

 The logo for the Coalition of Labor Union Women, featuring a circular emblem with stylized letters and the text "Coalition of Labor Union Women" around the perimeter.	EDUCATING
MOTIVATING	MOBILIZING
Coalition of Labor Union Women 16th Biennial Convention Sept 7-10, 2011 - Orlando Florida	

ADOPTED RESOLUTIONS

**Coalition of Labor Union Women
16th Biennial Convention
Orlando, Florida
September 7 - 10, 2011**

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WE NEED SINGLE PAYER WITH MEDICARE FOR ALL

The Coalition of Labor Union Women has been on record in support of HR 676, Congressman John Conyers' single payer health care legislation, Expanded and Improved Medicare for All Act³, since the CLUW Convention of October of 2003.

Workers, their families and their unions are still waging an increasingly difficult struggle to win or to keep good health care coverage. Almost every union at every contract deadline must battle and sacrifice merely to sustain health care benefits. The rising costs of health insurance are blocking workers' progress in wages and other areas.

More employers are forcing high deductible plans onto workers, resulting, according to Dr. Steffie Woolhandler, in a \$1,000 annual pay cut for women due to the higher average health expenditures of women.⁷ All of our unions and our nation face a healthcare crisis.

About 50 million people in the U. S. are currently without health insurance and the high cost of premiums, deductibles, and co-pays force even the insured to go without needed care. Despite the advances of the civil rights era, African Americans suffer an annual 83,000 deaths in excess of what would be expected were there equality.² Unorganized workers have either no or inadequate coverage.

Every year more than 45,000 in the U. S. die unnecessarily simply because they had no health insurance.

While we in the United States spend approximately twice as much of our gross domestic product as other developed nations on health care, we remain the only industrialized country without universal coverage. Our problem worsens each year as insurance costs increase and as gradual solutions have failed to make a dent in the problem.

The U. S. health system continues to treat health care as a commodity distributed according to the ability to pay, rather than as a social service to be distributed according to human need. Insurance companies and HMOs compete not by increasing quality or lowering costs, but by avoiding covering those whose needs are greatest.

Economic necessity and moral conscience compel us to seek a better way.

Congressman John Conyers, Jr. (D-MI) (Joined by 65 co-sponsors in the 112th Congress) has introduced HR 676, Expanded and Improved Medicare for All Act. This single-payer health care program proposes an effective mechanism for controlling skyrocketing health costs while covering all 50 million uninsured Americans. The bill also restores free choice of physicians to patients and provides comprehensive prescription drug coverage to all.

HR 676 would cover every person in the U. S. for all necessary medical care including prescription drugs, hospital, surgical, outpatient services, primary and preventive care, emergency services, dental including periodontics & oral surgery, mental health, home health, physical therapy, rehabilitation (including for substance abuse), vision care, durable medical equipment, hearing services including hearing aids, chiropractic and long term care. HR 676 ends deductibles and co-payments. HR 676 would save billions annually by eliminating the high overhead and profits of the private health insurance industry and HMOs. The transition to national health insurance would apply the savings from administration and profits to expanded and improved coverage for all. HR 676 will also save Medicare from those who seek to cut its benefits or destroy it entirely.

A single payer program as provided by HR 676 is the only affordable option for universal, comprehensive coverage.

THEREFORE BE IT RESOLVED:

CLUW will wholeheartedly renew its endorsement of HR 676, Expanded and Improved Medicare for All.

CLUW will work with other unions and community groups to build a groundswell of popular support and action for single payer universal health care and HR 676 until we make what is morally right for our nation into what is also politically possible.

CLUW will send a copy of this resolution to Congressman Conyers, to all members of the U.S. House and Senate, to the AFL-CIO Executive Council, and to the news media.

CLUW will take other actions to mobilize our members, our unions, and our communities at the grassroots to encourage other members of the House to sign on as co-sponsors of HR 676.

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1. <http://www.pnhp.org/news/2007/april/high-deductable-plans-penalize-women-middle-aged-adults-sick-children>
 2. <http://content.healthaffairs.org/content/24/2/459.abstract>
 3. <http://thomas.loc.gov/home/gpoxmlc112/h676 ih.xml>

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NO CUTS TO SOCIAL SECURITY COLA

Social Security's Cost of Living Adjustments (COLA) are designed to help increase Social Security benefits when costs rise. COLAs are currently tied to the Consumer Price Index (CPI-W) for Urban Wage Earners. This cost measure currently does not protect a senior's purchasing power because seniors spend two to three times as much of their budget on medical care as younger households and the cost of medical care rises at a faster rate than regular inflation. Yet policy makers are considering replacing the current COLA with a new "Chained Consumer Price Index (C-CPI-U)" which is a less accurate measure of changes in the cost of living than the current CPI-W.

Chained CPI uses a geometric progression instead of an arithmetic progression which would result in a lower inflation calculation than CPI-W. With the current Consumer Price Index, price changes are calculated based on a market basket of goods that changes every two years. When the price of a good rises, it is assumed that people might substitute items in the same category - such as buying sirloin steak when the price of T-bone steak rises. The Chained CPI would allow the substitution of items out of the category like substituting chicken for T-bone steak which will mask price increases even more.

Chained CPI would lower Social Security benefits for current and future retirees and produce deeper cuts the longer an individual receives benefits. The oldest and those who are disabled at an early age would receive the deepest cuts. It works just like compounded interest. At age 65 it is a cut of .9 percent, but at age 95 monthly benefits would be almost 10 percent lower than at current benefits. This results in a cumulative difference of almost \$16,000 for someone receiving a monthly benefit of \$890 at age 65.

The Chained CPI would raise taxes on the middle class while leaving billionaires and millionaires untouched.

This change would be devastating for women since they make up a larger percentage of Social Security recipients, live longer than men and make less money than men. Since Social Security is more likely to be their only source of retirement income, they have a greater risk of poverty than men.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women will oppose any action and/or legislative bills that will require changing the Consumer Price Index (CPI) to the Chained CPI, thus reducing Cost of Living Adjustments (COLA) to Social Security beneficiaries.

CLUW will launch a campaign to contact our Congressional Representatives encouraging them not to support the change to the Chained CPI.

CLUW will also launch a campaign to let our members know that the Chained CPI is not a mere technical change but a substantial cut for current and future Social Security beneficiaries.

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WORKING FAMILIES NEED PAID SICK DAYS AND PAID FAMILY LEAVE

Every day working women and men in the United States struggle to meet the dual demands of work and family because their workplaces lack basic family friendly policies.

It is long past time for workplaces to reflect the needs of 21st century working families, which for many include the ability to care for children, family members and elderly relatives while also being productive, responsible employees.

Paid Sick Days

Nearly four in ten private-sector workers — and 81% of the lowest-wage workers — do not have paid sick days to care for their own health. That is forty million workers with no access to paid sick days at all and another 4.2 million haven't been on the job long enough to be eligible for paid sick days.¹

The absence of paid sick time has forced Americans to make untenable choices between needed income and jobs on the one hand and caring for their own and their family's health on the other.

Workers face job loss and workplace discipline for taking sick time. Nearly one quarter of workers (23%) say they have lost a job or were told they would lose a job for taking time off to deal with a personal or family illness, including nearly one-sixth (16%) who say they have actually lost a job. Nearly one-sixth (16%) also say they or a family member were fired, suspended, written up or otherwise penalized or were told they would face such penalties for illness related absences.

Providing paid sick time improves public health by reducing infectious disease. Adults without paid sick days are 1.5 times more likely than adults with paid sick days to report going to work with a contagious illness like the flu or a viral infection — and risk infecting others. For example, more than three in four food service and hotel workers (78%) don't have a single paid sick day — and workers in child care centers and nursing homes overwhelmingly lack paid sick days.²

Working women are more likely to have significant caregiving responsibilities, including caring for elderly parents, children, or ill spouses/partners. Nearly two-thirds (64 percent) of mothers work outside the home, and women's earnings make up a substantial share of family income.³ Seventy-six percent of African-American women, 67 percent of Asian American women, and 61 percent of Latinas with children under 18 are in the labor force.⁴ One in three working women report that they provide care for an elderly relative, for persons with disabilities, or for special needs children.⁵ Four in five mothers are primarily responsible for selecting their children's doctors and accompanying children to appointments.⁶

Women often lose pay or risk losing their jobs to care for a sick child, and low-wage working women are the most likely to suffer financially. Half of working mothers miss work when their child gets sick. Of these mothers, half do not get paid when they take this time off. Among low

income working mothers, two in three report losing pay.⁷ One in eight women (13 percent) and one in five women with children (20 percent) reported that they or a family member had been fired or disciplined by an employer for taking time off to cope with an illness or to care for a sick child or family member.⁸

More than a third (37%) of working women — more than 13 million — in businesses with 15 or more employees are not able to take a paid sick day when they or a family member are ill. Low-wage workers—the majority of whom are women—are even less likely to have paid sick days. Two-thirds of workers making \$10.63 per hour or less don't have access to paid sick time. Women-dominated industries are among the least likely to offer paid sick days. For example, nearly three-quarters of child care workers (72 percent) and food service workers (73 percent) lack access to paid sick time.⁹

Over 66 million American adults are unpaid caregivers for family members or friends and paid sick days would help working family caregivers to manage both their caregiving responsibilities and the jobs they need to support their families.

Currently, no federal law guarantees paid sick days, but three cities and one state (San Francisco, Washington, D.C., Milwaukee and Connecticut) have passed laws guaranteeing paid sick days to workers in their cities.

Paid Family Leave

Only 11 percent of workers in the U.S. have access to paid family leave through their employers, and fewer than 40 percent have access to personal medical leave through short-term disability insurance.

Only half of the workforce has access to job-protected unpaid leave under the federal Family and Medical Leave Act (FMLA).¹⁰ This leaves roughly 75 million workers with no protection under federal law. For those workers who do have access to leave under the FMLA, millions can't afford to take it — forcing them to sacrifice their own health or their family member's needs in order to keep a paycheck and prevent job loss.

Tens of millions of families are living paycheck to paycheck—increasing the financial impact of personal illness, family caregiving, and the arrival of new children. For example, having a baby is the most expensive health event that families face during their childbearing years.¹¹ Thirteen percent of families with a new infant become poor within a month.¹² And nearly half of caregivers say that the current economic climate has made it harder for them to provide care to their family members.¹³ In tough times, paid leave can make a real difference in the health and financial well-being of working families.

States are leading the way with models for successful paid leave policies. California and New Jersey have successfully implemented statewide paid family leave programs to complement their Temporary Disability Insurance (personal medical leave) programs. These programs are paid for by employee contributions and have been used by hundreds of thousands of workers.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women supports the Healthy Families Act (FIFA) which would create a national paid sick days standard. HFA would allow workers in businesses with 15 or

more employees to earn up to seven job-protected paid sick days each year to be used to recover from illness, access preventive care, provide care for a sick family member or seek assistance for domestic violence, stalking or sexual assault.

CLUW supports proposals that would provide working families with access to paid family and medical leave, including President Obama's proposed FY 2012 budget which includes \$23 million to establish a state paid leave fund within the U.S. Department of Labor. Grants made from this fund would assist states with planning, startup and outreach activities related to paid family and medical leave programs. The state paid leave fund would promote state innovation in establishing paid leave programs that meet the needs of working families.

CLUW will be an active participant in state and local campaigns to pass paid sick days and paid family leave around the nation and in federal efforts to secure family friendly workplaces for all workers.

¹U.S. Department of Labor, Bureau of Labor Statistics. (2010, March). *Employee Benefits in the United States: Selected paid leave benefits: Access, National Compensation Survey (Table 6)*. Retrieved 9 December 2010, from <http://www.bls.gov/news.release/pdf/ebs2.pdf>. Includes tenure adjustment made in: Institute for Women's Policy Research. (2010, December). *Fact Sheet: 44 Million U.S. Workers Lacked Paid Sick Days in 2010*. Institute for Women's Policy Research Publication. Retrieved 7 January 2011, from <http://www.iwpr.org/pdf/B293PSD.pdf>

²Hartmann, H. (2007, February 13). *The Healthy Families Act: Impact on Workers, Business, The Economy and Public Health*. Testimony before the U.S. Senate Committee on Health, Education, Labor, and Pensions, 2007. Retrieved 7 January 2011, from http://www.iwpr.org/pdf/Hartmann_HFA_testimony02I307.pdf

³Heather Boushey and Ann O'Leary, eds. *The Shriver Report: A Woman's Nation Changes Everything*, 2009.

⁴*Women in the Labor Force: A Databook*, 2007. www.bls.gov/cps/wlf-databook2007.htm.

⁵Jody Heymann, *The Widening Gap: Why America's Working Families Are in Jeopardy—and What Can Be Done About It*, Basic Books, 2000.

⁶Kaiser Family Foundation, *Women and Health Care: A National Profile*, 2005, as cited in Institute for Women's Policy Research, "Women and Paid Sick Days: Crucial for Family Well-Being," 2007.

⁷Institute for Women's Policy Research. "Women and Paid Sick Days: Crucial for Family Well-Being," 2007. www.iwpr.org/pdf/B254_paidicksdaysFS.pdf.

⁸Lake Research Partners telephone survey of 1,200 likely voters nationwide (2.8% margin of error), conducted June 20 - 27, 2007.

⁹Joint Economic Committee, *Expanding Access to Paid Sick Leave: The Impact of the Healthy Families Act on America's Workers*, March 2010.

¹⁰Waldfoegel, J. (2001, September). Family and Medical Leave: Evidence from the 2000 Surveys. *Monthly Labor Review*, 17-23. Retrieved 14 December 2010, from <http://www.bls.gov/opub/mlr/2001/09/art2full.pdf>

¹¹Amnesty International. (2010). *Deadly Delivery: The Maternal Health Care Crisis in the USA*. Amnesty International Publication. Retrieved 13 December 2010, from <http://www.amnestyusa.org/dignity/pdf/DeadlyDelivery.pdf>

¹²Rynell, A. (2008, October). *Causes of Poverty: Findings from Recent Research*. Heartland Alliance Mid-America Institute on Poverty Publication. Retrieved 14 December 2010, from <http://www.heartlandalliance.org/whatwedo/advocacy/reports/causes-of-poverty.pdf>

¹³Volunteers of America. (2010, March/April). *America's Caregiving and Aging Challenges: Top Line Data*, 6. Volunteers of America Publication. Retrieved 14 December 2010, from http://voa.org/topline_data

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WOMEN NEED PAYCHECK FAIRNESS WITH NO PAY GAP

Almost fifty years after Congress passed the Equal Pay Act and Title VII of the Civil Rights Act, women and minorities continue to suffer the consequences of inequitable pay differentials. According to the U.S. Census Bureau Statistics, year-round, full-time working women earned only 77% of the earnings of year round full-time working men, indicating little change in progress on pay equity.

While the wage gap is 80 cents for Caucasian women, it is even larger for many women of color, with African-American women making only 62 cents, and Hispanic women only 53 cents, for every dollar earned by white, non-Hispanic men.

In 2011 women and men still tend to work in different kinds of jobs; this segregation of occupations is a major factor behind the pay gap. Among the 108 occupations for which the Bureau of Labor Statistics collects data that allows for valid comparison, women's earnings are higher than men's in only three - counselors, combined food preparation and serving workers (including fast food), and stock clerks and order fillers.

Just one year out of college, working women generally earn less than their male colleagues in the same field and with the same degree. Over a working lifetime, this wage disparity costs the average American woman and her family \$700,000 to \$2 million in lost wages, and also impacts social security benefits and pensions.

In the current recession, a female-headed household, which makes up 85% of single parent families, have been particularly hard hit with an unemployment rate of 11.3 percent. Minority women are also often in precarious wage circumstances in the present economy, since they are more likely to be in jobs that pay less than men and more likely to experience slower wage growth.

Many employers do not disclose pay rates for job categories and forbid workers to discuss their pay information with co-workers and others under penalty of dismissal, making inequities very difficult to discover. This helps to continue the inequities as well as create workplace fear and intimidation.

The 2011 Supreme Court ruling in the *Wal-Mart vs. Duke* gender discrimination case blocked the biggest potential class-action lawsuit in history, prohibiting 1.5 million women from filing suit together in gender discrimination charges against Wal-Mart. The devastating ruling highlights the importance of the Paycheck Fairness Act, which was reintroduced this year by Senator Barbara Mikulski and Representative Rosa DeLauro.

Congress took an important step in passing the Lilly Ledbetter Fair Pay Act of 2009. This vital law reverses the Supreme Court's decision in *Ledbetter vs. Goodyear Tire & Rubber Co*, and helps to ensure that individuals subject to unlawful compensation discrimination are able to effectively assert their rights under the federal anti-discrimination laws. But the Lilly Ledbetter Fair Pay Act, critical as it is, is just one of the many tools needed to address unfair wage disparities.

The Paycheck Fairness Act updates and strengthens the Equal Pay Act of 1963 to ensure that it will provide effective protections against sex-based pay discrimination. Toward that end, the comprehensive bill bars retaliation against workers who voluntarily discuss their wages. It allows women to receive the same remedies for sex based pay discrimination that are currently available to those subject to discrimination based on race and ethnicity.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women will vigorously support the prompt passage of the Paycheck Fairness Act (S.797/H.R. 1519) which will:

- Allow employees to disclose salary information to co-workers despite workplace rules;
- Allow class action lawsuits to be filed and provide for compensatory and punitive damages;
- Call for a study of data collected by the EEOC and propose voluntary guidelines to show employers how to evaluate jobs.

The Coalition of Labor Union Women will urge its members and chapters to educate their union brothers and sisters on the importance of the Paycheck Fairness Act and make its passage a top priority in their legislative agenda.

CLUW will urge members of Congress to co-sponsor the Paycheck Fairness Act and encourage their support.

CLUW will continue to work with the National Committee on Pay Equity and the Paycheck Fairness Act Coalition to end wage discrimination.

CLUW will continue to be a vigilant voice within the labor movement by bringing to the attention of our union co-workers and national/international unions the continued existence of the gender pay gap and the need for its elimination NOW.

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PROTECT AFFIRMATIVE ACTION

The concept of Affirmative Action came out of the Civil Rights Movement of the 50's and 60's, focusing on efforts to build a society based on equality. Affirmative Action has been a method of providing members of groups who have been victims of discrimination at least some better opportunity to gain access to education and jobs, and is a simple one-step attempt to redress the injustices of over three hundred years.

Since the mid-1990s, there have a number of insidious attacks and legislative attempts to eradicate affirmative action, stating that the kind of discrimination which gave rise to affirmative action programs no longer exists. Instead, opponents say affirmative action programs cause "reverse discrimination" against whites and men. In addition, those who oppose affirmative action claim that its abolition will lead to more jobs.

Both claims are false. Research demonstrates that there is still a conscious and unconscious bias in institutions (business, education, housing, government, etc.) in our society that bars the way for minorities to achieve the highest successes. In the wake of enacting an anti-affirmative action measure in California higher education institutions, the state saw a dramatic decline in the enrollment rates of minority students in the University of California system. At UC-Davis, the percentage of women among new faculty hires dropped from 52 percent before similar legislation, to 13 percent in the year after the law was enacted. Washington State saw a decrease of more than 25 percent in the share of Seattle public works contracts awarded to women or minority-owned firms.

Often labeled Civil Rights Initiatives, these actions have duped thousands of voters into signing petitions and voting in favor of measures over the years because they're typically described as bans on discrimination instead of attacks on programs that help women and people from traditionally underrepresented groups.

An indication of ongoing support for affirmative action comes with the recent decision (7/1/2011) of the 6th Circuit that struck down (2-1) Michigan's ban on the consideration of race and gender when enrolling students at public colleges and universities. The Court ruled that Michigan's Proposal 2 is unconstitutional because it burdens minorities.

But support in the face of continuing battles is needed to protect this movement. Attacks like those in Oklahoma are ongoing, seeking to destroy affirmative action policies.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW) reaffirms its support for the concept of affirmative action as a method to promote equality in employment, education, housing and health care.

CLUW urges its members to join local and state coalitions to continue strong support for affirmative action.

CLUW will press for the expansion of affirmative action criteria to include the consideration of those bearing the burden of poverty and low socio-economic status in addition to the other categories.

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BUY AMERICAN - KEEP JOBS IN AMERICA

If every American spent \$64 a year more on American-made products, we would create 200,000 new jobs. ABC World News "Made in America" reported this in May 2011. According to research, for each manufacturing job created, five more jobs are created to support it. Not only would buying American-made products create jobs, the products would be safer.

U.S. manufacturing processes are much healthier for the environment than manufacturing processes in other countries. Pollution migrates. On some days, 25% of the particulate matter in Los Angeles originates in China. The California economy alone loses about \$28 billion annually due to premature deaths and illnesses linked to ozone and particulates

Many foreign countries have low standards that allow unsafe working conditions. When we support American manufacturers, we also support good working conditions for the American worker and ensure that child labor laws are enforced.

By choosing American-made products, we support a fair day's wage for an honest day's work. Many countries do not have a minimum wage law and workers are exploited. When we purchase goods made in the US, we support the American economy.

The Alliance for American Manufacturing advised that if we participate in a concerted domestic procurement program we, as consumers, have the ability to increase U.S. manufacturing job creation by an astounding 33%! We also ensure that our tax dollars go directly to U.S. job creation.

If America's commerce becomes solely dependent upon service and agricultural endeavors, we allow precious jobs to continue to disappear. Buying American helps to ensure that jobs with fair wages continue to be available to us and to future generations.

Foreign product safety standards are much lower than those in the U.S. By purchasing American goods, we can be assured that consumer protection laws and safety standards will be in place to protect one's self and entire family.

Infrastructure investment is crucial to America's success. A report by Carinsurance.org reveals that over 4,095 dams in America were deemed unsafe by the American Society of Civil Engineers. Nearly a third of all highway fatalities are related to sub-standard road conditions, obsolete road designs or roadside hazards. A concerted program of infrastructure investment would save lives and create jobs.

Unfair trade policies and the massive and unsustainable trade deficits that have resulted are a key contributing factor to the job loss, destroyed communities, and falling wages and benefits that American workers face today. Polls show that Americans believe that protecting jobs should be a high national priority and that good paying jobs are more important than cheaper prices.

U.S. trade agreements, such as the U.S. - Jordan Free Trade Agreement, are supposed to

protect basic workers' rights. However, according to recent reports from the AFL-CIO's Solidarity Center and the National Labor Committee, egregious violations of workers' rights are widespread in Jordan today because the labor rights provisions in the agreement have not been enforced by either the Jordanian government or the Bush and Obama administrations.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women will support efforts by the American Alliance for Manufacturing to keep jobs in the United States and support stringent enforcement of current trade agreements.

CLUW will oppose trade agreements that do not have stringent environmental and labor protections.

CLUW will call on Washington to pass President Obama's jobs bill and the jobs bills endorsed by the AFL-CIO to;

- create more family-supporting manufacturing jobs;
- hold all countries accountable for unfair trade practices;
- establish a national infrastructure bank for investing in transportation, clean energy and infrastructure;
- make investments to boost skills and training opportunities;
- strengthen domestic procurement preferences so companies increasing domestic content will be favored;
- make the tax code friendlier to domestic production and penalize outsourcers;
- reshape the tax code for job creation and domestic investment;
- ensure that any CEO on federal advisory boards or job councils has created net new American jobs over the past five years or is expanding the company's domestic workforce at a faster rate than its foreign workforce.

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STOP ATTACKS ON COLLECTIVE BARGAINING

Workers' rights are under attack across the nation. The list of states that have introduced, or plan to introduce, anti-collective bargaining bills is growing. They include Virginia, Texas, Tennessee, Idaho, Indiana, Iowa, Michigan, Oklahoma, New Mexico and Kansas, to name a few. According to an April 2, 2011 article in the LA Times, "the National Conference of State Legislatures is tracking an explosion of 744 bills that largely target public-sector unions, introduced in virtually every state." There are states that have already passed anti-union legislation.

Wisconsin passed legislation that stripped public employees of their collective bargaining rights over pensions and health benefits, requires raises to be tied to the rate of inflation, requires unions to hold a new certification vote every year and would no longer allow unions to collect union dues from workers' paychecks.

Ohio passed legislation that would bar public employees from striking, prohibit binding arbitration for police officers and firefighters, allow bargaining over wages, but not health coverage and pensions, and allow public-employee unions to bargain only when the public employer chooses to do so. The bill also would allow public employees who are covered by union contracts but who choose not to belong to the union to opt out of paying union dues or fees, and bars any governmental unit in Ohio from deducting any part of a worker's paycheck and giving it to the union for political activities unless the worker gave express permission.

New Jersey passed legislation that strips collective bargaining rights for public employee unions over pensions and health benefits. Other bills are pending that would restrict the ability of unions to collect union dues or establish conditions of membership, repeal all prevailing wage laws, repeal Project Labor Agreements, and allow local governments to abolish civil service.

Under international law, the National Labor Relations Act, and individual State public employment laws, all workers have a human right to organize and to bargain collectively. All the States have an obligation to respect the human rights under these instruments of laws.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women shall demonstrate support for the right of workers in the public and private sectors to organize, negotiate for fair contracts, wages, working conditions, and benefits of their members.

CLUW, along with all the Chapters, shall stand in solidarity with our sisters and brothers in states where workers are under attack.

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WE NEED NEW PRIORITIES! END THE WARS, INVEST IN AMERICA

The economic crisis we are experiencing is the worst in eighty years and has had a disproportionate impact on working and poor people.

More than fifty million Americans lack health care; home values have plummeted forcing millions into foreclosure and bankruptcy; 43.6 million Americans now live in poverty; thousands of teachers, fire fighters, police and other dedicated public workers are losing their jobs; real unemployment and underemployment together are in excess of 15% and in some communities of color, over 50%; educational resources are being slashed; social services and public programs are being cut or eliminated; parks and libraries are being closed; public infrastructure continues to deteriorate yet goes unrepaired.

The burden of these conditions is borne overwhelmingly by working and middle class Americans whose standard of living has declined as a wealthy elite has enriched itself at the expense of the majority, producing a nation that is growing far more unequal.

The crisis in the U.S. can be directly traced to a tax system that benefits the wealthy and large corporations; the deregulation of our financial system; trillions of dollars in bailouts to Wall Street and giant corporations; runaway military spending; and the cost of wars of choice, and extended occupations, which have been estimated to reach as much as \$5 trillion dollars by Joseph Stiglitz, Nobel prize winning economist, when costs of replacing equipment, paying interest on war debts, medical care for returning veterans and other residual costs are included.

The people of the United States this year alone will pay approximately \$172 billion dollars to wage war in Iraq and Afghanistan and hundreds of millions more for military actions in Libya; and will devote over one trillion dollars to its national security budget (a 60% increase to the Pentagon since 2001), including a \$180 billion ten-year commitment to “modernize” our nuclear arsenal, which is useless against terrorists.¹

More than 6,000 members of the US armed forces have died in these wars, hundreds of thousands more have been wounded, suffer from PTSD, Traumatic Brain Injury, mental health problems or addiction; military suicide rates have skyrocketed; and hundreds of thousands of civilians in Iraq and Afghanistan have been killed, maimed, and wounded, while millions more have been turned into refugees. Iraqi and Afghani women have been subject to honor killings, rape and kidnapping, threatening their ability to work or attend school.²

Osama bin Laden is dead and according to the CIA there are fewer than one hundred al Qaeda remaining in Afghanistan.

The severity of the economic crisis has created budget shortfalls at all levels of government that call for a re-examination of the allocation of resources and national spending priorities.

The Iraqi government is attempting to wipe out trade unions, which are badly needed as a force for women’s rights, as an antidote to authoritarianism and sectarianism, and which are vital to the rise of a peaceful and just Iraqi state; and Iraqi union organizers need a global, union-

backed call for the Iraqi government to protect workers' rights.³

CLUW members have historically identified with working women and men around the world, and have supported their right to organize to protect their jobs and communities, and achieve better futures for their children and their nations.

CLUW is an affiliate of US Labor Against the War (USLAW— www.uslaboragainstar.org), which organizes within the US labor movement and in coalition with anti-war groups to end the wars and occupations, provide solidarity, political and material support to the Iraqi trade union movement, and is now engaged in a “Move the Money” campaign, in conjunction with the New Priorities Network, to redirect our nation’s spending priorities from the military to domestic needs.

New Priorities (www.newprioritiesnetwork.org) is a national network of groups that seek to fund urgently needed jobs and restore vital public services by ending the wars in Iraq and Afghanistan and substantially cutting the core Pentagon budget. Cross-constituency coalitions around the country have already formed to “move the money” from military to local programs and to help our struggling states, cities and communities. Many are led by the people hardest hit in communities of color and low-income communities. The network will help new groups and coalitions become part of this effort.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women and its Chapters will continue our affiliation with USLAW, participate in its efforts to end the wars and occupations, and in its solidarity work, especially in Iraq, where unions seek adoption of a new labor law, the legitimization of unions in the public and private sectors, and protection of activists from arrest, harassment and exile.

CLUW will participate with US Labor Against the War in its “Move the Money” campaign, in conjunction with the New Priorities Network, based on the following principles: 1) End the wars and occupations; 2) Redirect the inflated war and military budgets to create jobs and meet other human needs; 3) Provide greater benefits for and care of returning veterans and their families; protect military sector workers and their communities; and 4) Raise taxes on the rich and corporations.

To advance this campaign, CLUW and its Chapters will engage in activities such as: Introduce the New Priorities platform at their local union; move union resolutions, locally and nationally; network with Iraq Vets Against the War, Military Families Speak Out, and Veterans for Peace; help build local coalitions with peace, economic and racial justice groups, and other unions and progressive organizations to provide public education, advance City Council Resolutions directed to Congress through town hall meetings and hearings, stage demonstrations and develop effective messaging about the budget priorities we want.

CLUW shall communicate this resolution to its members and actively seek to inform and educate them about these issues to more effectively mobilize them to hold elected officials accountable to fulfill the intent of this resolution — to create a more just, equitable and sustainable economy in a world in which moral leadership is more important than military might and security is defined by the welfare of our people, not just the size of our military budget.

¹ Costofwar.com; Center for Defense Information, FY 2011

² Costofwar.com; New York Times 6/23/11

³ USLAW (www.uslaboragainstar.org)

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END LGBT DISCRIMINATION AT WORK THROUGH EDUCATION AND LEGISLATION

Employees should be judged on performance, not sexual orientation or gender identity or gender expression. But people who are lesbian, gay, bisexual, and transgender (LGBT) face widespread discrimination and harassment in the workplace. Studies show that anywhere from 15 percent to 43 percent of LGBT people experience some form of discrimination and harassment on the job.

Additional issues that LGBT workers face include:

- denied access to health benefits, pension and other benefits for their same-sex partners;
- denied access to family and bereavement leave;
- denied access to needed health coverage.

Workplace education can help workers value the contribution of LGBT co-workers and remove any misconceptions held about those colleagues' differences. Such education can promote understanding of the needs of LGBT workers, such as beneficiary benefits for domestic partners, FMLA, inclusive sick leave and bereavement leave, non-discrimination and anti-harassment clauses, and transgender inclusive health care benefits.

Currently, not only can persons be denied employment due to sexual orientation or gender identity or expression, but they can be fired if it is discovered while employed, thus swelling the rolls of the unemployed seeking assistance.

The Employment Non-Discrimination Act (ENDA) would protect those who have jobs or are applying for jobs against unfair, unreasonable, and irrational discrimination in the workplace. Fighting to advance protections for a discriminated minority is one of the roles of labor unions.

The Employment Non-Discrimination Act or ENDA (H.R.1397 & S.811) was introduced in the 112th Congress on April 6, 2011 by Reps. Barney Frank (D-MA) and Ileana Ros-Lehtinen (D-FL) in the House and on April 13, 2011 by Senator Jeff Merkley (D-OR) and Mark Kirk (R-IL) in the Senate. This legislation would provide important and needed protections against workplace discrimination based on a person's real or perceived sexual orientation, gender identity, or gender expression. ENDA, closely modeled on existing civil rights laws, including Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act, would make the American dream of a job, free from unfair discrimination, a reality for all U.S. citizens.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW) shall support the development of worksite training and education programs that include the rights of lesbian, gay, bi-sexual and transgender workers.

CLUW shall support and work with Pride at Work, the official constituency group of the AFL-CIO that works for equality for LGBT workers, to promote their LGBT Union Certification Program to

CLUW members and their national and local unions.

CLUW shall press for the passage of the Employment Non-Discrimination Act (ENDA) on the federal level, communicating with congressional representatives and senators on the importance of developing all of America's work force potential, especially during these challenging economic times.

CLUW shall work with local and national groups like United ENDA in support of local and state laws that would enumerate the rights of LGBT workers to protect those who already have jobs and prevent discrimination against those applicants who are or may be perceived to be LGBT.

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GO FORWARD WITH THE COMMITTEE ON THE FUTURE

The 2009 CLUW Convention established the Committee on the Future, with the charge to “review the goals, accomplishments, and shortcomings of CLUW, assess the current needs of women in workplaces and unions, and submit recommendations that chart a future course for the organization.”

The committee began its work in March 2010, meeting several times in person and by conference call, and undertaking surveys and interviews to inform its deliberations. Despite these efforts, the report which the committee has worked to develop is not yet complete.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW) will accept the report of the Committee on the Future being presented at the 2011 Convention as a preliminary report.

CLUW will renew the charge to the committee and call for a final report that responds to all facets of that charge.

The Committee on the Future will complete its report for presentation to a National Executive Board meeting prior to the 2013 CLUW Convention, and then present the report to the Convention with a plan of action developed by the NEB.

Membership on this committee will be open to all interested members of CLUW in addition to any members appointed by the officers of CLUW.

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COMBAT GENDER AND AGE DISCRIMINATION AT WORK

Television, radio and digital media reflects who we are to ourselves and to the world. Not only are they venues for reporting news, the events of the day, drama, comedy and reality programming, these outlets are also venues for employment. And, as such, they are charged to provide equal access to employment opportunities and to not discriminate.

The challenges we face in fighting discrimination, promoting equality in the workplace and advancing the most diverse depiction of the American scene in news and entertainment outlets are as daunting today as at any time in the past. It is more than stories and plotlines, it's about jobs. Challenging real and systemic discrimination in these areas is a fundamental civil rights issue.

A recent survey conducted by the American Federation of Television and Radio Artists looked at on-air television newsmen at thirty stations in six major cities, and broke this information down by gender and age. Of the almost 900 employees, the sampling found that women constituted only 47% of the workforce, and only one in five were women over 40. According to a Radio Television Digital News Association/Hofstra University Annual Survey, the percentage of women in TV news and women TV news directors declined. Women as a percentage of the entire TV news workforce have consistently stayed at or under 40% for the last decade. In Radio, 59.1% of stations' news teams are staffed solely with men.

AFTRA is concerned about these findings and the potential discrimination they may uncover; especially as there have been several age and gender discrimination lawsuits that have led to major jury decisions and judgments in this area. Most notably, last August, a Miami-Dade jury awarded former WSVN-Fox 7 healthcare reporter Marilyn Mitzel nearly \$1 million in compensation after finding that she was fired because management thought she was too old to be on television. She was only 52 when she was fired from her station.

While lead roles in television entertainment have increased for women over 40, this growth has not been translated across all categories of employment, as opportunities for women generally begin to decline around the time they reach their forties. A recent breakdown of 2009-2011 television network and cable programs produced under AFTRA contracts looked at 103 shows representing 709 total episodes. Of the almost 14,000 roles, women were hired only 40% of the time, and women over 40 stood at only 12%.

In response to this challenge, delegates at AFTRA's 2009 National Convention unanimously approved a resolution creating a campaign to increase access and employment at all levels and in all categories of work for women over 40, as well as all seniors, in order to stem the tide of discrimination in an increasingly challenging work environment. Further, AFTRA's National Board of Directors recently created a "Combatting Age Discrimination in Broadcasting" national campaign to focus on heightened levels of discrimination against women and women over 40 in the broadcast news arena.

Understanding this issue extends beyond AFTRA's areas of jurisdiction. The foundation of

unionism is Strength through Solidarity.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women endorses and supports AFTRA's campaigns to challenge gender and age discrimination in the workplace in all contracts and in all categories of work.

CLUW Chapters and members, in the spirit of solidarity, will challenge gender and age discrimination in their work sectors and monitor signs of hidden, yet, systemic discrimination.

CLUW will transmit this Resolution to the AFL-CIO so that all affiliate unions are reminded of the need to be vigilant and responsive to gender and age discrimination, especially against women over 40, and to promote educational programs within their unions and Central Labor Councils so members know their rights and know how to respond when egregious discrimination takes place.

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PROTECT AIR, LAND AND WATER WITH GREEN JOBS

Approximately 24 million Americans are either looking for work or working part time as the U.S. faces an ongoing jobs crisis.

Economic growth and job creation in manufacturing, construction, education and more result from the expansion of markets in renewable energy, energy efficiency, recycling, a smarter electrical grid, broadband internet, transportation infrastructure and advanced vehicles, and green chemistry.

Protecting our air, land and water can also result in a stronger economy, making the U.S. a more energy-efficient and globally competitive economy in the future.

The EPA was established 40 years ago to enforce our country's landmark environmental legislation, the Clean Air Act and the Clean Water Act, which has improved the quality of the air we breathe, the water we drink and the environment in which we live.

In 2007 the United States Supreme Court held that the EPA has the authority and responsibility to curb greenhouse gas emissions as a part of its obligations under the Clean Air Act.

The environmental safeguards of the last 40 years have resulted in waste reduction, energy efficiency, and greater economic competitiveness — creating economic growth, thousands of new jobs and making existing jobs more secure.

The international competitors are leading the way in the development of clean energy technologies and deployment, leaving us further behind in the global clean energy market.

Climate change poses an overriding threat to our economy and public health, and the cost of inaction will put the U.S. at a serious disadvantage with its competitors in China and the European Union.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW) will support the EPA's authority to protect our air, land and water by curbing greenhouse gas emissions.

CLUW will call for the following policies to ignite the development of 21st century industries in the United States, including:

1. Create clear market signals for clean energy deployment;
2. Address global competitiveness;
3. Invest in cleaner, more advanced power generation;
4. Provide a proper transition for workers and communities;
5. Guarantee access to capital markets for energy-intensive industries, and rebuild American manufacturing and infrastructure.

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SUPPORT THE TRIANGLE FIRE MEMORIAL

March 25, 2011 was the Centennial anniversary of the infamous Triangle Shirtwaist Factory Fire. A memorial was held at the site of the fire, the Asch Building at 23-29 Washington Square East at Greene St. in New York City, as well as many other events relating to the fire. Around the country communities came together to remember and honor those lost.

The Triangle Waist Company owned by Max Blanck and Isaac Harris, the "Shirtwaist Kings," occupied the top three floors (8 - 10) of the building, today part of New York University. The shirtwaist was a ready-made blouse popular at the time, made famous by the "Gibson Girl."

On Saturday March 25, 1911 a fire broke out on the 8th floor, fueled by flammable materials and dust, the fire spread quickly. Most of the 500 workers in the building that day were immigrant women, many in their teens. Some escaped before the elevator failed and the stairs became engulfed in flames. More than 60 jumped from windows rather than die in the fire and smoke. At least 24 died when the poorly maintained fire escape collapsed.

In the end 146 people, mostly women (129), died as a result of the fire.

The owners were acquitted of manslaughter and returned to business as usual. Civil suits, 23 in total, on behalf of the families were settled for \$75.00 per victim. Public horror and outcry did result in the establishing of worker safety and work condition reforms as well as stronger unions in the garment industry. Every year since the tragedy, labor and social activists have labored to keep the memory of this event alive. The only memorial to the victims of the fire is an 18 x 24 inch plaque on the Washington place side of the building.

In March 2009 the Triangle Fire Remembrance Coalition was launched to coordinate educational, commemorative and memorial activities revolving around the centennial anniversary. (www.rememberthetrianglefire.org) Discussion by members of the Triangle Coalition indicated that there were numerous entities who felt a more appropriate memorial should be built and that our work was not done. An open call was put out to artists and a committee of interested parties chose Janet Zweig to design the memorial. A Memorial Committee was founded on March 26, 2011 to work on designing and building a lasting memorial that remembers not only the victims of this infamous fire but also the social conscience and action their suffering inspired.

THEREFORE BE IT RESOLVED:

CLUW and its chapters will support the Triangle Fire Remembrance Coalition's efforts to build a permanent memorial to honor the memory of those who died from the fire, to affirm the dignity of all workers, to value women's work, to remember the movement for worker safety and social justice stirred by this tragedy, and to inspire future generations of activists.

CLUW will contribute to the Triangle Fire Memorial to honor our sisters and brothers who paid with their lives that ours might be better, and also to honor those who continue to work towards justice for all working people.

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STOP THE U.S. POSTAL SERVICE FROM CLOSING

The United States Postal Service (USPS) is in danger of financial collapse. The Postal Service has lost \$20 billion over the past four years (2007-2010) and is fast approaching its \$15 billion debt limit. As a result the USPS has announced it will not be able to meet certain year end fiscal payments, including a \$5.5 billion payment to pre-fund the future retiree health benefits.

Although mail volume is falling, the internet is not killing the USPS, a congressional mandate is. The United States Postal Service's doors could close as early as July 2012.

The Postal Service is in trouble because of a 2006 law requiring the USPS to massively pre-fund the cost of over 75 years of retiree health benefits in just 10 years time. This cost covers not only current employees but the cost of those that have yet to be hired, and is on top of the cost of retiree health benefits for current retirees. No other government or private agency is required to do this.

The \$20 billion in deficits over the past four years have been the direct result of \$21 billion in pre-funding payments made over the past four years mandated by the Postal Service Accountability and Enhancement Act of 2006. In the absence of these payments the Postal Service would have been moderately profitable despite the worst recession in 80 years, and would have had the borrowing authority left to weather the bad economy.

The Postal Service Retiree Health benefit fund already has 42 billion enough to cover retiree health premiums for the next 20 years. The Federal Government, according to studies by two independent actuaries, is holding between fifty and seventy-five billion dollars as a result of the USPS over-funding its pension plan. The Hay Group found a USPS Civil Service Retirement System (CSRS) pension surplus of \$75 billion in a January 2010 study it did for the Office of the Inspector General for the Postal Service. The Segal Company found a \$50-55 billion surplus in the Postal Service CSRS using slightly more conservative assumptions in a June 2010 study for the Postal Regulatory Commission.

The United States Postal Service is not funded by taxpayers' dollars. Not only are workers' jobs, pay, and benefits at jeopardy, but there is also the added risk of the public losing its mailing service through the USPS as we know it today.

No national company would choose to make pre-funding retiree health its highest corporate priority in today's economy, and no company would use all of its borrowing capacity to do so. But that is precisely what the Postal Service is being forced to do. Its \$15 billion debt limit was established in 1970 to allow the Postal Service to invest in new retail mail processing facilities and keep its huge fleet up to date. In 2005 the Postal Service did not even have to use its borrowing authority — it had no outstanding debt. Virtually all of this debt has gone to pre-fund retiree health benefits.

Only about one third of the Fortune 1000 list of largest companies voluntarily pre-fund retiree health according to an annual survey done by Towers Watson, a leading accounting and

actuarial service company. Of those that do, the Postal Service level of pre-funding is 48 percent which is far greater than the median level of 31 percent.

The U.S. Postal Service Obligation Recalculation and Restoration Act of 2011 (HR1351) has been introduced to allow the USPS to use pension overpayments to meet its financial obligations and keep its doors open.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW) at its 16th Biennial Convention will join APWU's sisters and brothers in urging their United States Representative to support H.R.1351 which was introduced by Representative Stephen Lynch (MA). This bill will address the cause of the USPS's financial crisis without cutting pay and benefits, eliminating collective bargaining rights, or slashing service.

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PROTECT VOTING RIGHTS

The Voting Rights Act (VRA) bans racial discrimination in voting practices by the federal government as well as by state and local governments. Passed in 1965 after a century of deliberate and violent denial of the vote to African-Americans in the South and Latinos in the Southwest — as well as many years of entrenched electoral systems that shut out citizens with limited fluency in English — the VRA is often held up as the most effective civil rights law ever enacted. Most recently it has been instrumental in assuring Asian American voters are able to run for office and cast their votes without intimidation.

Disturbing changes in voting districts, registration deadlines and early voting rules as well as efforts to require voter identification, point to enforcement difficulties in elections to come. Attempts to pass or actual passage of legislation that restricts early voting (thereby limiting the ability of workers to cast their ballots) or that requires voters to show a photo ID at the polls (impacting voters who are senior citizens and/or unable to afford the cost of photo IDs) are compromising the rights of America's voters. All these changes are suggested in an effort to prevent voter fraud which occurs in less than 1% of the elections.

States better serve their constituents when they protect the fundamental, constitutionally sanctioned rights of tens of millions of voters, rather than discourage voting in order to forestall a handful of fraud allegations each year.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women (CLUW) calls upon the US Department of Justice to enforce the recently reauthorized Voting Rights Acts so that they will:

- Monitor proposed changes in procedures and places of voting for all state and local governments with a history of significant discrimination, determining that such changes are not discriminatory;
- Protect communities of citizens with limited English proficiency so they have equal access to the electoral process, and provide oral and written language assistance to language minorities who need help navigating complicated rules and ballot procedures;
- Continue to send Election Day observers to monitor polling places in order to stop any intimidation of voters and to assure accurate counting of ballots in areas with a history of discrimination.

CLUW will vigorously oppose the imposition of voter identification laws that effectively prevent at least 11% of senior and low income citizens from exercising their right to cast a ballot, and work to roll back legislation that imposes these burdens. CLUW also renounces efforts underway to shorten or abolish the early voting period and efforts to reduce state pre-election registration periods and same-day registration for voters.

CLUW urges its members to work on forthcoming elections to increase voter registration, provide poll information, serve as election officers and promote the principles of free and democratic elections to their communities.

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ESTABLISH A PARK IN HONOR OF LUCY PARSONS

CLUW, in conjunction with our sister constituency group, the Coalition of Black Trade Unionists (CBTU), is committed to working with the Labor History Society in supporting the movement to establish a park in Lucy Parsons' name. The address of the future park is 4712 W. Belmont Avenue, Chicago, IL.

Many forces were working against naming a park in Lucy Parsons' honor as they appear not to want to recognize that she has been a strong voice in fighting against injustice for the common working people. The Chicago Police Department has been quoted as saying of Lucy Parsons that she is "more dangerous than a thousand rioters."

Lucy Parsons established the Industrial Workers of the World (IWW). She was a labor organizer and the founder of the 1880's Chicago Working Women's Union for garment workers to receive equal pay for equal work. She was instrumental in the establishment of other unions. She and her husband Albert were also a great influence in establishing the eight hour work day, the weekend and the May Day celebration.

THEREFORE BE IT RESOLVED:

CLUW will support the work that it will take to bring the Lucy Parsons Memorial Park at 4712 W. Belmont Avenue, Chicago, IL. to fruition. CLUW will be influential in the effort to provide jobs to union workers in the creation of the park and to provide a safe place for children to play.

CLUW will increase awareness that Lucy Parsons was a courageous woman of color who deserves recognition for her accomplishments in the labor movement and her contributions to history.

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NO CUTS TO WOMEN'S HEALTH

President Obama's Affordable Care Act provides needed health care benefits to women and families but has been under constant attack. Attempts are continually made to repeal it or greatly limit what it provides. A War on Women has been declared by conservative forces who have sought to close Planned Parenthood health centers. They would deny women basic reproductive health care as well as the right to a legal, safe abortion even though no public funding is spent on abortions at Planned Parenthood.

Draconian cuts have been proposed which would reduce Title X and Medicaid funding and eligibility for Medicaid, resulting in the closing of Planned Parenthood and other women's health centers which provide basic reproductive health care services such as gynecological exams, cancer screenings, testing and treatment for sexually transmitted diseases, patient education and counseling, pregnancy testing, prenatal counseling and referrals, contraception, HIV testing and counseling, screening for diabetes, hypertension and other health conditions.

Early detection of cancer, diabetes, hypertension and other conditions saves taxpayers in treatment costs and saves lives. The Guttmacher Institute reported that family planning saves taxpayers nearly \$4 for every \$1 invested. The closing of women's health centers would further stretch other clinics where the wait for prenatal visits can be as long as 12 weeks and emergency room visits are a costly alternative.

An important provision in the health law is mandatory coverage without co-pays or deductibles for many preventive health care services. Women's advocates have strongly recommended coverage of all FDA-approved contraceptives as part of basic preventive care.

THEREFORE BE IT RESOLVED:

CLUW is committed to keeping all benefits and protections for women included in the Affordable Care Act. CLUW will continue to vigorously fight any proposed cuts to women's health care.

CLUW will oppose cuts to Title X, Medicaid and Medicare which hurt women, the working poor, the elderly and the young. CLUW will continue to support Planned Parenthood and other women's health organizations in their mission to provide basic reproductive health care services to all women.

CLUW will advocate for legislation and worker contract benefits to assure that women have access to all FDA approved birth control methods as part of preventive care without co-pays.

CLUW will continue to support coverage for prenatal and maternity care, birth control and abortion services as a basic health care right.

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WE NEED BOTH MENTAL AND PHYSICAL HEALTH

Good mental health is important to overall health yet it is estimated that 1 in 4 adults have a diagnosable mental disorder in a given year. Mental health disorders are real medical illnesses that interfere with one's ability to function at home, at work and in social settings.

Over 5 percent of adults have a serious mental illness. Serious mental disorders are as disabling as cancer or heart disease in terms of premature death and lost productivity. They are the leading cause of disability in the U.S. for persons aged 15-44.

Women have higher rates of diagnosis for certain mental health conditions including depression, anxiety-related disorders and eating disorders. Traumatic life events and major life changes may trigger a mental illness.

Serious physical illnesses affect both the mind and the body. Women account for 90 percent of the cases of fibromyalgia, a chronic disease which often takes a toll on emotional well-being. It is a persistent and debilitating disorder which causes chronic pain ranging from mild to unbearable. Fibromyalgia and depression often co-exist.

An estimated 5.4 million Americans have Alzheimer's disease. According to the Alzheimer's Association, research shows that women are more likely to develop Alzheimer's disease and other forms of dementia than men.

The Centers for Disease Control stated that research has improved our ability to recognize, diagnose and effectively treat mental illness. However, less than one-third of adults with mental disorders receive any mental health services in a given year. Racial and ethnic minorities have even less access to mental health services.

The health reform law signed by President Obama calls for coverage for mental health and substance abuse disorder services, depression screening as part of preventive health services, and grants for research and treatment for depression, postpartum conditions, and increased community-based mental and behavioral health care.

THEREFORE BE IT RESOLVED:

CLUW recognizes that mental health disorders are medical conditions and will seek to lessen the stigma of mental illness through awareness and education at the chapter and national level. Health forums which include mental illness as well as physical illness and encourage healthy lifestyles are encouraged.

CLUW will advocate for implementation of improved mental health services as required in the 2010 health reform law and for parity for mental health treatment coverage as a basic health right.

National Alliance on Mental Illness: www.nami.org

National Institute of Mental Health: www.nimh.nih.gov

National Fibromyalgia Association: www.fmaware.org 1-714-921-0150

Alzheimer's Association: alz.org/10signs 1-877-474-8259

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KEEP WOMEN AND MEN HEALTHY

Diabetes affects 8.3 percent of the U.S. population. Slightly more than half the cases are in men but approximately 11.5 million women over the age of 20 have it and one-third of them remain undiagnosed according to the American Diabetes Association. It affects 1 in 4 black women over the age of 55 and is also much higher among Hispanic/Latino, Native-American and Asian/Pacific women than Caucasian women. This disease can affect mothers and their unborn children causing miscarriage or birth defects. The risk of diabetes also increases with age.

The National Diabetes Education Program of the National Institutes of Health has found through a survey that persons report they do not receive enough information from their health care providers on risk factors for diabetes, symptoms, treatment, complications, and the importance of lifestyle changes.

Heart disease and stroke are common complications of diabetes. Heart disease is the #1 killer of women as well as men. Hispanic women are likely to develop heart disease ten years earlier than Caucasian women. Blacks have almost twice the risk of first-time strokes compared to whites and African Americans in the U.S. have the highest rate of high blood pressure in the world.

Eighty percent of heart attacks and first-time strokes are preventable through knowledge and improved lifestyle choices according to the American Heart Association, which fights heart disease through awareness programs, support for research and prevention, and advocacy for quality care and access to care. Action as well as awareness is necessary to prevent heart disease.

CLUW is on record as recognizing that women need to take charge and take care of their health and their lives. CLUW also recognizes the major role women have as gatekeepers of health care, as they are the ones who usually schedule health care appointments and make sure that preventive care and treatment is provided to all family members.

The men in women's lives are greatly affected by diabetes, heart disease, cancer and other diseases. Women as gatekeepers need awareness and education on men's health issues and sensitivity to issues affecting their care.

Lifestyle factors such as eating well, spending time with other people rather than being alone, and exercising regularly are important to good physical and mental health for women and men.

THEREFORE BE IT RESOLVED:

CLUW will continue its efforts to educate its members — male and female — about the risk factors associated with diabetes and heart disease and promote physical activity, healthy eating, credible information and self-empowerment practices to help improve the health of its members and communities.

CLUW will provide information on diabetes to the chapters through the CLUW website to increase awareness on this disease and the severe impact it may have if it goes undetected or inadequately treated.

CLUW will encourage its members to support the American Heart Association's advocacy efforts through www.youarethecure.org and other programs, and to take an active role in supporting legislation aimed at improving the lives of Americans suffering from heart disease and stroke or those at risk for developing cardiovascular disease.

CLUW will provide awareness on men's health issues by initiating an educational process to inform members of what women should know to help keep men in their lives healthy, and will encourage CLUW chapters to promote education in their communities on male health issues in addition to women's health issues.

CLUW encourages all members to participate in exercise programs offered during this convention and at regularly scheduled NEB meetings, and to exercise to their own level of fitness in their homes and communities.

American Heart Association: www.americanheart.org 1-800-242-8721

American Diabetes Association: www.diabetes.org 1-800-366-1655

National Diabetes Education Program: www.ndep.nih.gov 1-800-438-5383

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**END EMPLOYMENT DISCRIMINATION DUE TO UNFAIR CREDIT AND CRIMINAL
BACKGROUND CHECKS**

With unemployment at record rates since the last depression many employers are being very selective in hiring workers. Many job listings now say the unemployed need not apply and people with bad credit histories face significant barriers to employment. Criminal background checks provide yet another barrier. The National Employment Law Project (NELP) indicates that as many as 65 million people are shut out from the job market due to having a legal history. In some cases, charges as minor as loitering and drug charges from a quarter century ago trump recent accomplishments.

In the last three decades, the “war on drugs,” mandatory minimum sentences and over criminalization have had devastating and disparate impacts on people of color and low income people including rising numbers of women. Racial disparities in the criminal justice system persist. As of 2005, African American women were more than three times as likely as white women to be in prison or jail and Hispanic women were 69% more likely.

A Los Angeles survey found that over 60% of employers would “probably not” or “definitely not” be willing to hire an individual with a criminal record. This assumption that the existence of a criminal record accurately predicts negative work history is subject to some debate and one limited study questions whether the two are empirically related.

The number of women with convictions has skyrocketed. From 1985 to 2007, the number of women in prison has increased at nearly double the rate of men.

People with legal histories face dramatic barriers to gaining employment. Criminal records have become easily accessible and widely available to employers. For a few dollars employers can download them from the internet. Now a big business for hundreds of companies, background reports are often riddled with errors and people find it difficult to correct all copies of a report containing incorrect records or records that should have been sealed and expunged.

It is a matter of public safety to ensure that all workers have job opportunities. Studies have shown providing individuals the opportunity for stable employment lowers crime recidivism rates and actually increases public safety. The cost of corrections is enormous and is now more than the cost of education in many states.

The EEOC has declared that an absolute bar to employment based on the mere fact that an individual has a conviction is a violation of Title VII. Yet many ads for jobs indicate that there are no exceptions for applicants with misdemeanors and or felonies of any type ever in their background.

Credit ratings are yet another way that employers disqualify applicants, especially those with student loans, people of color or people with low income. Like the existence of a criminal record, researchers say there is no evidence showing that people with weak credit are more likely to be bad employees or to steal from their bosses. And credit records are also riddled with errors that

are difficult to correct. Many people looking at their credit records find at least one error.

THEREFORE BE IT RESOLVED:

The Coalition of Labor Union Women will support federal and state government authority to protect individuals from unfair and illegal hiring practices that disregard civil rights and categorically ban persons with any criminal or bad credit record from employment.

CLUW calls for the following federal government policies to increase public safety and integrate people into the economy:

- Aggressively enforce civil rights and consumer protections that apply to criminal background checks for employment in the public and private sectors;
- Adopt fair hiring policies regulating federal employment and contracting that serve as a model for all employers.

CLUW calls upon state and local governments to certify that their hiring policies fully comply with federal civil rights standards and launch employer outreach and education campaigns.

CLUW calls upon the employer community, together with Craigslist and other internet job sites, to play a leadership role in raising the profile of this critical issue and promote best practices that properly balance the mutual interest of workers and employers in fairer and more accurate criminal background checks for employment.