

ADOPTED RESOLUTIONS

Women...
Right N  W!
Right Time!

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Right Time!

Coalition of Labor Union Women
18th Biennial Convention
November 18-21, 2015
Sacramento, CA

ADOPTED RESOLUTIONS 2015

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WOMEN ARE VITAL TO THE 2016 ELECTION

1 The women’s vote is critical to electing progressive candidates who will represent the
2 needs of working women and their allies in Congress. The following information
3 substantiates this premise.
4

5 According to the Center for Women and Politics of Rutgers University a gender gap was
6 evident in the 2012 presidential elections with women favoring Barack Obama over Mitt
7 Romney by 10 percentage points. A gender gap in party identification has been evident
8 since the 1980s with a larger proportion of women identifying as Democrats. In April
9 2014, 36% of women identified as Democrats compared to 27% of men. A gender gap
10 is apparent in the way women and men respond to a variety of contemporary issues.
11

12 Recent polls have found that, compared with men, women are:

- 13 • more likely to favor a more activist role for government;
 - 14 • more supportive of programs to guarantee health care and basic social services;
 - 15 • more supportive of restrictions on firearms;
 - 16 • more supportive of same-sex marriage;
 - 17 • more likely to favor legal abortion without restrictions.
- 18

19 On November 10, 2014 the National Partnership for Women and Families released
20 polling data that confirms the positive support for family friendly issues among the
21 electorate. Every paid sick days ballot measure that voters considered in 2014 passed
22 by a large majority, as did minimum wage increases in five politically diverse states.
23 The survey found that 81 percent of voters said it is important for lawmakers to
24 consider new laws that help keep working families economically secure such as paid
25 sick days and a family and medical leave insurance system. Fifty-seven percent said it is
26 “very important” that they do so.
27

28 Other key findings include:

- 29 • 96 percent of Democrats, 74 percent of independents, 73 percent of
30 Republicans, 87 percent of women, 75 percent of men, 95 percent of voters
31 under 30, 97 percent of African Americans and 95 percent of Latinos said it is
32 important for lawmakers to consider new family friendly workplace laws;
- 33 • An overwhelming majority of voters, across demographic and party lines, said
34 they or their families would likely face significant financial hardship if they had a
35 serious illness, had to care for a family member with a serious illness, or had a
36 new child; 66 percent said it is likely, and more than one-third (36 percent) said
37 it is “very likely;”

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- 38 • Nearly two-thirds of voters (64 percent) said that an elected official’s support for
39 equal pay for women, paid sick days, and paid family and medical leave would
40 make them more likely to vote for that elected official, including nearly half (46
41 percent) who said they would be much more likely to cast a favorable vote.
42

43 According to the Voter Participation Center, the latest Census data confirms, the Rising
44 American Electorate or RAE (unmarried women, African Americans, Latinos, other
45 people of color and millennials) is overwhelmingly responsible for the recent growth in
46 the U.S. population:

- 47 • The RAE accounted for 82 percent of the growth between 2000 and 2014 and 88
48 percent between 2012 and 2014;
49 • Unmarried women and Latinos drove the explosive growth of the RAE in the last
50 decade, both growing by 12 million between 2000 and 2014;
51 • Marital status is a major determinant of participation; unmarried women register
52 and turn out to vote at lower rates than married women.
53

54 In 2014, more than 75 million members of the Rising American Electorate did not vote.
55 According to research, the greatest reason the RAE cites for not participating is lack of
56 information on the candidates and policy debates on issues of importance to the RAE.
57 The ways Americans register and vote have changed dramatically (by mail, online, and
58 early voting in-person, for example), and new voter requirements have been imposed in
59 many states.
60

61 Large percentages of the RAE are not registered to vote. As of 2012:

- 62 • 31 percent of unmarried women who are eligible are not registered, representing
63 28 percent of all unregistered citizens;
64 • 42 percent of young people between 18 and 29 who are eligible are not
65 registered, representing 31 percent of all unregistered citizens;
66 • 27 percent of African Americans who are eligible are not registered, representing
67 12 percent of all unregistered citizens;
68 • 41 percent of Latinos who are eligible are not registered, representing 16 percent
69 of all unregistered citizens.
70

71 **THEREFORE BE IT RESOLVED:**
72

73 The Coalition of Labor Union Women recognizes the critical importance of garnering the
74 women’s vote in the upcoming 2016 election in order to change the face of Congress
75 and to elect a candidate for president who will reflect the needs of women and their
76 families.
77

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78 CLUW will engage in an aggressive voter registration program encouraging chapters
79 and members to participate and target women and especially unmarried women to the
80 extent possible in their communities. This will be followed up by a Get Out The Vote
81 (GOTV) program throughout the country with chapters taking the lead. A voter
82 education program will include information about new voting rules and restrictions as
83 well as information around local, state and national issues that impact on women and
84 their families.

85
86 CLUW will work in collaboration with AFL-CIO Central Labor Councils, State Federations,
87 women's organizations and community allies and other constituency groups in every
88 way possible to ensure a positive outcome in 2016.

RAISE THE MINIMUM WAGE FOR WOMEN

1 The federal minimum wage is currently \$7.25 per hour. Even working full-time (40
2 hours a week) at minimum wage leaves workers below the poverty line. This is
3 especially important for women, who disproportionately represent the workforce in low
4 wage jobs.

5
6 In April 2015, Sen. Patty Murray (D-Wash.) and Rep. Robert “Bobby” Scott (D-Va.)
7 introduced the Raise the Wage Act of 2015, a bill that would raise the federal minimum
8 wage in five steps to \$12 per hour by 2020. Beginning in 2021, the minimum wage
9 would be “indexed” to median wages so that each year, the minimum wage would
10 automatically be adjusted based upon growth in the median wage. The bill would
11 also gradually increase the subminimum wage for tipped workers which has been
12 fixed at \$2.13 per hour since 1991, until it reaches parity with the regular minimum
13 wage.

14
15 40 percent of all single working mothers would receive a raise if the federal minimum
16 wage were increased to \$12 by 2020, as would more than a quarter (28.0 percent) of
17 single working dads. Large shares of minority workers would also benefit: 37.1 percent
18 of women of color who work would receive a raise, along with 30.5 percent of men of
19 color who work.

20
21 The majority of affected workers (55.9 percent) who would benefit by raising the
22 minimum wage are women and three quarters of workers in predominantly tipped
23 occupations who would benefit from increasing the minimum wage are women.

24
25 Among all wage-earning women in the United States, 29.6 percent would receive a
26 raise under a federal minimum-wage increase to \$12 by 2020. In comparison, 21.7
27 percent of all wage-earning men would benefit.

28
29 We must raise the minimum wage to keep up with the cost of living. No person working
30 full-time should have to live in poverty. Raising the minimum wage would help women
31 lift themselves out of poverty and into the middle class.

32
33 Congress has not taken action to raise the federal minimum, which has remained stuck
34 at a poverty-level \$7.25 per hour since 2009. Meanwhile, in just the past two years,
35 thirteen states and the District of Columbia have enacted minimum wage increases,
36 raising pay for 7 million workers.

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37 Some states (Iowa, Maine, Colorado, Texas) had bills to raise the minimum wage but
38 they were defeated by legislators or vetoed by a state governor (New Jersey).

39

40 Michigan and Missouri legislatures have passed preemption bills that block local
41 governments from passing their own minimum wage increases.

42

43 **THEREFORE BE IT RESOLVED:**

44

45 The Coalition of Labor Union Women affirms that raising the minimum wage (inclusive
46 of tipped workers) at the national, state and local level is a high priority on its legislative
47 agenda.

48

49 CLUW urges its chapters and members to engage in lobbying, mobilizing and coalition
50 work to ensure passage of the Raise the Wage Act and similar legislation.

51

52 CLUW urges its members to lobby against any state legislation that would prevent local
53 governments from raising the minimum wage

54

REGULATE BANKING - RESTORE THE GLASS-STEAGALL ACT

1 On January 14, 2015 Democratic Congresswoman Marcy Kaptur (OH) and Republican
2 Congressman Walter Jones (NC) jointly introduced HR381, the *Return to Prudent*
3 *Banking Act*. HR381 will provide concrete protections to American families by reinstating
4 the Glass-Steagall Act.
5

6 In 1933 Congress responded to the Great Depression by passing *The Federal Banking*
7 *Act of 1933*, a law partly referred to today as the Glass-Steagall Act. Glass-Steagall
8 regulated private sector mortgage lending by separating commercial banking from
9 investment and speculative banking.
10

11 Glass-Steagall was the law of the land until 1998 when Citicorp and Travelers group
12 announced they were merging. Even though combining banking and insurance practices
13 together was illegal due to Glass-Steagall, the two companies merged with the
14 expectation that federal lawmakers would deregulate this part of the financial services
15 industry.
16

17 Instead, in 1999 Congress passed and President Clinton signed into law legislation that
18 eliminated the prudent mortgage lending practices called for by Glass-Steagall. The new
19 law lifted the Glass-Steagall requirement that commercial banks and investment banks
20 remain separate, thereby allowing banks to expand into other ventures, including
21 speculation and insurance.
22

23 Unregulated banks engaged in risky lending practices that eventually led to the housing
24 bubble, its eventual collapse, the so-called "Great Recession," and the suffering of tens
25 of millions of unemployed workers who lost jobs and their homes.
26

27 In order to avoid a complete collapse of the American financial system, in 2008 the
28 American taxpayers were forced to give Wall Street bankers a bailout of \$700 billion.
29 Even after the taxpayer funded bailout, with millions of people left unemployed and
30 having lost their homes, the banks still operate today with little to no government
31 regulation and oversight.
32

33 The U.S. economy and American families continue to be left exposed to great risk
34 because of an extreme lack of regulation within the financial services industry.
35

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36 **THEREFORE BE IT RESOLVED:**

37

38 The Coalition of Labor Union Women will work with other unions and like-minded
39 organizations to limit the potential for future economic collapses by endorsing and
40 working to pass the *Return to Prudent Banking Act* and similar legislation.

MAKE STEM EDUCATION A PRIORITY

1 The nation is keenly interested in Science, Technology, Engineering & Math (STEM)
2 education. The future of our country as the world's superpower is critically dependent
3 on the quality of its scientists, engineers and mathematicians.
4

5 Social and environmental factors shape girls' interest in science, technology,
6 engineering, and mathematics, and middle school is a critical time to capture girls'
7 enthusiasm for these areas as academic subjects and career paths, according to
8 research by the American Association of University Women.
9

10 President Barack Obama has stated, "One of the things that I really strongly believe in
11 is that we need to have more girls interested in math, science and engineering.
12 We've got half the population that is way underrepresented in those fields and that
13 means that we've got a whole bunch of talent... not being encouraged the way they
14 need to."
15

16 Our children need a fair chance to succeed in whatever field they choose, including
17 science, technology, mathematics and engineering. To achieve technical goals students
18 must start their math preparation in the middle school years.
19

20 Students may study history, art, and many other subjects in any order, but the nature
21 of math is sequential. Students must learn algebra before trigonometry and learn
22 geometry before taking a year or more of calculus. These are the math prerequisites for
23 technical subjects in a good university.
24

25 A student may study Chinese, African, or Northern European history at the same time,
26 so if there is a deficiency in history, the student can catch up within a year. Not so with
27 mathematics. This difference has serious implications for a student's choice of a major
28 in a technical field and starting college.
29

30 This particularly affects young women. If they lack a significant background in math,
31 they realize that they are unable to finish their education in a timely fashion. Women
32 are more likely to change their desired career or have to go back and take additional
33 classes for a year or two. Women are likely to be diverted into non-technical fields, thus
34 ruling out math, chemistry, engineering, physics and other technical fields. About half of
35 the disciplines women could enter are blocked if they lack mathematics and other STEM
36 classes.
37

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38 Both the motivation and education of our future STEM students are strongly dependent
39 on federal agencies funding education and jobs that support research and technology
40 development.

41

42 **THEREFORE BE IT RESOLVED:**

43

44 The Coalition of Labor Union Women, in coordination with the AFL-CIO and unions,
45 encourages Congress to invest in STEM education, particularly at the middle school
46 level, as a critical national priority which is essential to America's core national security
47 interests and economic competitiveness.

48

49 CLUW urges increasing the implementation of Title IX to remove barriers to women's
50 access to educational opportunities in STEM fields, and increasing the participation of
51 women and girls, as well as other underrepresented groups, in science, technology,
52 engineering, and mathematics.

DEMAND VOTING RIGHTS FOR ALL AMERICANS

1 Women activists of the labor movement, particularly minorities within the movement,
2 recognize and agree that the labor movement is directly tied to the civil rights
3 movement and that the success of both is necessary for the other to be effective.
4

5 A. Philip Randolph, William Lucy, Ella Baker, Martin Luther King Jr., Reverend Ralph
6 Abernathy, John Lewis, Rosa Parks, Malcom X, Medgar Evers and millions of our
7 other brave forefathers gave blood, sweat and tears to unselfishly secure civil liberties
8 for all Americans.
9

10 Organizations like The Freedom Riders, AFL-CIO, National Association for the
11 Advancement of Colored People, Southern Christian Leadership Conference,
12 Congress of Racial Equality, Student Nonviolent Coordinating Committee, and
13 countless other organizations sacrificed the safety and lives of their members to
14 dramatize the treatment and condition of Black Americans.
15

16 Many brave protestors suffered public brutality on March 7, 1965, now known
17 as "Bloody Sunday", in an effort to bring about the climatic signing of the 1965
18 Voter's Act.
19

20 The 1965 Voter's Act was the first real evidence of our legitimate stake in the
21 democratic process which secures the flow of our civil liberties and makes evident
22 our permanent citizenship in America.
23

24 We honor the memory and sacrifice of Brother Kimmy Lee Jackson, who was shot on
25 February 18, 1965 because he protested to win this right for all Americans and died on
26 February 26, 1965 as a result of the violent shooting.
27

28 Since the momentous signing of the 1965 Voter's Rights Act, The Supreme Court,
29 Congress and State legislators throughout the Nation have slowly repealed provision
30 after provision of that Act until presently in 2015 the pure essence of the Act has been
31 gutted. Minority voters now again have to jump through hoops to prove that they have
32 the rights afforded to them through the U.S. Constitution.
33

34 The Supreme Court issued a damning blow by gutting Section 5 and 6 of said Act in
35 June 2013, citing that minorities no longer face voting challenges in states with
36 a history of racial discrimination.
37

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38 **THEREFORE BE IT RESOLVED:**

39

40 The Coalition of Labor Union Women will encourage all of its chapters and members to
41 support the total protection of the historic 1965 Voter's Rights Act by supporting House
42 Resolution #885: Voting Rights Amendment Act of 2015 or similar legislation.

SPREAD THE WORD ON CORONARY ARTERY DISEASE

1 Women are not only responsible for their own health, but are traditionally also the
2 person in the family responsible for their family's health – which makes maintaining
3 their own good health critically important.
4

5 CLUW is committed to empowering union women and that includes providing them with
6 preventive health information.
7

8 Unions have done an outstanding job over the years of negotiating good health benefits
9 for their members. However, not many unions have used their trusted and respected
10 position to provide preventive health information to the members.
11

12 In recent years CLUW has stepped into that breach by providing its members and their
13 unions with specific women-focused health information (ie. HIV/AIDS education,
14 contraceptive equity and cervical cancer prevention).
15

16 More women die from heart disease than from cancer, chronic obstructive pulmonary
17 disease, Alzheimer's, and accidents combined. But many women underestimate the
18 threat that coronary artery disease (CAD) poses to their health. Symptoms of a heart
19 blockage can be harder to identify, and more difficult to diagnose in women. Also many
20 women do not know what they can do to help prevent heart disease.
21

22 Earlier this year, CLUW received a grant to promote the **Spread the Word (STW)**
23 campaign – a patient advocacy campaign with two goals: 1) to educate union women
24 about the overlooked symptoms of coronary artery disease (CAD) and the various
25 testing options available; 2) to empower union women to partner with their healthcare
26 provider to decide on the right test for them.
27

28 CLUW joins with three other non-profit organizations – HealthyWomen, Nurse
29 Practitioners in Women's Health, and the Society of Women's Health Research – as a
30 partner.
31

THEREFORE BE IT RESOLVED:

32
33

34 The Coalition of Labor Union Women will promote the **Spread the Word** campaign
35 with the goal that all union women are aware of coronary artery disease (CAD)
36 symptoms and the available heart test options, so that they receive the right care.
37

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- 38 CLUW as an organization commits to promoting the campaign on all levels – chapters,
39 state and national officers – as well as in our respective unions, and state and local
40 central bodies where we are represented.
41
42 This resolution should serve as a template for resolutions on the STW campaign in
43 CLUW chapters and CLUW state bodies, as well as in our unions and other labor bodies.

PROTECT VOTING RIGHTS THROUGH VOTE BY MAIL

1 According to the National Conference of State Legislatures at least 22 states have
2 provisions allowing certain elections to be conducted entirely by mail. Twenty one
3 states require an excuse in order to vote by mail. Three of these, Oregon, Washington
4 and Colorado conduct all elections entirely by mail. Oregon has been conducting all mail
5 elections since 2000, Washington since 2011 and Colorado started in 2013.

6
7 For these elections, all registered voters receive a ballot in the mail. The voter marks
8 the ballot, puts it in a secrecy envelope or sleeve, and then into a separate mailing
9 envelope and signs an affidavit on the exterior of the envelope and returns the package
10 via mail or dropping it off. Ballots are mailed well ahead of Election Day and voters have
11 an election period, not just a single day to vote. All mail elections can be thought of as
12 absentee voting for everyone.

13
14 Vote-by-mail has several advantages. It is easier on election officials since it means no
15 poll workers, no recruitment, no notices to be sent, no classes to conduct, no
16 distribution and retrieval of election-day supplies, no paychecks to cut and mail, no
17 W2's to send. No polling places includes no polling day leases, telephones or utilities, no
18 searching for or preparation of accessible locations, no preparation set up or tear down,
19 no phone calls about locked doors, no emergency repairs of voting machines or devices,
20 no confusion about where people must go to vote. It also means that administrators do
21 not have to conduct essentially two elections, an absentee election and polling place
22 election. Voter lists are more accurate and easier to maintain with mail elections since
23 ballots that are returned as undeliverable highlight registrations that must be checked.

24
25 One of the most complete academic studies of voting by mail in in Oregon and
26 Washington presents evidence that "institutional reform of all mail elections where all
27 registered voters are automatically mailed a ballot and there are no polling places and
28 voting is principally conducted by mail, increases aggregate turnout by two to four
29 percentage points in presidential, midterm and odd year elections following the
30 institutional switch and increases turnout by nine or more points for presidential only
31 voters.ⁱ

32 Vote-by-mail eliminates the need for voters to go to a polling place and stand in line for
33 their turn to vote. This would eliminate issues with not enough voting machines or
34 polling places, eliminating long waits in line on Election Day. It would also

ⁱ Gerber, A." Identifying The Effect of Elections held All Mail on Turnout: Staggered Reform in the Evergreen State" June 29, 2012

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35 accommodate shift workers whose shifts do not allow them to go to the polls as well as
36 disabled and elderly voters.

37

38 Vote by Mail does not disenfranchise the homeless since states can allow them to
39 obtain a ballot at the county clerk's office.

40

41 Vote by mail may also make elections more secure. In 2016, 43 states will use
42 electronic voting machines that are at least ten years old.ⁱⁱ In 14 states, machines will
43 be 15 or more years old. Experts agree for these machines purchased since 2000, the
44 expected life for core components of the machine is between 10 and 20 years. Nearly
45 every state is using machines that are no longer manufactured and many election
46 officials struggle to find replacement parts. The biggest risk of older voting machines is
47 increased risk of failures and crashes, which can lead to long lines and lost votes. Older
48 machines can also have serious security and reliability flaws that are unacceptable. In
49 April of 2015, in Virginia, the state Board of elections decided to impose an immediate
50 ban on touchscreen voting machines used in 24% of the states precincts because an
51 external party could access the machines wireless features to "record voting data or
52 inject malicious data." Election jurisdictions in at least 31 states want to purchase new
53 voting machines in the next five years. Officials from 22 of these states said they did
54 not know where they would get the money to pay for them.

55

56 A preliminary analysis by the Brennan Center lends support to the concern expressed by
57 some officials that without federal or state funding, wealthier counties will replace aging
58 machines while poorer counties will use them for longer than they should.

59

60 Vote-by-mail affords the voter time to review and research all issues and candidates on
61 the ballot allowing the voter to make an informed decision and of course helps to
62 support the United States Postal Service (USPS) and union members.

63

64 **THEREFORE BE IT RESOLVED:**

65

66 The Coalition of Labor Union Women (CLUW) will continue to advocate for the USPS
67 and will request that its chapters and members advocate for mail elections, especially
68 for special elections. CLUW will also advocate for its members to contact state
69 legislators to end the need for an excuse to vote by mail in the states that require an
70 excuse. CLUW will request that its members encourage counties and municipalities that
71 have regulations on the book to vote by mail to do so. CLUW will also encourage its
72 members to investigate the security of the voting machines in their precinct and
73 advocate for mail elections, as long as the Postal Service is not privatized.

ⁱⁱ Norden L., Famighetti C., "[Americas Voting Machines at Risk](#)" Sept 15, 2015.

PRESERVE HIGH-QUALITY POSTAL SERVICE

1 Appropriate measures must be taken by the Postal Service to ensure that service and
2 delivery standards are being met. This includes the continuation of 6-day mail delivery
3 service, preservation of existing service standards to prevent the closure and
4 consolidation of mail processing plants and maintaining door delivery for American
5 households and businesses.

6 In the past, the Postal Service has stated that it needs to reduce the frequency and
7 type of mail delivery nationwide in order to survive. We know that these declarations
8 are a distraction when the real issue is the pre-funding retiree health benefits decades
9 in advance. No other organization is required to do this.

10 Working families and businesses rely on timely mail delivery to their doors six-days a
11 week. These are essential services that the American people have relied on for over a
12 hundred years. Working families depend on the Postal Service, its network and letter
13 carriers for the timely delivery of their paychecks, medications, bills, social security and
14 other benefits. Reducing service and delivery standards would inevitably cause not only
15 delays in the delivery of mail, but higher postal rates, which translates to a major
16 inconvenience for working families.

17

18 **THEREFORE BE IT RESOLVED:**

19

20 The Coalition of Labor Union Women (CLUW) will continue to support our brothers and
21 sisters at the National Association of Letter Carriers (NALC), the American Postal
22 Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHU) to fight
23 to preserve service and delivery standards by educating our chapters and members.

PASS THE EQUAL RIGHTS AMENDMENT FOR WOMEN'S EQUALITY

1 The U.S. Constitution does not explicitly guarantee that all of the rights it protects are
2 held equally by all citizens without regard to sex, and the only right it specifically affirms
3 as equal for women and men is the right to vote, guaranteed by the 19th Amendment
4 in 1920.

5
6 Supreme Court Justice Antonin Scalia has said that the Constitution does not prohibit
7 sex discrimination, and the 14th Amendment's equal protection clause has never been
8 interpreted to guarantee equal rights in cases of sex discrimination with the highest
9 level of strict scrutiny that is applied to cases of discrimination based on race or
10 religion.

11
12 Constitutional equality for men and women continues to be timely in the United State
13 and worldwide, and many other nations have achieved constitutional equality for their
14 men and women.

15
16 The proposed Equal Rights Amendment (ERA) to the Constitution affirms that "Equality
17 of rights under the law shall not be denied or abridged by the United States or by any
18 state on account of sex."

19
20 The ERA was written by suffragist leader Alice Paul and introduced in Congress in 1923,
21 was passed by Congress in 1972 with a seven-year time limit, and after Congressional
22 extension of the time limit to June 30, 1982, has been ratified by 35 of the 38 states
23 necessary to put it into the Constitution.

24
25 Two processes are being proposed for ratification of the ERA. One is the traditional
26 Article V passage by two-thirds votes in the Senate and the House of Representatives
27 followed by ratification by three-quarters of the states. The second is the "three-state
28 strategy" of overriding or removing the time limit via judicial and/or statutory action and
29 declaring the ERA to be part of the Constitution when three more states ratify it.

30
31 Article V of the Constitution imposes no time limit for ratification of amendments.
32 Supreme Court decisions have recognized the power of Congress to determine the
33 mode of ratification; and the 1992 ratification of the 27th ("Madison") Amendment 203
34 years after it was first proposed supports the premise that state ERA ratification votes
35 since 1972 are sufficiently contemporaneous.

36

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37 **THEREFORE BE IT RESOLVED:**

38

39 The Coalition of Labor Union Women reaffirms its strong support of the Equal Rights
40 Amendment and our commitment to encourage and provide assistance for chapters to
41 participate in effective legislative and advocacy actions at federal and state levels in
42 order to put the ERA into the Constitution as set forth below:

43

44 Constitutional Amendment XXVIII (Equal Rights Amendment)

45 "SECTION 1. Equality of rights under the law shall not be denied or abridged by the
46 United States or by any State on account of sex.

47 SECTION 2. The Congress shall have the power to enforce, by appropriate legislation,
48 the provisions of this article.

49 SECTION 3. This amendment shall take effect two years after the date of ratification."

50

51 CLUW calls upon on all members of the U.S. Senate and House of Representatives in
52 the 114th Congress to co-sponsor, support, and pass into law joint resolutions for both
53 the traditional Article V ratification process (S.J. Res. 10, H.J. Res. 56) and the "three-
54 state strategy" process (S.J. Res. 15, H.J. Res. 43.)

55

56 CLUW affirms that support for either strategy is not mutually exclusive of support for
57 the other.

WE WANT PAYCHECK FAIRNESS

1 In April each year Equal Pay Day symbolizes how far into a year a woman must work on
2 average, to earn what a man earns the year before. Because women earn less than
3 men, they essentially work the first quarter of each year for free.

4
5 Women are bearing increasing responsibility for supporting families with nearly 40
6 percent of mothers being the primary breadwinners for their families according to the
7 Pew Research Center.

8
9 Lower earnings over a woman's career can result in smaller private savings to draw
10 upon in retirement, smaller contributions to employer-sponsored retirement plans
11 resulting in smaller pension payments, and smaller Social Security benefits. With
12 income that is only a fraction of men, women 65 and older are more likely to live in
13 poverty and depend on Social Security financial assistance to make ends meet.

14
15 The pay gap exists across all demographic lines. On average, women are paid only 78
16 cents for every dollar paid to their male colleagues according to the U.S. Department of
17 Labor. The pay gap is even larger for women of color as African American women are
18 paid only 64 cents and Latinas only 56 cents for every dollar paid to white, non-Hispanic
19 men. In addition, older women will see the pay gap actually widen with age, as if
20 experience in the workplace makes her less valuable to her employer.

21
22 The Coalition of Labor Union Women takes seriously labor's motto, "An injury to one is
23 an injury to all." Equal Pay is an issue for working families and women no matter what
24 the job. Equal work should demand equal pay, regardless of race, gender or age.
25 Women are legally entitled to equal employment opportunities, including the right to
26 earn a paycheck that is free from bias, and in many cases, the right to discuss their pay
27 with colleagues. Woman should not face threats for willingly sharing information about
28 their own jobs, especially in the name of pay equality.

29
30 The closure of the wage gap requires laws that provide women with the mechanisms to
31 challenge discrimination against them and ensure that employers have the knowledge of
32 and incentive to comply with the law.

33
34 In 2009 the Lilly Ledbetter Fair Pay Act became law, and while it was an important
35 victory, more is needed. The Paycheck Fairness Act, a bill intended to finally secure
36 equal pay for equal work for all American workers is still necessary. The Paycheck
37 Fairness Act would update the Equal Pay Act of 1963 by closing some of the loopholes
38 that have made it less effective over time. The Ledbetter Act gives employees their day

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39 in court to challenge a wage gap. It is the Paycheck Fairness Act that would give
40 employees the legal tools they need to challenge the wage gap itself.
41 U.S. Representative Rosa L DeLauro introduced H.R. 1619, the Paycheck Fairness Act, in
42 the 114th Congress.

43

44 **THEREFORE BE IT RESOLVED:**

45

46 The Coalition of Labor Union Women supports the Paycheck Fairness Act which would
47 update the Equal Pay Act of 1963 by closing loopholes in the earlier legislation and bar
48 retaliation against workers who disclose their wages to others and raise the issue of
49 wage parity. It would require employers to demonstrate that any pay disparity between
50 men and women for the same work is not gender related, and will be limited to bona
51 fide factors such as education, training or experience. It allows women to receive the
52 same remedies for sex-based pay discrimination that are available to workers
53 discriminated against on the basis of race or national origin. It provides for training and
54 technical assistance and requires data collection and research on the cause and
55 persistence of the wage gap between women and men.

56

57 CLUW will forward a copy of this resolution to members of Congress who have not co-
58 sponsored the Paycheck Fairness Act to seek their support.

59

60 CLUW encourages its Chapters and members to support further legislative efforts on the
61 National and State levels to end wage disparities and close the gender wage gap once
62 and for all.

PASS THE EACH WOMAN ACT

1 The Coalition of Labor Union Women has long been a supporter of reproductive rights
2 for all women.

3
4 Low-income women, disproportionately women of color, immigrant women and young
5 women often have reduced ability to pay for safe and legal abortions. Since 1976, the
6 Hyde Amendment has prohibited the use of federal funds under Medicaid to pay for
7 abortion care, except in cases of rape, incest or life endangerment.

8
9 Women affected by the Hyde Amendment include not only the one in six women
10 enrolled in Medicaid, but also federal employees, women in the military and their
11 dependents, women in federal prisons, and women who live in states which prohibit
12 private insurance plans from covering abortion care.

13
14 The National Abortion Federation receives thousands of calls from women who are
15 desperate to make the decision best for them but are not able to afford abortion care.

16
17 The EACH (Equal Access to Abortion Coverage) Woman Act would repeal the Hyde
18 Amendment and prohibit state and local governments from prohibiting abortion care by
19 private insurance plans.

20
21 **THEREFORE BE IT RESOLVED:**

22
23 The Coalition of Labor Union Women supports passage of the EACH Woman Act
24 introduced by Rep. Barbara Lee (D-CA), Rep. Jan Schakowsky (D-IL) and Rep. Diana
25 DeGette (D-CO). This legislation will stop the Hyde Amendment from unfairly
26 jeopardizing the health and well-being of low-income women and their families and will
27 ensure insurance coverage for abortion care in both public and private insurance plans.

28
29 CLUW encourages its chapters to raise awareness of this issue at their meetings and
30 through social media, and urges CLUW members and their colleagues to contact their
31 congressional representatives (call Congress at 202-225-3121) to urge them to co-
32 sponsor the EACH Woman Act.

STAND WITH PLANNED PARENTHOOD

1 The Coalition of Labor Union Women has a long history of support for reproductive
2 rights and for Planned Parenthood as an organization that has assisted many women,
3 particularly young women and low income women.
4

5 Attacks by extremist groups and politicians on reproductive rights, women's health and
6 economic well-being are a major part of the ongoing War on Women in the U.S.
7

8 Those opposed to safe, legal abortions for women have demanded an end to federal
9 funding to Planned Parenthood and even threatened a government shutdown to get it.
10 They have made outrageous allegations to attack Planned Parenthood. Their goal is to
11 ban all abortions and cut women off from needed health care. They have even fought
12 against insurance coverage for birth control.
13

14 An extremist organization pretending to be a medical research organization interviewed
15 a Planned Parenthood doctor for 3 hours and publicized an 8 minute selectively edited
16 video of the interview in an attempt to defund Planned Parenthood. The fact is that the
17 National Institutes of Health Revitalization Act of 1993 allows a woman to legally
18 consent to donate fetal tissue after an abortion. Fetal tissue was instrumental in
19 developing polio vaccine. Current studies use the tissue to research AIDS, muscular
20 dystrophy, Parkinson's, Alzheimer's and other diseases. Planned Parenthood does not
21 profit monetarily from tissue donations.
22

23 Preventive care comprises 85 to 90 percent of Planned Parenthood services including
24 contraception, sexually transmitted disease testing and treatment, cancer screenings
25 and more. Abortion care comprises a small but crucial percentage of their services and
26 is available only in some clinics. By law, no federal money has been used for abortion
27 services since 1976.
28

29 Philadelphia CLUW reports that Planned Parenthood is one of the most trusted women's
30 health care providers in Pennsylvania, and has been for over 90 years. 110,000 women,
31 men and teens in Pennsylvania depend on Planned Parenthood for basic, preventive
32 care in their state.
33

34 About 700 Planned Parenthood clinics across the country provide the only place for
35 affordable, reliable health care in their communities. Millions of persons utilize their
36 services each year.
37

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38 **THEREFORE BE IT RESOLVED:**

39

40 The Coalition of Labor Union Women stands with Planned Parenthood and the millions
41 who depend on its health care services including contraception, cancer screenings, STD
42 testing and treatment, and legal, safe abortions.

43

44 CLUW condemns the decades-long assault on Planned Parenthood by anti-abortion
45 groups who demand barriers to reproductive health care and make it as difficult as
46 possible for women to access the health care they need.

47

48 CLUW calls upon all of its chapters and members to defend Planned Parenthood by
49 participating in demonstrations, rallies and petition drives to show support, and by
50 working with other organizations to keep Planned Parenthood strong.

51

52 CLUW calls upon all of its chapters and members to urge their unions and federal and
53 state legislators to stand up for women's health and defend, not defund, Planned
54 Parenthood.

STOP HUMAN TRAFFICKING

1 Human trafficking is a modern form of slavery. It exploits people for sex or labor. It
2 involves controlling people through force, fraud or coercion. Human trafficking violates
3 human rights.

4
5 Forced labor in the private economy generates \$150 billion a year according to the
6 International Labour Organization (ILO) report "Profits and Poverty: The Economics of
7 Forced Labour." Almost 2/3 of that amount comes from commercial sexual exploitation.

8
9 According to the June 2012 ILO report, millions of persons are trafficked in countries
10 around the world including the United States. Many are lured with false promises of
11 financial or emotional security, and are then forced or coerced into prostitution,
12 domestic servitude or other types of involuntary labor.

13
14 Globally, an estimated 4.5 million people are trapped in forced sexual exploitation
15 according to Polaris Project 2014 statistics. The overwhelming majority are women and
16 girls. At least 100,000 children are estimated to be in the U.S. sex trade each year.

17
18 Sex trafficking violates basic human rights, including the right to bodily integrity,
19 equality, dignity, health, security, and freedom from violence and torture. The
20 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
21 considers sex trafficking a form of sex discrimination and a human rights violation.

22
23 The average age a child is trafficked into the commercial sex trade is 12 years old
24 (Polaris Project). Young victims are targeted through social media, chat-lines, after
25 school programs, on the streets, in shopping malls, in clubs, or through students who
26 are used by traffickers to recruit other victims. Children at risk may have unstable
27 family situations or lack social support.

28
29 Human trafficking victims can be any race, gender or nationality and may be trafficked
30 far away or without leaving their hometown. One in three teens on the street are at risk
31 of being sex trafficked within 48 hours after leaving home.

32
33 The Trafficking Victims Protection Act was reauthorized in 2013 but much work remains
34 to be done.

35

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36 **THEREFORE BE IT RESOLVED:**

37 The Coalition of Labor Union Women recognizes human trafficking as a form of modern
38 slavery, especially the exploitation and profit from sex trafficking of children.

39
40 CLUW applauds unions that have taken steps to recognize this pervasive problem and
41 that are making their members aware of persons at risk, signs of exploitation, and how
42 to safely report suspected activity and persons who need help.

43
44 CLUW recognizes that a holistic and comprehensive strategy is needed to combat
45 human trafficking effectively, and that its root causes include a culture that accepts
46 women as objects that can be bought and sold; poverty; and the system that drives the
47 market for cheap labor and goods.

48
49 CLUW will continue to fight for the passage of CEDAW in the U.S and to advocate for
50 the implementation of laws to abolish human trafficking,

51
52 CLUW recognizes the need globally and in the U.S. to alleviate poverty and create
53 greater possibilities for non-exploitative options for women and girls.

54
55 CLUW supports laws and elected officials that seek to protect women from criminal
56 prosecution when they are the victims of sex trafficking.

57
58 CLUW further supports efforts to rehabilitate and not criminalize the victims of sex
59 trafficking.

60
61 CLUW urges local CLUW chapters to hold meetings or programs on this issue to raise
62 awareness, and to consider helping organizations that fight trafficking and assist
63 victims, such as the Polaris Project, Equality Now, Fair Girls, Fight Slavery Now! and the
64 Dreamcatcher Foundation.

65
66 CLUW urges its chapters and individual members to raise awareness among men as
67 well as women, and to encourage members to report suspicious activity to the National
68 Human Sex Trafficking Hotline (1-888-373-7888) and to the National Center for Missing
69 and Exploited Children (1-800-843-5678), or text Polaris: BE FREE or 233733.

WOMEN NEED ECONOMIC JUSTICE

1 The Coalition of Labor Union Women is committed to advancing equality for women in
2 the workforce and to the betterment of their wages and working conditions.

3
4 CLUW supports measures to close the wage gap between men and women. Currently,
5 according to research by the American Association of University Women, female
6 workers earn an average of just 78% of what male workers earn.

7
8 Unions are under severe attack in the United States. The attacks on public sector
9 unions such as state and municipal employees and teachers have been especially
10 vicious in certain states where right-wing politicians have acted to erode the hard-
11 fought gains of the unionized sector of the labor movement.

12
13 The percentage of workers who are represented by union collective bargaining
14 agreements has declined for several decades. According to reports by the Federal
15 Bureau of Labor Statistics in 2014, unionized workers represented just 11.1 percent of
16 the American workforce. This is a decline of 10 percentage points since such statistics
17 were initiated in 1983.

18
19 Women workers are heavily represented in the public sector, especially in schools,
20 public health clinics, libraries, and other social services. These fields have been
21 especially hard-hit by the dual attacks of austerity budgeting and privatization.

22
23 Many of the nation's largest cities have been especially hard-hit and many states have
24 implemented budget cuts which starve the cities of much needed resources.

25 In Chicago alone, 130 public schools, most of them neighborhood schools, have been
26 closed since 2002. During that same period, over 100 privately managed charter
27 schools have opened, decimating the already inadequate resources provided to
28 neighborhood schools, especially those serving poor students who are
29 disproportionately Black and Latino.

30
31 In 2012, Chicago closed six of its 12 public mental health clinics, putting many of its
32 most vulnerable mentally ill residents at great risk. Hours and services at libraries have
33 been cut back as well. This is especially devastating when school libraries in increasing
34 numbers of schools are being shuttered. Mayor Rahm Emanuel has consistently refused
35 to support funding solutions that could restore much needed services.

36

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37 **THEREFORE BE IT RESOLVED:**

38

39 The Coalition of Labor Union Women condemns these attacks on workers and calls for
40 the eliminations of cuts and call for full restoration of funding to public services. CLUW
41 rejects the notion that public budgets must be balanced on the backs of the poor and
42 middle class, many of whom are low-wage working women.

43

44 CLUW strongly condemns legislation, passed in recent years in numerous states, which
45 attacks the hard fought gains of workers and erodes the rights of public workers and
46 others to organize unions and bargain collectively for respectful treatment and a decent
47 standard of living.

48

49 CLUW will continue to urge its members to become involved in struggles to defend and
50 expand the rights of working people to organize. This is especially vital in low-wage
51 sectors such as home health care, fast food and other service jobs where large
52 numbers of women, many supporting children, are employed.

53

54 CLUW supports progressive solutions to revenue shortfalls including but not limited to
55 graduated income taxes, fees on financial transactions, and the closing of tax loopholes
56 that have enabled many highly profitable companies to escape from paying their fair
57 share. We support the use of tax-increment financing for the educational and social
58 purposes it was designed, not as a tool to enhance the profits of private corporations.
59 We oppose hikes in property taxes that seek to balance the budget on the backs of
60 those who can least afford it, many of whom are women-headed households.

61

62 CLUW urges its chapters and members to reaffirm and expand their work with other
63 labor and community organizations to build coalitions to fight for national, state and
64 municipal budgets that meet the needs of workers and their families.

65

66 CLUW will continue to play an active role in educating working women about economic
67 issues through AFL-CIO Common Sense Economics and other programs, and
68 empowering them to fight for adequate funding for the education, healthcare and
69 public services that working women and their families need.

70

71 CLUW urges its members to continue to actively support campaigns for decent working
72 conditions in fields where women workers and workers of color are disproportionately
73 represented (eg. the Fight for \$15 and the Our Walmart Campaign) both through their
74 unions and as active participants in organizations such as Jobs with Justice.

STAND YOUR GROUND: PREVENT GUN VIOLENCE

1 Our nation has suffered too much at the hands of dangerous people who use guns to
2 commit horrific acts of violence. As President Obama said following the Sandy Hook
3 Elementary School tragedy, "We won't be able to stop every violent act, but if there is
4 even one thing that we can do to prevent any of these events, we have a deep
5 obligation, all of us, to try."

6
7 The President strongly believes that the Second Amendment guarantees an individual
8 right to bear arms. Most gun owners are responsible and law-abiding, and they use
9 their guns safely. The majority of gun owners favor waiting periods to purchase a
10 handgun, background checks, registration of handguns, and a limit on handgun sales to
11 one person per month.

12
13 More than 30,000 people are killed by firearms each year in this country.
14 More than 30 people are shot and murdered each day.
15 One half of them are between the ages of 18 and 35.
16 One third of them are under the age of 20.
17 Homicide is the second leading cause of death among 15-24 year-olds, and the primary
18 cause of death among African Americans of that age group.

19
20 The President's Plan includes closing background check loopholes, banning military-style
21 assault weapons and high-capacity magazines, making schools safer, and increasing
22 access to mental health services. The Affordable Care Act requires coverage for mental
23 health and substance abuse services.

24
25 **THEREFORE BE IT RESOLVED:**

26
27 The Coalition of Labor Union Women will support President Obama and Congress to
28 pass legislation at the national level to prevent gun violence. CLUW demands gun laws
29 that prevent gun violence and save lives while preserving Second Amendment Rights.

30
31 CLUW urges its chapters, members and supporters to use the collective voice of their
32 unions to expand the national conversation about guns and gun violence until we obtain
33 comprehensive reform.

34
35 CLUW urges its members to work quickly and vigorously to secure full mental health
36 coverage under their healthcare plans for union members and their dependents.

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37 CLUW will forward this resolution to all national unions and urge the federations at their
38 upcoming conventions to endorse gun reform laws and union-negotiated health care
39 plans, inform employers to help reduce gun violence, and work with local, state and
40 national government to reduce gun violence, save lives, and live in a safer country.

CLEAN DRINKING WATER IS A HUMAN RIGHT

1 In many communities there are serious “clean” water issues. In Michigan alone, big
2 cities like Detroit and Flint have experienced water issues including contaminants such
3 as trihalomethanes and lead.

4
5 The U.S. Centers for Disease Control and Prevention said that lead exposure in children
6 is particularly harmful to the developing brain and is associated with decreased
7 intelligence, among other symptoms.

8
9 The Governor of Michigan has declared lead in the water supply to be a public health
10 emergency.

11
12 It has taken three court cases in Flint alone to challenge the city to provide “clean”
13 water for the residents, and in Detroit they have had serious water shutoffs for
14 residents unable to pay increasingly high water bills.

15
16 **THEREFORE BE IT RESOLVED:**

17
18 The Coalition of Labor Union Women calls for clean water to be recognized as a human
19 right and a shutoff of clean water as a violation of a human right.

20
21 CLUW supports the efforts of all citizens of their respective communities to be provided
22 clean and purified water at all times.

23
24 CLUW encourages its chapters and members to join in rallies and legislative efforts to
25 make this possible for the people.

DEFEAT ANTI-UNION "RIGHT TO WORK (FOR LESS)" ATTACKS

1 The American Labor Movement has propelled working women and men to organize into
2 unions, bargaining with management to improve wages, hours and working conditions
3 since the beginning of our country. Negotiated collective bargaining agreements have
4 set the standards for everyone on wages, overtime pay, the 40 hour work week, health
5 insurance, pensions, paid vacations and sick leave, and many other important benefits
6 now taken for granted as necessary.

7
8 Since 1970, big business and their Republican front men have attacked unions and the
9 collective bargaining process in the private and the public sectors, leading to "out-
10 sourcing" of work done by unionized government workers and sending private industry
11 jobs around the world in search of the lowest wages, taking away American workers'
12 voice at the workplace, decimating small towns and big cities, leaving working women
13 and men with bitter choices for work.

14
15 The Koch brothers and their extreme allies have spent millions of dollars battling
16 workers' rights in every state of the union, demanding legislators ignore the interests of
17 their working class constituents in favor of the so-called "right to work (for less)" laws
18 which drive down wages, increase poverty, reduce health insurance coverage, increase
19 danger in the workplace, and cut school funding to the bone.

20
21 In Missouri, the MO AFL-CIO led union women and men and our allies-both Democrats
22 and Republicans-to defeat the veto override on September 16, 2015, of a "right to work
23 (for less)" law (passed in the Spring of 2015 and vetoed by our Democratic Governor),
24 in a relentless campaign to expose the truth behind this falsely-named law and its' out
25 of state power-hungry supporters.

26
27 **THEREFORE BE IT RESOLVED:**

28
29 The Coalition of Labor Union Women calls on our national leadership, our local chapters
30 and state leadership to defeat the so-called "right to work (for less)" bullies by using
31 the MO AFL-CIO road map to take on these state battles, whenever and wherever they
32 raise their ugly heads.

BLACK LIVES MATTER

1 Racial justice is at the heart of labor solidarity. From the early days of this nation, free
2 labor was brutally forced from enslaved Africans. This effectively lowered the wages of
3 all workers and it left an almost indelible moral and ethical stain on all the United
4 States.

5
6 Without African-American equality on the job and in our communities, there is no
7 equality for any of us.

8
9 Almost 400 years after the first slave was brought to these shores, it is imperative that
10 we, as trade unionists and women, tackle racism, police brutality and mass
11 incarceration in order to save the lives of our African-American brothers and sisters.
12 We must tackle racism to erase the stain of it on the fabric of our society.
13 Black lives must matter to all of us.

14
15 Over all, African-Americans have higher death rates from infancy through adulthood
16 and old age than do white Americans. According to the Center for Disease Control and
17 Prevention (CDC), in 2008, African American infants had death rates that were more
18 than twice the rate of white infants.

19
20 African-Americans have higher rates of death at the hands of the police than do white
21 Americans. According to a New York times article, "The 1,217 deadly police shootings
22 from 2010 to 2012 captured in the federal data show that blacks, age 15 to 19, were
23 killed at a rate of 31.17 per million, while just 1.47 per million white males in that age
24 range died at the hands of police." Black boys killed by the police can be frighteningly
25 young. There were 41 teens 14 years or younger reported killed by officers from 1980
26 to 2012: 27 of them were black; 8 were white; 4 were Hispanic and 1 was Asian.

27
28 African-Americans are over-represented in our prison population, which is far greater
29 per capita than in any other industrialized country in the world.

30
31 As trade unionists, we know that more justice for one means more justice for all, and
32 that a rising tide raises all boats.

33
34 **THEREFORE BE IT RESOLVED:**

35
36 The Coalition of Labor Union Women will face our nation's history honestly and
37 forthrightly, taking on the issues of racism and white privilege, and educating our

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38 members with the courage and tenacity that we as women always bring to the table.

39

40 CLUW will support federal investigations, and when the evidence indicates it, call for
41 prosecution of all police killings of African-Americans, other minorities and women.

42

43 CLUW will support police union contracts that are fair, not just to the officers covered,
44 but also to communities and their residents. CLUW will support police union contracts
45 that defend the rights of police officers as workers, but provide no special rights beyond
46 an American citizen's right to a presumption of innocence until proven guilty and a fair
47 and speedy trial, if indicated. CLUW will support contracts that, as with other
48 professionals' union contracts, protect the rights of police officers and the public as well
49 as support training in nonviolent techniques and deescalating confrontations.

50

51 CLUW will support police training in non-violent techniques on how to de-escalate
52 confrontations. We encourage all police union contracts to incorporate diversity training
53 which will include recognizing explicit and implicit racism. We support police
54 departments, establishing mental health police teams to assist with issues related to
55 mental health.

56

57 CLUW will support the use of body cameras by police and support an organized effort to
58 protect those police officers who expose human rights violations from retaliation by
59 other police officers.

60

61 CLUW will take part in movements that address police brutality and mass incarceration.

62

63 CLUW will advocate that its members examine all our actions to assure that they
64 support the movement toward an equal and just society and to live our lives with the
65 slogans, "An injury to one is an injury to all" and "Black Lives Matter" in our hearts and
66 minds.

REFORM THE CRIMINAL JUSTICE SYSTEM

1 The United States is the world's largest prison state. The United States has 25% of the
2 world's prison population and 5% of the world's populations. We have more people
3 incarcerated than China and Russia combined and the number of people incarcerated
4 has risen more than 790% since 1980. Our crime rate is comparable to other
5 industrialized countries, but our imprisonment rate is far higher. According to the
6 International Centre for Prison Studies, nearly a third of all prisoners incarcerated in the
7 United States are female. The number has grown by 800% in the past three decades.
8 Two thirds of them are mothers and imprisonment of a parent frequently leaves a child
9 in poverty.

10
11 The war on drugs has incarcerated a significant number of nonviolent offenders and
12 emphasizes the racial bias in the system. Eighty percent of drug users are white yet 80
13 percent of the people in prison for drugs are people of color. The penalties for the form
14 of cocaine used in the black community are much harsher than those used in the white
15 community. Mandatory sentencing has increased the length of sentences as well.

16
17 More than other countries, we focus too much money on punishment, keeping people in
18 prison often under inhumane conditions and not enough on prevention, rehabilitation
19 and reintegration into society. Families are often forced to go into debt because of a
20 loved one's incarceration.

21
22 Privatization of prisons has had significant effect as well. Now for-profit prison firms use
23 our tax dollars to lobby for longer and harsher sentences. For-profit prison firms played
24 a significant role in lobbying for Arizona's harsh immigration law.

THEREFORE BE IT RESOLVED:

25
26
27
28 The Coalition of Labor Union Women (CLUW) will advocate for reform of our criminal
29 justice system that spends too much on punishment and not enough to help people
30 change, reintegrate and contribute to our society.

31
32 CLUW will oppose privatization of correctional facilities that allows corporations to profit
33 from our broken criminal justice system, and call for an end to allowing companies to
34 make huge profits on humane things like phone calls to loved ones in prison.

35
36 CLUW will lobby for better working conditions for unionized workers in the prisons and
37 better conditions for prisoners.

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38
39 CLUW will oppose mandatory sentences for nonviolent crimes and call for restorative
40 justice such as job-training, education, probation and parole programs that help people
41 reintegrate in our communities.

42
43 CLUW will advocate for drug use and mental health to be treated as public health issues
44 not as criminal justice issues, and call for increased investment in mental health
45 treatment and facilities.

46
47 CLUW will also support full restoration of the rights of American citizenship for those
48 who have served their time; i.e. the right to vote, serve on a jury, access public aid for
49 education, housing and employment assistance.

50
51 CLUW will also advocate for investment in education, job creation and job training in
52 impoverished communities.

LET'S GET REAL FAMILY VALUES

1 According to an "In These Times" investigation, nearly 1 in 4 mothers return to work
2 within two weeks of childbirth. The lack of family friendly policies at work has real
3 consequences on maternal and infant health as well as on family economic stability.
4 With the exception of a few small countries like Papua New Guinea and Oman, every
5 other nation in the world, whether rich or poor, requires paid maternity leave. Many
6 also have paid sick days, mandate vacation, provide health care for all, prevent
7 discrimination against pregnant workers, and provide subsidies for child care and early
8 education. In addition many countries truly realize it takes a village to raise a child.
9

10 President Obama has held White House summits on family issues, has instituted family
11 friendly policies for federal employees and has called on Congress to extend these
12 policies for everyone. Congress has not been forthcoming with solutions to these
13 problems, and while certain states have been proactive in trying to address these
14 issues, organizations like the National Restaurant Association, American Legislative
15 Exchange Commission (ALEC) and the Chamber of Commerce have been successful in
16 blocking legislation to help workers.
17

18 The quick return to work has negative health effects for women and children. A working
19 paper from the National Bureau of Economic Research indicates that a one week
20 increase in maternity leave was associated with a 5 to 6 percent decrease in depressive
21 symptoms from 6 to 24 months after birth. Women who go back to work early tend to
22 breastfeed less, which cuts into the health benefits of breastfeeding for the child.
23 According to several studies, shorter maternity leaves may have negative effects on the
24 development of early motor and social skills and even later on vocabulary. These
25 policies have real but unacknowledged costs.
26

27 In 1970 the average women had her first child by 21.4 years of age. By 2012 it was
28 almost 26, an age by which many young adults are at least a few years into their
29 careers. Around 15 percent of first births are now to women over the age of 35,
30 compared with just 1 percent back in 1970. Women across all classes are participating
31 in the labor market like never before, and most are living paycheck to paycheck.
32 Women comprise 47 percent of the workforce of the United States and two thirds of the
33 low-wage workers. In 2013, according to the Bureau of Labor Statistics, around 64
34 percent of women with children under six worked. In 40 percent of households with
35 children, women are the sole or primary breadwinners.

36 Sociologist Michelle Budig has found that on average, American women's earnings
37 decrease by 4% for every child she bears. This figure sounds even more inequitable

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38 when compared to the fact that men's earnings increase on average, by 6% after
39 having children.

40
41 Eighty-eight percent of women do not get paid for a single day or single hour after they
42 give birth. A quarter of all poverty occurs when persons fall into poverty two or more
43 months before the birth of a child. A number of these families take on debt which can
44 leave them financially vulnerable later.

45
46 Reproductive justice ensures a women's right to have a child, to not have a child, and
47 to parent a child. It ensures that women are healthy both physically and emotionally;
48 that they can make decisions about their bodies and sexuality free from government
49 interference; and that they have the economic resources to plan their own families. A
50 woman's well-being requires self-determination, equality, and the respect and support
51 of her society.

52
53 A woman's right to not have a child is being severely compromised. Half of all
54 pregnancies in the United States are unintended and three in ten will have an abortion.
55 Access to abortion providers has been made increasingly more difficult and so has
56 access to contraception. Access to publically funded family planning can greatly reduce
57 unintended pregnancies and abortions. The defunding of Planned Parenthood in many
58 states means fewer women receive family planning care and other well-woman care
59 such as pap smears, treatment of sexually transmitted disease and breast exams. This
60 will increase health care costs. Having a child can have severe economic consequences
61 for a family and the lack of economic supports for having a child makes no sense.

62
63 **THEREFORE BE IT RESOLVED:**

64
65 The Coalition of Labor Union Women (CLUW) will continue to be a strong advocate for
66 women and families by educating its members and the broader labor community about
67 the need for policies that support economic security for workers and their families such
68 as, but not limited to, family leave, paid sick leave, quality affordable childcare and the
69 right of all women to have access to a full range of reproductive health care including
70 abortion, contraception, care during pregnancy, and other reproductive health services.

71
72 CLUW will oppose any legislation at the state or federal level to limit support for families
73 or that limits women's rights to a full range of health care choices. CLUW will work to
74 ensure that sufficient funds are available at the state and federal level so that women
75 can access care for their health needs, and will fight for paid FMLA, equitable treatment
76 for pregnant workers, paid sick leave and other legislation that supports workers.

77 CLUW will work with its allies on the national and local level to educate communities,
78 and work to oppose legislation that restricts a woman's right to make her own

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79 determination about her reproductive choices. CLUW will educate our members about
80 the need to become knowledgeable about those candidates who support such
81 restrictions and why it is harmful to women and families to have them in office.

82
83 CLUW will encourage its members and chapters to incorporate programs about family
84 friendly policies and reproductive rights into their normal activity and to do so in
85 conjunction with the Labor and Women’s Community.

86
87 CLUW will educate its members on politicians’ stances on these policies and hold them
88 accountable. CLUW members and chapters will encourage Central Labor councils to
89 include these policies in their criteria for endorsing candidates.

90
91 CLUW will encourage its members and chapters to raise the need for family friendly
92 policies and reproductive choice at union meetings and encourage their unions to
93 support women’s right to choose: this right being as essential as any other human right.

94
95 At a time when polls have demonstrated and recent elections confirmed that the
96 majority of the US population believes that reproductive choice is a private issue and
97 not one that should be legislatively restricted, the Coalition of Labor Union Women will
98 work to encourage the AFL-CIO to support a women’s right to choose.

99
100 Furthermore, with women soon to be the majority of labor union members and with
101 young women being encouraged to take a more active part in their unions, this position
102 is one that recognizes the needs of its female membership and young women.

WORKERS WILL WIN WITH THE WAGE ACT

1 The Workplace Action for a Growing Economy (WAGE) Act, introduced by Rep. Robert
2 C. Scott (D. VA) and Sen. Patty Murray (D. WA) on September 16, 2015 provides
3 legislation to strengthen protections for workers who want to raise wages and improve
4 workplace conditions. The WAGE Act would amend the National Labor Relations Act to
5 strengthen protections for workers who would like to organize and collectively bargain.

6
7 Since 1968, the amount of revenue given to the top wealthy 10% has steadily
8 increased. In that same time frame, union membership has plummeted¹. The loss of
9 union and collective bargaining coverage, the offshoring of U.S. jobs, and high rates of
10 unemployment have discouraged workers from demanding a fair wage.

11
12 According to a graph by The Economic Policy Institute, although each worker on
13 average creates 72% more income per hour than in 1973, hourly compensation for the
14 typical worker has increased by only 9 percent¹. That extra income goes into the hands
15 of highly paid managers and stockholders. Corporations try to keep down labor costs by
16 freezing wages and cutting benefits, in order to keep more of that money in their
17 pockets.

18
19 At a Walmart in Pico Rivera, California, Evelyn Cruz along with dozens of her co-workers
20 were laid off by Walmart after they raised their voices and demanded more from their
21 employer. Josh Coleman in Wichita, Kansas was illegally fired by T-Mobile after his
22 bosses discovered he was trying to form a union to gain a voice on the job for himself
23 and his co-workers.²

24
25 Under the WAGE Act, the firing of employees who assert their right to act together for
26 better wages or working conditions would be punished. Employers would be required to
27 pay triple backpay to employees in retaliation for firing them. The fired employees have
28 the right to file a lawsuit against the employer in a federal district court and get an
29 order to be put back to work with no loss of wages or benefits. Employers would also
30 incur a \$50,000 fine; \$100,000 if it is the second offense¹.

¹ Eisenbrey, Ross. "The WAGE Act Will Help Strengthen Worker Protections, Raise Wages, and Improve Working Conditions." Economic Policy Institute. EPI, 16 Sept. 2015. Web. <http://www.epi.org/publication/the-wage-act-will-help-strengthen-worker-protections-raise-wages-and-improve-working-conditions/?utm_source=Economic%2BPolicy%2BINstitute&utm_campaign=cf9de2e1d3-EPI_News_2015_09_18&utm_medium=email&utm_term=0_e7c5826c50-cf9de2e1d3-55879613>.

² Trumka, Richard. "Remarks on The WAGE Act" American Federation of Labor and Congress of Industrial Organizations, Washington. 16 Sept. 2015. Press Conference.

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31
32 It's time to bring workplace laws into the 21st Century. The WAGE Act benefits both
33 union and non-union members. Through collective bargaining, wages can be set higher
34 and workplace conditions can improve. Economic security can be strengthened, and the
35 economy can grow from the middle out instead of from the top down.

36
37 **THEREFORE BE IT RESOLVED:**

38
39 The Coalition of Labor Union Women affirms its support of the WAGE Act and urges its
40 members to engage in lobbying, mobilizing and coalition work to ensure passage. CLUW
41 will educate its members about candidates for public office who can be depended upon
42 to support legislation that supports them.

ENDORSE PASSAGE OF THE EQUALITY ACT

1 The Equality Act is a comprehensive bill that would, if passed, add “sexual orientation”
2 and “gender identity” to the protections that already exist based on race, color, religion,
3 sex, and national origin.
4

5 The Equality Act would amend several titles of the Civil Rights Act of 1964 to include
6 language that protects persons from discrimination in the context of employment,
7 housing, credit, education, and jury service based on their perceived or actual sexual
8 orientation or gender identity. The definition of public accommodations is broadened to
9 cover stores, online retailers and service providers, banks, salons, etc. to extend the
10 discrimination prohibitions. Additionally, discrimination against LGBT persons in
11 educational programs receiving federal funds would be prohibited.
12

13 The Equality Act would specifically do the following in the areas below:

- 14 • Employment: Any employer with at least 15 employees, as well as labor
15 organizations, would be prohibited from discriminating on the basis of sexual
16 orientation and gender identity. There would be no religious exemption to
17 discriminate against such employees, and all federal employees would be
18 protected under law as well;
- 19 • Housing: The Fair Housing Act would also be amended to ensure LGBT people
20 cannot be denied the sale, rental or financing of housing;
- 21 • Public Accommodations: LGBT people could no longer be denied service in
22 stores, banks, transportation, and health care services. This includes respecting
23 transgender people’s access to the sex-segregated facility that matches their
24 gender identity.
- 25 • Public Education: LGBT people would be explicitly protected from discrimination
26 when it comes to federal student financial aid programs;
- 27 • Federal Funding: Any entity that receives federal funds would not be able to
28 discriminate against LGBT people in programs such as healthcare, child welfare,
29 nutrition assistance, public education, and financial assistance for higher
30 education;
- 31 • Credit: LGBT people would have equal access to credit, and the term “spouse”
32 would replace references to “husband and wife” in the Equal Credit Opportunity
33 Act.
- 34 • Juries: Federal protections would ensure LGBT people cannot be excluded from
35 service as a juror because of their identity;
36

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37 The Equality Act reaffirms our most fundamental American ideal: that we are all created
38 equal, and that equal protection is the right of every American – no matter who you
39 are, no matter who you love.

40

41 **THEREFORE BE IT RESOLVED:**

42

43 In order to ensure that every American has the dignity and respect that they deserve
44 the Coalition of Labor Union Women will continue to support legislation that supports
45 LGBT equality and goes on record endorsing the Equality Act:

46

47 All State and Local Chapters will be encouraged to actively advocate for the passage of
48 the Equality Act with their respective senators and congresspersons, to ensure that all
49 are treated fairly and equally under the law.



www.cluw.org

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