



ORGANIZATIONAL POLICY: SUPPORT FOR WORKERS' RIGHTS

Adopted by the Board of Directors February 5th, 2020

WHEREAS, labor unions fight for workers, people without significant property ownership, and those who have been willfully deprived of property,

WHEREAS, per Pew Research Center's 2018 polling, young people view labor unions more favorably than business corporations and are more favorable toward workers' rights than any other age demographic,

WHEREAS, young people and students have a long history of standing in solidarity with workers' rights activities,

WHEREAS, the War on Drugs is a war on poor people, a war on people of color, and a continued strategy in maintaining a racial caste system,

WHEREAS, SSDP declares itself to be an organization against racism, an organization against the War on Drugs, an organization for young people, and an organization to amplify the voice of young people,

THEREFORE, let it be declared that SSDP is emphatically in favor of the basic rights of workers, including the right to unionize,

THEREFORE, let it be declared that Students for Sensible Drug Policy shall adopt a policy of aligning its activities with those of legitimate workers' unions where possible, sensible, and within our mission,

THEREFORE, let it be declared that Students for Sensible Drug Policy shall adopt a policy that its employees and board members, in carrying out official work for the organization, shall not cross picket lines formed by legitimate workers' unions or disregard the public demands of legitimate workers' unions in a similar manner, shall have a preference to make purchases from union employers when practicable, and shall stand in solidarity with the activities of unions that are directly relevant to our work, unless:

1. such activities and demands make the carrying out of necessary activities for the continuation of SSDP impossible,
2. Complying with such demands and standing in solidarity with such activities would be dangerous to the health and well-being of SSDP employees for any period of time,
3. there is a vote by the board to make such an exception, or
4. there are other extenuating circumstances where the employee cannot be expected to comply, including due to potential incurred legal liability or personal financial liability.

THEREFORE, let it be declared that Students for Sensible Drug Policy shall maintain employment, hiring, and compensation policies which set hourly wages at no less than living wage for the region in which the employee's position is centered; allow for adequate time off, and generally adhere to or exceed workers' rights as protected by law and guided by best practices.