

Resolutions from D6 WOS

1. INCREASING ACCESSIBILITY OF UNION EVENTS

WHEREAS United Steelworkers members are diverse and, depending on their family or other statuses, may face barriers to participating in union events;

WHEREAS gender, racial, language, ability and other diversities should be taken into account at all levels of union activities;

WHEREAS United Steelworkers recognize and support women's greater role in balancing work and family;

WHEREAS United Steelworkers should make every effort to pro-actively plan to make all conferences, courses and activities as accessible as possible for all our members;

BE IT RESOLVED THAT United Steelworkers offer childcare at all district, national and international conferences and reimbursement for childcare and elder care expenses while attending union events.

BE IT RESOLVED THAT United Steelworkers hold equity caucuses at all conferences that are each led by members of that group; and these caucuses should be scheduled so that people can attend more than one;

BE IT RESOLVED THAT United Steelworkers hold conferences during the week rather than over a weekend;

BE IT FURTHER RESOLVED THAT United Steelworkers make every effort to pro-actively plan to make all conferences, courses and activities as accessible as possible for all our members including offering accessibility accommodations for members with disabilities (ex. ASL interpreter, voice recognition software) as requested.

2. DIVERSITY IN HIRING

WHEREAS due to the loss of our density in traditional jobs and the growth of the service sector and emerging employment sectors such as health, education, service and telecommunications, the face of our union has changed;

WHEREAS diversity brings with it a variety of perspectives and strengthens our union for the future;

WHEREAS many NextGen members, Women of Steel and members from other under-represented groups are eager to take on leadership roles within our union;

WHEREAS in order for the United Steelworkers to remain relevant and responsive to its members, the demographic makeup of our staff must reflect the membership and our sectors;

BE IT RESOLVED THAT the United Steelworkers, as a regular practice, collect demographic information about union members and, based on the data, ensure that all union events, programs, policies, staff hiring and succession planning take our membership's gender, racial, language and other diversities into account at all levels of our union and report results to the membership;

BE IT FURTHER RESOLVED that all staff vacancies in the Districts and Canadian National Office be posted broadly to the membership and include a statement encouraging applicants from diverse groups;

BE IT FURTHER RESOLVED THAT the United Steelworkers keep annual statistics on hiring and staffing changes with a diversity lens and report on its progress to the Canadian National Policy Conference;

2019 NPC Resolution Ideas from the National Women's Committee

#1 INCREASING PARTICIPATION AT UNION EVENTS

WHEREAS many Steelworkers are parents and/or serve as guardians to elderly family members, and

WHEREAS it can be hard to find affordable, quality care, and

WHEREAS caring responsibilities and costs are barriers for members who would otherwise want to attend union meetings, conference, courses, and other events.

THEREFORE BE IT RESOLVED THAT the United Steelworkers provide on-site child care and elder care at all national and district conferences at no cost to the parent or guardian.

AND BE IT FURTHER RESOLVED THAT the United Steelworkers encourage local unions to reimburse receipted costs of child care and elder care for members on authorized union business, such as attending conferences or courses, when such costs are over and above the usual costs incurred by the member when at work.

#2 REFLECTING OUR DIVERSITY

WHEREAS women are a growing segment of the membership of all unions, including USW, and

WHEREAS our membership is also changing as the make-up of our country's population changes, and

WHEREAS knowing more about our membership helps our union better respond to and represent all members.

THEREFORE BE IT RESOLVED THAT the United Steelworkers, as a regular practice, collect demographic information about union members and, based on the data, ensure that union events, programs, policies, staff hiring and succession planning take our membership's gender, racial, language, and other diversities into account at all levels of our union.

#3 CLOSING THE GENDER WAGE GAP

WHEREAS women workers still earn, on average, 20%-30% less than men, and

WHEREAS our society continues to undervalue female-dominated jobs by assuming that, unless a job involves physical labour or poses certain risks of danger, it is not valuable or onerous, and

WHEREAS many women enter so-called "non-traditional" jobs, despite discrimination and stereotypes that some jobs aren't suitable for women.

THEREFORE BE IT RESOLVED THAT the United Steelworkers will take all possible steps to close the gender wage gap, at the bargaining table and through political action, including putting more value on traditionally female-dominated jobs, providing support to locals to bargain measures to close the gender wage gap and to implement gender-neutral pay equity plans, and providing support to locals to regularly review and maintain such plans.

BE IT FURTHER RESOLVED THAT the United Steelworkers create a network for sisters in "non-traditional" jobs to communicate with and support one another.

Resolution on Gender Diversity Course

WHEREAS Trans people are one of the most disadvantaged groups in Canada and often face discrimination, harassment and violence;

WHEREAS in 2012, gender expression and gender identity were added as grounds of discrimination in the Ontario Human Rights Code;

WHEREAS USW represents workers that work in vulnerable sectors such as security, healthcare and airport security;

THEREFORE BE IT RESOLVED THAT the USW Gender Diversity course be made available to these members who work in these vulnerable sectors.

Resolution: Awareness and Inclusion of Visual Minorities, Cultural, and Ethnic Groups

WHEREAS the United Steelworkers recognize the changing demographics in Canada and amongst its membership;

WHEREAS the United Steelworkers' members are from diverse racial, cultural, and ethnic groups (marginalized groups);

WHEREAS there are many stereotypes and stigma associated with marginalized groups;

WHEREAS Neo-Nazism and Islamophobia is on the rise across Canada;

THEREFORE, BE IT RESOVED THAT the United Steelworkers play a significant role and advocate by researching and identifying issues relating to marginalized groups and the changing demographics of the United Steelworkers' membership and across Canada;

BE IT FURTHER RESOLVED THAT the United Steelworkers commit to promoting true inclusiveness throughout the Union movement by recognizing and endorsing the contributions of its members that are part of a marginalized group;

BE IT FURTHER RESOLVED THAT the United Steelworkers provide support and advocate on behalf of marginalized groups and lend support to their external communities by recognizing and promoting their diversity;

BE IT FURTHER RESOLVED THAT the United Steelworkers develop and tailor educational courses and workshops, as well as, communications raising awareness of stereotypes and stigma associated with marginal groups and offer them widely at United Steelworker conferences, Area Councils and Locals across Canada;

BE IT FURTHER RESOLVED THAT the United Steelworkers commit to supporting and encouraging all Districts, Area Councils and Locals to participate in recognizing, acknowledging, and planning events for racial, cultural and ethnic holidays/celebrations.

Resolution on Transgender Liaison

WHEREAS members of the Transgender community face a unique set of employment barriers and

WHEREAS Transgender workers, at times, have to turn down offers of employment due to the lack of a trans-positive and safe work environment;

WHEREAS transitioning in the workplace is extremely challenging due to not only logistics but attitudinal barriers from the employer and co-workers;

WHEREAS Steelworkers believe in everyone's right to dignity on the job. We believe in everyone's right to a safe and healthy workplace. We believe in workplaces free from harassment and discrimination. We believe our employers should not dictate, or have access to information about, our private lives. We believe in using our power to strengthen minority rights. We believe an injury to one is an injury to all. And we know how to represent workers;

WHEREAS USW District 6 has taken the lead by appointing a Trans Liaison to assist members navigate transitioning at work;

WHEREAS the District 6 Trans Liaison has collaborated to create a Steelworkers Transition Handbook;

THEREFORE BE IT RESOLVED THAT the United Steelworkers National Office make Trans rights a priority by accepting the Steelworkers Trans Handbook as the national standard for locals in Canadian Districts.

THEREFORE BE IT RESOLVED THAT the United Steelworkers Canadian National Office create/appoint a national Trans Liaison; and

THEREFORE BE IT RESOLVED THAT in order to assist Trans members across Canada, Trans Liaisons be appointed in Districts 3 and 5.

STEELWORKER EDUCATION ON HISTORY AND RECONCILIATION

WHEREAS our union has created a course called “Unionism on Turtle Island” with input from the USW National Aboriginal Committee and other Aboriginal Steelworkers; and

WHEREAS this course aims to support all Steelworkers to become better allies and to better represent Aboriginal members.

THEREFORE BE IT RESOLVED THAT the United Steelworkers “Unionism on Turtle Island” be a mandatory course for all union officers.

BE IT FURTHER RESOLVED THAT the United Steelworkers recruit and train Indigenous members to become facilitators of our “Back to the Locals” courses, including but not limited to “Unionism on Turtle Island”.

NATIONAL GATHERINGS FOR ABORIGINAL STEELWORKERS

WHEREAS our union has organized successful National Workshops for Aboriginal Steelworkers in 2015 and 2017; and

WHEREAS these events are important opportunities for members to network and share their stories of life and work.

THEREFORE BE IT RESOLVED THAT the United Steelworkers hold another national workshop or gathering for Aboriginal Steelworkers in 2019 or 2020, and every two years after that.

MISSING AND MURDERED INDIGENOUS WOMEN

WHEREAS in Canada, Indigenous women and girls are four times more likely to be murdered than non-Indigenous women and girls; and

WHEREAS the National Inquiry into Missing and Murdered Indigenous Women and Girls will deliver its final report to the federal government on April 30, 2019; and

WHEREAS since the Trudeau Liberal government took office in November 2015, another 125 Indigenous women and girls have gone missing or been found murdered.

THEREFORE BE IT RESOLVED THAT the United Steelworkers work with Indigenous women’s organizations and other community groups to pressure the government to act on the recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls and to otherwise take steps to end the epidemic of violence.

BE IT FURTHER RESOLVED THAT the United Steelworkers promote, among all its members, staff and officers, the principle of treating women and all people with respect and dignity, whether on the job or off.

INDIGENOUS LIAISON OFFICER

WHEREAS USW is taking many important steps to be an ally with Indigenous peoples and to be culturally sensitive to Indigenous Steelworkers; and

WHEREAS many opportunities exist to work with Indigenous communities on issues of mutual concern and to organize majority-Indigenous workplaces; and

WHEREAS success will require expanding cultural knowledge and building long-term relationships; and

WHEREAS the creation of an Indigenous Liaison Officer would strengthen our union's outreach efforts by providing advice to our union on policies and programs, and serve as a link with Indigenous Steelworkers and communities;

THEREFORE BE IT RESOLVED THAT the United Steelworkers identify the benefits of creating an Indigenous Liaison Officer and consider how to finance and fill the role.