

Coalition of Labor Union Women
21st Biennial Convention
Via Zoom
October 7-9, 2021



Coalition of Labor Union Women
21st Biennial Convention / Virtual via Zoom
October 7 - 9, 2021

Resolutions Booklet

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CLUW RESOLUTIONS COMMITTEE ROSTER

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1 **RESOLUTION NO. 1**
2 **AFGHANISTAN TODAY: THE FUTURE FOR WOMEN**
3

4 In seeing the tragedy of the end of the US war in Afghanistan unfold day by day (this
5 was written on August 30th) it is important to look at key events of the past before we
6 can look towards the future. A report prepared by PBS will show you a brief timeline of
7 Afghanistan's history. What follows is an effort to prioritize the thinking of Afghani
8 women in the events of the last 20 years.¹

9 There is a very strong appeal of the notion of "saving" Afghan women, a notion that
10 was justified in an interview after the US's 2001 invasion entitled 'Why We Can't Save
11 Afghan Women' with Dr. Lila Abu-Lughod, a cultural anthropologist at Columbia
12 University published by the Asia Society she states..." American intervention (according
13 to First Lady Laura Bush's November radio address) and that dampens criticism of
14 intervention by American and European feminists. ...The problem, of course, with ideas
15 of "saving" other women is that they depend on and reinforce a sense of superiority by
16 westerners. When you save someone, you are saving them from something. You are
17 also saving them to something. What violence is entailed in this transformation? And
18 what presumptions are being made about the superiority of what you are saving them
19 to? This is the arrogance that feminists need to question."²

20 In an article on August 17, 2021, in The Nation 'White Women Wanted to Invade:
21 Afghan Women Never Asked for Air Strikes' by Rafia Zakaria, author most recently of
22 *Against White Feminists*, stated white feminists in the US decided from the outset that
23 "war and occupation were essential to freeing Afghan women", no matter what those
24 women themselves thought. ..." The hundreds of millions in development aid that the
25 United States poured into its savior-industrial complex relied on second-wave feminists'
26 assumption that women's liberation was the automatic consequence of women's
27 participation in a capitalist economy. One of the most expensive development programs
28 that Americans brought to Afghanistan was PROMOTE, which cost \$418 million and was
29 intended to provide 75,000 Afghan women with training, internships, and jobs. When
30 the program was audited in 2016, it was almost impossible to trace where all the
31 money had

¹ [A Historical Timeline of Afghanistan | PBS NewsHour](#)

² [Why We Can't Save Afghan Women | Asia Society](#)

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32
33 gone. The influx of cash wasn't just wasted; it helped kill Indigenous feminisms that
34 might have worked to achieve more culturally relevant goals..."³

35 But many Afghani women's groups like the Revolutionary Association of the Women of
36 Afghanistan, a political organization that has denounced religious fundamentalism since
37 its founding in 1977, opposed the US attacks and the US-backed government.

38 During the US intervention Afghan women did enter public life. "The most drastic shift
39 with respect to women's rights came formally, legally, constitutionally, and how they
40 manifest within the formal sectors," said Maliha Chishti, former director of the United
41 Nations' Hague Appeal for Peace and professor at the University of Chicago. Women's
42 rights were enshrined in Afghanistan's 2004 constitution; women held a certain
43 percentage of seats in Parliament and entered sectors like law, government, and
44 media.⁴

45 Recently the International Women's Media Foundation stated, "Right now, women
46 journalists in Afghanistan are among the most at-risk populations in the country for
47 reasons of revenge, retribution, and long-standing prejudice against their voices in any
48 public arena. With the Taliban targeting the press and the equality of women, the lives
49 of these media workers are also among the most imperiled in the world."⁵

50 Recently Taliban leaders have claimed their stance on women's rights has changed—
51 that women can have jobs and education consistent with Islamic law and Afghan
52 cultural values. Yet Human Rights Watch says there is current evidence that few
53 officials allow girls to attend school past puberty. Recently in the Faryab province, the
54 Taliban reportedly burned a girls' high school to the ground; when a local women's
55 rights activist wrote to them requesting, they provide education, they threatened to kill
56 her and her father. Also there have been reports that in some rural areas in
57 Afghanistan's northeastern countryside, women have been forbidden from leaving their
58 homes without a male escort. Some, it alleged, have been forced to marry fighters.

³ [White Feminists Wanted to Invade | The Nation](#)

⁴ [Women's Rights Have An Uncertain Future In Afghanistan - WorldNewsEra](#)

⁵ [IWME Calls for Urgent Support of Women Journalists in Afghanistan - IWME](#)

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59 On 8/19 Craig Whitlock, Washington Post Reporter and author of *The Afghanistan*
60 *Papers: The Secret History of the War* was interviewed on Democracy Now and stated,
61 “The public narrative was that the U.S. was always making progress. All these
62 presidents said we were going to win the war, and yet, in private, these officials were
63 extremely pessimistic.”⁶

64 In an op-ed published by People’s World on August 26, 2021 by John Wojcik, Editor-in
65 Chief, *Afghanistan: No clean end to a dirty war* “You can’t interfere in the internal
66 affairs of another country, overthrow a progressive government, install right-wing
67 religious fundamentalists in their place, and then replace them with a corrupt puppet
68 government to do your bidding and expect sunshine and rainbows when it’s all over.
69 Those who say they support withdrawal but not the way it has been done have thus far
70 suggested no alternative exit strategy. That’s because there is absolutely no clean way
71 to end a dirty war—a war that cost trillions of dollars and countless lives. Instead, the
72 carnage will continue for the people of Afghanistan, long after the U.S. has already
73 launched its next war.”⁷

74 **THEREFORE BE IT RESOLVED⁸:**

75 The Coalition of Labor Union Women (CLUW) must call on President Biden and all
76 other appropriate authorities to:

- 77 • Condemn the violations of human rights and women’s rights, support
78 accountability and end the culture of impunity for war crimes and crimes against
79 humanity;
80 • Refuse to formally recognize the Taliban as the governing body of Afghanistan;
81 • Expand Special Immigrant Visas to include a category for at-risk women and
82 raise the refugee cap;

⁶ [“The Afghanistan Papers”: Docs Show How Bush, Obama, Trump Lied About Brutality & Corruption of War | Democracy Now!](#)

⁷ [Afghanistan: No clean end to a dirty war – People's World \(peoplesworld.org\)](#)

⁸ Resolves include those from a letter of 500 prominent policy experts, activists and celebrities; Dr. Sima Samar, a physician and an outspoken advocate for women’s and human rights in Afghanistan. She previously served as Afghanistan’s deputy president and minister of women’s affairs, and she was the chair of the Afghanistan Independent Human Rights Commission; author and sports advocate Shireen Ahmed.

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- 83 • Be permitted to have direct evacuation flights for women who are under
84 imminent threat after August 31.
- 85 • Increase humanitarian, food, education and health assistances, especially
86 through local Afghan NGOs that are able to deliver services and aid in all
87 circumstances;
- 88 • Provide funding for health programs, especially COVID-19 vaccination and
89 treatment, and reproductive health, including contraception;
- 90 • Provide funding for the education for women and girls at all levels, including
91 scholarships;
- 92 • Provide relief and job opportunities to internally displaced persons, especially
93 women and youth;
- 94 • Provide protection and, in emergency cases, relocation for human rights
95 defenders, including journalists and those in the civil society sector;
- 96 • Allocate resources for livelihood assistance and resettlement.

97 CLUW Members should:

- 98 • Seek to know and understand Afghani women so as not to proliferate incorrect
99 or false information.
- 100 • Follow journalists and advocates reporting on Afghan women and support
101 organizations that protect journalists.
- 102 • Read information from Afghan experts, reporters, human rights organizations
103 that are already doing the work of supporting Afghan women and especially
104 women journalists.
- 105 • Find local organizations and Afghan communities and see what resources are
106 already helping there...
- 107 • Encourage National CLUW to continue to stay alert to unnecessary wars such as
108 this one and the war in Iraq so that the billions of dollars attributed to death and
109 destruction can be put to positive use for women and girls.

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Submitted By: Carol Rosenblatt, AFSCME, CLUW Executive Director (ret.), DC Metro Chapter and Kathy Black, AFSCME, Chapter Treasurer, Philadelphia Chapter and Connie Cordovilla, Delegate and co-Chair, CLUW Resolutions Committee

Committee Recommendation: Concurrence

Convention Action:

Committee/Task Force Assignment:

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RESOLUTION NO. 2

Facing the Climate Crisis: Labor Supports for Climate Policies and Solutions

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4 The recent United Nations Intergovernmental Panel on Climate Change (IPCC) Sixth
5 Assessment Report in 2021¹ showed that the impacts of climate change are
6 widespread, rapid, and intensifying. It warned that our current emissions pathway puts
7 Earth on track to breach the critical 1.5 degrees Celsius warming threshold as soon as
8 2030. While global warming is happening much faster than many scientists predicted,
9 there is still much we can do to mitigate its worst effects. Above all, there is
10 overwhelming scientific consensus that we must stop burning fossil fuels right now,
11 adding urgency to the IPCC's earlier report, endorsed by 195 governments, which
12 prescribed that carbon emissions must be reduced 50% by 2030 from 2010 levels to
13 avert the worst effects of a climate catastrophe that poses an immediate and long-term
14 threat to the well-being and economic future of all working people and our
15 communities.²

16
17 The Earth's decline in habitability will affect all people, including union members,
18 overshadowing current workplace issues such as decent wages, working conditions, and
19 health benefits among others. We need to act responsibly now to insure our children,
20 grandchildren, and great grandchildren can inherit a livable planet.

21
22 The role of labor in promoting a healthier earth requires providing workers in the fossil
23 fuel industries retraining for new careers in "green" occupations and an equitable
24 transition to other work that pays a comparable or better wage with health benefits.

25
26 Workers, Black, Indigenous, and People of Color (BIPOC) communities, and low-income
27 people suffer disproportionately from environmental degradation and extreme weather,
28 increased stress on the agricultural sector and negative health impacts like heat stroke,
29 air pollution, and the spread of infectious diseases like COVID-19. There has been an
30 accelerating national push for bold policy initiatives that to effectively address the two
31 pressing issues of our age: historic economic inequality and the climate crisis.

32
33 If climate crisis responses are to truly address inequality, the labor movement must be
34 at the center of shaping climate policies to include an equitable transition for workers,
35

¹ [Press release_wgi_ar6_website-final \(ipcc.ch\)](#)

² Intergovernmental Panel on Climate Change (IPCC) [Sixth Assessment Report \(ipcc.ch\)](#)

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36 expanded collective bargaining rights and “green” union family-supporting careers,
37 particularly in disadvantaged communities.

38
39 Workers in existing jobs, including firefighters, nurses, construction workers, public
40 transit workers, teachers and many others in the public sector are already mitigating
41 the health and environmental effects of climate change, preparing our infrastructure for
42 sea level rise and advancing a clean energy economy.

43
44 With the support of the State Building and Construction Trades Council of California,
45 AFL-CIO, California adopted a goal of 100% renewable and zero-carbon electricity and
46 has demonstrated that clean energy industries can create good, middle-class jobs when
47 linked with collective bargaining agreements. Economist Robert Pollin’s 2021 report
48 “Program for Economic Recovery and Clean Energy Transition in CA” ³also documents a
49 net gain of 1 million jobs through 2030 that will result from an equitable transition
50 specifically for oil and gas workers and their communities. These findings can serve as a
51 model for the entire U.S.

52
53 The American Federation of Teachers, Service Employees International Union, California
54 Nurses Association, Communications Workers of America, Labor Network for
55 Sustainability, California Labor for Climate Jobs: Work for a Sustainable Future, and
56 many more labor organizations and community allies have passed resolutions and/or
57 supported bold policies to address the climate crisis and other pressing environmental
58 and social issues.

59

60 **THEREFORE BE IT RESOLVED:**

61

62 The Coalition of Labor Union Women (CLUW) will call for solutions to the climate crisis
63 that must include strong labor standards to prevent outsourcing and ensure union jobs
64 with family-supporting wages and good benefits (including healthcare, paid leave, and
65 pensions)—such as prevailing wages, project labor agreements, establishment of card-
66 check neutrality agreements, and direct partnerships with joint labor-management
67 apprenticeship programs, as well as legislation protecting the right to organize unions
68 and bargain collectively. CLUW at the national, state and chapter level must take action
69 to help with the global effort to save the planet.

70

³ [CA-CleanEnergy-6-8-21.pdf](#)

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71 CLUW will work for a fair and equitable transition for workers impacted by a
72 transitioning economy that must include fully funded disaster benefits programs for

73
74 displaced oil and gas workers (including aviation and automobile industry workers):
75 wage replacement/wage insurance, pension guarantees and severance packages,
76 healthcare benefits, retraining opportunities with costs covered, peer counselling, and
77 relocation assistance.

78
79 CLUW will lobby for substantial investments in the renewable energy sector with
80 provisions for strong labor standards, and for solid investment in public infrastructure
81 and services, including expanding infrastructure and access to transportation, clean
82 water, wastewater services, universal broadband, affordable housing, and education,
83 large-scale building electrification, workforce development for public and private sector
84 workers in critical infrastructure; disaster preparedness; and regenerative agricultural
85 practices. Establishing universal healthcare will further protect worker and community
86 health from the dangers of climate change. Such measures will facilitate an equitable
87 transition to jobs in the new economy.

88
89 CLUW will demand access to economic opportunities through targeted and local hiring
90 provisions for working-class, low-income, and BIPOC communities that have
91 disproportionately suffered the impacts of pollution, high unemployment, poverty, and
92 racism.

93
94 CLUW will work to mobilize state and federal resources and demand adequate public
95 procurement provisions and detailed and feasible funding mechanisms that prioritize
96 strong labor standards and "Buy local/Buy American".

97
98 CLUW will advocate in coalition with our labor, environmental justice, and community
99 partners for climate policies with these strong labor provisions.

100
101 CLUW will educate members on the Climate Crisis by inviting speakers to meetings at
102 the national, state, and local levels.

103
104 CLUW will push for the creation of an Environmental Committee at local Central Labor
105 Councils and insist that a member of the local CLUW chapter sit on the committee. The
106 Environmental Committee will assist state and local chapters when needed as well as to
107 inform them of actions and incidents such as disasters and plant closures to be certain
108 union worker rights are upheld.

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109

110 CLUW will report plans and progress in this area to the National Officers Council by the
111 next Convention.

112

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**RESOLUTION NO. 3
IN SUPPOT OF CRITICAL RACE THEORY AND THE 1619 PROJECT**

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3
4 The Critical Race Theory (as defined in 1994 by Roy L. Brooks and Richard Delgado)¹
5 and the 1619 Project (Nikole Hannah-Jones, 2019)² are not divisive frameworks nor are
6 they singling out those who identify as white or Caucasian as racist or promoting
7 separation.

8
9 Critical Race Theory (CRT) “is an academic umbrella of reflections and writings
10 developed in higher education (colleges, universities, law schools, and graduate
11 schools) since the mid-1970s. While it is not a curriculum, it is an academic set of
12 lenses developed primarily by those in higher education to consider the elements and
13 impacts of racism and particularly institutional racisms on our country and citizenry
14 (Michael F. Rice, Ph.D., MI State Superintendent of Education)”.³
15

16 CRT is a body of legal scholarship and an academic movement of civil-rights scholars
17 and activists that seek to critically examine U.S. laws as it intersects with issues of race
18 and to challenge mainstream American liberal approaches to racial justice.
19

20 CRT is an academic framework focused on the idea that racism is systemic rather than
21 the isolated actions of **individual people** with prejudices.
22

23 CRT holds that racial inequality is woven into the legal system, and negatively affects
24 people of color in the educational, medical, political, criminal justice, employment,
25 housing, and countless other sectors of life.
26

27 The 1619 Project, named for the year of the arrival of the first 20 enslaved Africans sold
28 on American soil, in Jamestown, Virginia, is a journalism project developed by Nikole
29 Hannah-Jones, a New York Times and Pulitzer Award writer and research journalist. It
30 aims to reframe the country’s history by placing the consequences of slavery and the
31 contributions of Black Americans at the very center of the United States.
32

¹ [Residual Consciousness: A Brief Examination of Critical Race Theory | by Nicholas Harlan | Aug, 2021 | Medium](#)

² [The 1619 Project started with a tweet, says Nikole Hannah-Jones – Harvard Gazette](#)

³ https://www.michigan.gov/mde/0,4615,7-140-37818_34785-565707--,00.html

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33 The 1619 Project examines the founding of America as a **Slavocracy**. It explains the
34 current racial inequities as the natural outgrowth of the rule or domination of
35 slaveholders.

36
37 CRT and the 1619 Project strive to bring to the forefront the factual history of the
38 United State relationship to race and racism. Its **Objective** is not to make some
39 people feel bad and others good but rather to present the facts that are supported by
40 historical and legal documentation.

41
42 In the current climate of political unrest, the demonizing of public education PreK-16,
43 systemic racism, unjust legal systems, and the efforts to whitewash the true history of
44 America, it is imperative to teach the truths that have been exposed by CRT and the
45 1619 Project.

46
47 The opposition to this project claims that it is fueling a “Divisive Climate” and creating a
48 threat to the American people. In fact, there is no threat, just ignorance of historical
49 and legal facts, and fear of the truth being perpetuated by individuals in leadership
50 roles.

51
52 Presently 27 states have passed or have proposed legislation to restrict education about
53 racism, bias, CRT and the 1619 Project. These laws seek to penalize educators
54 suspected of teaching about racism in American history. They seek to inflict harsh
55 discipline such as job termination and the loss of teaching licenses in what amounts to
56 a modern-day witch hunt.

57
58 CRT and the 1619 Project are shining a light on facts of American history and how
59 institutional racism is woven into its very foundation, leaving African Americans and
60 other persons of color without equity today.

61
62 In the words of poet Amanda Gorman, spoken at President Biden’s 2021 Inauguration,
63 “When day comes, we step out of the shade aflame and unafraid. The new dawn
64 blooms as we free it. For there is always light. If only we’re brave enough to see it. If
65 only we’re brave enough to be it.”⁴ The Critical Race Theory and the 1619 Project are
66 part of the light that must be braved.

67

⁴ [Amanda Gorman's inaugural poem 'The Hill We Climb' full text \(cnbc.com\)](https://www.cnbc.com/2021/01/20/amanda-gorman-inaugural-poem.html)

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THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW), at the National, state and local levels, will support the freedom of higher education institutions to teach the facts of history that will promote academic growth, honesty, truth, informed citizenry and equality for all.

CLUW, at the National, state and local levels, will not support legislation that restricts/censors educators' rights to teach the factual history of America.

CLUW will encourage other labor organizations to educate their memberships about the nature and aims of CRT and the 1619 Project that show how race and racism are ingrained in our laws and other institutions.

CLUW will advocate to promote the correct narrative regarding Critical Race Theory and the 1619 Project, enabling students who seek information or have questions about CRT and the 1619 Project to receive accurate information from their educators, who themselves will not fear reprisal.

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**RESOLUTION NO. 4
WASHINGTON, D.C. STATEHOOD**

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3
4 Washington, D.C. (thereafter referred to as D.C.) Statehood is a matter of fairness and
5 justice. D.C. is the only geographical entity within the United States where its citizens
6 can be taxed but they do not have representation in Congress. Its residents pay more
7 in taxes than residents in 22 states and pay more per capita than any other state – yet
8 they have no votes in Congress.

9
10 D.C. has 712,000 residents, more than Vermont and Wyoming and is comparable with
11 other states including Delaware, Alaska, and several others. Fifty-three percent of its
12 population identifies as female.

13
14 D.C. residents have the same responsibilities as other citizens, but they do not have the
15 same rights. In fact, had it been a state on January 6th, 2021, the governor of D.C.
16 could have called on the National Guard to assist in the quelling of the insurrection.

17
18 **THEREFORE BE IT RESOLVED:**

19
20 The Coalition of Labor Union Women (CLUW) national, state and local chapters shall
21 work together and in coalitions with other allied groups to:

- 22
23 • Educate CLUW members on the benefits of D.C. statehood;
24 • Ask CLUW members to call members of Congress to vote for D.C. statehood.

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RESOLUTION NO. 5

PROVIDE A WORLD-CLASS EDUCATION IN EVERY ZIPCODE

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4 Education means freedom, equality and independence. It is agreed countrywide that an
5 equitable public education, at all levels, is necessary to ensure the success of every
6 child. It is paramount that our children reach their full potential, wellbeing and create
7 stability in our American society¹.

8
9 To begin to achieve these goals, we must advocate and organize for all educational
10 years to be recognized and added to the public education curriculum².

11
12 Every public preschool and K-12 school must be held accountable for providing
13 equitable American education and a 21st century technology-based system which is free
14 to every student in this country³.

15
16 The rebuilding and balancing of America's economy is everyone's entitlement to an
17 equal chance of attaining a free college education or quality vocational training⁴. This
18 private and public benefit will out-weigh the cost as Americans assume their rightful
19 place in the build-back of our federal infrastructure plan⁵.

20
21 **THEREFORE BE IT RESOLVED:**

22
23 The Coalition of Labor Union Women (CLUW) will support President Biden's American
24 Jobs Plan which calls for a major investment in America that will rebuild the country's
25 infrastructure, provide early childhood care and education, thousands of jobs, good
26 wages and benefits, and an improved working environment.

27
28 CLUW will work in partnership with unions and community leaders to repeal the tax cap
29 which limits the funding of public schools until alternative property taxes can be
30 developed.

31
32 CLUW will support all high school graduates to have access to free tuition for two years
33 at a community college or a two-year vocational training program.

Submitted By:

Michelle Keller-Ng, NYC Chapter/President, AFSCME/DC37/Retiree, Celeste Kirkland
NYC Chapter/Exec. Board Member, TWU/Local 100, Elizabeth Eastman, NYC
Chapter/Member, AFSCME/DC37

Committee Recommendation: Concurrence

Convention Action:

Committee/Task Force Assignment:

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34

35 CLUW will advocate for geographical inclusivity, active and intentional, and on-going
36 engagement in which all social groups are welcomed in urban and rural spaces, in child-
37 care environments, and in K-12 public education classes to build up community and
38 reflect the entire population of the area from which the students enroll or are recruited.

39

40 CLUW will demand all necessary funding to provide the day-care environment and all K-
41 12 students with 21st century technology such as computer hardware, software,
42 accessories, bandwidth and Wi-Fi connectivity, at no cost just as books were provided
43 at no cost to students during the 20th century.

44

45 CLUW will advocate for funding that would provide the financial resources needed by
46 every school so that the school can provide all students with access to 21st century
47 technology at no cost to the student.

48

¹ 21st Century Skills – by definition.

www.edglossary.org

² NPR – National Public Radio

The Case for Universal Pre-K Just Got Stronger. Greg Rosalsky
May 18, 2021.

³ Ed Source Highlighting Strategies for Student Success, November 2, 2020.

⁴ ERIC Educational Resources Information Center ERIC.ed.gov.

Getting America’s Students Ready for the 21st Century

Department of Education Washington, D.C

#ED398899 1996-June.

⁵ The American Jobs Plan – Fact Sheet

March 31, 2021 – Briefing Room

Pg 2,8,10,11,12,16,18,22, 23,27

Submitted By:

**Michelle Keller-Ng, NYC Chapter/President, AFSCME/DC37/Retiree, Celeste Kirkland
NYC Chapter/Exec. Board Member, TWU/Local 100, Elizabeth Eastman, NYC**

Chapter/Member, AFSCME/DC37

Committee Recommendation: Concurrence

Convention Action:

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**RESOLUTION NO. 6
A RESOLUTION TO SUPPORT THE RECOGNITION
OF THE PASSAGE OF THE EQUAL RIGHTS AMENDMENT**

Enshrining equality in the United States (U.S.) Constitution for all is the purpose of the Equal Rights Amendment (ERA). That the ideal has fallen short so many times is revealed by the number of amendments passed to rectify inequities. Now is the time to ensure people who have been discriminated against on the basis of sex and gender orientation are assured their equality. The ERA can achieve that goal.

The ERA was ratified by 38 of the 50 states on January 15, 2020, reaching the $\frac{3}{4}$ threshold required by Article 5 of the U.S. Constitution, and should have been published by the U.S. Archivist and recognized as the 28th Amendment of the U.S. Constitution. With that ratification, the ERA has now satisfied all the requirements set forth in the Constitution.

However, a seven-year time limit for ratification with a three-year extension was arbitrarily inserted by Congress when it proposed the ERA back in 1972. This artificial time limit is mentioned only in the preamble and not voted on by the 38 states that ratified the amendment and not specified in any other amendment ratification documents or in the process of ratification itself as laid out by the founding fathers. The U.S. Archivist has refused to sign it.

The task before us is removal of the time-limit on the ERA. Such a resolution has already been passed in the U.S. House. It is now before the U.S. Senate but is threatened by the specter of the filibuster.

The third mission goal of the Coalition of Labor Union Women (CLUW), to promote affirmative action, social and economic justice in the workplace, would be served by recognizing the ERA to achieve U.S. Constitutional equality, ERA ratification and state constitutional equality in all 50 states and ratification of Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

THEREFORE BE IT RESOLVED:

CLUW national, state and local chapters shall work together and in coalitions with other allied groups to mount a public information campaign within its members' unions and their communities including social media and events such as lobby days about the ERA as a critical human rights issue of equality—to be included as people, as in “we the

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39 people," or a person, as in "any person"— thereby giving women, and all people, equal
40 legal standing under the law;
41
42 CLUW will highlight the impact of inequality as compared to other countries'
43 constitutions; and educating the public on the ERA's origin, path to achievement (1923
44 to 1972 to 1979 to 1982 to 1992 to 2017 to 2020) and current status and actions;
45 CLUW will lobby U.S. Senators to lead and find other senators to join to eliminate the
46 filibuster and remove the ERA time limit by passage of Senate Joint Resolution 1 (S.J.
47 Res1);
48
49 CLUW will pressure U.S. President Joe Biden and Vice President Kamala Harris to make
50 the ERA a top public priority; and
51
52 CLUW national, state and local chapters will work together and in coalitions with other
53 allied groups to support U.S. court cases on ERA, including individuals suing on and
54 after January 15, 2022, as on that date the requirement that "This Amendment shall
55 take effect two years after the date of ratification" will have been met.

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**RESOLUTION NO. 7
TAKE ACTION TO END GUN VIOLENCE**

1
2
3
4 Gun violence and its often-tragic results have reached epidemic proportions in the
5 United States.

6
7 Studies have shown that Americans are 10 times more likely to be killed by guns that
8 are people living in other developed countries.¹ Taking suicides and accidental
9 shootings out of the equation, in the United States gun related deaths are 25% higher
10 than it is in the other 22 high income nations in the world.² Globally, the United States
11 is ranked 4th among developed countries, behind only Mexico, Turkey, and Estonia, for
12 the number of people killed by guns.³ Over the years, legislators at the local, state, and
13 federal level have attempted to take steps to curb gun violence only to face opposition
14 from supporters of the Second Amendment. The US Supreme Court has overturned
15 multiple attempts to ban handguns and other types of guns on the grounds that such
16 actions would infringe upon a citizen's Second Amendment rights.⁴

17
18 While mass shootings and mass murders have garnered significant media and
19 legislative attention, non-mass shootings account for the vast majority of gun violence
20 incidents and deserve more attention and action in terms of legislation, policies, and
21 law enforcement practices.

22
23 No area is exempt from gun violence, including our homes, our streets, our schools and
24 even our places of worship. Between 2018 and June 2021 there were a total of 67
25 school shootings, creating a trail of disrupted and shattered lives.⁵

26
27 As a society, we must do all that we can to address the plague of gun violence. The
28 future of our country depends on it.

29
30
31
32
33

¹ Robert Preidt, Healthday, February 3, 2016

² Robert Preidt, Healthday, February 3, 2016

³ Wikipedia, Gun Violence in the United States, 2021

⁴ Wikipedia, Gun Violence in the United States, 2021

⁵ Education Week, June 21, 2021

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34 **THEREFORE BE IT RESOLVED:**

35

36 The Coalition of Labor Union Women (CLUW) will work in partnership with the AFL-CIO,
37 State labor Federation, Central labor Councils, Local Union Affiliates, as well as other
38 community-based organizations to pass meaningful gun safety legislation.

39

40 CLUW will insist that federal, state, and local gun laws around the sale, purchase, and
41 registration of all guns and firearms must be tightened.

42

43 CLUW will press to ban the manufacture and sale of assault weapons and other high-
44 capacity firearms and equipment.

45

46 CLUW will insist that all firearms purchasers be required to pass a criminal background
47 check as well as a mental health screening.

48

49 CLUW will fight to establish standardized training before one can purchase any firearm.
50 This would include training on adequately safeguarding these firearms to minimize theft
51 and misuse, which leads to increased gun violence as well as incidents of suicide.

52

53 CLUW will work to pass legislation to fully fund these actions at the local, state, and
54 federal level.

55

56 CLUW will encourage all its local chapters and state organizations to take action to
57 implement this resolution to the best of their ability and capacity.

58

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RESOLUTION NO. 8
INFRASTRUCTURE

1
2
3
4 The American Society of Civil Engineers' (ASCE) current national grade for U.S.
5 infrastructure is a C-, estimating that the country needs to spend about \$4.5 trillion by
6 2025 to improve the entirety of its infrastructure. These needs include improvements to
7 roads and bridges, development of a robust public transportation system such as bus
8 systems and trains, and improvements to locks and dams for river travel. Investments
9 should be made in improving funding for schools, universal broadband internet access
10 for students, and projects that will reduce hazardous waste. Additionally, projects which
11 will improve energy efficiency such as weatherization of existing housing, additions to
12 and improvements to public housing, schools, and buildings at the local and municipal
13 level. Investments in municipal systems such as water, electricity, and gas need to be
14 made.¹

15
16 Other investments in human capital need to be made with investments in training and
17 education. Increasing funding for colleges and for local trade schools to ensure an
18 adequate supply of highly skilled workers are much needed investments. Also,
19 improvements to health care by building and staffing public hospitals in rural areas with
20 scholarships provided to help staff these medical facilities. Other much needed
21 investments in health include the extension of health care coverage to all residing in the
22 United States.

23
24 Investments in families by developing paid family leave and sick leave programs
25 because no one should ever have to choose between their job and their family.
26 Additional investments and subsidies for child care need to be made so care is
27 affordable for all.

28
29 The current budget invests in infrastructure but more investment is needed. Strict Buy
30 American rules MUST be applied

31
32 **THEREFORE BE IT RESOLVED:**

33
34 The Coalition of Labor Union Women (CLUW) at the national, state and local chapters
35 levels, shall work together and in coalitions with other allied groups to mount a public
36 information campaign educating within its members' unions and their communities
37 including social media and events such as lobby days about the lack of public

¹ ASCE Committee on Infrastructure – infrastructurereportcard.org

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38 infrastructure investment including the lack of investment in education and lack of paid
39 family leave and paid sick days.

40

41 CLUW national, state and local chapters shall work together to get investment in
42 underserved communities and improved educational opportunities.

43

44 CLUW national, state and local chapters shall work together to urge our members of
45 Congress to support new increased funding for improvement of our nation's
46 infrastructure.

47

48 CLUW national, state and local chapters shall work together to urge strict adherence to
49 a "Buy American" policy when investments and purchases are made with infrastructure
50 funds.

51

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**RESOLUTION NO. 9
HONORING CAROLYN JACOBSON**

1
2
3
4 Carolyn Jacobson served as a consultant and special assistant to the president of the
5 Coalition of Labor Union Women (CLUW) for 15 years. She was a passionate health
6 advocate who worked on health issues and mentoring young women. CLUW's Women's
7 Health and Wellness Committee worked with her on many projects.

8
9 Her health advocacy campaigns and education for union women filled a void not
10 provided by individual unions. She also used this as an organizing tool to bring women
11 into CLUW and the labor movement.

12
13 In 2001 she created and directed CLUW's Contraceptive Equity Project. CLUW fought
14 for contraceptive coverage in health insurance plans and assisted union families to work
15 with their unions to get this coverage.

16
17 She fought tirelessly for passage of the Affordable Care Act and helped mobilize CLUW
18 to join the Coalition to Protect Women's Health Care to fight backlash on contraceptive
19 equity.

20
21 When it was discovered that cervical cancer was caused by a form of the HPV virus and
22 could be prevented, she directed CLUW's Cervical Cancer Prevention Works project to
23 reduce cervical cancer rates and disparities among working women. She connected
24 CLUW with Christine Baze of the Yellow Umbrella Tour and Tamika Felder of Tamika
25 and Friends' Walk to Beat the Clock.

26
27 In 2015, with Carolyn's leadership, CLUW adopted the Spread the Word Campaign to
28 educate women on coronary artery disease which kills more Americans than all cancers
29 combined and is the #1 killer of women in the United States.

30
31 One of her later projects was mentoring young women for union leadership and she
32 worked with many CLUW chapters on this. Carolyn also worked with Healthy Women, a
33 non-profit health information source, and arranged for them to post health information
34 monthly on the CLUW website.
35

Submitted By: Helen Ramirez Odell Chicago CLUW, Millie Hall, President, Detroit
CLUW

Committee Recommendation: Concurrence

Convention Action:

Committee/Task Force Assignment:

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36 Carolyn Jacobson died on March 23, 2018. CLUW president Elise Bryant gave thanks
37 for the spirit, intelligence and passion Carolyn brought to everything she did. Former
38 CLUW executive director Carol Rosenblatt, Carolyn's longtime friend and colleague,
39 spoke at her memorial service on her contributions and the difference her work brought
40 to CLUW.

41

42 **THEREFORE BE IT RESOLVED:**

43

44 In recognition of Carolyn Jacobson's unwavering commitment to women and girls CLUW
45 will give an award in her name to a union member who has advocated on behalf of
46 improving the lives of women and girls. This award may be given biannually at the
47 CLUW Working Women's Award Celebration during Women's History Month or at a time
48 selected by the National Officers Council.

Submitted By: Helen Ramirez Odell Chicago CLUW, Millie Hall, President, Detroit
CLUW

Committee Recommendation: Concurrence

Convention Action:

Committee/Task Force Assignment:

**Coalition of Labor Union Women
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**RESOLUTION NO. 10
SUPPORT FOR POSTAL BANKING**

Postal banking is one way for our people’s postal service to survive and thrive. But due to recent events, the future of the United States Postal Service (USPS) is in jeopardy. The current Postmaster General of the USPS, Louis DeJoy, has a ten-year plan that would threaten the viability of the service. According to an article in the Washington Post dated March 23, 2021, "Postmaster General Louis DeJoy on Tuesday unveiled the largest rollback of consumer mail services in a generation, part of a 10-year plan that includes longer first-class delivery windows, reduced post office hours and higher postage prices. In addition, DeJoy plans on transporting mail by land, rather than air, slowing down the delivery time it takes to deliver the mail." In the same article, both U.S. Representative Gerald Connelly of Virginia and Senator Gary Peters of Michigan expressed concern that the ten-year plan would cut services and even perhaps “guarantee the death of spiral of the United States Postal Service.”¹

Yet according to surveys, the USPS remains highly popular with the American public. According to the Ponemon Institute, a security research company, the USPS was in the top ten of most trusted companies for security during the early part of the last decade.² Furthermore, the Pew Research Center released poll results in a study dated April 9, 2020 which showed overwhelming support for the USPS, where 91% of respondents held the USPS in a favorable light.³

Postal banking is one way for our people’s postal service to survive and thrive. During the great depression, people took their money out of the regular banks and put their money in the postal bank. In the United States, the United States Postal Savings System was established in 1911 under the Act of June 25, 1910 (36 Stat. 814.) It was discontinued by the Act of March 28, 1966 (80 Stat. 92.)

Decades later, Vermont Senator Bernie Sanders' 2016 presidential campaign platform included plans for postal banking. Recently, Sens. Sanders of Vermont and Gillibrand of New York joined forces to introduce a bill to require the USPS to expand its banking services to meet the needs of unbanked or underbanked communities nationwide. That

¹ [USPS chief DeJoy's plan cuts post office hours, lengthens delivery times - The Washington Post](#)
² [Microsoft Word - MTC Awards 2009 Press Release FINAL.doc \(usps.com\)](#)
³ [8 charts about the USPS | Pew Research Center](#)

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37 bill, Senate bill 4614, which was introduced on September 17, 2020, by Senator
38 Gillibrand, would be the model for postal banking in the current session of Congress.⁴
39

40 With postal banking, the USPS could expand its services to include savings plans and
41 very small loans with better interest rates, both are advantages for folks in remote or
42 less densely populated areas where there are few if any banks, but there is always a
43 post office to help them save money and cash checks.
44

45 Postal banking offer can offer low-cost, small-dollar loans, in specified amounts, small
46 checking accounts and interest-bearing savings accounts in specified amounts, alone or
47 in partnership with depository institutions and federal credit union, transactional and
48 remittance services and other basic financial services in the public interest, often in
49 underserved communities.
50

51 The campaign for postal banking⁵ is a coalition of consumers, workers, financial
52 reformers, economic justice advocates, community groups, civic and faith-based
53 organizations calling for the expansion of low-cost, consumer-driven financial services
54 offered by the USPS. Because the USPS is one of the most trusted institutions in the
55 country, it would be a key component of the success of expanded financial services via
56 postal banking.
57

58 **THEREFORE BE IT RESOLVED:**
59

60 The National Coalition of Labor Union Women (CLUW) and its members will be urged to
61 join the growing momentum for expanded postal banking and organize with postal
62 workers and communities across the country to call on postal management to start pilot
63 projects now.
64

65 CLUW members will be urged to sign the petition to postal management at the
66 Campaign for Postal Banking website and to educate others in their local chapters and
67 unions.⁶
68

⁴ [S.4614 - 116th Congress \(2019-2020\): Postal Banking Act | Congress.gov | Library of Congress](#)

⁵ [Campaign for Postal Banking – Support Postal Banking](#)

⁶ <http://www.campaignforpostalbanking.org/petition-to-pmg/>

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RESOLUTION NO. 11

SUPPORT OF THE PROTECTING THE RIGHT TO ORGANIZE (PRO) ACT

1
2
3
4 CLUW supports the Protecting the Right to Organize (PRO) Act, which provides a
5 generational opportunity for the labor movement and serves as the cornerstone of the
6 AFL-CIO's Workers First Agenda and Coalition of Labor Union Women. Inequality has
7 skyrocketed due to the failure of policymakers to pass pro-worker labor laws and
8 properly administer the National Labor Relations Act of 1935, which has been
9 dismantled for several decades to make it more difficult for workers to form unions.

10
11 All workers contribute to a stable American economy. The economy is broken.
12 Corporations with a "Big Box" mentality regularly violate the National Relations Act
13 with little to any punishment. The wealthiest 1% of Americans have captured 70% of
14 the economic growth over the past 40 years and the middle class has been left behind.

15
16 Twenty-seven US states are now included in the downward spiral of racist "Right-to-
17 Work" laws which have weakened worker's rights and threatened to push unions into
18 extinction. Belonging to a union helps the wage earner and their children. Parents
19 with union membership tend to earn higher wages especially for those parents without
20 a college degree. Higher parental earnings for union members boosts intergenerational
21 mobility since children of non-college educated union parents earn 28% more as
22 adults than children of non-union parents.

23
24 The PRO Act will allow unions to provide a kind of social capital for workers and
25 encourage workers especially those with lower incomes and education to join other
26 political and social organizations. Unions can have a positive effect on health, hope,
27 well-being and dignity.

28
29 Business interests have been able to exploit loopholes in labor law by misclassifying
30 employees as "independent contractors". When an employer misclassifies an employee
31 this way it denies the employee basic rights like being able to organize and form a
32 labor union to address and bargain over workplace concerns and benefits. Women
33 workers are being misclassified as independent contractors at a faster rate than men.

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Submitted By: Michelle Keller-Ng, Celeste Kirkland, Elizabeth Eastman NYC chapter, Robin Ward, Baltimore
CLUW Chapter and Janet Hill, USW and NOC
Committee Recommendation: Concurrence for Joint Resolution
Convention Action:
Committee/Task Force Assignment:

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34 There was a 68% increase in the number of females serving as “independent
35 contractors” between the years 2001-2016, while men saw an increase of 37% during
36 the same period.

37
38 Wage stagnation and runaway inequality of political, social, and economic power have
39 undermined the public’s faith in our democracy. Through the expansion of collective
40 bargaining under the PRO Act, there will be increases in pay and protections for
41 women, people of color, immigrants, and the LGBTQ community in areas where our
42 non-discrimination laws are still falling short. America must build back better with
43 unions by making the PRO Act the law of the land, increasing worker power and
44 rebuilding our economy fairly for all of us.

45
46 According to a recent GALLOP poll, 65% of Americans (including 83% of Democrats
47 and 64% of Independents) have a favorable opinion of Unions and would join one if
48 given a chance.

49
50 The PRO Act is the most significant worker empowerment legislation since the Great
51 Depression, as it stands to give workers a free and fair choice on whether to form a
52 union, ensure workers can reach a first contract quickly after a union is recognized,
53 end employers’ practice of punishing striking workers by hiring permanent
54 replacements, and hold corporations accountable with real penalties for illegally
55 retaliating against workers who organize. When women workers can organize, they
56 make on average 23% more than non-unionized women workers, they are far more
57 likely to have access to paid sick days and family and medical leave, and have access
58 to an objective process in which workplace problems are resolved.

59
60 The PRO Act will help make America’s economy work for working people, and help
61 raise stagnant wages that have only increased a mere 9% from 1973 to 2013, while
62 productivity has increased 74% over that same time, President Joe Biden has publicly
63 called on Congress to pass the PRO Act so he can sign the bill into law both in his
64 American Recovery Plan and his American Jobs Plan.

65 The PRO Act would establish clear guidelines and standards for when workers can be
66 classified as employees versus independent contractors.

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67
68 Wage stagnation and runaway inequality of political, social, and economic power have
69 undermined the public's faith in our democracy. Through the expansion of collective
70
71 bargaining under the PRO Act, there will be increases in pay and protections for
72 women, people of color, immigrants, and the LGBTQ community in areas where our
73 non-discrimination laws are still falling short. America must build back better with
74 unions by making the PRO Act the law of the land, increasing worker power and
75 rebuilding our economy fairly for all of us.

76
77 The PRO Act was passed by a bi-partisan vote in the House of Representatives on
78 March 9, 2021.

79
80 **THEREFORE BE IT RESOLVED:**

81
82 The Coalition of Labor Union Women (CLUW) proudly supports the right of freedom of
83 association in the workplace, especially the right to collectively bargain with the
84 employer to improve wages, benefits and working conditions and all policies that give
85 working people a voice on the job.

86
87 CLUW recognizes that the PRO Act stands to greatly increase economic opportunity in
88 America and empower workers through the promotion and expansion of collective
89 bargaining.

90
91 CLUW will educate public, private and new technology workers by public announcement
92 and service material to articulate the power and benefits of a union.

93
94 CLUW will partner with unions and community leadership to hold corporations and
95 THEREFORE, contractors accountable for union busting.

96
97 CLUW will assist in social media, petitioning, phone-banking and letter writing to
98 government leadership to repeal "right-to-work" laws. These laws leave workers behind
99 which cuts off equitable opportunity and generational growth.

100
101 CLUW will assist in all types of communication with legislators and legislator visits to

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102 keep the PRO Act a priority until it is passed by the Senate and signed by the President.

103

104 CLUW urges states and local governing bodies to support the PRO Act and calls on
105 Congress to pass the PRO Act and will work to ensure that Congress moves those
106 protections into federal law.

107

108 CLUW will commit to urging all of our communities and its partners to utilize Union
109 vendors and contractors for all business meetings, technology communications and
110 related activity to the furthest extent possible.

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Submitted By: Michelle Keller-Ng, Celeste Kirkland, Elizabeth Eastman NYC chapter, Robin Ward, Baltimore
CLUW Chapter and Janet Hill, USW and NOC
Committee Recommendation: Concurrence for Joint Resolution
Convention Action:
Committee/Task Force Assignment:

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**RESOLUTION NO. 12
IN SUPPORT OF THE "FOR THE PEOPLE" ACT**

1
2
3
4 On March 3rd, 2021, the U.S. House of Representatives passed the For the People Act
5 (H.R.1), with 220 Yeas and 210 Nays. The Senate received the bill on March 11th and
6 introduced an identical bill, known as S.1, on March 17th, 2021. If signed into law, the
7 For the People Act promises to expand voting rights by enacting automatic and same-
8 day voter registration, enhancing absentee voting, allowing for vote-by-mail and early
9 voting, and restoring voting rights to individuals disenfranchised by a felony conviction.

10
11 The Coalition of Labor Union Women (CLUW) firmly believes that we must expand and
12 standardize voting rights across the country. Amid a global pandemic and a Presidential
13 election, CLUW worked diligently to increase voter participation and encourage voters to
14 cast their ballot by mail, advocating the safety and efficacy of Vote-by-Mail. This work,
15 carried out alongside organizations and leaders across the nation, resulted in 66% of
16 eligible voters casting their ballots in the 2020 election and a record number of voters
17 casting their ballots by mail.

18
19 Before the 2020 Presidential election, Vote-by-Mail was previously not an option for
20 many voters. However, some states made changes to voting laws because of the
21 pandemic and allowed voters to mail in their ballots instead. Even while states
22 expanded vote-by-mail, some states put in place cumbersome rules, like requiring
23 notarized ballots and witness signatures. After the election, GOP state legislatures
24 moved to restrict voting rights, introducing over 389 bills designed to hack away voting
25 rights in 48 states. Outrageously, as of June 21st, 17 states have enacted 28 new laws
26 that restrict access to the ballot box. These actions are a flagrant violation of our rights.
27 We must pass federal voting rights legislation that would block partisan legislatures
28 from disenfranchising their constituents.

29
30 CLUW believes our country is long overdue for meaningful voting reform. We remain
31 fierce advocates of the passage of the For the People Act. Our organization is acutely
32 aware that the reasons working class women vote today are similar to the reasons that
33 suffragettes fought tirelessly for the right to vote: voting gives us the ability to shape
34 our futures, defend the working class, and create a more compassionate country for all
35 of us.
36

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THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW) urges Congress to swiftly pass the For the People Act by having convention delegates send messages to their senators.

CLUW urges its members across the United States to contact their U.S. Senators and urge them to support the For the People Act through emails, letters and calls.

CLUW urges its members to educate and organize voters around voting rights until the For the People Act becomes law.

CLUW, through it national, state and local affiliates, will promote the expansion and standardization of voting rights and procedures across the country.

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**RESOLUTION NO. 13
IN SUPPORT OF WORKER ORGANIZING AND EMPOWERMENT**

1
2
3
4 President Joe Biden signed an Executive Order on Worker Organizing and Empowerment
5 to establish a task force to identify policies that can be leveraged to encourage labor
6 organizing, particularly in states with “hostile” right to work laws and in industries that
7 are considered hard to organize.¹
8

9 The task force is also instructed to recommend a series of policy changes that can be
10 made via regulations or legislation to make it easier to organize workplaces.
11

12 The task force marks the start to fully implement the policy provisions of the 1935
13 National Labor Relations Act.
14

15 The order states. “In the past few decades, the federal government has not used its full
16 authority to promote and implement this policy of support for workers organizing unions
17 and bargaining collectively with their employers.”
18

19 The National Labor Relations Act proclaims that the policy of the United States is to
20 encourage worker organizing and collective bargaining and to promote equality of
21 bargaining power between employers and employees.
22

23 Collective bargaining is essential to the promotion of economic health and administrative
24 protections for public safety employees.
25

26 Collective bargaining is the most efficient manner in which to resolve workplace disputes.
27

28 Collective bargaining without the right to strike is simply mandated communication
29 between an employer and his employees.
30

31 **THEREFORE BE IT RESOLVED:**
32

33 The Coalition of Labor Union Women (CLUW), at the National, State and Local Levels,
34 will support, endorse and advocate for the Executive Order on Worker Organizing and
35 Empowerment, which will work for the basic human right to collectively bargain for
36 wages, hours, and working conditions.

¹ “Executive Order 14025: Worker Organizing and Empowerment, 26 Apr. 2021, Federal Register, vol. 86, no. 81, Apr. 2021, pp. 22829-22832.