



Human Rights Committee

W **HEREAS**, Human rights and organized labor are inextricably bound. Every worker has a right to employment security, fair promotions, and benefits, regardless of race, ethnicity, religion, age, gender, gender identity or gender expression. The UWUA is committed to the principle that “Workers’ Rights are Human Rights”; and

WHEREAS, Our work continues. Despite progress, workers still face racism, discrimination, and harassment; and

WHEREAS, Our nation continues to experience the senseless killings of our youth, elderly, Asian, Black, Jewish, Hispanic, and Arab Americans due to hate, mental illness, the devaluing of life, and the ease of attaining firearms; and

WHEREAS, An injury to one is an injury to all. Any attack on union members based on their color, ethnicity, religious faith, or sexual identity, is an attack on our Union and will be treated as such; and

WHEREAS, The right to vote is the cornerstone of democracy. Yet people of color, the poor and elderly are being systematically and intentionally targeted for voter suppression and disenfranchisement.

THEREFORE, BE IT RESOLVED, Building worker unity and inclusion is a core value of the UWUA. The best response to anxiety among workers is to accurately discuss and educate on the true causes of declining living standards. To raise the standards of all workers, we must combat the “divide and conquer” strategy of the enemies of labor; and

BE IT FURTHER RESOLVED, The UWUA is committed to building and training local union member activism to advance civil, human, and workers’ rights and civil liberties. The UWUA calls on all of our local unions to establish Human Rights committees to carry out our Union’s commitment to the protection and expansion of civil and human rights and civil liberties; and

BE IT FURTHER RESOLVED, The UWUA’s Human Rights Committee is an important resource for our entire union. The Committee, in conjunction with P4A, is developing human rights training for union leaders and committee members. Our Human Rights Advisors and Human Rights Committee members are on hand to provide leadership development and diversity training to all levels of UWUA leadership and to work with local union leaders to develop strategies for member inclusion; and

BE IT FURTHER RESOLVED, The Human Rights Committee is central to all aspects of our Union and supports and furthers the work of the UWUA’s Women’s Caucus and Young Workers Initiative Committee, as well as AFL- CIO constituency groups. The Human Rights Committee is rebuilding its new member organizing task force to expand diversity in our ranks, as well as developing a communications manual; and

BE IT FURTHER RESOLVED, The Human Rights Committee is committed to adhering to and defending the 30 universal declaration of Human Rights that were written for the protection of all people against those who may seek to do them harm and to educate our union membership in the application and power of these declarations. These declarations were created and established in 1948 shortly after the end of World War II by the United Nations; and

BE IT FURTHER RESOLVED, The UWUA supports comprehensive immigration reform to eliminate the exploitation of immigrant workers and improve incentives for employers. All workers should be protected by labor and health and safety laws so that immigration does not undermine the wages and working conditions of all workers; and

BE IT FURTHER RESOLVED, The UWUA urges involvement and membership in organizations at the international, federal, national, and community levels with which we share the mutual goals of full employment, the elimination of discrimination, advancing workers’ rights, and promoting an inclusive workforce and labor movement; and

BE IT FURTHER RESOLVED, The UWUA supports the right to vote and opposes voter suppression legislation. We will continue to advocate for legislation to expand registration and voting opportunities and to restore the Voting Rights Act. The Human Rights Committee, and our Union as a whole, is preparing to gear up for the 2024 elections, where we will support candidates that uphold democratic values and advocate for workers; and

BE IT FINALLY RESOLVED, The UWUA supports initiatives and legislation that ensure pay equity, employment equity, affirmative action programs, and marriage equality.