

UAWD Priority Resolution #8
Resolution on Fighting Discrimination
To Build a Strong and Unified UAW

Whereas, systemic racism, sexism, ableism, anti-LGBTQ+ bigotry, religious discrimination (including Islamophobia), xenophobia and other forms of oppression are pervasive in our society, including union-represented workplaces; and

Whereas, many instances of harassment and discrimination occur in our UAW workplaces, ranging from nooses and racist graffiti to sexual harassment to unequal discipline to denial of job advancement opportunities; and

Whereas, in many of these instances, there are unfortunately reports from affected workers of failure in duty of fair representation; and

Whereas, bigotry of all forms is used by wealthy employers to keep all working people divided and weakens our union; and

Whereas, at both local and higher levels of leadership, marginalized groups are still underrepresented in UAW leadership; and

Therefore be it resolved that the UAW restates its historic commitment to civil and human rights; and

Be it further resolved that the UAW recommits itself to upholding the highest standards of equality and inclusion to ensure that no group is underrepresented in UAW leadership, by advancing concrete goals, steps, and timelines; and

Be it further resolved that the UAW will develop concrete steps toward closing the gap in skilled trades and other areas where a disproportionately low number of jobs are held by workers of color, women and gender-nonconforming workers, and other marginalized groups; and

Be it further resolved that the UAW will counter management's pro-company approach (designed to avoid corporate liability) of "zero tolerance" as a method to confront harassment and discrimination in favor of a combination of union-led education that reinforces the principle "An Injury to One is an Injury to All" and where necessary demanding the corrective, progressive discipline used for most infractions; and

Be it further resolved that there will be broad, union-wide education on the importance of civil rights issues and the union's complex history around these issues. Civil rights trainings, including civil rights grievance handling, will be expanded and will be mandatory for all levels of local, regional and International leadership and staff, with a dated certificate of completion available upon request to any member in good standing; and

Be it further resolved that the union, including each IEB member must work to create an environment that includes those who have been denied opportunities, including but not limited to all those protected by local, state and federal law, and must actively engage in activities that truly reduce unlawful and unjust retaliation, including that based on sex, race, color, gender, disability, religion, age, sexual orientation, gender identity, gender expression, veteran status, union activity, or having complained about discrimination or harassment; and

Be it further resolved that the UAW will promote the celebration of events designed to recognize the diverse nature of the United States population such as Black History Month, Asian Pacific American Heritage Month, Indigenous Peoples Day and other similar events; and

Be it further resolved that the UAW will make it a priority to establish Juneteenth National Independence Day, a new federal holiday, as a paid holiday in all of its collective bargaining agreements; and

And finally be it resolved that the UAW will expand its involvement with the broader social justice movement, including Black Lives Matter, LGBTQ+ Pride, #MeToo and the movement against sexual violence, migrant rights, disability justice, and generally opposing all forms of racism, misogyny and bigotry.