and the
22 families they support, are one job injury away from falling out of the middle class.
23

24 The Department of Labor itself is tasked with ensuring the well-being of working
25 people, protecting their rights, their health and safety and advancing their employment
26 opportunities. The Department of Labor interprets and enforces laws vital to health and
27 safety and also laws vital to a women's economic security and the right to be free from
28 workplace discrimination, including the Fair Labor Standards Act, The Family and
29 Medical Leave Act, The Affordable Care Act and executive orders prohibiting
30 employment discrimination by federal contractors and setting labor standards for
31 employees of federal contractors.
32

Sources: <https://www.bls.gov/spotlight/2017/women-at-work/home.htm>
<https://www.bls.gov/iif/>
<https://www.osha.gov>
https://www.whitehouse.gov/sites/whitehouse.gov/files/omb/budget/fy2018/2018_blueprint.pdf
<https://www.bls.gov/opub/mlr/2005/10/art4full.pdf>

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33 The President's 2018 Budget requests \$9.6 billion for the Department of Labor, a \$2.5
34 billion or 21 percent decrease from the 2017 level. The budget would eliminate the
35 Occupational Safety and Health Administration's Susan Harwood grants. The focus of
36 the Harwood program is to provide training and education for workers and employers
37 on the recognition, avoidance, and prevention of safety and health hazards in their
38 workplaces, and to inform workers of their rights and employers of their responsibilities
39 under the OSH Act.

40
41 The President's Budget would also virtually eliminate the bureau that helps protect a
42 woman's economic health – The Women's Bureau.

43
44 Unions have been leaders in representing workers on matters pertaining to workplace
45 health and safety. Better working conditions cannot be won without courageous and
46 committed local union health and safety activists.

47
48 THEREFORE BE IT RESOLVED:

49
50 The Coalition of Labor Union Women (CLUW) will urge its chapters and members to
51 negotiate strong health and safety provisions in collective bargaining agreements in
52 order to obtain protections workers deserve.

53
54 CLUW will pledge unrelenting opposition to corporate and legislative efforts to weaken
55 and defund the protections of the Labor Department, occupational health and safety
56 laws, regulations, and enforcement in the United States, and to keep the Women's
57 Bureau a strong component of the Labor Department.

58
59 CLUW will work for the passage of progressive legislation to better protect worker rights
60 and worker safety.

Sources: <https://www.bls.gov/spotlight/2017/women-at-work/home.htm>
<https://www.bls.gov/iif/>
<https://www.osha.gov>
https://www.whitehouse.gov/sites/whitehouse.gov/files/omb/budget/fy2018/2018_blueprint.pdf
<https://www.bls.gov/opub/mlr/2005/10/art4full.pdf>

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RESOLUTION NO. 5
DEMAND WATER STANDARDS

1 Two year ago, CLUW passed the “Clean Drinking Water is a Human Right” Resolution.
2 However, the condition in communities like Flint, MI have only marginally improved.
3 The [Water Infrastructure Improvements for the Nation \(WIIN\) Act](#) of 2014 required that
4 the Environmental Protection Agency (EPA), with states and public water systems
5 (PWS), notify and provide information to homes and communities once EPA receives
6 drinking water data that indicates a household has drinking water levels above EPA’s
7 lead action level (0.015 mg/L).
8
9 Rather than shoulder this responsibility, the current EPA leadership has chosen to
10 rewrite the regulations to return the older, less rigorous oversite, publishing this intent
11 in the *Federal Register* (FR) of 6/27/2017. Such callous disregard of the health and
12 learning effects of even low levels of lead in the blood demonstrates a lack of
13 understanding or concern for youth and pregnant women, particularly in communities
14 of color and lower socio-economic standing.
15
16 EPA is responsible for ensuring the safety of the nation’s drinking water in public water
17 supplies. Yet there are approximately 98,000 public schools and 500,000 child care
18 facilities not regulated under the Safe Water Drinking Act (SDWA). These unregulated
19 schools and child care facilities may or may not be conducting voluntary drinking water
20 testing.
21
22 **THEREFORE BE IT RESOLVED:**
23
24 The Coalition of Labor Union Women (CLUW) members demand that their Federal
25 legislators support and fully fund the standards and enforcement of both the Safe
26 Drinking Water Act (SDWA) and the Water Infrastructure Improvements for the Nation
27 Act (WINN) as written in 2014, through letters, phone call and personal visits.
28
29 CLUW members rally for public programs that distribute water and nutrition
30 supplements to the areas affected by high lead levels.
31
32 CLUW members demand that schools and child care centers be included in community
33 water supply testing and remediation plans in order to resolve problems quickly and
34 effectively.

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RESOLUTION NO. 6
**PROTECT WOMEN: SUPPORT THE CONSUMER
FINANCIAL PROTECTION BUREAU (CFPB)**

1 The Consumer Financial Protection Bureau (CFPB) was created under the Dodd-Frank
2 Wall Street Reform and Consumer Protection Act to enforce federal consumer financial
3 laws and protect consumers in the financial marketplace. It is the only federal agency
4 charged with protecting consumers from abusive financial institutions and practices.
5 Enforcement and supervisory actions by the CFPB have returned nearly \$12 billion
6 to over 29 million consumers harmed by unfair financial practices. Women need a
7 strong and independent CFPB to curb abusive financial practices that target them.

8
9 The CFPB handled over 291,400 consumer complaints in 2016 and has handled over a
10 million complaints in the five years that it has been established and also provides
11 financial education material for libraries, teachers and other community education.

12
13 **Student Loans:** Research shows that women take on more student loan debt than
14 men and repay their loans more slowly. Americans carry \$1.4 trillion in student debt,
15 now second only to mortgage debt. About 3.6 million Americans are in delinquency with
16 their student loans, more than one in four. Women hold nearly 2/3 of the outstanding
17 student debt in the U.S. - more than \$800 billion. Women are also disproportionately
18 targeted by and enrolled by for-profit institutions, which are associated with high debt
19 levels and poor career outcomes. Women make up 60-74% of for-profit enrollees. The
20 CFPB is addressing the student loan debt crisis by working to resolve complaints against
21 student loan servicers and researching and reporting on gaps in the federal student
22 loan program. The CFPB works to stop corrupt loan lending practices, fining banks
23 billions of dollars and returning millions to thousands to wronged borrowers. The CFPB
24 also cracks down on predatory for-profit colleges that give students high-cost loans and
25 mislead students about career placement success.

26
27 **Debt Collection:** Debt collectors often use aggressive tactics to collect debts, including
28 pursuing the wrong person, attempting to collect debts not owed or already paid,
29 making harassing and threatening phone calls, and filing wrongful lawsuits. Debt
30 collectors acquiring or purchasing debts often have inaccurate information about the
31 debts they are collecting and individuals who allegedly owe the debts. The top
32 complaint by consumers to the CFPB on debt collection is being pursued for debts not
33 owed. Women are disproportionately affected by the type of debt that debt collectors
34 pursue—credit card debt, medical debt, and student debt – about 72% of the debt
35 buying market. Reports show that some debt collectors target women specifically; one

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36 former debt collection manager said their computer system flagged women's accounts.
37 The CFPB is currently considering the first ever federal rule on debt collection to
38 address abusive debt collection practices. Since 2011, the CFPB has returned over \$300
39 million to consumers who were victims of illegal and abusive debt collection practices.
40

41 **Payday Loans:** Payday loans are short term loans at extremely high interest rates. The
42 industry is a debt trap designed so that borrowers cannot repay the loan and are forced
43 to re-borrow. Most payday loan borrowers are female. Women make up roughly 60% of
44 all payday loan customers. Payday loan use is even higher among single mothers.
45 Payday loans are primarily used to pay for household expenses – expenses that tend to
46 be the responsibility of women. Small dollar lenders, including payday and car title
47 lenders, collect over \$8 billion in penalties and fees from borrowers on an annual basis.
48 The CFPB is currently engaged in the rulemaking process for rules that have the
49 potential to end the debt trap created by unaffordable payday and car title loans
50 ensuring that lenders require that borrowers have an ability to repay their loans.
51

52 **THEREFORE BE IT RESOLVED:**

53
54 The Coalition of Labor Union Women (CLUW) urges the Consumer Financial Protection
55 Bureau (CFPB) to adopt strong rules that protect consumers, especially women, from
56 the debt trap caused by predatory car title and payday lenders. CLUW encourages the
57 CFPB to adopt a rule that includes a strong ability to repay requirement.
58

59 CLUW supports action by the CFPB aimed at regulating the predatory for-profit higher
60 education industry and the student loan servicing industry in order to protect borrowers
61 and taxpayers.
62

63 CLUW urges the CFPB to issue strong rules that bring needed reforms to abusive debt
64 collection practices.
65

66 CLUW demands a strong and independent and fully funded CFPB that works to protect
67 consumers from abusive financial products and practices in all forms.
68

69 CLUW will partner with the CFPB to use CFPB provided education and financial modules
70 to help improve the financial literacy of its chapters.

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RESOLUTION NO. 7

BUILD THE AMERICAN WOMEN'S HISTORY MUSEUM

1 The history of American women is diverse and complicated, and deserves inclusion in
2 the mosaic of our great country. Because women are part of every race, class,
3 ethnicity, religion, political affiliation, and region of the country, their stories will never
4 fit into a singular narrative. A museum is needed that will be dedicated to presenting a
5 comprehensive, complex and multi-faceted narrative of women's lives and experiences
6 that spans the entire history of the nation.

7

8 The time has come to build a national museum of women's history in our nation's
9 capital to reflect the story of how women and men in the oldest organized women's
10 movement have led the world in advocating for women's equality, and in so doing are
11 broadening the concept of democracy to fully embrace the equal rights of women.

12

13 A private effort has been underway for the past 17 years by the National Women's
14 History Museum, a nonpartisan, nonprofit (501c3), educational organization that was
15 established in 1996 in the District of Columbia and is dedicated to raising funds for the
16 purpose of establishing a world-class women's history museum.

17

18 The U.S. House of Representatives and Senate passed legislation in December 2014 to
19 form a bi-partisan Congressional Commission to Study the Potential Creation of a
20 National Women's History Museum to see whether there is a need for, and the
21 feasibility of creating, a women's history museum as part of the Smithsonian Institution
22 in Washington, D.C.

23

24 The Congressional Commission issued their report in November 2016 urging
25 construction of "a national museum dedicated to showcasing the historical experiences
26 and impact of women in this country," which should be called the American Museum of
27 Women's History. The report also recommended the museum reflect diverse
28 experiences and views, a plea for public and private financial support, and insistence
29 that the museum not only be under the auspices of the Smithsonian Institution, but
30 have a place on or close to the National Mall. The Commission proposed that the
31 government provide the land or an existing building for the museum while private fund-
32 raising of about \$150 million to \$180 million would pay for construction costs.

33

34 On March 30, 2017, Representative Carolyn Maloney (D-NY) introduced H.R. 19 – the
35 Smithsonian Women's History Museum Act that will establish a comprehensive women's
36 history museum within the Smithsonian Institution in Washington, DC to provide for:

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37 (1) the collection, study, and establishment of programs related to women's
38 contributions that have influenced the direction of the United States; (2) collaboration
39 with other Smithsonian museums and facilities, outside museums, and educational
40 institutions; and (3) the creation of exhibitions and programs that recognize diverse
41 perspectives on women's history and contributions.

42
43 The Act will establish a Council within the Smithsonian Institution to: (1) make
44 recommendations to the Smithsonian's Board of Regents for the construction of
45 the museum; (2) advise and assist the board on the administration and preservation of
46 the museum; (3) recommend annual operating budgets for the museum; and (4) report
47 annually to the board on the acquisition, disposition, and display of objects related to
48 women's art, history, and culture.

49
50 **THEREFORE BE IT RESOLVED:**

51
52 The Coalition of Labor Union Women (CLUW) supports the fundraising efforts of the
53 National Women's History Museum to create a truly national, authentic, inclusive and
54 accountable public national women's museum on the National Mall that reflects the full
55 history of women in the U.S., the work of many labor union women leaders and
56 organizations throughout American history to expand democracy and women's rights,
57 and with the appointment of Council members in consultation with major women's
58 organizations and recognized women's history scholars.

59
60 CLUW requests national unions to support and promote the fundraising efforts of the
61 National Women's History Museum and lobby for the passage of H.R.19, the
62 Smithsonian Women's History Museum Act.

63
64 CLUW urges its chapters and members to call upon their Representatives in the 115th
65 Congress to co-sponsor, support and pass into law H.R.19, the Smithsonian Women's
66 History Museum Act.

67
68 CLUW calls upon the Administration and Congress to adopt H.R.19, the
69 Smithsonian Women's History Museum Act, and take other steps to establish the
70 American Women's History Museum and the Council to implement recommendations for
71 the establishment and maintenance of the museum as a public-private entity with
72 sufficient funding for the planning, council members, consultants and operations, along
73 with a programmatic plan of action that is vetted and developed with extensive public
74 and scholarly input.

75
76 CLUW will work with others to achieve these ends and recommend to the administration
77 and Congress that the structure of the museum and Council have adequate
78 authorization of public resources (including staffing) and requirements for membership

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79 diversity (racial and ethnic) as well as inclusion of labor activists and experts on the
80 Council that are drawn from women's organizations and those with expertise in the
81 American women's movements.

82

83 CLUW will strive to ensure that the history and programs of the Coalition of Labor Union
84 Women be included among the exhibits in the women's history museum highlighting
85 organizations that have made significant contributions to the women's movement.

86

87 CLUW encourages its members to introduce similar resolutions to their unions and other
88 organizations to help make women's history known and visible, and the women's history
89 museum in the nation's capital a reality.

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RESOLUTION NO. 8
DON'T HAVE A STROKE

1 Stroke is a leading cause of long-term disability and the fourth leading cause of death in
2 the United States. It kills about 130,000 people in the U.S. each year according to the
3 Centers for Disease Control. African Americans have almost twice the risk of first-ever
4 stroke compared to Caucasians mainly because of their increased risk for hypertension,
5 high cholesterol and diabetes. Hypertension is the number one risk factor for stroke.
6

7 According to the American Heart Association/American Stroke Association, stroke
8 prevalence is projected to increase by 24.9% between 2010 and 2030. The direct
9 medical costs for treating stroke are expected to increase by 238%, from \$28.3 billion
10 in 2010 to \$95.6 billion by 2030. Americans are more aware of the risk factors and
11 warning signs for stroke than in the past, but according to a recent survey, one-third of
12 adults cannot identify any symptoms.
13

14 The F.A.S.T. warning signs and symptoms of stroke include Face drooping, Arm
15 weakness, Speech difficulty and Time to call 9-1-1. Additional stroke warning signs and
16 symptoms include sudden numbness or weakness of the face, arm or leg, especially on
17 one side of the body; sudden confusion, trouble speaking or understanding; sudden
18 trouble seeing in one or both eyes; sudden trouble walking, dizziness, loss of balance or
19 coordination; and sudden severe headache with no known cause.
20

21 A new study by the American Stroke Association shows that quick actions by Emergency
22 Medical Services (EMS) professionals are instrumental in saving lives from stroke and
23 producing better outcomes for stroke survivors, but more than a third of stroke patients
24 fail to use EMS.
25

26 The American Stroke Association's Power to End Stroke will increase physical activity in
27 at risk populations through the online Power Fitness challenge. The challenge will track
28 an individual's physical activity through a mobile app or device and encourage persons
29 to make exercise a daily activity through prize offerings and community support.
30

31 CLUW is on record as recognizing that women need to take charge and take care of
32 their health and their lives. CLUW has recognized the major role women have as
33 caregivers and gatekeepers of their family's health as well as their own. CLUW also
34 recognizes that the key to prevention is to control blood pressure, cholesterol, blood
35 sugar and weight, to exercise, eat healthy, and avoid smoking and harmful use of
36 alcohol. Persons at risk for stroke, cardiovascular disease or overlapping health
37 problems such as diabetes should seek regular medical monitoring and treatment.

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38 Important numbers are waist circumference, body mass index (BMI), blood pressure,
39 cholesterol (blood fats) level, triglyceride level, blood sugar (glucose) level, and A1C (a
40 test that shows average blood glucose levels for the previous three months).

41
42 **THEREFORE BE IT RESOLVED:**

43
44 The Coalition of Labor Union Women (CLUW) will urge its members to familiarize
45 themselves with the risk factors associated with stroke, recognize the warning signs and
46 symptoms, and on first signs of a stroke, dial 9-1-1 immediately so that they might
47 begin to reduce the devastating effects of stroke.

48
49 CLUW will encourage and support the efforts, programs, services, and advocacy of the
50 American Heart Association/American Stroke Association's work nationwide to enhance
51 public awareness of stroke, particularly its increased incidence in the African American
52 community, through participation in the Power to End Stroke Campaign.

53
54 CLUW will encourage its members to support the American Heart Association's
55 advocacy efforts through you'retheheal.org and other health initiatives, and to take an
56 active role in supporting legislation aimed at improving the lives of Americans suffering
57 from stroke and heart disease.

58
59 CLUW will encourage convention delegates and guests to participate in the exercise
60 programs and walks offered by the Women's Health and Wellness Committee during
61 this convention and at future regularly scheduled N.E.B. meetings, and to exercise at
62 their own level of fitness in their homes and communities.

63
64 CLUW will urge chapters and members across the country to engage in annual Heart
65 Walks, and Go Red for Women and Heart Disease events in their local areas.

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RESOLUTION NO. 9
WE WILL EMPOWER WOMEN

1 The Berger-Marks Foundation was established in 1997 to honor the memory of Edna
2 Berger, the first woman lead organizer for The Newspaper Guild-CWA, and her
3 husband, the legendary Tin Pan Alley song-writer Gerald Marks who bequeathed his
4 fortune to set up the Foundation. Royalties from Marks' prolific Tin Pan Alley catalogue
5 have provided funding for the Foundation ever since.

6
7 Since 2003, the Berger-Marks Foundation has made grants totaling more than \$2.3
8 million to provide hundreds of women workers with critical financial support to get
9 trained, attend conferences, and gain organizing and leadership experience. The
10 Foundation also has funded organizing projects, research, and mentoring programs.

11
12 On June 20 2017, the Berger-Marks Foundation announced it will be closing on June 30
13 and will be investing its remaining assets of more than \$1.5 million in a new project,
14 **WILL Empower (Women Innovating Labor Leadership)**, to build women's
15 leadership in labor organizations. This ambitious initiative will identify, nurture, train,
16 and convene a new generation of women labor leaders.

17
18 The Kalmanovitz Initiative for Labor and the Working Poor at Georgetown University in
19 Washington, DC and the Center for Innovation in Worker Organization at Rutgers
20 University School of Management and Labor Relations in New Jersey are co-leading the
21 project. WILL Empower programming will begin this fall and will use a broad approach
22 to reach women throughout the labor movement, from the rank-and-file to national
23 staff and officers.

24
25 Initial programming covers four program areas:

- 26 • Cohorts of collective learning and mentoring will include next-generation
27 women leaders in the labor movement, and mid-career women ready to
28 advance. This project will offer multiple training, mentoring, and peer-group
29 opportunities.
- 30
31 • Women union activists who want a break from daily responsibilities to
32 develop bold ideas for advancing social and economic justice for women
33 workers will be offered innovative academic fellowships.
- 34 • Recent college graduates and rank-and-file workers will have access to staff
35 apprenticeships with unions and other economic justice organizations.

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- 37 • A multi-media, interactive communications platform, titled the Future of Labor
38 Interactive Project (FLIP), will offer aspiring women leaders resources to help
39 them fight for economic justice. It will include online forums, research hubs,
40 community-based projects, and reports and data.

41

42 **THEREFORE BE IT RESOLVED:**

43

44 The Coalition of Labor Union Women (CLUW) will support and promote the Women
45 Innovating Labor Leadership (WILL) Empower project, by highlighting their work,
46 reports and achievements, and partnering where possible to develop future women
47 union leaders.

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RESOLUTION NO. 10
ADDRESS CLIMATE CHANGE NOW

1 Richard Trumka, head of the AFL-CIO, spoke at the U.N. Summit on Climate Risk on
2 January 12, 2012. He realized that addressing the climate crisis was a way to address
3 the jobs crisis. Trumka's opening statement was "Scientists tell us we are headed ever
4 more swiftly toward irreversible climate change with catastrophic consequences for
5 human civilization."

6
7 According to the Union of Concerned Scientists (UCS), global warming is having a
8 significant and costly effect on our communities, our health and our climate. Rising
9 seas and increased coastal flooding, longer and damaging wildfire seasons, more
10 destructive hurricanes and tornadoes, more frequent and intense heat waves, and more
11 severe droughts are just a few examples of the effects of climate change.

12
13 Costly and growing health problems also result from climate change. Rising
14 temperatures will likely lead to increased air pollution, a longer and more intense allergy
15 season, the spread of insect-borne diseases, more frequent and dangerous heat waves
16 and heavier rainstorms and flooding. This will cause health costs to skyrocket.

17
18 Building an innovative, sustainable, climate-friendly economy, and rebuilding and
19 modernizing our infrastructure, will need the energies, talents, and passion of all
20 Americans. We live on one planet and share a common human bond to work together
21 to find solutions for our children's sake.

22
23 The BlueGreen Alliance was launched in 2006 to unite labor unions and environmental
24 organizations to solve environmental challenges in ways that create and maintain
25 quality jobs and build a strong, fair economy. It includes the United Steelworkers and
26 the Sierra Club, and has grown to include the Communication Workers of America
27 (CWA), Service Employees International Union (SEIU), American Federation of Teachers
28 (AFT), Amalgamated Transit Union (ATU), United Auto Workers (UAW), the United Food
29 and Commercial Workers (UFCW), and others.

30
31 Chicago teachers taught us in their historic strike in 2012 that it takes face-to-face
32 conversations with thousands of Americans to make a difference. Dialogue and
33 communication at the table among equals are needed now.

34

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35 **THEREFORE BE IT RESOLVED:**

36
37 The Coalition of Labor Union Women (CLUW) recognizes that climate change is real,
38 affects all of us on and off the job, and that if there is no action on climate change, dire
39 consequences will result.

40 CLUW recognizes that labor should be in the forefront of this challenge. We need a
41 meaningful green agenda which is inseparable from a meaningful jobs agenda.

42 CLUW calls for our work to start at the grassroots level, at our local CLUW chapters and
43 our local unions to address climate change, and that we must support each other and
44 be brave and courageous, not timid.

45 CLUW chapters are urged to establish environmental committees that work on climate
46 change with their respective union locals as well as their local central labor councils.

47 CLUW chapters are urged to establish alliances with local communities, faith based
48 communities, environmental organizations and indigenous peoples to save our planet as
49 well as our jobs (our livelihood) for the sake of our children, our families, our
50 communities and our planet.

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RESOLUTION NO. 11
DEFEAT ISLAMOPHOBIA

1 It is in the labor movement's interest to unite to defend our members and all
2 communities from all forms of racism, xenophobia, and other forms of division, as well
3 as violations of civil liberties, unlawful surveillance, and the actions of militarized police
4 forces.

5
6 Islamophobia (fear of Islam and Muslim people) is not a matter of scattered personal
7 opinions but is an increasingly powerful, dangerous, and structural force in American
8 political and social life that feeds racism, divides our people, and promotes violence and
9 oppression at home and militarism and war abroad.

10
11 Women who wear a hijab or other forms of dress or head coverings are more easily
12 identified as Muslim than their male counterparts, and are more visible targets for
13 harassment and discrimination.

14
15 Stories of discriminatory harassment and attacks against Muslim women have been
16 reported by news media with increasing frequency since the November 2016
17 presidential election.

18
19 **THEREFORE BE IT RESOLVED:**

20
21 The Coalition of Labor Union Women (CLUW) calls for an end of ethnic and religious
22 profiling, mass surveillance, and "sting" operations in Muslim communities.

23
24 CLUW opposes and will confront instances of Islamophobia in our communities, political
25 processes, and among our own ranks, and will act in defense of and in solidarity with
26 victims of Islamophobia. A copy of this resolution will be forwarded to the AFL-CIO.

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RESOLUTION NO. 12
WE NEED PLANNED PARENTHOOD

1 The gutting of funding for Planned Parenthood would have serious health consequences
2 for many low-income women. Medicaid allows Planned Parenthood to provide
3 contraception, cancer screenings and tests for sexually transmitted infections to 1.5
4 million patients at some 650 health centers at no cost.
5
6 No federal money is spent on abortions except in cases of rape, incest or where the
7 mother's life is at risk. About 40% of Planned Parenthood's revenue for other services
8 like contraception, sexually transmitted infection testing and cancer screening comes
9 through the government, mostly through Medicaid and Title X. Because Medicaid is
10 jointly funded by the states and federal government, extremist federal legislation like
11 the American Health Care Act wouldn't cut off all funds to Planned Parenthood – states
12 could make up the funding. However, many states have extremist legislatures and
13 governors, and states like Texas, Wisconsin, Iowa and Illinois are trying to cut off
14 funding for abortion providers.
15
16 For instance in Iowa, state Senator Amy Sinclair argued that other health care sites
17 would be able to pick up the slack for the four closed Planned Parenthood centers,
18 pointing out that women could simply go to other federally qualified health centers.
19 Primary care doctors in Iowa disagree that there are other places to send uninsured
20 patients for contraception. Dr. Cecilia Norris, medical director of a free clinic in Iowa
21 City, indicated that she has limited staff and resources to offer contraception and that
22 most of her patients can't afford to get family planning at any place other than Planned
23 Parenthood.
24
25 The list of alternative centers that Texas provided included dentists and school nurses
26 who were not able to provide the ob/gyn services that women needed. When a Planned
27 Parenthood Clinic in fairly remote Midland Texas shut down in late 2013, only 100 of
28 the 1000 women whose records were transferred switched to Midland Community
29 Health Services according to Mike Austin, the chief executive there. When asked where
30 they went, he said "I hate to say it, but I think an awful lot of women just opted to go
31 without care." He indicated that sexually transmitted diseases and unplanned
32 pregnancies have risen as a result. A recent study of appointment availability for new
33 patients at primary care practices in Texas showed that only about 60 percent were
34 able to accommodate new Medicaid patients.
35

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36 The same thing has happened in Wisconsin, where some Planned Parenthood clinics
37 have closed due to a series of funding cuts aimed at family planning services and
38 Planned Parenthood. In Wisconsin, Gail Scott, the director of health in Jefferson County,
39 indicated that nothing has replaced the services of Planned Parenthood in her area.
40 When the Jefferson County Health Department gets a call from a low income woman
41 seeking family planning services, they refer her to Planned Parenthood in another
42 county.

43
44 Cuts in healthcare funding have caused some Illinois Planned Parenthoods to close like
45 the Cook County IL one which resulted in a sharp increase in HIV infections as only a
46 few places in the county offered free HIV testing.

47
48 **THEREFORE BE IT RESOLVED:**

49
50 The Coalition of Labor Union Women (CLUW) will fight for full funding for Title X family
51 planning services, no cost preventative services and Medicaid at a federal, state and
52 local level.

53
54 CLUW chapters and members will partner with Planned Parenthood in their community
55 to oppose attempts to demonize Planned Parenthood. In addition, they will help support
56 women's health in any way they can such as by writing op-eds and letters to the editor.

57
58 CLUW will fight to restore funding in states that have removed funding for family
59 planning services.

60
61 CLUW Chapters and members will encourage their Representatives in the 115th
62 Congress to co-sponsor, support and pass the Women's Health Protection Act (S
63 510/H.R 1322) and investigate the many resources at Actforwomen.org. This act
64 prohibits state and federal politicians from imposing a range of dangerous anti-choice
65 provisions designed to shut down clinics.

66
67 CLUW will encourage their Representatives in the 115th Congress to co-sponsor, support
68 and pass the Equal Access to Abortion Coverage (EACH Women Act H.R. 771) which
69 respects every woman's right to make her own decision about pregnancy. If a woman
70 gets her care or insurance through the federal government it ensures coverage for all
71 pregnancy related care, including abortion. It also prohibits political interference at the
72 state level with the decisions of private insurance companies to offer abortion care.

73
74 CLUW will oppose attempts to replace the Affordable Care Act with something less well
75 funded that covers fewer people.

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RESOLUTION NO. 13

**FIGHT CUTS TO FEDERAL CIVIL RIGHTS BUDGETS,
OFFICES, LAWS AND PRACTICES**

1 The current administration has proposed deep cuts to key civil rights office budgets, the
2 withdrawal of numerous important civil and human rights policies, and the appointment
3 of officials who appear bent on retreating from statutory civil and human rights agency
4 priorities.
5
6 Extending equal opportunity in education, employment, housing; protecting the right
7 to vote; reducing hate violence and racial disparities in the criminal justice system;
8 preventing discrimination in health care; and advancing economic security are not only
9 legal obligations that our administration must meet but serve as a testament to what
10 America stands for. The ideals of fairness and equity for all require the vigorous
11 enforcement of these laws, not as an option nor subject to political whim.
12
13 The proposed elimination of the Department of Labor's Office of Federal Contract,
14 Compliance Programs and the virtual defunding of its Women's Bureau, the end of the
15 environmental justice program at the Environmental Protection Agency, and threats of
16 drastic staff cutbacks in the Department of Education's Office for Civil Rights – all these
17 actions signal a significant rollback of civil rights enforcement.
18
19 While this administration claims to have " an unwavering commitment to the civil rights
20 of all Americans" the following actions have occurred: a discriminatory Muslim ban;
21 limits on the use of consent decrees to reform troubled police departments; the revival
22 of a failed war on drugs; support of an intentionally racially discriminatory voter ID law;
23 the formation of an illegitimate "election integrity" task force to attempt to justify voter
24 suppression efforts; increased prosecutions and mass deportation of undocumented
25 immigrants; proposed defunding of Planned Parenthood; the signing of an executive
26 order that endorses discrimination under the guise of religious liberty; freezes on
27 affirmative litigation; and the rollback of guidance clarifying protections for transgender
28 students point to a disregard.

29
30 **THEREFORE BE IT RESOLVED:**
31

32 The Coalition of Labor Union Women (CLUW) calls upon the current administration to
33 reverse these disturbing trends and to demonstrate a far greater commitment to the
34 civil and human rights of all people in this country and to the federal laws created to
35 protect them.

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36
37 CLUW demands that Federal agencies are fully funded and vigorously respond to
38 complaints of civil and human rights violations, uphold the vital federal role of enforcing
39 our civil and human rights laws and ensuring vulnerable communities are protected
40 from discrimination.
41
42 CLUW demands that the numerous policies and procedures to clarify the obligations of
43 affected individuals, employers, and governmental entities under federal civil and
44 human rights laws developed by federal civil rights offices be preserved and
45 implemented.
46
47 CLUW urges the nomination and appointment of qualified individuals with a
48 demonstrated record of support for federal civil rights laws and marginalized
49 communities to lead civil rights offices.
50
51 CLUW demands that data collection, a key component of civil rights enforcement in
52 many agencies, continue, and that data be made available to the public, disaggregated
53 data to determine existing patterns and to promote better future compliance with
54 federal hate crime and nondiscrimination laws.
55
56 CLUW supports the establishment of a White House hate crime task force to
57 coordinate federal agency response to bias-motivated violence and bigotry targeting
58 people based on race, religion, ethnicity, nationality, gender, sexual orientation, gender
59 identity, and disability.

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RESOLUTION NO. 14
STOP BULLYING

1 In March 1974, at the CLUW Founding Conference in Chicago, Illinois, brave visionaries
2 in many unions all over our country decided it was about time that women let organized
3 labor know that "we are not here to swap recipes." Since that time, the Coalition of
4 Labor Union Women (CLUW) continues to speak out about numerous key concerns
5 facing organized and unorganized workers, working families, women and children in our
6 country.

7

8 Today, a very important subject is bullying, and more importantly, diffusing bullying
9 behavior and discussing ways to curb and combat this growing epidemic. Bullying is
10 comprised of direct behavior such as insults, demeaning, teasing, taunting, threatening,
11 spreading rumors, creating an ongoing pattern of harassment, hostile acts and vile
12 abuse.

13

14 Many of us equate bullying to when we were kids and on the playground, but today, as
15 we all know, the playground is not the only place a person may encounter a bully.
16 Recently, bullying issues have become horrific media visuals all over the country. The
17 experiences of many women, men and children have finally become more than a report
18 or a survey; they have become an issue of concern and pain that we all share. The
19 cycles of this growing epidemic of violence, battery, even death, continues to fester like
20 a disease.

21

22 Internet bullying and cyber bullying have led to suicides. Office bullying is on the rise,
23 and it goes on daily in our communities. It has almost become a silent epidemic
24 because in so many cases, persons are afraid to admit they have been traumatized by a
25 bully.

26

27 Young bullies whose behavior goes unchecked and unchallenged, risk ending up as
28 adult violent aggressors.

29

30 Those who stand by passively watching bullying may be fearful for their own safety or
31 may, unfortunately, become desensitized to the deranged, cruel behavior. If you think
32 that a bully you knew in the 3rd grade has outgrown that behavior, statistics indicate
33 that just because they have become older that does not mean they have discarded
34 those terrible ways. From the workplace, in the communities, to the White House,
35 bullies come in all ethnic groups, the political arena, ages, genders, shapes and sizes.

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36 And, in the workplace and our communities, many have moved up the corporate ladder
37 using abusive behavior for power.

38
39 Bullying in the workplace is among the leading reasons for employees to seek other
40 employment. Even more remarkably, statistics indicate that most deliberately don't list
41 bullying as the reason they quit a former job. Instead, they suffer in silence and take
42 their talents elsewhere. They "suffer" the humiliation, sometimes a pay cut, carryover
43 psychological drama, battle scars and lack of self-esteem as they try to convince
44 themselves that "it is behind them" when they move on.

45
46 **THEREFORE BE IT RESOLVED:**
47

48 The Coalition of Labor Union Women (CLUW) and all of its chapters, support policies
49 and programs that address prevention, intervention and the elimination of bullying.
50

51 CLUW will make bullying an item to discuss in their chapters and develop strategies to
52 identify cause and ways to prevent them. In addition, strategies to cope with and
53 diffuse bullying through conflict resolution and anger management will be explored.
54

55 CLUW will work to bring more awareness about bullying and work to change societal
56 attitudes on the culture of bullying. CLUW commits to explore solutions through
57 workshops and forums that will resolve, dissolve and diffuse these escalating cycles of
58 inappropriate behaviors.

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RESOLUTION NO. 15
SUPPORT SANCTUARY CITIES AND SAFE HAVEN SCHOOLS

1 Sanctuary cities prioritize the safety and well-being of their residents by not prosecuting
2 undocumented residents for violating federal immigration laws and by ensuring that all
3 residents have access to city services, regardless of immigration status. Safe Haven
4 Schools provide a safe haven and welcoming place of learning and teaching, free from
5 harassment, discrimination and the threat of deportation.

6

7 The immigrants and refugees of all nations have contributed to the health, well-being,
8 and prosperity of the nation. Inclusion and integration of all peoples—regardless of
9 immigration status, national origin, age, gender identity, sexuality, gender identity,
10 race, mental or physical (dis)ability, or socioeconomic background is a vital concern for
11 all of America.

12

13 Chronic discrimination as witnessed in the treatment of undocumented peoples leads to
14 community disengagement, diminished opportunities for integration and prosperity,
15 increased stigmatization, and increased rates of health morbidity. Further, people
16 fearing scrutiny over their immigration status or the status of their loved ones are
17 statistically less likely to report crimes. Deportation over the reporting of domestic
18 violence and other crimes has already occurred. The lack of reporting places an
19 increased financial burden on cities, counties and states and their taxpayers, as well as
20 a horrible burden on the victims, and is a danger to other residents.

21

22 Local law enforcement is under no legal obligation to assist federal Immigration and
23 Customs Enforcement (ICE) officers. America has rich and varied history of accepting
24 refugees seeking sanctuary from political, religious, and ethnic persecution; war;
25 economic displacement; and destruction of their homes and families in their own
26 countries.

27

28 **THEREFORE BE IT RESOLVED:**

29

30 The Coalition of Labor Union Women (CLUW) supports the concept of sanctuary cities
31 and safe haven schools. Such cities and schools will not nor will they be required to
32 fulfill the tasks of federal immigration enforcement agencies.

33

34 CLUW supports the adoption of a “Don’t Ask” rule prohibiting local law enforcement
35 from inquiring into a person’s immigration status. CLUW recognizes that local law
36 enforcement is not required by law to inquire into a person’s immigration status, nor

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37 should local law enforcement engage in a practice based on the inherently
38 discriminatory idea that a person's immigration status can be determined by their
39 appearance.
40
41 CLUW will also fight against legislation punishing sanctuary cities at both the federal
42 and state level.

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RESOLUTION NO. 16
END MILITARY TENSIONS ON THE KOREAN PENINSULA

1 Tensions continue to rise on the Korean Peninsula. Both the U.S. and North Korean
2 governments are openly speaking of using nuclear weapons if open hostilities
3 commence. The U.S. Government has now sent Navy forces, including an aircraft
4 carrier and a nuclear submarine to the Korean Peninsula. North Korea continues to
5 develop its delivery system.

6

7 The use of nuclear weapons will immediately threaten the lives of tens of millions of
8 people living in the Korean Peninsula and Japan — the latter already the victim of
9 nuclear horrors in 1945 - and the outbreak of open hostilities in the Korean Peninsula
10 region will result in many fatalities and injuries of U.S. military personnel there.

11

12 The first-use of nuclear weapons by any nation is the ultimate war crime and the United
13 States should state clearly its commitment against first-use and should fulfill its treaty
14 obligation to pursue nuclear disarmament.

15

16 **The Terminal High Altitude Area Defense (THAAD)**, formerly Theater High
17 Altitude Area Defense, is a United States Army anti-ballistic missile defense system
18 designed to shoot down short, medium, and intermediate range ballistic missiles in their
19 terminal phase by intercepting with a hit-to-kill approach.

20

21 The Korean Confederation of Trade Unions has been helping block the transport of
22 geological survey equipment for installing the THAAD missile system in South Korea
23 which could provoke a confrontation with China. Many other citizen organizations also
24 oppose the installation of the THAAD system.

25

26 The unstable political situation on the Korean Peninsula is a direct byproduct of the
27 Korean War, which was never formally ended and instead only a cessation of hostilities,
28 an armistice, was established.

29

30 The motivation for seeking nuclear weapons stems from the continuing threat to the
31 sovereignty and stability of the North Korean government which is developing nuclear
32 weapons as a deterrent.

33

34 A peace treaty that formally ends the Korean War would dramatically reduce tensions
35 on the Korean Peninsula; would set the stage for the withdrawal of the 28,500 U.S.

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36 troops now stationed in South Korea; and would establish the conditions for negotiating
37 the denuclearization of the entire Korean Peninsula.

38

39 **THEREFORE BE IT RESOLVED:**

40

41 The Coalition of Labor Union Women (CLUW) stands in solidarity with the working
42 people of Japan and Korea (North and South) to oppose any steps by the U.S.
43 government to threaten or plan the use of nuclear weapons against North Korea, or
44 anywhere else.

45

46 CLUW calls upon our government to seek lasting peace, security and political stability
47 on the Korean Peninsula by negotiating a peace treaty that formally ends the Korean
48 War, guarantees the territorial integrity and sovereignty of North and South Korea, and
49 denuclearizes the entire Korean Peninsula.

50

51 CLUW calls upon the U.S. government to declare that it will forsake the first use of
52 nuclear arms and will fulfill its treaty obligations to eliminate all nuclear weapons rather
53 than spending another trillion dollars to "modernize" our nuclear arsenal and delivery
54 systems.

55

56 A copy of this resolution will be sent to the U.S. State Department, the North and South
57 Korean Missions to the United Nations; the leadership of Congress; and to the AFL-CIO,
58 which will consider a similar resolution at its October Convention in St. Louis.

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RESOLUTION NO. 17

STOP VIOLENCE AGAINST WOMEN AND PROTECT SURVIVORS OF ABUSE

1 Violence against women starts early with approximately 8% or 10 million of the girls
2 under 18 each year experiencing rape or attempted rape. Four million experienced rape
3 involving drugs or alcohol. Sexual violence or domestic abuse is often the start of the
4 school to prison pipeline for young African American girls. The Coalition of Labor Union
5 Women (CLUW) widely supports the Civil Rights Act of 1964 and Title IX of the
6 Education Amendments of 1972 and their enforcement in the workplace, community
7 and schools and Universities.

8
9 One in four teens is harassed or abused through technology. The Rape, Abuse and
10 Incest National Network (RAINN) reported that every 98 seconds an American is
11 sexually assaulted. Furthermore, one in three teenage girls in the United States report
12 being a survivor of sexual violence, with young women of color and those who identify
13 as LGBTQIA+ being particularly vulnerable. In addition to this, CLUW certifies that only
14 6 out of every 1,000 perpetrators end up in prison due to justice problems such as the
15 Rape Kit Backlog.

16
17 Gender based violence costs businesses hundreds of millions annually including \$727.8
18 million in lost productivity and \$7.9 million paid days of work lost. Approximately 24%
19 of workplace violence is related to personal relationships, which involve situations
20 where an individual gains access to a workplace and commits a crime targeting an
21 employee or customer who is a current or former intimate partner.

22
23 One out of every 6 American women has been the victim of an attempted or completed
24 rape in their lifetime and 9 out of 10 victims of sexual assault are female. One in 4
25 women experience domestic violence.

26
27 These acts affect workers in every field. In the U.S.A, women are killed by an intimate
28 partner at work about twice a month.

29
30 Millions of women experience domestic violence, sexual violence, harassment, and
31 stalking each year. The workplace can be a critical place for responding to gender
32 based violence and building systems that help protect survivors of abuse. Low wage
33 workers, immigrants and workers in non-traditional jobs are most vulnerable to
34 experiencing sexual assault, domestic violence, stalking and trafficking. Their
35 workplaces – retail, hotels, restaurants, hospitals, clinics, private residences and farms,
36 often make them vulnerable to perpetrators. Many of the workers also spend large

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37 amounts of time working in isolation that increase their chances of being threatened,
38 stalked or assaulted on the job.

39
40 CLUW condemns the issues with the statute of limitation in relation to rape and sexual
41 assault, in particular the problems associated with the Sexual Assault Evidence Kits
42 which are stockpiled pending funding issues and make processing and timely
43 prosecution hard to achieve.

44
45 **THEREFORE BE IT RESOLVED:**
46

47 The Coalition of Labor Union Women (CLUW) will partner with their schools and their
48 communities to show movies such as "Audrie & Daisy" to promote awareness of sexual
49 violence and share lesson plans provided from Futures Without Violence that cover the
50 root causes of sexual violence, the role of social media, consent, intervention strategies
51 and healthy relationships. The Coalition of Labor Women will raise awareness among its
52 members, allies and partners about the broad issue of protecting and supporting victims
53 of sexual abuse and trauma. In particular, CLUW will highlight the importance of how
54 trauma impacts women especially women of color or LGBTQIA+ people.

55
56 CLUW will support federal funding for schools, law enforcement agencies, health
57 programs, rape crisis centers and agencies and community based organizations to
58 provide service to victims and families and support prevention training.

59
60 CLUW will lobby for policymakers to increase funding for the Violence Against Women
61 Act (VAWA) that provides protection and funding to programs helping prevent sexual
62 assault, aid to survivors, and ensure implementation of supportive laws. CLUW will
63 lobby against any state legislation that would prevent local governments from
64 protecting the rights of survivors of sexual abuse and trauma.

65
66 CLUW will fight to ensure the Department of Education continues to enforce Title IX,
67 which requires schools to have policies and personnel in place to create a safe
68 education environment for students and holds them accountable if they fail to do so.
69 CLUW will also advocate for workplace policies that address domestic violence and
70 sexual assault and provide support programs for workers.

71
72 The Coalition of Labor Union Women strongly supports the work and service done by
73 organizations such as RAINN (Rape, Abuse & Incest National Network) who carry out
74 programs to prevent sexual violence, help victims and ensure that their perpetrators are
75 brought to justice.

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RESOLUTION NO. 18
CUT MILITARY SPENDING

1 President Trump has proposed to move \$54 billion from human and environmental
2 spending at home and abroad to military spending, bringing military spending to well
3 over 60% of federal discretionary spending.
4
5 Part of helping alleviate the refugee crisis should be ending, not escalating, wars that
6 create refugees.
7
8 President Trump himself admits that the enormous military spending of the past 16
9 years has been disastrous and made us less safe, not safer.
10
11 Fractions of the proposed military budget could provide free, top-quality education from
12 pre-school through college, end hunger and starvation on earth, convert the U.S. to
13 clean energy, provide clean drinking water everywhere it's needed on the planet, build
14 fast trains between all major U.S. cities, and double non-military U.S. foreign aid rather
15 than cutting it.
16
17 Even 121 retired U.S. generals have written a letter opposing cutting foreign aid.
18
19 A December 2014 Gallup poll of 65 nations found that the United States was far and
20 away the country considered the largest threat to peace in the world.
21
22 A United States responsible for providing clean drinking water, schools, medicine, and
23 solar panels to others would be more secure and face far less hostility around the
24 world.
25
26 Our environmental and human needs are desperate and urgent.
27
28 The military is itself the greatest consumer of petroleum we have.
29
30 Economists at the University of Massachusetts at Amherst have documented that
31 military spending is an economic drain rather than a jobs program. Building a
32 sustainable economy creates family-supporting jobs, many of them already within the
33 union sector.
34

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35 **THEREFORE BE IT RESOLVED:**

36
37 The Coalition of Labor Union Women (CLUW) urges the United States Congress to move
38 our tax dollars in exactly the opposite direction proposed by the President, from
39 militarism to human and environmental needs.

40
41 CLUW will educate its members about the folly of building up military spending at the
42 expense of job creation, the environment and human needs.

43
44 CLUW and its Chapters will engage with other labor groups like US Labor Against the
45 War (www.uslaboragainstwar.org) and the Labor Network for Sustainability
46 (www.labor4sustainability.org) which are building support and action on these issues
47 throughout the American labor movement and putting pressure on elected officials.

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RESOLUTION NO. 19
SAVE HIGH-QUALITY, FREE PUBLIC EDUCATION

1 Masquerading under the name of school “choice”, the campaigns to introduce vouchers
2 and tax credits, used at private schools, have been around for over 46 years. These
3 devices reduce resources that traditional districts need to improve and educate the vast
4 majority of America’s schoolchildren who attend public schools.
5
6 Many of these schools are created as private charter schools, with a particular theme or
7 mission. These are not to be confused with public charter schools, administered by the
8 school district board of education which are designed to give teachers and
9 administrators more latitude with regard to curricula and internal governance but
10 which are held to the same civil rights directives and standards as traditional public
11 schools.
12
13 Private charter/voucher schools are not held to the same strict scrutiny, transparency
14 and accountability as public schools are in the areas of finance, adherence to federal
15 civil and human right standards and Title IX rulings.
16
17 It is estimated that private charter and voucher-based schools have already cost the US
18 taxpayer over \$3.7 billion with **no** demonstrable proof that they have resulted in
19 increased academic performance of American students. In many instances, cases of
20 outright fraud and embezzlements have been reported.
21
22 Funding for private charter schools as well as drastic slashes to the federal education
23 budget will result in losses for both teachers and students. As recently as June 15,
24 2017, Florida enacted a sweeping education bill that offers more money to charter
25 schools and eases some testing requirements. Under President Trump, the Department
26 of Education's current funding levels are slated to be reduced by 13.6%. This will
27 eliminate or severely restrict program grants for teacher training, afterschool programs,
28 and aid to low-income and minority college students targeting working women and
29 vulnerable populations. Such funding redirection and cuts severely impact all US public
30 schools.
31
32 **THEREFORE BE IT RESOLVED:**
33
34 The Coalition of Labor Union Women (CLUW) calls for public education to be supported
35 by the US Government as a basic human right. This demand needs to be addressed at

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36 local, state and federal agency and legislative levels with the passage of laws on and
37 funding appropriations for the support of this basic human right.

38
39 CLUW supports the efforts of all citizens in their respective communities to demand
40 high-quality, free public education as the shared basis for civic equality and justice, a
41 premise for opportunity and success and an indicator of community solidarity.

42
43 CLUW supports the development of a community based standard to oversee the
44 authorization of Public and Private Charter Schools, determining governance, structure,
45 and accountability to the community.

46
47 CLUW encourages its chapters and members to join in rallies and legislative efforts to
48 make free quality public education a standard for all American communities.

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RESOLUTION NO. 20
FAIR SHARE IS ONLY FAIR!

1 The Janus vs. AFSCME case is making its way through the Supreme Court docket. The
2 case involves the collection of mandatory agency or “fair share” fees to cover the cost
3 of negotiating the contract and representing the public sector employees who choose
4 not to join the union. This would overturn the Supreme Court’s 1977 decision in *Abood*
5 *v. Detroit Board of Education* which sanctioned the collection of mandatory agency fees
6 in the public sector. In 1977 the U.S. Supreme Court ruled unanimously in *Abood v.*
7 *Detroit Board of Education* that all employees who benefit from the provisions of the
8 collective bargaining agreement—including those employees who are not members—
9 must pay an equal portion of their “fair share” of the costs to the union related to
10 bargaining wages, benefits and working conditions, and representing employees in
11 grievance and other disciplinary proceedings.

12
13 The Coalition of Labor Union Women (CLUW) members recognize the importance of
14 unions. Their long and storied history of solidarity, action and sacrifice has forged what
15 has become known as the middle class. Unions advanced the educational, social, and
16 economic opportunities and rights of all Americans through their work at the bargaining
17 table and through their fight for social and economic justice.

18
19 CLUW members know the labor movement has advanced the interests of our nation
20 and its citizens by negotiating collective bargaining agreements that have advanced
21 safety and quality standards for all, benefited their members and elevated the standard
22 of living for all workers. Such agreements usually include health insurance, paid sick
23 leave, defined-benefit pension, wages and conditions of work.

24
25 CLUW members recognize the role of organized labor in creating/supporting Social
26 Security Act (1935), National Labor Relations Act (1935), Fair Labor Standards Act
27 (1938), Civil Rights Act/Title VII (1964), Elementary and Secondary Education Act
28 (1965), and Occupational Safety and Health Act (1970), Americans With Disabilities Act
29 (1990), the Family and Medical Leave Act (1993), and the Lily Ledbetter Fair Pay Act
30 (2009).

31
32 CLUW members know that unions continue the fight for workers and communities by
33 advocating for increasing educational opportunities and reducing student debt;
34 advancing paid family leave legislation at local, state and federal levels and expanding
35 it to include leave to cover workers who require extended leaves to deal with pressing
36 personal or family issues; increasing the minimum wage to \$15 to meet the loss of

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37 purchasing power caused from inflation since the last minimum wage increase in 2009;
38 and protecting the immigrant children covered by the Dream Act that provides for a
39 multiphase process for minors who are undocumented immigrants to gain permanent
40 residency.

41
42 CLUW members are vigilant about all nominees to the Supreme Court because of their
43 potential to have a profound impact on the associational and civil liberties rights of our
44 members, our union and the communities in which we live and work.

45
46 **THEREFORE BE IT RESOLVED:**
47

48 The Coalition of Labor Union Women (CLUW), through its elected officers, National
49 Officers Council, staff and members will use every available facility and opportunity to
50 discuss and educate members on the threat of critical cases like Janus and Friedrichs to
51 the continued strength, vitality and growth of the CLUW and the American labor
52 movement.

53
54 CLUW members will continue to identify and publicize the myriad of benefits that the
55 union movement provides to members and working families, as well as to our state and
56 nation.

57
58 CLUW will continue to work with every chapter and every member to mitigate any
59 potential damage rendered by attacks against the union.

60
61 CLUW members will work vigorously in support of Supreme Court nominees who have a
62 history and record of supporting the rights of workers, working families, women and
63 unions and will work equally as vigorously to oppose those who pose a threat to
64 women, workers, working families and unions.

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RESOLUTION NO. 21

PUBLIC PROGRAMS LIFT MILLIONS OF FAMILIES OUT OF POVERTY

1 All Americans deserve the security of being able to sustain basic living standards. Social
2 Security, Medicare, Medicaid, the Supplemental Nutrition Assistance Program (SNAP),
3 Supplemental Security Insurance (SSI), unemployment insurance, and refundable tax
4 credits for low-income people are essential programs that should be protected and
5 improved, not cut.

6
7 There is no way to keep the promise of prosperity for all Americans, including families
8 with children, women, seniors, people with disabilities, communities of color, and others
9 who are being left behind in the 21st century economy, without significantly increasing
10 investments in public education, affordable housing, health and nutrition, public transit,
11 roads and bridges, clean air, clean water, clean energy, child care, and other means of
12 making investments in communities that also create good jobs.

13
14 Seniors need to be able to retire without fear of inadequate food, health care, or heat
15 for their homes. Workers and their families need enforcement of labor law protections
16 as well as family and medical leave and affordable, quality child care, so that they can
17 be secure in their work/family balance.

18
19 The Supplemental Nutrition Assistance Program (SNAP) formally known as the Food
20 Stamp program has been an especially valuable investment in our future. It offers
21 nutrition benefits to participating clients, supports work and provides economic benefits
22 to communities.

23
24 SNAP benefits help 42 million people put food on the table. If counted in the official
25 poverty measure, SNAP would have lifted the incomes of more than 3.3 million people
26 above the poverty line in 2015.

27
28 A budget must be an engine for economic progress. A good budget will direct funds to
29 job creation, not more incarceration; and ensure funding for programs that alleviate
30 poverty, targeting funds to reduce disproportionate poverty among people of color,
31 especially children.

32
33 Congress must produce a budget that moves us towards more opportunity for all,
34 safeguards and advances our basic living standards, and protects our environment. A
35 responsible budget requires an increase in revenues from fair sources to fund needed
36 investments. The President's call for more than \$5.5 trillion in tax reductions

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37 overwhelmingly benefits profitable corporations and wealthy individuals. The President's
38 tax plan is not responsible, and its promise of unprecedented economic growth is not
39 credible.

40
41 The President's 2018 budget proposal includes substantial cuts to the food stamp or
42 SNAP Program and cuts to social spending for low-income Americans, including
43 entitlement programs that the president promised to protect as a candidate. Harsh cuts
44 to domestic and international discretionary (NDD) programs amount to \$54 billion
45 below the current laws sequester cap and transferring those funds to the Pentagon.
46 Some of the most egregious examples of the pain that would be caused by the Trump
47 budget cuts include:

48
49 Denying medical care to well over 23 million people because the budget not only
50 incorporates the House's repeal of the Affordable Care Act but slashes Medicaid even
51 more deeply, inflicting a 47 percent cut (\$1.6 **trillion**) in Medicaid through 2027;
52 Ending the federal commitment to provide a minimum basic food benefit through
53 SNAP/food stamps, by shifting 25 percent of the cost to states and allowing states to
54 cut benefits in order to avoid those costs; also denies eligibility or benefits to millions of
55 people, including seniors, people with disabilities, and jobless individuals without
56 dependents;

- 57 • Breaking the promise not to cut Social Security by slashing Social Security Disability
58 Insurance (SSDI) and Supplemental Security Insurance (SSI), a \$72 billion cut in
59 programs for people with disabilities and seniors over 10 years;
60 • Eliminating rental assistance for 250,000 families, placing them at imminent risk of
61 homelessness;
62 • Terminating 1.8 million children from afterschool and summer programs by
63 eliminating the 21st Century Community Learning Centers;

64
65 It is necessary, but not sufficient, to reject the extreme cuts in the Trump budget. Fiscal
66 Year (FY) 2017 funding shows the harm that comes from years of flat or reduced
67 funding due to tight caps. Out of 168 program areas serving low-income people tracked
68 by the Coalition on Human Needs, 135 were cut from FY's 2010 – 2017, taking inflation
69 into account; 54 were cut by more than 25 percent. We must do better.

70
71 **THEREFORE BE IT RESOLVED:**
72
73 The Coalition of Labor Union Women (CLUW) will campaign against any proposed cuts
74 in budgets by states or federal legislatures that will increase hardship for many
75 Americans who rely on SNAP to meet their basic nutritional needs.

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77 CLUW and its members will demand that Congress undo the unrealistic sequester cap
78 on Non-Defense Discretionary (NDD) programs and maintain the bipartisan
79 commitment to parity in funding beyond the caps, matching any defense increase with
80 the same amount for NDD programs. Further, cutting domestic programs to fund
81 increases in military spending or tax cuts is wholly unacceptable. On the contrary,
82 investments should increase to meet our nation's huge and growing unmet needs.

83
84 CLUW calls on Congress to reject structural limits to these programs such as block
85 grants or per capita caps, and to oppose restrictions in eligibility or benefits that deny
86 assistance to people in need and only worsen barriers to stable employment.

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RESOLUTION NO. 22
LOOK FOR THE UNION LABEL

1 The Coalition of Labor Union Women (CLUW) has a long history of supporting the
2 working woman and recognizes the harm to sisters all over the world when companies
3 do not assure workers' rights, safe working conditions, health benefits, and livable
4 wages.

5
6 Union labels, shop cards, store cards, and service-buttons are hallmarks of high quality
7 and are the best indicator of jobs that pay well, provide good benefits, and respect the
8 right of workers to join a union.

9
10 Union and nonunion families alike "look for the union label" when they shop precisely
11 because they want to support strong and solid job growth in the United States, promote
12 fair and humane global trade practices and purchase the best products and services in
13 the world.

14
15 Union Label and Labor 411 are organizations dedicated to helping protect the middle
16 class, strengthen our national economy and build a stronger America with workers who
17 are treated fairly and paid living wages by providing directories of union made products.

18
19 National tax and trade policies have caused our trade deficit to surge to a record-
20 setting level leading to massive job loss in a wide range of sectors and the severe
21 erosion of our manufacturing base.

22
23 Due to these flawed trade policies, even products such as the American flag are often
24 imported from countries that employ prison and child labor and deny workers their
25 basic human rights.

26
27 **THEREFORE BE IT RESOLVED:**

28
29 The Coalition of Labor Union Women (CLUW) delegates to the 19th Biennial CLUW
30 Convention reaffirm their commitment to buy union-made products and services and to
31 look for the union label.

32
33 CLUW urges its chapters and members to use only American-made products or fair-
34 trade products and services from organizations and companies that do not commit
35 business practices that can be conceived by CLUW as anti-union, anti-women, or anti-
36 equality.

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37
38 CLUW encourages its chapters and members to monitor the websites
39 www.unionlabel.org and www.labor411.org for union made consumer products and
40 products on the boycott list.
41
42 CLUW and its chapters and members lobby against all trade policies that will negatively
43 impact good union jobs and produce inferior products for the American consumer.

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RESOLUTION NO. 23
OPPOSE "RIGHT TO WORK" FOR LESS LAWS

1 So called right-to-work laws allow individuals to receive the benefits of a union contract
2 without paying the cost necessary to secure those benefits.
3
4 States with Right to Work laws guarantee no worker can be forced to become a union
5 member or to provide any monetary support to a political or social cause they do not
6 believe in.
7
8 Contrary to claims made by proponents of so-called right-to-work laws, academic
9 research shows that such laws have no impact on economic growth, no influence on
10 employment and are correlated with depressed wages and benefits.
11
12 The average worker in a right-to-work state makes \$6,109 a year less than workers in
13 other states (aflcio.org).
14
15 So-called right-to-work laws, which weaken unions, also weaken the middle class. Ten
16 of ten states with the lowest percentage of workers in unions according to the Bureau
17 of Labor Statistics – South Carolina, North Carolina, Georgia, Louisiana, Arizona, Texas,
18 Arkansas, Virginia, Utah, and Tennessee – are right-to-work states, each with a weak
19 middle class. The share of income going to the middle class is below the national
20 average in each of these states.
21
22 Unions generate greater political participation of citizens and ultimately an effective
23 voice for workers and the middle class and a stronger democracy. Weakened unions are
24 less able to advocate for policies important to working families and campaign for those
25 politicians who support them.
26
27 On February 1, 2017, Representative Steve King (R-IA) introduced H.R.785 "National
28 Right-to-Work Act". And, on March 7, 2017, Senator Paul Rand (R-KY) introduced the
29 Senate companion bill S.545 "National Right-to-Work Act". The intent of this legislation
30 is stated to preserve and protect the free choice of individual employees to form, join,
31 or assist labor organizations, or to refrain from such activities.
32

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33 **THEREFORE BE IT RESOLVED:**

34
35 Coalition of Labor Union Women (CLUW) and its affiliates will continue to lobby, work in
36 coalitions and identify supportive State legislators to stop all efforts to implement so-
37 called right-to-work laws and roll back those laws where they exist.
38
39 CLUW and its affiliates will continue to counter the lies advanced by those individuals
40 and organizations determined to weaken and destroy labor unions by educating the
41 public and elected officials about the real purpose and effect of these laws.
42
43 CLUW calls upon all its chapters and members to urge their Congressional
44 Representatives and Senators to OPPOSE the passage of H.R.785 and S.545 "National
45 Right-to-Work Act".

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RESOLUTION NO. 24
SUPPORT IMMIGRANT WOMEN

1 There are an estimated 21 million immigrant women living in the United States, 5
2 million of whom are undocumented. Although immigrant women are a vital part of
3 many economic, cultural, and political communities in the U.S., no concrete legal
4 framework exists to protect their rights or safety that addresses the unique abuses they
5 face. The needs of immigrant women, who often face multiple forms of discrimination
6 based on sex, racial identity, undocumented status, and religion, are often ignored in
7 spaces of institutional power. As the current Presidential Administration pursues even
8 more aggressive policies against immigrants and refugees, we must bring the issues of
9 immigrant women to the forefront.

10

11 The 45th President's initiative rests heavily on xenophobia, racism, and fear mongering
12 among the American public. The President's expanded deportation plan includes
13 immigration sweeps on private homes, the additional hiring of 10,000 Immigration and
14 Customs Enforcement Officers and 5000 additional Customs & Border Protection
15 Agents, the creation of detention centers for undocumented immigrants around the
16 Texas-Mexico border, publicizing the crimes of undocumented immigrants, and the
17 expedited removal of undocumented immigrants – bypassing the courts.

18

19 For undocumented women, entering into the U.S. remains a constant challenge.
20 According to a study done by the Asian Pacific American Legal Center, 70 percent of
21 immigrant women gain residence in the U.S. through family-based visas. This is
22 primarily because U.S. work visas are provided to those working in 'high demand' STEM
23 (Science, Technology, Engineering and Mathematics) fields. Because these fields are
24 heavily – and disproportionately – occupied by men, women who apply for work visas
25 are consistently denied. The 'merit based' system of visa allocation negatively affects
26 women.

27

28 Furthermore, women are routinely hurt by caps and bans on refugee admittance into
29 the United States. A study by the Council on Foreign Relations reported that in 2016, 72
30 percent of all refugees admitted into the U.S. were women and children. Many of the
31 women and children entering into the U.S. as refugees are survivors of war, physical
32 and sexual violence. The ban on the admittance of refugees makes it nearly impossible
33 for women to enter the U.S. safely and legally.

34

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35 **THEREFORE BE IT RESOLVED:**

36

37 The Coalition of Labor Union Women (CLUW) will support the position taken by the
38 Labor Council for Latin American Advancement (LCLAA), to call on political leaders to
39 denounce bigotry and hate speech, and champion human immigration policies that
40 infuse a spirit in our nation that welcomes immigrants and provides them social and
41 economic opportunities.

42

43 CLUW demands that the U.S. Congress pass a common-sense comprehensive
44 immigration reform that allows for a path to citizenship and end the targeting of
45 recently arrived families for deportation.

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RESOLUTION NO. 25
STOP VOTER SUPPRESSION

1 Voter suppression efforts were open, systemic, and widespread in the 2016 election,
2 and the right to vote of Black, Asian, Hispanic, and other Americans were denied or
3 abridged using the Interstate Voter Registration Crosscheck (IVRC) Program. There
4 were long voter lines, unreasonable and unfair voter ID requirements, reduced numbers
5 of polling locations, and other voter suppression measures.

6
7 The use of proprietary voting and vote-counting machines and software, without
8 meaningful ability to verify the integrity and accuracy of such systems, is troublesome.
9 The results these machines produce, combined with statistical suggestion of erroneous
10 results, raise concerns that our elections could be, and may have been, rigged through
11 misuse or manipulation of such systems.

12
13 Efforts to hand-count ballots to ensure the integrity of vote-counting machines have
14 been thwarted in Michigan, Wisconsin, Pennsylvania, and Nevada. The long list of
15 failures in the "recount" cases have left experts and the public more concerned than
16 ever about the accuracy, security, reliability, and verifiability of our elections.

17
18 On June 12, 2017, Representative Robert Brady (D-PA) introduced H.R. 2876
19 "Automatic Voter Registration Act of 2017". And, on June 14, 2017, Senator Patrick
20 Leahy (D-VT) introduced the Senate companion bill S.1353 "Automatic Voter
21 Registration Act of 2017". Under this legislation, when eligible voters interact with a
22 government agency, they will automatically be signed up to vote unless they decline. It
23 also provides for online voter registration for all eligible voters. Modernizing the
24 American electoral system will protect and enhance access for eligible voters and this
25 plan could add millions of eligible new voters to the rolls.

26
27 **THEREFORE BE IT RESOLVED:**

28
29 The Coalition of Labor Union Women (CLUW) calls upon local and state legislators to
30 aggressively press for the changes needed to achieve more democratic voting
31 procedures, including reversing and/or mitigating the effect of voter suppression efforts
32 and pressing for verifiable elections; including full transparency in all voting systems
33 used in our elections.

34
35 CLUW calls upon all of its chapters and members to urge their Congressional
36 Representatives and Senators to co-sponsor and support the passage of H.R.2876 and
37 S.1353 "Automatic Voter Registration Act of 2017".

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RESOLUTION NO. 26
SUPPORT FULL FUNDING OF THE U.S. CENSUS IN 2020

1 The U.S. Census Bureau is required by the U.S Constitution to conduct a count of the
2 population to help shape the foundation of our society and play an active role in
3 American democracy. The demographics of the United States continue to grow and shift
4 along race, age, ethnicity and gender orientation and identify lines.
5
6 The Coalition of Labor Union Women (CLUW) is committed to ensuring that every
7 resident is counted in the 2020 decennial census. The White House's fiscal year 2018
8 budget blueprint called for \$1.5 billion in Census funding, which would fall between the
9 \$1.4 billion finalized for fiscal year 2016 and the \$1.6 billion proposed by President
10 Barack Obama in his fiscal year 2017 budget.
11
12 For fiscal year 2017, the Senate came back with a mark that was \$100 million below
13 (Obama's proposal), and the House came back with a mark that was \$125 million
14 below.
15
16 Decisions are made on matters of national and local importance based on census data,
17 including healthcare, community development, housing, education, transportation,
18 social services, employment and much more. Most importantly, census data determine
19 how many seats each state will have in the U.S. House of Representatives as well as
20 the redistricting of state legislatures, county and city councils, and voting districts.
21
22 The bureau asked for more money because accurately understanding the US population
23 is expensive. Without the full funding, several categories of questions are in danger, like
24 sexual orientation and racial disparities.
25
26 **THEREFORE BE IT RESOLVED:**
27
28 The Coalition of Labor Union Women (CLUW) will write, email and personally contact
29 their Congressional Representatives and Senators to urge full funding of the 2020
30 census.
31
32 CLUW will keep its leaders and members informed about the developments on the 2020
33 census budget and activities to ensure accurate completion in all local communities.
34
35 CLUW will support the efforts of the U.S. Census Bureau to ensure a complete and
36 accurate reporting, reflecting the growing diversity of racial, ethnic and gender non-

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37 conforming groups, that will be disaggregated by the characteristics to provide a fuller,
38 richer view of the makeup of America.

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RESOLUTION NO. 27
TRIUMPH OVER EXTREMISM AND HATE CRIMES

1 Since the election of Donald Trump in November 2016, there have been over 1,000
2 reported hate crimes targeting Muslims, Arabs, African-Americans, Latinos and other
3 people of color. During this same period, there have been terrorist threats against
4 Jewish synagogues and community centers as well as the vandalizing of Jewish
5 cemeteries. These hate crimes have also resulted in physical harm and even death.
6

7 Additionally, the concept of racism also started to play out more dramatically in school
8 classrooms, hallways, playgrounds and on school buses. Per the Southern Poverty Law
9 Center, a civil rights advocacy organization, after the election, K-12 teachers across the
10 country reported an upswing in verbal harassment, the use of slurs and derogatory
11 language, and disturbing incidents involving swastikas, Nazi salutes and Confederate
12 flags.
13

14 Terrorist attacks on the homeland and abroad have also contributed to a rise in hate
15 crimes many of which go unreported. Under the current Uniform Crime Reporting (UCR)
16 Program led by the Federal Bureau of Investigation (FBI), only 3% percent of all hate
17 crimes are documented through the UCR Program. According to the National Crime
18 Victimization Survey (NCVS), 65% of all hate crime victimizations are never reported to
19 the police. Many of the reasons stem from their mistrust of law enforcement to: 1) investigate
20 their claim thoroughly; 2) prosecute the case as a hate crime; 3) prevent
21 retaliation; and 4) not use their position to deport victims who lack legal immigrant
22 status.
23

24 Since Trump took office, Immigration Customs Enforcement (ICE) has made clear that
25 while agents target criminals, they also will round up any other undocumented
26 immigrant they catch along the way. The agency even notified young undocumented
27 immigrants granted deportation protections under Obama's Deferred Action for
28 Childhood Arrivals (DACA) program that they also could face deportation. This has
29 resulted in a growing number of DACA recipients, mothers, fathers and grandparents
30 with no violent crimes in their backgrounds being deported or facing deportation in the
31 months Trump has been in office.
32

33 The appointments of Steve Bannon, former president of the incendiary Breitbart News,
34 as the Chief Strategist and Senior Counselor to the President and Steve Miller as the
35 Senior Advisor to the President on Policy are alarming due to their anti-Semitic, racist
36 and homophobic views. Both Bannon and Miller were involved in the drafting of the

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37 xenophobic Executive Order 13769 which sought to restrict U.S. travel and immigration
38 by citizens of seven Muslim countries, and suspend the United States Refugee
39 Admissions Program for 120 days, and suspending indefinitely the admission of
40 Syrians to the United States.

41
42 Of equal concern is the appointment of Associate Justice Neil Gorsuch to the Supreme
43 Court of the United States and the future appointments that may occur under this
44 Presidency. In addition, there are an estimated 103 judicial vacancies that have
45 occurred since 2015 and are expected to be filled by the current President.
46 Confirmation of President Obama's judicial nominees slowed to a crawl after
47 Republicans took control of the Senate in 2015 and blocked Obama's court picks in an
48 unprecedented level of obstruction. State gun control laws, abortion restrictions, voter
49 laws, anti-discrimination measures and immigrant issues are all matters that are
50 increasingly heard by federal judges and will be influenced by the new composition of
51 the courts. The decisions rendered by an ultra-conservative Supreme Court and lower
52 federal courts will have a devastating impact upon many socio-economic groups that
53 will last for generations.

54
55 **THEREFORE BE IT RESOLVED:**

56
57 The Coalition of Labor Union Women (CLUW) will work with other organizations and
58 coalitions to expose and combat all forms of racism, extremism, xenophobia and hate
59 against people regardless of race, age, gender, religion, disability or sexual orientation.

60
61 CLUW encourages its chapters and members to fight bigotry, intolerance and hatred in
62 all its ugly forms. Apathy and doing nothing only shows acceptance and hate will
63 persist.

64
65 CLUW encourages its chapters and members to work with coalitions to educate the
66 public on the causes of bias and effects of hate, and work to eradicate them before
67 they lead to violence. In addition, CLUW and its members will provide aid and support
68 to the victims of hate crimes.

69
70 CLUW will work with other organizations and coalitions to expose and combat political
71 electoral campaigns that possess extremism, xenophobia or hate at the root of the
72 political platform.

73
74 CLUW and its chapters and members will call upon their Congressional Representatives
75 to oppose confirmations of federal and Supreme Court justices whose ideologies are
76 contrary to the interests of unions, women and working families.

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RESOLUTION NO. 28
HUMAN TRAFFICKING IS REAL AND WRONG

1 According to the U.S. Department of State, the United States is a destination country
2 for thousands of men, women, and children trafficked from all areas of the world for
3 the purposes of sexual and labor exploitation. Many of these victims are lured from
4 their homes with false promises of well-paying jobs; instead, they are forced or coerced
5 into prostitution, domestic servitude, farm or factory labor or other types of forced
6 labor.

7
8 Victims often find themselves in a foreign country and cannot speak the language.
9 Traffickers frequently take away the victims' travel and identity documents, telling them
10 that if they attempt to escape, the victims or their families back home will be harmed,
11 or the victims' families will assume the debt. We recognize that men, women and
12 children that are encountered in brothels, sweat shops, massage parlors, agricultural
13 fields and other labor markets may be forced or coerced into those situations and
14 potentially are trafficking victims.

15
16 Human trafficking is a crime of epidemic and global proportions, widely recognized as
17 "modern day slavery" and extremely profitable for the traffickers. It is thought to be
18 one of the fastest growing epidemics and the third-largest criminal activity throughout
19 the world and generates about \$36 billion each year to its perpetrators. The tragic
20 cycles of this ever growing epidemic of forced and permanent enslavement, battery,
21 violence, even death, continues to fester throughout our country.

22
23 The International Labor Organization (ILO) estimates almost 21 million people are
24 victims of forced labor around the world – 11.4 million women and girls and 9.5 million
25 men and boys.

26
27 In January 2012, the Department of Homeland Security (DHS) implemented the "Blue
28 Campaign" which coordinates and unites programs from (Immigrations and Customs
29 Enforcement (ICE), the Human Smuggling and Trafficking Center, Federal Air Marshal
30 Service, Federal Aviation Administration, nongovernmental organizations and private
31 industry to increase detection and investigation of human trafficking, protect victims
32 and bring suspected traffickers to justice.

33
34 Blue Lightning Initiative Training Module, an element of the DHS Blue Campaign, is a
35 voluntary training program to educate commercial airline flight crews and other relevant
36 airline staff on human trafficking indicators that they may encounter on the job, and

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37 empower them to safely report possible human trafficking instances to the proper
38 authorities.

39
40 On July 15, 2016, President Obama signed the "FAA Extension, Safety, and Security Act
41 of 2016," which requires air carriers to provide the "Blue Lightning Initiative Training"
42 as an initial and annual training for flight attendants, pilots, customer service
43 representatives, and other personnel regarding recognizing and responding to potential
44 human trafficking victims.

45
46 While the Blue Campaign has proven to be successful, there is still much to be done to
47 bring traffickers to justice. The Coalition of Labor Union Women (CLUW) as part of its
48 mission, commit to being part of the frontline to combat the criminalization and
49 exploitation of the vulnerable population of children, teenagers, runaways, and women,
50 by supporting legislation, law enforcement agencies and organizations whose agenda is
51 to fight to eradicate human trafficking in the United States and abroad

52
53 Senator Elizabeth Warren (D-MA) introduced S.952 on April 26, 2017, and
54 Representative Edward Royce (R-CA) introduced a companion bill H.R.2219 on April 27,
55 2017; both bills being named "End Banking for Human Traffickers Act of 2017". These
56 bills would require financial institutions to change, if necessary, their internal policies,
57 procedures, and controls in order to better deter and detect money laundering related
58 to human trafficking. The bills also recommend changes, if necessary, to ongoing
59 employee training programs at financial institutions so that those institutions can better
60 equip employees to deter and detect money laundering related to human trafficking.

61
62 **THEREFORE BE IT RESOLVED:**
63

64 The Coalition of Labor Union Women (CLUW) encourages its chapters to raise
65 awareness of this issue and fight to end human trafficking at their meetings and
66 educational programs, and to go on record condemning the ongoing exploitation and
67 monetary profit from human trafficking, and download educational materials about the
68 Department of Homeland Security Blue Campaign (www.dhs.gov/blue-campairn) and
69 the basic indicators of human trafficking so as responsible citizens we may recognize
70 and report incidents of suspected human trafficking.

71
72 CLUW encourages its chapters and members to reach out and partner with community
73 organizations, where they exist, to provide assistance to victims and develop programs
74 to prevent human trafficking and to urge all their members to familiarize themselves
75 with identifying signs and warning signals of at-risk children, women, and men in their
76 midst who are vulnerable targets for human trafficking.
77

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78 CLUW urges its members to familiarize themselves with numbers to call if they
79 recognize warning signs, such as the National Human Trafficking Hotline: 1-888-373-
80 7888.

81
82 CLUW encourages their chapters to host workshops and/or forums to educate their
83 members about Human Trafficking and make human trafficking part of their ongoing
84 agenda.

85
86 CLUW calls upon all its chapters and members to urge their Congressional
87 Representatives and Senators to stand up against human trafficking and co-sponsor
88 and support the passage of S.952 and H.R.2219 "End Banking for Human Traffickers
89 Act of 2017".

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RESOLUTION NO. 29
WOMEN DEMAND CONSTITUTIONAL EQUALITY

1 Women are not guaranteed equal rights in the U.S. Constitution.
2
3 The Equal Rights Amendment was passed at the 75th Anniversary of the Seneca Falls
4 Women's Rights Conference and was first introduced in Congress in 1923. It was
5 reintroduced annually until, with modified language, it was passed in 1972, pending
6 ratification by 3/5 (38) states. Currently ratification stands at 35 states although a few
7 have attempted to rescind their previous approval.
8
9 "The ERA states: Equality of rights under the law shall not be denied or abridged by
10 the United States or by any state on account of sex."
11
12 The seven-year time limit for ratification expired and, despite a three-year extension
13 passed by Congress in 1979, the ERA failed to become part of our Constitution by the
14 7-1-82 deadline.
15
16 Over the past 30 years, gains made through the struggles of earlier generations of
17 women's rights fighters have been eroded in our society, in our legislatures and in our
18 courts, making the need for ERA great at this time.
19
20 Supreme Court Justice Ruth Ginsberg stated: "There is one important thing about that
21 amendment and it's why I am a supporter of it to this day. Every constitution in the
22 world in a democratic country since WWII contains in the charter of basic rights a
23 provision to the effect that men and women are persons of equal stature. Ours
24 doesn't."
25
26 In recent years, both in the House of Representatives and in the Senate, lawmakers
27 have introduced proposals to consider the ERA ratified upon the support of an
28 additional three states which would bring the total to the requisite 38. These proposals
29 are, at this time in the Judicial Committees of their respective chambers of Congress.
30
31 Nevada's legislature passed ERA on March 22, 2017. The Illinois Senate passed ERA in
32 May 2014 but it has not been voted on by the Illinois House (Illinois is the only state
33 requiring a 3/5 majority to pass a constitutional amendment).
34
35 The Women's Marches of January 21, 2017 have emphatically declared that we are not
36 going back, and both women and men are resisting discrimination against all persons
37 with renewed vigor since the 2017 presidential election.

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38

39 **THEREFORE BE IT RESOLVED:**

40

41 The Coalition of Labor Union Women (CLUW) will make passage of the Equal Rights
42 Amendment to the U.S. Constitution a priority.

43

44 CLUW will endeavor to activate its members, especially in states where ERA has not yet
45 been passed to lobby for its passage in their state capitals.

46

47 CLUW will support efforts on the national level to call for the U.S. Congress to take any
48 legislative action needed to verify ERA's ratification through the Three State Strategy
49 Bill or any other legislative means.

50

51 CLUW members will encourage their respective Unions and allied groups to take similar
52 action.

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RESOLUTION NO. 30

AFFIRM TEACHER DIVERSITY AT ALL LEVELS OF EDUCATION

1 The Coalition of Labor Union Women (CLUW) recognizes that public education, which
2 plays an important role in our society by preparing children for college, careers and life,
3 is strengthened and enriched by the nation's broad and deep diversity.
4
5 Additionally, numerous studies indicate that students of color and Native American
6 students who attend schools with a significant concentration of teachers who share
7 their cultural, linguistic, racial and national background are less likely to be expelled or
8 suspended; more likely to be recommended for gifted education, less likely to be
9 misplaced in special education and more likely to graduate from high school on time.
10
11 However, according to the U.S. Census, for the first time in history the majority of
12 babies born in the U.S. during 2011 were babies of color, and by the year 2020 the
13 shared African-American and Latino/a student population is predicted to increase from
14 the current level of 38 percent to 52 percent. In many major cities, such as Chicago,
15 Miami, Washington, D.C., Philadelphia and Detroit, students of color already make up
16 more than 52 percent of the student population.
17
18 Yet according to the National Center on Educational Statistics for the 2011-12 school
19 years, of the 3.38 million public school teachers educating the nation's 49 million
20 children, only 8% were Hispanic and 7% were African American. In schools where the
21 majority of students are Native American, only 19% of the teachers are Native.
22 Further, of the more than 13,500 public school superintendents in the U.S., an
23 estimated 363 are African-American and 250 are Latino/a.
24

25 THEREFORE BE IT RESOLVED:

26
27 Coalition of Labor Union Women (CLUW) members will work to increase teacher
28 diversity in public schools by writing, calling and visiting their local school boards,
29 mayor, state legislators and U.S. legislative representatives.
30
31 CLUW members will work to make sure that school districts provide professional
32 training for teachers that equip them with the tools and skills they need to teach a
33 dynamically diverse student population.
34
35 The Coalition of Labor Union Women members will work to maintain and expand its
36 relationships with local, state and national organizations that share a commitment to a

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37 diverse teacher and Paraprofessional and School Related Personnel (PSRP) workforce to
38 develop, execute and sustain a program that addresses the entire pathway to teaching,
39 which includes the core components of recruitment, preparation and retention.

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RESOLUTION NO. 31
ABOLISH THE SCHOOL TO PRISON PIPELINE

1 There is a crisis of criminalization in this current generation of our nation's youth, which
2 has come to be known as the "school-to-prison pipeline," that begins with student
3 suspensions, expulsions, push-outs, referrals to alternative institutions, and arrests in
4 our public schools that increases and exacerbates our nation's tragedy of mass
5 incarceration.

6

7 There are decades of research that demonstrate punitive and reactionary discipline
8 measures heighten the incidence and severity of the behaviors they are designed to
9 reduce in our public schools; punitive approaches are not making our schools and
10 communities any safer but instead discourage, demean, and criminalize our children,
11 often racial and sexual identity/orientation minorities. These actions have resulted in an
12 unacceptable and unnecessary number of suspensions, expulsions, push-outs, referrals
13 to alternative institutions, and arrests.

14

15 Harsh disciplinary practices, also known as "zero tolerance," further result in the loss of
16 valuable instruction time, cause students to dropout, and not only increase the risk of
17 contact with law enforcement agencies and the juvenile court system, but ultimately
18 help to swell the numbers of persons who are unemployed, in need of public welfare,
19 and plagued by mental health issues.

20

21 In a learning environment where student behavior issues are not properly addressed,
22 there exists a climate which is both unwholesome and unsafe for students and school
23 staff and negatively impacts the academic performance of the school.

24

25 Our public schools need to implement and develop behavioral change systems that
26 work with our students and not against them, by transitioning to comprehensive
27 restorative justice philosophy and practice in order to integrate social and emotional
28 learning into the curriculum, incorporate the necessary wraparound services, create a
29 safe and respectful environment for everyone in the school, and prepare our students
30 to become productive citizens.

31

32 Restorative justice philosophy and practice in schools teaches children to understand
33 the impact of their behavior, take responsibility, repair the harm they have done and
34 restore relationships. Such a move requires necessary personnel, training and resources
35 to fulfill the intentions and stated objectives of the program:

36

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37 **THEREFORE BE IT RESOLVED:**

38
39 The Coalition of Labor Union Women (CLUW) will advocate that all schools receiving
40 public funds adopt the restorative justice philosophy and practices and support systems,
41 including but not limited to counseling, intervention, peace circles, peer juries, peer
42 mediation, conflict resolution, restitution and community service.

43
44 CLUW will advocate that all school administration, staff, and security personnel be
45 trained in the basic philosophy and critical practices of restorative justice. Time must be
46 provided for training of school personnel, as well as funding, and time at school to
47 implement what staff learns.

48
49 CLUW will advocate that wraparound services, such as social workers, nurses,
50 psychologists and community resources, be provided to students and parents assist
51 them with the process of restorative justice and to address any ancillary problems and
52 issues they may have.

53
54 CLUW will advocate that the students, parents, community members, legislators, and
55 public be educated about the basic philosophy and critical practices of restorative
56 justice.

57
58 CLUW will advocate for funding from local, state and federal agencies to place
59 restorative justice coordinators/trainers and support staff in every school with the goal
60 of promoting positive learning environments that foster meaningful student
61 relationships to develop self-worth, cultivate emotional well-being, culturally relevant
62 and culturally responsive curriculum, and help produce responsible citizens.

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RESOLUTION NO. 32
END MASS INCARCERATION

1 Over the past quarter century, there has been a profound change in the involvement of
2 women within the criminal justice system. The United States ranks highest of all
3 countries in the world in its incarceration rate of the population in that an average of
4 730 prisoners per 100,000 people are imprisoned, according to www.prisonstudios.org.
5 Convictions for non-violent and minor crimes account for most of the increase and
6 results in more expansive law enforcement efforts, stiffer drug sentencing laws, and
7 post-conviction barriers to reentry into society that uniquely affects women.
8

9 Women now comprise a larger proportion of the prison population than ever before; the
10 female prison population stands nearly eight times higher than its population count in
11 1980. More than 60% of women in state prisons have a child under the age of 18 as
12 stated by Glaze, L.E., and Maruschak, L.M (2009) in their report "Parents in Prison and
13 Their Minor Children" to the Washington, DC: Bureau of Justice Statistics.
14

15 The number of women in prison has been increasing at a rate of 50 percent higher than
16 men since 1980. Women in prison often have significant histories of physical and sexual
17 abuse, high rates of HIV and substance abuse problems. Women's imprisonment in
18 female-led households leads to children who suffer from their mother's absence and
19 breaks in family ties. Police do not have to ensure that children are cared for before
20 jailing the parent. This has led to children being abandoned or on the streets because
21 this step gets lost in the chaos.
22

23 Labor unions have been playing an important role in attempting to transform the prison
24 system for the better. Emphasis should be focused on women in prison as well as men
25 in prison.
26

27 Richard Trumka, President of the AFL-CIO has stated, "Employees of the prison
28 industrial complex are also victims of the unfair system. At its very core, the system of
29 mass incarceration has dehumanized all of us. What America needs today is a mass
30 employment system, not a mass incarceration system."
31

32 Nearly two centuries ago, the United States formally abolished the incarceration of
33 people who failed to pay off debts. Yet recent years have witnessed the resurgence of
34 the modern day debtors' prison – the arrest and jailing of poor people for failure to pay
35 legal debts that they can never hope to afford through criminal justice procedures that
36 violate their rights.
37

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38 As good paying jobs wither and tax cutting without regard to funding basic services at
39 the federal and state level grow, state and local courts have increasingly attempted to
40 supplement their shortfalls in funding by charging fees to people convicted of crimes.
41 Prisoners who cannot afford the fees are being charged for the use of public defenders,
42 prosecutors, court administrators, jail operations and probation supervision.

43
44 Modern day debtors' prisons impose devastating human costs and make no sense
45 whatsoever. They waste taxpayer money and resources by jailing people who may
46 never be able to pay the mounting fines and penalties. This imposes direct costs on the
47 government and further destabilizes the lives of poor people struggling to pay their
48 debts and leave the criminal justice system behind. And, most troubling, debtors'
49 prisons create a racially-skewed, two-tiered system of justice in which the poor receive
50 harsher, longer punishments for committing the same crimes as the rich simply because
51 they are poor.

52
53 Ultimately, debtors' prisons are not only unfair, they are illegal. Imprisoning someone
54 because she cannot afford to pay court-imposed fines or fees violates the Fourteenth
55 Amendment promise of due process and equal protection under the law.

56
57 On July 11, 2017, four senators introduced the "Dignity for Incarcerated Women Act of
58 2017." This recent bill calls for the improvement of treatment of Federal prisoners and
59 takes into consideration the welfare of the children, who are victims of circumstance,
60 and left behind while their primary caretaker parent is serving their prison sentence.

61
62 **THEREFORE BE IT RESOLVED:**

63
64 The Coalition of Labor Union Women (CLUW) will join labor, churches, and
65 organizations with the same interests of ending mass incarceration and pursue policy
66 changes that will improve the lives of those that are presently and formerly incarcerated
67 as well as the effects on their families.

68
69 CLUW will advocate for all prisoners to be protected against all forms of exploitation,
70 and will partner with coalitions that call for the elimination of all for-profit agencies that
71 are working in the criminal justice system and restore operations back to the public
72 control.

73
74 CLUW will partner with organizations working with the local police to advocate that the
75 presence of children be considered for sentencing of non-violent offenders and that the
76 step of checking that dependents are well cared for be mandated. In addition, CLUW
77 will advocate for additional funding for social workers and foster care.

78

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79 CLUW demands that federal, state and local justice systems be fully staffed and funded.
80 In addition CLUW will demand that debtor's prisons be eliminated and that poor people
81 are not made to bear the burden of funding the court systems or paying for their own
82 probation.

83

84 CLUW supports the continuation of advocacy for "Ban The Box" to be adopted in the
85 states that have not eliminated the stigma of a past criminal record from their
86 employment applications.

87

88 CLUW will openly support the "Dignity for Incarcerated Women Act of 2017" Bill S.1524,
89 introduced into the Senate of the United State. Additionally, we will encourage those we
90 are affiliated with to follow this bill and campaign to ensure it is passed.

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RESOLUTION NO. 33
AFFIRM VOTING RIGHTS FOR ALL CITIZENS

1 The right to vote is guaranteed in the US Constitution for all US Citizens. Redistricting
2 is considered after each decennial census (undertaken by the U.S. Census Bureau)
3 because of shifts in populations both in and out of the current voting districts. It often
4 results in gerrymandering (when the lines are drawn to manipulate the boundaries to
5 predetermine the outcome of elections) which in turn hinders voters from voicing their
6 interests through their votes.
7
8 Further, by gutting the Voting Rights Act in 2013, the Supreme Court removed an
9 important check on state and local governments with a history of voting discrimination.
10 Now, states across the country have passed measures to make it harder for
11 Americans—particularly black people, those of Hispanic descent, the elderly, students,
12 and people with disabilities—to exercise their fundamental right to cast a ballot. These
13 measures include cuts to early voting, voter ID laws, and purges of voter rolls (to
14 challenge citizens registered to vote).
15
16 Women are overwhelmingly underrepresented in political offices across the board, and
17 those numbers are even lower for women of color. Election Day is not a federal holiday,
18 with the result that many people, particularly hourly wage workers, who are
19 disproportionately women of color, are unable to take the day off to vote.
20
21 On June 22, Senator Patrick Leahy (D-VT) and Representative Terri Sewell (D-AL)
22 introduced the Voting Rights Advancement Act (VRAA) - H.R.2978- to protect the right
23 to vote for all Americans, proposing solutions to these problems.

24
25 **THEREFORE BE IT RESOLVED:**

26
27 The Coalition of Labor Union Women (CLUW) will continue to lobby for equal voting
28 rights for all people who historically have been systematically disenfranchised from the
29 electoral process in the U.S.A., including education about the registration process.
30
31 CLUW members will work for the passage of the Voting Rights Advancement Act (VRAA)
32 - H.R.2978 by writing, calling, and visiting their legislative representatives.
33
34 CLUW will work across America to stop voter suppression at the local, state, and
35 national level; furthermore, it will increase awareness about the disproportionate impact
36 of voter suppression on women, especially women of color. CLUW members will be

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37 watchful that their states don't engage in voter discrimination and are willing to report
38 to the proper authorities if they observe any injustice.

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RESOLUTION NO. 34

VOTE BY MAIL

1 Across the country, an increasing number of states, cities, and counties are saving
2 money while making it easier for their citizens to vote – without waiting in long lines or
3 needlessly mandating voters do so in person. Increasingly, more governments are
4 allowing their constituents to vote by mail.

5
6 Voting by mail increases voter participation, is cost-efficient, creates a paper trail -
7 thereby improving election integrity, eliminates long voting lines, removes obstacles to
8 voting such as work or lack of daycare, and eliminates polling place confusion. It also
9 ensures that the most trusted federal agency handles ballots - the U.S. Postal Service.

10 Studies have shown that adding the option of voting by mail does not give an
11 advantage to any political party. Republicans and Democrats both benefit from
12 comparable increases in participation when voters are given their choice of voting by
13 mail. Support for mail-in balloting cuts across virtually every major demographic group
14 – including age, race, income level, education, employment status, and political
15 affiliation.

16
17 One of the most important features of mail-in balloting is the low incidence of fraud
18 compared to other methods. Voting by mail gives election officials the ability to validate
19 every voter's signature. Increasing complaints about other balloting methods highlight
20 the value of voting by mail.

21
22 **THEREFORE BE IT RESOLVED:**

23
24 The Coalition of Labor Union Women (CLUW) stands in support and solidarity of the
25 American Postal Workers Union's advocacy for the implementation of national vote by
26 mail. Voting by mail enhances democracy, giving American voters a choice that they
27 need and deserve.

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RESOLUTION NO. 35
STAND UP FOR WORKING FAMILIES

28 Family issues affect everyone, whether from death of a family member, health
29 problems, drug abuse, marital issues, money, transportation, job loss, or child care, to
30 name a few. Family issues are putting significant demands on parents trying to juggle
31 work and home. This puts stress on everyone, and it can interfere in how we interact
32 with co-workers and at home. The dollar doesn't stretch very far today, the cost of
33 health and child care takes a big bite out of our paychecks, and everyone must have
34 transport whether it's public or private in a small or large city to work. These problems
35 can have an enormous impact on our health, mentally and physically, to function every
36 day.

37
38 Tipped workers of America are paid a horrifyingly low federal wage of \$2.13 an hour
39 and that wage hasn't been raised in 30 years. Many tipped workers suffer from sexual
40 harassment on the job and can't speak up unless they put their tip in jeopardy. They
41 rarely have paid sick leave, or paid family leave and frequently suffer from irregular
42 schedules. Both they and minimum wage workers deserve a raise and family
43 supporting programs. The working families of America deserve affordable health care,
44 access to affordable reproductive care, affordable high-quality child care, free or
45 reasonably priced education, reasonably priced transportation, access to family
46 supporting jobs and the right to live and raise families in a secure, healthy environment
47 free from violence.

48
49 **THEREFORE BE IT RESOLVED:**
50

51 The Coalition of Labor Union (CLUW) in any election needs to support those candidates
52 that stand up for women, women's rights and working families, not just party. These
53 candidates need to be on record as supporting increasing minimum wage, supporting
54 one fair wage, supporting good paying jobs, civil and reproductive rights, paid sick
55 days, and robust paid family leave programs. These candidates should also support
56 affordable public transportation, affordable high quality child care, high quality public
57 education and affordable training programs and college education. It's not enough to
58 support just economic programs; they should also support broad access to voting, fair
59 immigration and refugee policies and restorative justice. If they forget us we will vote
60 them out of office. We refuse to take steps backwards. Our sisters before us fought,
61 went to jail, and died for these rights. We will not be quiet or stopped. We must
62 continue to move forward and fight for our rights.

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RESOLUTION NO. 36

THINK BOLD ON THE FUTURE OF JOBS

1 Some refer to the technical revolution as the “Fourth Industrial Revolution” with the
2 potential of eliminating millions of jobs. The San Francisco Chronicle reported on March
3 23, 2017, that by one estimate, “nearly half of jobs worldwide could be at risk over the
4 next two decades because of advances in artificial intelligence and automation.”
5
6 Robots now drive cars, factories are automating manufacturing, and many jobs have
7 been outsourced to algorithms such as managing financial portfolios, reviewing loan
8 applications, even reading medical data such as magnetic resonance imaging (MRI)
9 tests.
10
11 The World Economic Forum in San Francisco is opening a center in the Presidio to
12 foster thinking about the complexities of the “Fourth Industrial Revolution.” The Forum
13 issued a statement that in addition to being a key economic concern, inequality
14 represents the greatest societal concern associated with the Fourth Industrial
15 Revolution. Women on average earn less than men and women have less economic
16 opportunity compared to men. The World Economic Forum forecasts economic parity
17 for women will take considerably more than 100 years—unless we make changes.
18
19 Labor, and specifically labor union women, must be at the table when discussing the
20 future of work. We were missing when NAFTA was passed. We cannot afford to be
21 missing on what is fundamental to workers when planning for the future, especially with
22 the potential for automation and artificial intelligence to wipe out thousands, if not
23 millions, of jobs.

24
25 **THEREFORE BE IT RESOLVED:**

26
27 The Coalition of Labor Union Women (CLUW) recognizes that as labor leaders, women,
28 mothers, and concerned members of the human race, the reality of a no-jobs future
29 requires us to think outside the box with bold and innovative solutions to this brave new
30 world.
31
32 CLUW chapters are encouraged to discuss and debate some of the solutions already
33 being discussed worldwide, such as BIG--Basic Income Guaranteed, and shorter work
34 weeks at no loss in pay.
35

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- 36 CLUW recognizes that it is totally unacceptable to eliminate jobs without offering
37 workers comparable employment at no loss in pay. Retraining is not enough without
38 guaranteed jobs.
39
- 40 CLUW reaffirms that labor women must be at the table to ensure equity in opportunity
41 and equal pay for equal work.

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RESOLUTION NO. 37
SUPPORT PUBLIC SECTOR WORKERS

1 Visions for a better society, visions for a just society, with greater economic equality...it
2 all comes down to dollars and common sense. Those dollars coming from Federal and
3 State Budgets, where funding is allocated for Public Sector workers to do what they get
4 paid to do – provide much needed services to all.
5
6 In the state of Pennsylvania, June 30th is a date that many anticipate. It's also a date
7 that many fear. For those unaware, this date is the last day of PA's fiscal year.
8 Following the February budget address by the Governor, Public Sector Unions go to
9 work – dissecting line by line, a budget that fails to meet requested and required needs.
10
11 It becomes a battle of what matters most: Education vs. infrastructure, public health vs.
12 public safety. Hearings are held before the legislature where accountability for every
13 line item, past and present is addressed. The desire and necessity to have increased
14 funding falls on deaf ears.
15
16 The fight is left to public sector unions to lead the charge. Public sector unions are
17 quick to point out positive and productive solutions to eliminate shortfalls, increasing
18 revenues, providing better services while both saving and potentially creating new jobs.
19 Most are ignored and excused out of fear of big money corporations that lie in wait
20 hoping for an opportunity- privatization.
21
22 It's time for elected officials nationwide to act in the interest of "We the People" not
23 "Those the Corporations". It's time to step up to the plate, raise recurring revenues and
24 pass a fully funded sustainable balanced budget NOT on the backs of Public Sector
25 workers.
26
27 The attacks on Public Sector workers continue under the guise of fiscal responsibility. In
28 Pennsylvania, lawmakers passed pension reform legislation that provides no savings for
29 the state of Pennsylvania but entails major benefit cuts for Public Sector workers.
30
31 Legislation in the state of Pennsylvania continues to be drafted with one goal in
32 mind... attack or eliminate Public Sector workers and the Unions that represent them.
33
34 Elected officials continue to be unwilling to enact commonsense economic policies
35 to avoid devastating funding cuts to services provided by Public Sector workers.
36
37 Public Sector workers represent the minority division of working America, yet the

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38 services provided are utilized by all.

39

40 As wage inequities still exist, women are more likely to utilize programs that are
41 constantly subjected to budget cuts. These cuts continue to discourage women to
42 remain in the workforce, where they could push forward to gaining wage equality.

43

44 **THEREFORE BE IT RESOLVED:**

45

46 The Coalition of Labor Union Women (CLUW) supports a fully funded balanced budget
47 in Pennsylvania and all states nationwide. It is understood that funding begins at the
48 Federal level. We must continue to hold all involved accountable.

49

50 CLUW will publicly oppose any and all Federal or State budget proposals or legislation
51 that negatively impacts Public Sector workers and the services they provide.

52

53 CLUW will publically oppose any legislation and or budget proposal that puts profits
54 before people.

55

56 CLUW will publicly support proposals presented by public sector unions in Pennsylvania,
57 including closing the Delaware tax loophole so that all business is taxed fairly not just a
58 small percentage as well as a severance tax on Marcellus Shale natural gas.

59 CLUW will publicly demand that elected officials stop trying to balance budgets on the
60 backs of Public Sector workers.

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RESOLUTION NO. 38
DEFEND LGBTQIA+ RIGHTS

1 The Coalition of Labor Union Women (CLUW) strives to be a unifying force for all union
2 women, women-identified workers, and their allies. We recognize that all workers
3 should experience employment security, fair promotions, and benefits regardless of
4 race, religion, age, ability, sexual orientation, or gender expression/identity.
5
6 It is one of CLUW's duties to help eliminate discrimination and harassment in the
7 workplace and support the rights of our fellow brothers and sisters. One of the biggest
8 targets of such mistreatment in the United States remains the LGBTQIA+ (Lesbian,
9 Gay, Bisexual, Transgender, Queer and Questioning, Intersex, Asexual and Agender)
10 community.
11
12 The labor movement has become one of the strongest supporters of LGBTQIA+
13 equality, and although our movement has been far from perfect in its history, it stands
14 as one of the few key players left in fighting off discriminatory legislation and hostile
15 workplaces through lobbying and contract negotiations.
16
17 Today, 50 percent of the LGBTQIA+ population live in states that *do not* prohibit
18 employment discrimination based on sexual orientation or gender expression/identity.
19 Unions, however, help counteract this gap by doing what federal law does not—bar
20 discrimination in their workplaces to provide an equal and safe environment for all.
21
22 LGBTQIA+ union members are twice as likely to receive survivor benefits for domestic
23 partners than non-union members of their community. They are also only able to be
24 fired with just cause and often have access to grievance procedures and arbitration, like
25 every other union worker.
26
27 The rights that LGBTQIA+ workers gain due to their union membership may provide
28 some solace and workplace improvements, but many challenges still remain. Despite
29 recent progress in visibility and legal protections, LGBTQIA+ Americans, particularly
30 Black trans-women and other queer people of color, are more likely to be victims of
31 sexual violence than any other community and even more likely to be victims of hate
32 crimes than any other minority group.
33
34 Sexual and gender minorities also experience worse physical and mental health
35 outcomes and face unique health challenges compared to their heterosexual
36 counterparts. LGBTQIA+ individuals come up against major barriers when trying to
37 access health services due to discrimination and cost-related hurdles, which causes

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38 even more harm considering they are three times more likely to suffer from a mental
39 health condition.

40

41 **THEREFORE BE IT RESOLVED:**

42

43 The Coalition of Labor Union Women (CLUW) adamantly condemns all attacks—
44 politically, physically, and psychologically—on LGBTQIA+ individuals in the workplace, in
45 government, and in our communities.

46

47 CLUW members and chapters will continue to push for state and federal legislation
48 barring workplace, employment, and housing discrimination based on sexual orientation
49 or gender expression/identity.

50

51 CLUW will advocate for LGBTQIA+ members of their unions to have a stronger voice in
52 their workplaces and to have accommodations and policies that work for them. We will
53 also push for LGBTQIA+ friendly, and particularly, trans-inclusive healthcare that is safe
54 and affordable for all, including accessible mental health treatment.

55

56 CLUW will fight any and all deceptive “religious freedom” laws that allow discrimination
57 against LGBTQIA+ individuals whether it is in regards to bathroom access, adoption,
58 health and pension benefits, or any other right, awarded to every American.

59

60 CLUW will call upon law enforcement officials to vigorously prosecute perpetrators of
61 hate crimes and will work with other labor and civil and human rights organizations and
62 groups, such as Pride@Work through the AFL-CIO, to counteract hate propaganda. We
63 also call upon all of our union brothers and sisters to speak out against any LGBTQIA+
64 harassment in our workplaces.

65

66 CLUW will commit to reaching out to LGBTQIA+ workers and will strive to organize
67 them. We will, however, be their supporters and their keepers whether they are union
68 members or not-yet union members.

69

70 CLUW strongly urges its chapters and individual members to become and remain
71 unapologetically involved in struggles to defend and expand the rights of LGBTQIA+
72 people in their local communities and reach across aisles to build a stronger labor
73 movement for all. Because as the iconic gay labor activist Bayard Rustin once said, “You
74 have to join every other movement for the freedom of the people.”

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RESOLUTION NO. 39
ESTABLISH A POSTAL BANK

1 The U. S. Post Office operated the Postal Savings System from 1911 through 1967, and
2 at its peak, had \$4.3 billion in deposits.
3
4 The Office of the Inspector General (OIG) of the Postal Service issued a white paper
5 that said the Postal Service should provide basic financial services to the 68 million
6 American adults who don't have bank accounts or who have limited access to bank
7 services.
8
9 The U.S. Postal Service operates more than 33,000 retail locations nationwide, 59
10 percent of which are located in bank deserts which are zip codes with either zero banks
11 or only one bank branch.
12
13 The U.S. Postal Service has a mandate to serve all Americans, regardless of geography,
14 at uniform price and quality; and has a skilled workforce which processed more than
15 378,000 money orders per day in 2014; therefore, the Postal Service has the
16 infrastructure to provide the desperately-needed services.
17
18 The OIG stated that the Postal Service could generate \$8.9 billion per year in new
19 revenue by providing services to the underserved, while at the same time protecting
20 good paying jobs.
21
22 The Postal Service is consistently rated one of the most trusted institutions and enjoys a
23 much higher level of confidence from the public than do banks and payday lenders.
24

25 **THEREFORE BE IT RESOLVED:**

26
27 The Coalition of Labor Union Women (CLUW), along with its allies, will embark on a
28 campaign to educate the American people to the advantages of a non-profit Postal bank
29 and mobilize popular support for a Postal Bank to pressure Postmaster Megan Brennan
30 to initiate financial services immediately, as the first step in establishing a full-fledged
31 non-profit Postal Bank.

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RESOLUTION NO. 40
GIVE CLUW A SEAT AT THE TABLE!

1 The leadership and members of the Coalition of Labor Union Women recognize the
2 necessity for the retrenchment and reorganization of the AFL-CIO (a voluntary
3 federation of 55 national and international unions), in response to federal and state
4 political and legislative attacks, the loss of jobs in AFL-CIO organized core industries
5 and the public sector and loss of union density.

6
7 As a result of this reorganization, the AFL-CIO has eliminated the Federation's Civil,
8 Human and Women's Right Department and has placed these functions into other
9 departments. The need to address these concerns and issues continues.

10
11 Recent events have proven there is still a need to address the civil and human rights of
12 all people, regardless of their socio-economic status or their race, age, language,
13 gender, religion or sexual orientation. Racial inequality still persists today resulting in
14 poverty, unemployment, suppression of voting rights and racial disparities in education.
15 It is vital that the AFL-CIO continue to address these issues.

16
17 According to the U.S. Department of Labor, there are 74.6 million women in the civilian
18 work force and women account for 47 percent of all U.S. workers. More than 39
19 percent of women work in occupations where women make up at least three-quarters
20 of the workforce. And, the PEW Research Center shows, over the last nine presidential
21 elections, women have consistently voted at higher rates than men. Now is not the
22 time to dismiss or suppress the voices of women in the labor and political arenas when
23 women organized the largest demonstration of solidarity as witnessed by the January
24 2017 Women's March around the World.

25
26 **THEREFORE BE IT RESOLVED:**

27
28 The Coalition of Labor Union Women (CLUW) urges the AFL-CIO, in the strongest
29 terms, to include the operations and functions of the former Civil, Human and Women's
30 Rights Department as a principle section of any organization design and structure.

31
32 CLUW urges the AFL-CIO to partner with the six Constituency groups in establishing
33 priorities and designing programs as part of the reorganization that impact their
34 respective membership.

35
36 CLUW urges the AFL-CIO National, State Federations and CLCs to provide a "place at
37 the table" for the President or a designee, from each of the Constituency groups in all

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38 decision-making forums which affect community outreach – as such outreach is
39 necessary to the survival of the labor movement and to the improved quality of life for
40 all working families.



COALITION OF LABOR UNION WOMEN
815 16TH ST NW 2ND FL S
WASHINGTON DC 20006
202-508-6969

