

**RESOLUTIONS**  
**OF THE**  
**COALITION OF LABOR UNION WOMEN**

**ADOPTED at the 12<sup>th</sup> BIENNIAL CONVENTION**

**OCTOBER 10 - 12, 2003**

**SEATTLE, WASHINGTON**

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## **MAINTAINING OVERTIME PAY FOR U.S. WORKERS**

The 40-hour work week enshrined in the Fair Labor Standards Act (FLSA) of 1938, stands as one of the great accomplishments of the American labor movement. It also serves as a benchmark by which we measure social progress in America and around the world. Yet today the 40-hour work week is under assault by the Bush administration and its allies in Congress.

Earlier this year, the Bush administration attempted to enact "comp time" legislation (H.R. 1119) that would have encouraged longer work hours and more unpredictable work schedules by making overtime less expensive for employers. Now the administration is proposing radical and unprecedented changes to the regulations governing overtime eligibility. As a result, more than eight million workers could lose their overtime protection under the Federal Labor Standards Act.

The proposed regulations would turn the FLSA on its head, with exceptions to the 40-hour work week now threatening to swallow the rule. Congress passed the FLSA to discourage excessive work hours, reward workers who had to put in overtime hours and encourage employers to share the workload by hiring more workers. Congress intended the 40-hour work week to apply presumptively to all workers, with only narrow exceptions for, essentially, management and independent professionals.

The Bush administration is proposing to do exactly the opposite. Regulations proposed by the Department of Labor on March 31, 2003, would broaden the scope of the overtime exceptions dramatically, to include millions of workers whom Congress never intended to deny overtime protection.

The Bush administration's proposed regulations would exclude from the FLSA's overtime protections not just management and independent professionals, but also a potentially large group and range of low-level workers with minimal supervisory duties, minimal administrative duties or certain kinds of specialized training. These workers generally exercise little if any control over their work schedules, and their workloads could be lightened by hiring of additional workers.

The impact of the Labor Department's proposed regulations on working families could be dramatic. Workers who depend on overtime wages to pay their bills or put their children through college no longer would receive any compensation for their overtime work. Workers who do not currently work overtime because they are protected by the FLSA could see their work schedules extended without any extra compensation. Union members may be temporarily protected by collective bargaining agreements, but soon will face demands for pay or benefits concessions to bring bargaining table guarantees in line with the new regulatory provisions.

The Bush administration also claims the proposed regulations are necessary to "clarify" the overtime rules. The answer to this inquiry is plain: Consistent with the purpose and historic construction of the FLSA, clarifications of the overtime rules should expand

coverage, not contract it.

Finally, the Bush administration claims the proposed regulations are necessary to "update" the overtime rules for the 21st century economy. Yet there is nothing about the 21st century economy that requires fewer workers to enjoy the overtime protection of the FLSA. On the contrary, given the lengthening of the average worker's work week, the 40-hour work week is as important now as ever before.

**Resolved:** That CLUW will join with the AFL-CIO and its affiliates to pledge again to support the bedrock labor standards of the FLSA and to oppose any attempt to disqualify more workers from overtime protection.

Submitted by  
National Officers Council

ADOPTED

## DECEMBER 10 – A DAY FOR BARGAINING FREEDOM

On December 10, 1948 Eleanor Roosevelt and delegates from over 80% of United Nations member states adopted the Universal Declaration of Human Rights. The Declaration forms the cornerstone of the modern human rights movement. It sets forth the inalienable economic, social, civil, and political rights of every human being. The Declaration serves as both benchmark and beacon. It measures how well human rights are respected and protected, and it lights the path to a better world.

Workers' rights are an integral part of the Declaration, which states unequivocally that "everyone has the right to freedom of peaceful assembly and association," and "everyone has the right to form and to join trade unions for the protection of his interest." The Declaration recognizes the freedom of workers to organize and bargain as fundamental human rights, on par with and deserving of the same protection as all other areas of freedom such as freedom of speech and religion.

Despite the lofty words of the Declaration and the protections theoretically provided under U.S. law, the sad truth is that here today in the wealthiest and most powerful nation on earth, working men and women lack the freedom to form unions and bargain collectively. The situation is getting worse, not better. When workers seek to exercise this right they nearly always run into a buzz saw of intimidation, coercion and disinformation that suppress their rights with devastating effectiveness.

Working people and the nation as a whole are paying a heavy price for the suppression of the freedom to form unions. Collective bargaining is a vital public good that makes for a more just, equal, and democratic society. When it is suppressed, wages lag, inequality and poverty grow, race and gender pay gaps widen, society's safety net is strained, civic and political participation is undermined and a crucial counterweight against unbridled corporate power is weakened. The bottom line: millions of U.S. workers want collective bargaining but are denied it in a wholesale violation of human rights that leaves them and the nation worse off.

Since 1998, the 50th anniversary of the ratification of the Universal Declaration, people around the world have recognized December 10 as International Human Rights Day. The unions of the AFL-CIO will observe International Human Rights Day this December 10 by inaugurating a massive campaign to educate and mobilize our members, community leaders and the public about the widespread suppression of workers' freedom to form unions and bargain collectively in the United States. Already events have been planned for Atlanta, Boston, Chicago, Los Angeles, Miami, New York, San Francisco, Seattle and St. Louis. More are expected.

**Resolved:** That CLUW join other union members across America on December 10, to hear from workers who have been victimized by employer interference and government inaction.

That CLUW reaffirms its commitment to call for legislative action to restore the freedom

to form unions and bargain collectively by inviting all people of good will to join us on December 10 -- and for as long as it takes thereafter -- to demand government action.

That CLUW campaigns until U.S. law allows workers to choose unions freely, by simple majority rule, without allowing employer campaigns to stop them.

That CLUW continues to promote collective bargaining as a vital tool for social justice that allows workers and employers to negotiate a just division of the national pie.

That CLUW, its chapters and members, working with the AFL-CIO and our unions use the day of bargaining freedom as the start of the 2004 election campaign, working for candidates at the local, state and federal levels who stand with and vote for working families.

Submitted by  
National Officers Council

Lorraine Darrington, CWA

Barbara Phinney, AFGE

ADOPTED AS AMENDED

## **PASS HR 676 – U.S. NATIONAL HEALTH INSURANCE ACT**

Women, their families and their unions are waging an increasingly difficult struggle to win or to keep good health care coverage. IUE-CWA union member Michelle Rodgers, mother of three teenagers, tragically lost her life on the picket line as she and her union struck to block healthcare takeaways by General Electric.

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 unions' and women's progress in wages and other areas. All of our unions face a healthcare crisis.

But the crisis extends far beyond union members. More than 42 million people in the U. S. are currently without health insurance, more than 75 million went without for some length of time within the last two years, and millions more have inadequate coverage or are at risk of losing coverage.

People of color, immigrants and women are denied care at disproportionate rates, while the elderly and many others must choose between necessities and life sustaining prescription drugs. Unorganized workers have either no or inadequate coverage.

While we in the United States spend approximately twice as much of our gross domestic product on health care, we remain the only developed country without universal coverage. 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 people who are high utilizers of services and shifting costs back to patients or to other payers.

Congressman John Conyers (D-MI), along with 27 co-signers, has introduced HR 676, the United States National Health Insurance Act, also called Expanded and Improved Medicare for All. This single-payer health care program proposes an effective mechanism for controlling skyrocketing health costs while covering all 42 million uninsured Americans. The bill also restores free choice of physicians to patients and provides comprehensive prescription drug coverage to seniors, as well as younger people.

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, mental health, home health, physical therapy, rehabilitation (including substance abuse), vision care, chiropractic and long term care.

HR 676 would save billions annually by eliminating high overhead and profits of the private insurance industry and HMOs. The transition to national health insurance would apply the savings on administration and profits to expanded and improved coverage for all.

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

**Resolved:** That the Coalition of Labor Union Women honors the life and memory of our union sister, Michelle Rodgers, by continuing her struggle for healthcare.

That CLUW wholeheartedly endorses Congressman Conyers' bill HR 676, "Expanded and Improved Medicare for All," a single payer health care program.

That CLUW's officers, chapters and members work with our unions and other community groups to build a groundswell of popular support and action for HR 676.

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

That CLUW lobby and take other actions to urge other members of the House to sign on as co-sponsors of HR 676 and encourage Senators to introduce a companion bill in the Senate.

Submitted by the Chicago CLUW Chapter  
Katie Jordan, President

Puget Sound CLUW Chapter  
Mari K. Wyatt, President

Greater West New York CLUW Chapter  
Carolyn Kam, President

San Francisco CLUW Chapter  
Rosa Marshall, President

Joyce Woosley, Derby City CLUW Chapter

ADOPTED

## **PROTECT OUR POSTAL WORKERS**

On July 31, 2003, the President's Commission on the United States Postal Service issued its final report.

Many of the commission's recommendations directly undermine the right of employees and their unions to engage in meaningful collective bargaining, and threaten benefits and economic security of postal employees.

The AFL-CIO is on record as opposing "any change that would threaten the security or collective bargaining rights of the employees of the U.S. Postal Service."

**Resolved:** That the Coalition of Labor Union Women opposes the recommendations of the Postal Commission to change any of the existing laws protecting the collective bargaining rights and economic security of postal employees.

Submitted by  
Judy Beard, CLUW National Vice President, APWU

ADOPTED

## **SUPPORT CANDIDATES WHO SUPPORT HEALTH CARE**

Quality health care that once seemed reliable is quickly being priced out of reach for millions of hardworking, taxpaying Americans. The cost of health insurance is skyrocketing. According to Americans for Health Care, premiums have increased an average of 40 percent in the last three years, while wages increased just 7 percent during the same time.

Unemployment reached a ten-year high in June 2003 while employers find new ways to shift the growing financial burden of health care on to workers. This leaves more than 75 million Americans without coverage for some time during the last 2 years. And more than 70 percent of these uninsured Americans are from working families.

This crisis disproportionately impacts people of color. While 12 percent of whites are uninsured, 21 percent of blacks and 40 percent of Hispanics in this country have no health insurance. Also, women more frequently rely on the Medicaid program to get health care -- a program threatened with massive budget cuts. Ten percent of women age 55 to 64 also become uninsured when spouses, whose insurance they rely on, retire and become eligible for Medicare.

Therefore be it resolved that CLUW and its members commit to only support candidates for public office who have a workable plan that provides:

- \* Quality, affordable health care for all, without gaps in coverage or access;
- \* Care that is cost efficient and medically effective;
- \* A core package of health insurance benefits with high-quality choices and a broad scope of coverage.
- \* Contraceptive equity

Submitted by  
Kerry Newkirk,  
National CLUW Vice President

**ADOPTED AS AMENDED**

## STOP FTAA

The Bush administration and big business are pushing a trade agreement that will harshly impact millions of workers and their families without a democratic process. The Free Trade Area of the Americas negotiations have been conducted behind closed doors, without a real citizen input mechanism, while hundreds of corporate representatives are advising and helping to write FTAA rules.

The FTAA would extend the failed North America Free Trade Agreement model and flawed World Trade Organization regulations to 34 countries in the Americas and eliminate tariffs in every country in the Western Hemisphere except Cuba.

Like NAFTA, the FTAA is another threat to women workers who, with the erosion of higher-paying manufacturing jobs, increasingly find their only job opportunities in the lower-paid service sector. More than 766,000 manufacturing jobs have ended up in low-wage export assembly factories along the U.S.-Mexico border, where there are no enforceable laws or standards for public health or environmental protections such as those in the United States.

These maquiladoras employ large numbers of women, who earn far below the minimum wage, making it difficult for U.S. workers to compete for jobs.

**Resolved:** That the Coalition of Labor Union Women, its chapters and members actively join the AFL-CIO and trade ministers from around the Americas in a “Say No to the FTAA” forum, rally and march on November 19-20, 2003, in Miami, Florida to demonstrate our opposition to the FTAA, demand an end to the exclusivity of the FTAA negotiations and call for a new hemispheric trade policy model that prioritizes equitable, democratic and sustainable development.

That CLUW, its chapters and members continue to work with the AFL-CIO, through our respective unions, and in our communities to oppose any sweeping free trade agreement that: creates a race-to-the-bottom economic standard; rejects basic workers’ rights and environmental protections; and that could increase pressure on governments to privatize public services.

Submitted by  
USWA members of the CLUW National Executive Board

ADOPTED

## **SAVE WOMEN'S LIVES: MARCH FOR FREEDOM OF CHOICE**

Reproductive freedom is under attack in America and women's fundamental rights are in danger.

Roe v. Wade is in danger of being reversed by conservative justices now sitting, and any justices President Bush may appoint to the Supreme Court.

The entire reproductive lives of women stand to be affected by action taken in the coming year.

A massive march will be held in Washington, D.C. on April 25, 2004, in support of reproductive rights. This march is being organized by the Feminist Majority, the National Organization for Women, NARAL Pro-Choice America, and the Planned Parenthood Federation of America.

**Resolved:** That CLUW support the national march and form a delegation to participate in the "Save Women's Lives: March for Freedom of Choice" on April 25, 2004, in Washington D.C.;

That CLUW urge unions across the country and the AFL-CIO to continue to stand up for women's lives, and to protect our right to privacy; and to further support women by participating in the 2004 march to protect the health, lives and rights of women.

Chicago Chapter of CLUW  
Katie Jordan, President

CLUW Women's Health Task Force  
Helen Ramirez-Odell and Sarah Puente, Co-chairs

**ADOPTED**

## ANGELINE'S UNION DESERVES A CONTRACT

The workers of the Angeline's Center for Homeless Women, YWCA of Seattle-King County-Snohomish County recently have voted for union representation with the Washington State Council of County and City Employees, AFSCME.

These women workers of Angeline's who are new to the union need support from sisters in the labor movement, including support in their first contract campaign.

These women workers experienced an aggressive, divisive and professional anti-union campaign from YWCA senior management. Other workers have been discouraged from organizing their buildings and are waiting for the outcome of the Angeline's union contract negotiations.

The YWCA senior management has continued with anti-union activities even after the Angeline's workers won their election for union representation.

**Resolved:** That CLUW's officer council send a letter to the Seattle area YWCA board urging it to bargain with the union for a speedy resolution and fair contract, and urging it to sign a neutrality agreement that will allow other YWCA workers the ability to freely choose representation.

Submitted by Puget Sound Chapter  
Mari K. Wyatt, President

ADOPTED

## IN HONOR OF MORRIS “MOE” BILLER

Moe Biller was born November 15, 1915, in New York City, and died September 5, 2003. Moe served as the third president of the American Postal Workers Union, AFL-CIO (APWU) serving from November 1980 until his retirement in November 2001. His postal career began in 1937, on the lower east side of Manhattan, at what is now called Knickerbocker Station, in New York City.

Moe Biller was involved in negotiations in 1938 that resulted in substitute employee earning sick leave and vacation benefits. He subsequently held numerous local positions, including chairman of the Membership Committee, Sergeant-at-Arms, and Executive Vice-President. In 1959, Moe was elected president of the 25,000-member Manhattan-Bronx Postal Workers Union (now called New York Metro Area Local APWU).

Moe Biller was a man of action. In 1970, he was at the helm when the Great Postal Strike began with Post Office employees in New York City walking off the job. The strike lasted eight days, with more than 200,000 workers taking part from the nation's 30 largest cities. The strike culminated in the Postal Reorganization Act of 1970, in which Congress created the United States Postal Service and gave its workers the right to bargain with management over wages, benefits, and working conditions. Moe also served on the committee that bought about the merger in 1971 of the five postal unions that now comprise the APWU.

At the founding convention for the Coalition of Labor Union Women, Moe Biller, as President of New York Metro Area Local, encouraged the women activists in his local to attend. He was a key supporter to get language in the APWU National Constitution and Bylaws to have an APWU Women's Committee, called POWER (Post Office Women for Equal Rights). Moe always encouraged women to run for leadership positions at the local, state, and national levels. As national president, he continued to let women know that there were no glass ceilings in the APWU.

Moe Biller was elected a Vice President of the AFL-CIO in November 1989. Moe further served on the Executive Committee for Union Network International (formerly known as the Postal, Telegraph and Telephone International). He also served on the boards of several charitable, civic and community groups, and universities. He was a long time member of the Coalition of Labor Union Women and attended numerous CLUW conventions and other CLUW sponsored events. Gloria Johnson, our CLUW President, became one of his long-lasting friends.

**Resolved:** That the delegates attending the 12<sup>th</sup> Biennial Convention of the Coalition of Labor Union Women (CLUW) take a moment of silence to honor and remember MORRIS “MOE” BILLER, President Emeritus of the American Postal Workers Union, AFL-CIO, for his strong commitment and dedication to the many causes of the labor movement throughout the United States of America and the world for more than sixty-five years (65) and for fighting for equal rights for all women.

Submitted by  
Judy Beard, CLUW Vice-President and member of APWU/CLUW  
Joyce Robinson, APWU Director of Research Education

ADOPTED

## **ESTABLISHMENT OF NATIONAL LABOR HISTORY MONTH**

The labor movement has had a monumental impact on the quality of life all Americans experience through tough battles fought in the business and political arena dating back more than two centuries in our country's history.

Many Americans, union and non-union households alike, are unaware of many of these struggles due to a lack of information, time, and educational opportunities.

The United States recognizes women, blacks, Hispanics, and Asians with National History Months to make the public more aware of their contributions.

The celebration of Labor Day, the first Monday of September, while certainly a cherished holiday by all accounts, is woefully inadequate in and of itself in educating the public about the contributions that unions, union members, and other working people have made to the lives of working families.

Many resources exist with various colleges, universities, non-profits, and training centers at international unions, and the AFL-CIO to help educate union members, as well as the public, on the importance these labor struggles have had on our current lifestyles.

**Resolved:** That the Coalition of Labor Union Women encourage its members and chapters, the AFL-CIO, constituency groups and other international unions to join in a coalition urging Congress to pass a resolution recognizing the month of September as "National Labor History Month."

That CLUW work with educational sources, such as the American Labor Studies Center, to develop materials and the means to communicate our message through schools, the media and the arts.

That CLUW promote and participate in activities to disseminate the labor message in order that the public recognize the history of our struggles and victories, and further our efforts to empower working families.

Submitted by  
International Association of Machinists and Aerospace Workers,  
Air Transport District Lodge 142  
Ginny Stogner

**ADOPTED**

## **SUPPORT WORKING WOMEN ROCC!**

Cervical cancer was once one of the most common causes of cancer death for American women. The death rate in the United States declined by 74 percent between 1955 and 1992, mainly due to the increased use of annual screenings (PAP smears) that permitted early diagnosis. The death rate continues to decline by about 2 percent a year.

However, according to the American Cancer Society, in 2003 more than 12,000 new cervical cancer cases will be diagnosed and more than 4,000 women will die of the disease.

The five-year relative survival rate for the earliest stage of invasive cervical cancer is 92 percent. The overall (all stages combined) five-year survival rate for cervical cancer is about 71 percent. These rates are based on patients who were diagnosed and initially treated more than five years ago. Improvements in treatment often result in a more favorable outlook for recently diagnosed patients.

Among the women who will be diagnosed with or die of cervical cancer this year, a disproportionate number are women of color. Research reveals that the ethnic patterns of this disease are quite different from any other reproductive system cancers. African-American women have the highest age-adjusted mortality rate from cervical cancer, followed by Hispanic women. Vietnamese women in the United States have a cervical cancer incidence rate that is more than five times greater than it is for white women.

Cervical cancer is both curable and preventable. The Coalition of Labor Union Women is committed to making certain that working women take action to prevent the disease. Its most recent initiative, Working Women ROCC! (Reaching Out Against Cervical Cancer), is a partnership with the Academy for Educational Development (AED). The goal of the project is to reduce cervical cancer rates and disparities among working women by promoting increased cervical screening and annual follow-up for union women and their families. The project, funded by a five-year grant from the Centers for Disease Control and Prevention (CDC), will educate union members on the risk factors for cervical cancer and the critical need for regular screening to ensure early diagnosis and treatment.

This project will focus on union women and their families, with special attention to the groups that have the most to gain.

**Resolved:** That the members of CLUW congratulate CLUW and AED for pursuing and winning this grant, as it underscores the organization's commitment to promoting and achieving the best health care for union members, especially the 7 million women union members which CLUW is uniquely positioned to reach.

That CLUW and its chapters urge its members and supporters to communicate with unions and union health care plans about the importance of annual cervical screening

That CLUW help educate its members and dependents throughout the U.S. about the risks of cervical cancer and the importance of annual screening.

That CLUW, particularly its National Officers, state organizations and chapters, pledge to do everything possible to facilitate the project reaching its goals.

Submitted by  
The National Officers Council

**ADOPTED**

## PROMOTING GIRL SCOUTS UNION AWARENESS

The Girl Scouts of America and The Greater Wilkes-Barre (PA) Labor Council have partnered to establish a “Unions in the Community” patch. The Girl Scout organization is influential in developing skills and raising awareness on social issues for girls worldwide.

To earn the special patch, girls involved in Cadette and Senior Girl Scouts must complete a minimum of seven of twelve requirements that will help them understand what organized labor did for workers and what labor continues to do now and in the future.

The requirements to earn the patch include activities such as attending a union meeting, seeking out union labels and logos, participating in a union-sponsored service project, visiting union sites and learning key labor terminology.

The Coalition of Labor Union Women recognizes the value and need for having labor history instilled in the girls who will one day enter the job market and continue the fight to improve the working conditions for all women.

**Resolved:** That CLUW members and chapters partner with their local councils of the Girl Scouts of America and their labor councils to offer the “Unions in the Community” patches to promote the past, present and future union vision.

That CLUW members and chapters volunteer their resources to help girls working on the union patch project.

That CLUW recognize the Girl Scouts of America for advancing this significant community service project.

Submitted by  
Marybeth Gambone and Mary Loughlin,  
Wilkes-Barre CLUW Chapter

ADOPTED

## AMERICAN LABOR STUDIES CENTER

For the first time a national survey showed that a majority of Americans (54%) said they know very little about unions. Their chief sources of knowledge were personal experience (37%), people in unions (26%) and the media (25%). Significantly, learning about unions in schools was not even mentioned.

Many Americans are uninformed or misinformed about the labor movement, and the role unions have played in our nation's economic, political, social and cultural life.

Historically, there has been no one place for teachers to find curriculum materials tied to academic standards to help them prepare and teach lessons that help students discover the rich history and the variety of activities that reflect the contributions of working people and their unions.

The American Labor Studies Center (ALSC) has been established to collect, analyze, evaluate, create and disseminate labor history and labor studies curricula and related materials to kindergarten through 12th grade teachers nationwide. The focus is on issues affecting the labor movement and the political, cultural, social and economic aspects of workers and their unions.

There is a wide variety of curriculum materials for teachers of virtually every subject and grade level including historical events, music, art, literature, biographies, health and safety and contemporary issues that are accessible through the ALSC web site ([www.labor-studies.org](http://www.labor-studies.org)). The ALSC also sponsors workshops, seminars, courses and other events to acquaint teachers with labor curriculum materials.

The ALSC is located in the Kate Mullany House in Troy, New York, a National Historic Landmark named after one of America's first female union leaders and the first female officer of a national union, the Collar Laundry Union.

The ALSC also plans to build "Kate Mullany Park" adjacent to the Mullany House to be dedicated to trade union women pioneers. This will provide union women a place to host cultural, social and other events.

**Resolved:** That the Coalition of Labor Union Women (CLUW) supports the American Labor Studies Center by promoting awareness of the ALSC, urge its members to contribute appropriate curriculum materials and encourage contributions to support the operation and maintenance of the Center.

Submitted by  
Connie Cordovilla, AFT

ADOPTED

## **FAIRER TREATMENT FOR INTERNATIONAL STUDENTS AND SCHOLARS**

Since September 11, 2001, tightening visa restrictions, lengthy security checks, special registrations, and other national policy changes have created an increasingly inhospitable climate for international graduate students and scholars studying and working in the United States. Such students and scholars often find it difficult to:

- a. Attend academic conferences necessary for advancing their research and professional development
- b. Visit family at home and have family members visit here, leading to long periods of separation from parents, spouses, and children
- c. Continue their studies and research without lengthy interruptions, or the threat of lengthy interruptions, due to delays in the security-check process
- d. Advocate, either individually or collectively, for their own interests- such as fair wages, benefits, and access to teaching and research positions- in a way that might create disagreement or conflict with university authorities
- e. Feel welcome as full and equal members of the academic community in the United States.

**Resolved:** That CLUW joins with the AFL-CIO and other organizations in endorsing the following petition to President George W. Bush, Secretary of State Colin Powell, Secretary of Homeland Security Tom Ridge, United State House of Representatives, United States Senate, and University Presidents:

That, while recognizing the paramount importance of homeland security concerns, we, the undersigned, believe that international graduate students and scholars should be better recognized and rewarded for their vital contribution to the intellectual and economic life of the United States; that the research and teaching interests of U.S. universities would be best served by eliminating the unnecessary delays and fears caused by many current visa policies and procedures; and that a fair and welcoming environment for the increasing number of international graduate students and scholars in the United States is vital to the protection of academic freedom for all teachers and researchers at U.S. universities and of this nation's status as the center of academic research and teaching internationally.

That CLUW joins with the AFL-CIO to call upon the addressees of this petition to:

- a. Create a more efficient and streamlined security-check process
- b. Investigate the feasibility and desirability of offering longer-term re-entry visas and multiple-entry visas for scholars from China and other areas who do not currently enjoy such privileges
- c. Create additional provisions that would allow international students and scholars to change their visa status or renew their visas without leaving the country
- d. Create a fair appeals process for people who have been denied visas
- e. Hold congressional hearings to inform possible legislative changes.

That CLUW join with AFL-CIO unions in calling upon University Presidents to:

- a. Collectively lobby the U.S. government for the changes described above
- b. Make clear public statements and engage in other efforts to educate the general public on the value that international graduate students and scholars bring to the intellectual and economic life of the United States
- c. Protect international students' right to exercise their rights to freedom of speech and freedom of association and make clear public statements about these rights
- d. Waive all fees and costs to international students for their own surveillance
- e. Create ways to share the financial and other burdens caused to international graduate students, scholars, and their laboratories by extended security checks and travel difficulties generally.

Submitted by  
National Officers Council

**ADOPTED**

## **SUPPORT THE LABOR PROJECT FOR WORKING FAMILIES**

The Labor Project for Working Families was founded in 1992 to assist unions in meeting the work and family needs of their members, and to draw attention to the important role unions play in improving the conditions of working families. The Labor Project was founded by central labor councils, unions, and community organizations in the San Francisco Bay Area and has been supported by contributions from international unions, state and local unions, the United Way, the AFL-CIO, CLUW, and private foundations.

The Labor Project has, for over 10 years, advocated for work and family policies and programs within our unions, in the community and in society. It has successfully worked with unions to establish child and elder care funds, supported by employers, to help working families pay for the costs of these needs.

The Labor Project for Working Families has also helped unions bargain for flexible work schedules, child care funds, sick leave to care for sick family members, services for elders, expanded definitions of families, and paid family leave, among other programs. The project was instrumental in getting labor and community support, legislative passage, and governor's approval for the first paid family leave legislation passed in the United States.

The needs of most working families are still unmet and the Labor Project for Working Families is a vital source of information and assistance in meeting those needs.

**Resolved:** That CLUW congratulates the Labor Project for Working Families for over a decade of successful work.

That CLUW continue to support the Labor Project for Working Families by publicizing its work, making financial contributions when possible, and encouraging CLUW members to gain support for the Labor Project for Working Families by their unions.

Submitted by the East Bay Chapter, CLUW  
Marlayne Morgan, President

**ADOPTED**