



*Never Back, Always Forward:
Hate Cannot Erase Us*

**Adopted
Constitutional Amendment & Resolutions**



Produced by Union Labor

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Constitutional Amendment #1

ARTICLE XVII

A. Dues for members in the United States:

The annual dues for the International Coalition and its subordinate bodies shall run from January 1 through December 31 of each year.

The minimum dues shall be thirty dollars (\$30.00) per year for rank-and-file members of the Coalition. The minimum dues for all International officers shall be one hundred-fifty dollars (\$150.00) per annum. All other full-time staff minimum dues shall be seventy-five dollars (\$75.00) per annum. In order to support the program of the Coalition at the local level, \$5.00 of the rank-and-file membership dues, \$37.50 of the International Officers membership dues and \$18.75 of the full time staff dues shall be retained by the local chapter. The dues for retirees shall be based on their membership category at the time of retirement. The dues for retirees shall be divided equally between the local chapter and the International office.

In addition to the above, members may choose to pay dues to the International at the following levels; contributing members shall pay two hundred dollars (\$200) per annum and sustaining members shall pay two hundred and fifty dollars (\$250) per annum.

Any dues received by the International office directly from a member where a local chapter exists shall automatically return to the local chapter their share of the dues and the chapter shall be notified of the new members. The International office shall assume the responsibility of notifying those new members as to their nearest local chapter.

A local chapter shall have the right to establish a dues structure, which may exceed that which has been established by this Constitution.

Any dues structure established by a local chapter must be reasonable and shall not be deterrent to the participation of any bona fide trade unionists who is eligible for membership in the Coalition of Black Trade Unionists.

The Executive Council shall have the right to review the dues structure of a local chapter.

Any person who pays dues as established in this Article shall be a member in good standing and afforded all rights and privileges of the CBTU.

A special and separate registration table(s) or area shall be set up at each annual Convention to accept and properly process the memberships and registration forms for new members. The Executive Director will be responsible in seeing that the appropriate chapters are notified and all appropriate monies paid to same.

B. Dues for members in all other countries shall be established by the International President and approved by the International Executive Council.

Resolution #2

Stop the War

WHEREAS:

On October 7, 2023, Hamas terrorists carried out a series of brutal attacks within the State of Israel, killing almost 1,200 people—including 32 Americans and at least 7 Canadians—and captured 235 hostages; and

WHEREAS:

In response to these attacks, to protect its borders and citizens, and to rescue the hostages, the Israel launched a military offensive against Hamas in the Gaza Strip; and

WHEREAS:

However, over the last seven months, Israeli Prime Minister Benjamin Netanyahu's government and the Israeli Defense Forces (IDF) have advanced strategies and implemented tactics which have resulted in the pervasive bombardment and catastrophic destruction of Gaza: tens of thousands of innocent civilians have been killed; and

WHEREAS:

As of early April 2024, according to the Gaza ministry of health, at least 33,400 Palestinians had been killed and 75,400 more injured; and

WHEREAS:

Essential civilian sanctuaries, including hospitals, churches, mosques, universities and schools have been decimated; and

WHEREAS:

Netanyahu and the IDF have shut down the flow of food, water, fuel, and other humanitarian supplies to Gaza, which is home to some 2.4 million Palestinians—who are suffering life-threatening shortages and facing imminent famine conditions; and

WHEREAS:

United Nations Human Rights Council experts have judged the circumstances so dire that they found that there are “reasonable grounds” to believe that genocide is occurring in Gaza; and

WHEREAS:

In spite of these conditions, the United States (U.S.) continues to supply an estimated 68% of Israel’s foreign-sourced arms—though Canada, the Netherlands, Japan, Spain and Belgium have suspended arms sales to Israel, in the wake of the IDF’s deadly offensives; and

WHEREAS:

In early May 2024, eighty-eight congressional Democrats wrote a letter to President Joseph Biden expressing alarm about the deepening humanitarian crisis in Gaza and about their concerns that Netanyahu’s Far Right government is intentionally withholding humanitarian aid from Gaza; and

WHEREAS:

The signers called upon President Biden and his administration to require Israel to comply with National Security Council Memorandum 20 and its underlying law, Section 6201 of the Foreign Assistance Act, which prohibit the U.S. from providing security assistance or arms sales to any country when the President of the United States is made aware that the recipient country’s government prohibits or otherwise restricts the transport or delivery of U.S. humanitarian aid; and

WHEREAS:

Advocates for an embargo on arms transfers to Israel point to National Security Council Memorandum 18, the Conventional Arms Transfer Policy, which prohibits arms transfers if it is “more likely than not” that the arms transfers will aggravate the risk of serious rights abuses by the country to which the arms are transferred: it also cites the Civilian Harm Incident Response Guidance, which tracks reports of civilian harm by partner governments to which arms are transferred and applies steps to address concerns; and

WHEREAS:

The dramatic carnage and calamitous destruction in Gaza have intensified the search for a long-term resolution to this century-old Israeli-Palestinian conflict; and

WHEREAS:

The only equitable way to address the legitimate aspirations of both the Israelis and the Palestinians is through the implementation of a Two-State solution, originally proposed in 1947, in United Nations Resolution 181, the Partition Resolution—two states for two peoples; and

WHEREAS:

Israel has an absolute right to exist, to live in peace and security and defend itself; and

WHEREAS:

There must be an autonomous, self-determining, sovereign Palestinian State; and

WHEREAS:

A Two-State solution has been and will be very difficult to achieve: the Far-Right coalition of Israeli Prime Minister Benjamin Netanyahu opposes the creation of a Palestinian State; Hamas, the governing entity in Gaza, is committed to the destruction of Israel; almost 700,000 Israeli settlers have occupied land in the West Bank and East Jerusalem which would be included in the

most geographically logical Palestinian State; control of Jerusalem remains an intractable issue; and almost the entire infrastructure of Gaza has been destroyed; and

WHEREAS:

Yet, this crisis begs for a long-term resolution.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists reaffirm its support for Israel's and Palestine's rights to exist and defend themselves; and

BE IT FURTHER RESOLVED:

That CBTU strongly condemn not only the brutal October 7, 2023, terrorists' attacks, during which Hamas killed almost 1,200 Israeli residents and took 235 hostages, but all counterproductive actions taken by both to date; and

BE IT FURTHER RESOLVED:

That CBTU call for all hostages held by Hamas and Palestinian military detainees held by Israel be released unconditionally; and

BE IT FURTHER RESOLVED:

That CBTU denounce, in the strongest terms, the indiscriminate bombing and killing of innocent civilians in Gaza by the Israeli Defense Forces (IDF); and

BE IT FURTHER RESOLVED:

That this 53rd International Convention of CBTU call for an immediate ceasefire in the war in Gaza; and

BE IT FURTHER RESOLVED:

That this CBTU Convention demand that President Joseph Biden and Congress continue attempts to leverage de-escalation and a ceasefire in the conflict between Israel and Hamas in the Palestinian Territories; and

BE IT FURTHER RESOLVED:

That CBTU demand that the Biden Administration enforce the provisions of Section 6201 of the Foreign Assistance Act, as they apply to the Gaza War: The United States (U.S.) should suspend arms sales and security assistance to Israel, if Israel continues to disallow or impede the delivery of U.S. humanitarian assistance in Gaza; and

BE IT FURTHER RESOLVED:

That CBTU, again, affirm its long-standing support of a Two-State solution to the Israeli-Palestinian conflict: a solution which creates a sovereign state for Palestinians and recognizes Israel's and Palestine's absolute right to exist in peace and security; and

BE IT FURTHER RESOLVED:

That this CBTU Convention strongly urge and encourage CBTU chapters, members, allies and governments in their respective cities, states, and provinces to take direct and decisive actions to address the Israeli-Palestinian crisis, including:

- Calling for an immediate ceasefire in Gaza; and
- Vigorously supporting the unimpeded flow of humanitarian aid to Gaza, ensuring that essential resources reach Palestinians without delay and obstructions; and
- Demanding an embargo on arms sales and security assistance to Israel—if Israel's destruction and killing in Gaza are found to be in violation of U. S. laws; and
- Affirming the Palestinians' rights to self-determination and a sovereign Palestinian State; and
- Advocating for the unconditional release of all hostages, including the Israelis captured on October 7, 2023, and the Palestinians detained by the Israelis since—promoting reconciliation and justice; and
- Fostering alliances and solidarity with local like-minded organizations, in order to amplify our collective voices and strengthen our impact; and

BE IT FINALLY RESOLVED:

That CBTU International, chapters and members use this resolution as the basis for discussions about CBTU's positions and concerns about the Israeli-Palestinian conflict, and that CBTU write a public statement outlining the elements of this resolution and share it through CBTU networks and social media.

Submitted by: CBTU Executive Council; St Louis CBTU Chapter and Ontario Canada CBTU Chapter

Resolution #4

Enhanced Citizen Protection from Crime in America's Cities

WHEREAS:

Cities across the United States has thousands of union workers including members of the Coalition of Black Trade Unionist; and

WHEREAS:

Ensuring the safety and security of all citizens is paramount for fostering a thriving community; and

WHEREAS:

Cities across the United States have faced persistent challenges related to crime, necessitating proactive measures to safeguard its workers and residents; and

WHEREAS:

It is the duty of the local government to take effective steps to mitigate crime and provide a secure environment for its workers and inhabitants.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists:

1. Advocate for additional funding and resources to local law enforcement agencies to enhance their capacity for crime prevention, investigation, and apprehension of perpetrators.
2. Encourage community policing programs aimed at fostering positive relationships between law enforcement officers and residents. These initiatives should prioritize transparency, accountability, and mutual respect, thereby enhancing trust and cooperation between the police and the community.

3. Advocate for the investment in modern surveillance technology, including CCTV cameras and other monitoring systems, in strategic locations throughout the city to deter criminal activity and assist in the swift identification and apprehension of offenders.
4. Encourage the development and implementation of comprehensive crime prevention education programs targeting schools, community centers, and other public forums. These initiatives should educate residents on personal safety, crime reporting procedures, and strategies for safeguarding their neighborhoods.
5. Advocate for access to victim support services, including counseling, legal assistance, and financial support, for individuals and families affected by crime.
6. Advocate for collaborative partnerships with federal agencies, neighboring jurisdictions, and community organizations to coordinate efforts in combating cross-border and organized crime, thereby bolstering the overall effectiveness of law enforcement efforts in the region.
7. Encourage the utilization of data analytics and predictive modeling techniques to identify crime hotspots, patterns, and trends, enabling law enforcement agencies to deploy resources more efficiently and effectively.
8. Support the expansion of youth engagement programs, recreational activities, and educational and employment opportunities aimed at diverting at-risk youth away from criminal behavior and towards positive pathways for personal development and success.
9. Advocate for the review and strengthening of existing legislation pertaining to crime prevention, victim rights, and law enforcement practices, ensuring that the legal framework remains robust and adaptable to evolving challenges.
10. Encourage establishing mechanisms for regular monitoring and evaluation of crime prevention initiatives and their impact on community safety, utilizing feedback from residents, law enforcement agencies, and other stakeholders to refine strategies and allocate resources more effectively.

Submitted by: District of Columbia CBTU Chapter

Resolution #5

On Books, Literacy, and Intellectual Freedom

WHEREAS:

Books are the vessels in which we collect and share human knowledge and culture, and through which we educate new generations in the vast body of knowledge and culture that is their heritage; and

WHEREAS:

In the mosaic of our diverse world, books open vistas of mutual understanding, empathy and common purpose; and

WHEREAS:

Given the importance of books to our culture and society, the entire educational process rests on the foundation of literacy—teaching students to read and comprehend the written words of others and to communicate their own ideas in written form; and

WHEREAS:

Democracy itself depends upon literate citizens who can communicate and dialogue with each other on questions of public concern, distinguish factual reporting and reasoned commentary from propaganda and disinformation, make informed choices on who should govern them, and be knowledgeable about the actions of government; and

WHEREAS:

In a democracy, the life blood of literate communication and of education is intellectual freedom—the free and unfettered access of all citizens and all students to ideas and information collected in books and other published writings; and

WHEREAS:

Authoritarian regimes invariably ban books and censor the written word to limit what their people can learn and to control their thinking and their communications; and

WHEREAS:

The United States is now experiencing a wave of campaigns to ban books and censor the written word in our schools: The American Library Association reports that such efforts are increasing at an alarming rate and are now greater than any time since it began collecting data on them; and

WHEREAS:

These campaigns have targeted books that address issues of racism, homophobia, antisemitism and the experiences of Blacks and other marginalized communities; and

WHEREAS:

These campaigns have ranged from demands that local school boards ban specific books, to proposed state legislation that would ban books that, for example, contain “material harmful to minors” (Indiana), “promote, normalize, support, or address lesbian, gay, bi-sexual, or transgender (LGBT) issues or lifestyles” (Tennessee), or cover themes of sexuality or gender identity (Florida); and

WHEREAS:

Because of these campaigns, books are known to have been banned and removed from schools in Arizona, Arkansas, Florida, Idaho, Missouri, New Hampshire, North Carolina, Oklahoma, Pennsylvania, Texas, Virginia, Wisconsin, and Wyoming; and

WHEREAS:

These campaigns have taken an ominous turn in unprecedented attacks by elected officials on librarians and teachers, such as the threats of Texas Gov. Greg Abbott, South Carolina Gov. Henry McMaster, and Florida Gov. Ron DeSantis to criminally prosecute school librarians and teachers who provide access to LGBTQ-themed books, and in proposed legislation in Indiana and Wyoming that would criminalize the inclusion of LGBTQ-themed books in school libraries and in classrooms; and

WHEREAS:

These campaigns are part of an “ed scare” characterized by the imposition of “educational gag orders” that seek to limit the ability of schools and teachers to address issues of race, sex and sexual identity in our history, our culture, and our society. These orders have had a chilling effect on the educational work of teachers at a time when they are laboring under the difficult conditions of a nationwide teacher shortage; and

WHEREAS:

Schools are most effective when parents and families are partners with teachers in the education of their children and have a meaningful voice in the educational process through such vehicles as parent associations, school leadership teams and elected school boards. While they claim to speak on behalf of parents, the campaigns to ban books trample on these democratic platforms for parent and family voice.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists affirm its abiding commitment to the intellectual freedom that lies at the heart of literacy, education, and democracy, and oppose all campaigns to ban books and censor the written word in our libraries and schools; and

BE IT FURTHER RESOLVED:

That CBTU work with other organizations and unions defending intellectual freedom—the American Library Association, PEN America, American Federation of Teachers, National Education Association, the Intellectual Freedom Center of the National Council of Teachers of English, the National Council of Social Studies, the American Association of School Librarians, the Banned Books Week organization, the Freedom to Read Foundation, among others—to oppose campaigns and legislation to ban books and censor the written word in our libraries and schools; and

BE IT FURTHER RESOLVED:

That, as a union of trade professionals, CBTU affirm that educators and library workers have a professional duty and right to provide their students with developmentally appropriate and age-appropriate literature and nonfiction books and materials that develop their literacy skills, grow their knowledge, and expand their intellectual horizons. These books should introduce students to experiences and cultures beyond their own and provide accounts of all American and world history, the good, the bad, and the ugly; and

BE IT FURTHER RESOLVED:

That CBTU chapters and members, to the extent possible, support educators and library worker members who are subject to disciplinary action, dismissal and/or criminal prosecution for performing their professional duty and exercising their right to provide students with developmentally appropriate and age-appropriate literature and nonfiction books; and

BE IT FINALLY RESOLVED:

That, as advocates of the democratic voice for parents and families in the educational process, CBTU promote and highlight partnerships of educators, parents and families, and students themselves, focused on high-quality pre-K-12 literacy and language arts instruction.

Submitted by: South Florida CBTU Chapter

Resolution #7

Climate Change

WHEREAS:

Our planet is approaching a climate tipping point, as specified by the Intergovernmental Panel on Climate Change, that will place our communities, peoples, and environment into a climate crisis; and

WHEREAS:

The climate crisis will impact the economy, food sources, housing and health and will have a particular negative impact on racialized communities.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists chapters and members organize informative sessions to educate CBTU members and racialized communities about the impact of the impending climate crisis on our constituencies and to explore strategies to campaign for climate action and adaptation measures.

Submitted by: Ontario Canada CBTU Chapter

Resolution #8

Progressive Labour Legislation

WHEREAS:

The Canadian Federal Labour Laws have undergone significant positive reform in 2024, having a direct impact on every organization and employee in the Federal sector but not on provincial organizations and employees; and

WHEREAS:

These new Canadian Federal Labour Laws prohibit replacement workers in specific circumstances, aiming to better protecting the rights and interests of striking workers, provide for longer notice periods or pay in lieu for federally regulated private and public sector employees when terminating employees without cause, introduced new legislative measures in pay transparency including public wage rate reporting, salary ranges in job postings, prohibition of inquiring about applicants' salary history, and freedom to discuss pay amongst employees without retaliation, and introduced new Accessibility legislation emphasizing key parts of employers' responsibilities including the development and publication of accessibility plans, progress reporting, establishment of feedback mechanisms, workplace adaptations and support (which may include providing special equipment, flexible work arrangements, or other necessary support), and Accessibility in job application and hiring processes; and

WHEREAS:

The rights of workers have been under attack from right-winged conservative ideology both across provinces in Canada and states across the United States; and

WHEREAS:

The use of replacement workers during a labour dispute is a tool use to erode collective bargaining agreements during the negotiation process; and

WHEREAS:

“Termination Without Cause” with little or no compensation is often a tool used to attack workers and their families, unionized or not; and

WHEREAS:

The lack of transparency in rates of pay and promotions foster an environment where racial and gender inequities in pay and promotions prevail to the detriment of Coalition of Black Trade Unionists members and all workers.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists advocate for the creation of labour legislation across all provinces in Canada and states in the United States that advocate for the following:

1. A ban on the use of replacement workers in specific circumstances aiming to better protecting the rights and interests of striking workers, including restrictions for specific roles, such as managerial staff, employees hired after collective bargaining begins, independent contractors, and those hired confidentially, and substantial fines for employers violating any such ban;
2. Longer notice periods or pay in lieu for provincial/state regulated private and public sector employees when terminating employees without cause where, after 3 months of continuous service, 2 weeks' notice or pay in lieu is required, and after 3 years, 3 weeks' notice is required, and thereafter, one additional week for each year of continuous service, up to a maximum of 8 weeks;
3. Legislative measures in pay transparency including public wage rate reporting to improve the public's understanding of pay levels across different positions and industries, salary ranges in job postings upfront to reduce the possibility of pay discrimination, prohibition of inquiring about applicants' salary history to reduce unfair discrepancies based on past earnings, and freedom to discuss pay amongst employees without retaliation in the workplace to foster a fairer pay environment; and
4. Accessibility legislation aimed at enhancing workplace accessibility and ensuring that all employees, including those with disabilities, can work in an equal and inclusive environment.

Submitted by: Ontario Canada CBTU Chapter

Resolution #9

Ensuring Equitable Maternity Leave Benefits for Women in Skilled Trades

WHEREAS:

It is important to acknowledge the unique challenges faced by women, and particularly black women, in balancing work and family responsibilities while in physically demanding and traditionally male-dominated fields; and

WHEREAS:

It is important that we always promote gender equality in the workforce, recognizing the significant contributions of women in skilled trades; and

WHEREAS:

We must urgently address the disparity in access to maternity leave benefits under Canada's Employment Insurance for women in skilled trades.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists call upon its Chapters to support our members that are women in skilled trades by advocating for the following:

1. Affirm the principle of equitable treatment for women in skilled trades by providing a top-up in maternity leave benefits under employment insurance under their Union organizations, ensuring that they receive an adequate amount/income during their maternity leave period of 20% to up to their income.
2. Encourage employers in skilled trades sectors to collaborate with government agencies and insurance providers to establish and implement policies that offer supplementary financial support to women in skilled trades during maternity leave.

3. Call upon government authorities to conduct research and consultations with stakeholders, including women in skilled trades, employers, trade unions, and advocacy groups, to develop comprehensive strategies for improving maternity leave benefits for this demographic.
4. Urge policymakers to consider the unique needs and circumstances of women in skilled trades when designing and reforming employment insurance programs, with the aim of eliminating barriers to equal participation in the workforce.
5. Invite international organizations and governments to exchange best practices and lessons learned in addressing gender disparities in maternity leave benefits, with a focus on promoting inclusivity and diversity in skilled trades industries.
6. Request the establishment of monitoring and evaluation mechanisms to assess the effectiveness of measures taken to enhance maternity leave benefits for women in skilled trades and to ensure accountability and transparency in the implementation process.
7. Call for the dissemination of information and awareness-raising campaigns to educate employers, employees, and the general public about the importance of supporting women in skilled trades and the benefits of equitable maternity leave policies.
8. Encourage the promotion of mentorship programs, professional development opportunities, and workplace accommodations to facilitate the retention and advancement of women in skilled trades careers before, during, and after maternity leave.
9. Express its commitment to promoting gender equality and women's empowerment in skilled trades sectors and reaffirms the importance of fostering an inclusive and supportive work environment for all employees; and
10. Call upon all chapters and members to take concrete actions to implement the provisions of this resolution and to report back to the CBTU Chapters on progress made in advancing the rights and well-being of women in skilled trades, including access to maternity leave benefits.

Submitted by: Ontario Canada CBTU Chapter

Resolution #10

Childcare

WHEREAS:

The Coalition of Black Trade Unionists is a leader in the fight for inclusivity and representation for all Black workers; and

WHEREAS:

Our members work hard for their families, understanding that our children represent our future, but working-class families often struggle to find safe, affordable, and reliable childcare; and

WHEREAS:

Childcare is essential for working parents, legal guardians, and those with childcare responsibilities and all spaces should provide affordable childcare.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists work together with affiliates, federations of labour, district labour councils, and allies to provide safe, reliable, and affordable Childcare for workers, including for participants at CBTU events such as Conventions and Regional Conferences and meetings; and

BE IT FINALLY RESOLVED:

That CBTU support affiliates, federations of labour, district labour councils, and allies who endeavor to construct campaigns to advance affordable childcare while asserting a leadership role in mobilizing for systemic change. That support shall include but not be limited to the following:

1. The engagement in active policy advocacy at local, state, municipal, provincial, and federal levels to promote the enactment of legislation that supports affordable childcare, including funding models that ensure sustainability and accessibility.

2. Collaborations with various coalitions of labour unions, childcare providers, parent groups, policy organizations, and community allies to amplify our collective voice and influence in the fight for affordable childcare.
3. The support for organizing, awareness and mobilization campaigns that highlight the critical importance of affordable childcare for the working class and the economy at large, utilizing various platforms and media to reach a wide audience.
4. Support for the development and dissemination of resources and toolkits to empower CBTU members and the wider community to advocate effectively for affordable childcare solutions within their localities.
5. Monitoring progress, providing support to local advocacy efforts, and ensuring that campaigns for affordable childcare remain a central focus of organized Labour's activities while working towards a future where affordable childcare is a reality for all working families, thereby reinforcing the foundation for a thriving and inclusive economy.

Submitted by: Ontario Canada CBTU Chapter

Resolution #11

Equal Pay for Black Women

WHEREAS:

The “gender pay gap” is a measurable indicator of how we value the contribution of men and women in the workforce, expressed as a percentage or a dollar figure, showing the difference between women's and men's earnings; and

WHEREAS:

The value of Black labour has been measured negatively for hundreds of years, with a larger significant gender pay gap between White men and Black women than between White men and women; and

WHEREAS:

Several unions and organizations recognize Equal Pay Day, but this day generally only reflects the wage gap between White men and White Women; and

WHEREAS:

The Gender Wage gap is multifaceted, and the gaps worsen for people who are Black Women, Indigenous Women, Racialized Women, and/or Women living with disabilities; and

WHEREAS:

The Gender pay gap is also directly connected to other economic-related gender gaps, including fields of study, career advancement opportunities, pensions, and poverty; and

WHEREAS:

In 2022, Canadian Black women made 59.3% and Black Women in the United States made 61% of the wages White men made in 2022. This gap has continued to increase in the past few years; and

WHEREAS:

Recognizing Black Women's Equal Pay Day illuminates a multifaceted issue rooted deeper than just the wage gap, it highlights the socio-economic disparities and systemic issues Black Women are facing such as gender bias, occupational segregation, and the lack of advancement opportunities.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists International, Regional, and Chapters' Women's Committees coordinate a cross-border day of action to demand equal pay for Black Women on Black Women's Equal Pay Day, annually; and

BE IT FURTHER RESOLVED:

That CBTU support demands for legislation to Close the Gender wage gap, such as the "Paycheck Fairness Act"; and

BE IT FURTHER RESOLVED:

That CBTU members lobby their governments and demand equal pay for Black women in their respective countries through policies and legislation; and

BE IT FINALLY RESOLVED:

That CBTU continue to fight back against the devaluing of Black labour: equal pay, respect, and worker's protection must be critical to our campaigns.

Submitted by: Ontario Canada CBTU Chapter

Resolution #12

Resource Guide for Black Women Under Attack Within Their Workplace

WHEREAS:

Black workers continue to experience widespread racial discrimination within their workplaces, institutions and organizations with Black women bearing the brunt, often resulting in one of many forms of mental health issues and even some dying by suicide; and

WHEREAS:

We are continuing to see workplaces, institutions, and organizations that pride themselves in their Diversity, Equity, and Inclusion stances or mission statements while simultaneously causing harm to the Black women that they rely on to create and execute the work; and

WHEREAS:

These outcomes are a sobering reminder of the immense pressure and nearly unattainable standards placed upon Black Women in their workplaces, institutions, and organizations as they are expected to surpass these standards flawlessly, often without institutional support; and

WHEREAS:

The Coalition of Black Trade Unionists is a safe place for Black Labour to come together and discuss what is being endured, a safety that often doesn't exist within their own workplaces, institutions, and organizations, and these discussions have led to the CBTU Ontario Canada Chapter's Women's Committee to seek support in creating resource guides to assist Black women with the immense struggles they are dealing with.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists will work together with affiliates, federations of labour, district labour councils, and allies to identify, procure and distribute information about Black Women mental health and wellbeing in the workplace; and

BE IT FINALLY RESOLVED:

That CBTU work in solidarity with the women of CBTU to call out institutional harm caused to Black Women in their workplaces, institutions, and organizations.

Submitted by: Ontario Canada CBTU Chapter

Resolution #13

Equitable Pay for Childcare Workers

WHEREAS:

The provision of quality childcare is foundational to the economic and social well-being of our society, allowing parents and guardians to participate in the workforce with the assurance that their children are in safe, nurturing environments; and

WHEREAS:

Childcare workers play a critical role in the development and education of our youngest generation, deserving recognition and fair compensation for their essential services; and

WHEREAS:

Despite the invaluable service they provide, childcare workers often receive wages that do not reflect the skill, effort, and importance of their work, contributing to economic insecurity among a workforce that is predominantly women and disproportionately people of colour; and

WHEREAS:

The Coalition of Black Trade Unionists has long championed the rights of workers to fair wages, safe working conditions, and respect in the workplace, embodying the principles of equity and justice for all workers.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists advocate for and support policies and practices that ensure equitable pay for childcare workers, recognizing this as a crucial step toward quality childcare and economic justice; and

BE IT FUTHER RESOLVED:

That the CBTU:

1. Work with legislators, policymakers, and stakeholders at local, state, and federal levels to advocate for laws and regulations that mandate fair, living wages for childcare workers, reflecting the true value of their contribution to society; and
2. Partner with labor unions, childcare provider associations, advocacy groups, and community organizations to campaign for improved compensation and benefits for childcare workers, including access to healthcare, paid leave, and professional development opportunities; and
3. Launch public awareness campaigns to highlight the disparity between the importance of childcare work and the compensation received by those who perform it, building broader support for equitable pay initiatives; and
4. Support the provision of resources, training, and support to childcare workers seeking to organize for better wages and conditions, empowering them to advocate for their rights and the well-being of the children they serve; and
5. Establish, where possible, local task forces within CBTU dedicated to monitoring progress on equitable pay for childcare workers, ensuring that this issue remains a priority in the union's agenda and that tangible improvements are achieved; and

BE IT FINALLY RESOLVED:

That through these actions, CBTU commit to helping lead the fight for equitable pay for childcare workers as a matter of economic justice and quality care for our children, thereby supporting a more equitable, inclusive, and thriving society for all.

Submitted by: Ontario Canada CBTU Chapter

Resolution #15

Mobilizing for Fairness, Justice, and Good Jobs

in this Era of Emerging Artificial Intelligence and Automation

WHEREAS:

Our nation is experiencing massive expansion in the use of artificial intelligence and automation technologies that, left unchecked, threatens to undermine worker and civil rights in virtually every sector of the economy and public service; and

WHEREAS:

The AFL-CIO and affiliated unions, many of which sit at the Coalition of Black Trade Unionists table, are coming together to formulate strategies on emergent technologies around policy, collective bargaining, equity, community action, and organizing; and

WHEREAS:

As rampant income inequality is already ravaging our communities and disparately impacting communities of color, the super wealthy, Big Tech, Corporate interests, and Wall Street are positioning themselves to reap the obscene wealth and financial gains from the artificial intelligence -powered innovation economy; and

WHEREAS:

Working women and people of color are the most at risk to the severe negative social and economic effects from the unregulated deployment of artificial intelligence and automation technology; and

WHEREAS:

The rapid acceleration of artificial intelligence and emerging technology is occurring at a time when too many working people have extremely limited or no access at all to comprehensive training and apprenticeship programs that prepare them for the fast-changing nature of work; and

WHEREAS:

We know that employers are already deploying artificial intelligence in perverse ways and with few guardrails in place to protect workers – and they are weaponizing these new technologies to discriminate against, monitor, hire, discipline, and fire workers; and

WHEREAS:

Technology isn't inherently good or bad – but the decisions we make as a movement to counter those who would use technology to move a morally corrupt agenda will determine whether artificial intelligence and automation lead to shared opportunity or leave workers to fend for themselves as Big Tech and their investors enrich themselves; and

WHEREAS:

Unions represent the best hope for working people in the struggle to stop artificial intelligence and technological change from trampling on them, weakening their rights, fueling discrimination and inequality, and deskilling or replacing them.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists work with allies within the labor movement and racial justice organizations to support and educate our members and ensure that technological innovations create opportunity for communities of color; and

BE IT FURTHER RESOLVED:

That CBTU fully engage the national AFL-CIO and its Technology Institute to ensure the voices of Black and brown workers are part of any effort to build power and move a strategy to ensure that working people shape the future of work amidst rapid deployments of artificial intelligence and automation; and

BE IT FURTHER RESOLVED:

That CBTU join forces with allies to counter those who are using artificial intelligence and automation to roll back the gains we are making to level the playing field for workers in disadvantaged communities; and

BE IT FURTHER RESOLVED:

That in industries where artificial intelligence and automation technologies have already been deployed and workers are facing immediate threats to their economic well-being, such as autonomous vehicles, CBTU partner with unions in those sectors to publicly call out the negative effects of anti-worker technologies and uplift pro-worker technologies; and

BE IT FURTHER RESOLVED:

That CBTU work with local, state, and federal legislators to put forward legislation and establish government workgroups and committees that recommend legislation to help protect the jobs of workers in the era of artificial intelligence. These measures should ensure that artificial intelligence is used as a tool at work to support workers and not eliminate jobs. Moreover, workers affected by artificial intelligence procurement for government agencies should have a say and the ability to negotiate at the table to protect their interests and job security.

BE IT FINALLY RESOLVED:

That CBTU work within the labor and civil rights movements to support legislation and policy that protect good jobs especially in minority communities and advance smart organizing and bargaining strategies as artificial intelligence and automation take hold across the economy and public service.

Submitted by: CBTU Executive Council

Resolution #16

Support Title V Rights to Transportation Security Administration Employees

WHEREAS:

Transportation Security Administration (TSA) employees play a crucial role in ensuring the safety and security of millions of passengers and their belongings, thereby safeguarding the nation's transportation systems; and

WHEREAS:

TSA employees perform their duties under high-stress conditions and are expected to maintain the highest levels of vigilance, professionalism, and efficiency, similar to other law enforcement personnel; and

WHEREAS:

Despite the critical nature of their work, TSA employees are currently not afforded the same rights, benefits, and compensation other federal employees because they are not covered under Title V of the United States Code, leading to disparities in treatment and dissatisfaction among the workforce; and

WHEREAS:

The lack of Title V rights contributes to challenges in recruitment, retention, and morale among TSA employees, which could potentially compromise the effectiveness of the nation's transportation security; and

WHEREAS:

A large portion of TSA's workforce is comprised of black and other minority employees, and veterans; and

WHEREAS:

The Coalition of Black Trade Unionists recognizes the importance of equity, justice, and fairness for all workers as essential to the labor movement and society at large; and

WHEREAS:

The CBTU and its members and affiliates are committed to advocating for policies and legislation that ensure all workers are treated with respect, provided with fair compensation, and granted the rights and benefits commensurate with the critical nature of their work.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists call upon the United States Congress to pass legislation that extends Title V rights to Transportation Security Administration (TSA) employees, thereby ensuring they receive equal treatment, compensation, and benefits as other federal law enforcement employees; and

BE IT FURTHER RESOLVED:

That CBTU, through its members and affiliates, engage in a concerted advocacy campaign to raise awareness and support for this cause among policymakers, the public, and other stakeholders, highlighting the essential role TSA employees play in national security; and

BE IT FINALLY RESOLVED:

That CBTU urge Congress to not only pass legislation granting TSA employees Title V rights but also ensure that adequate funding is allocated for the implementation of these rights and benefits, affirming the nation's commitment to its transportation security workforce.

Submitted by: CBTU Executive Council

Resolution #18

Create an International CBTU Lifetime Membership Option

WHEREAS:

Memberships are the granting of predetermined rights, access, and/or prestige to a predefined entity, for a predetermined individual or group; and

WHEREAS:

Joining the Coalition of Black Trade Unionists is an honor and a privilege afforded to members of bona fide unions; and

WHEREAS:

CBTU members annually demonstrate their dedication to the cause through the annual renewal of their membership: and

WHEREAS:

Dedication is purposed and demonstrated by the contribution of personnel time, self, and both tangible and non-tangible resources for the greater good and continued success of CBTU as a whole; and

WHEREAS:

Members deserve the opportunity to be voluntarily registered as lifetime members and be proud of their time served and their anticipated commitment to the future growth of CBTU; and

WHEREAS:

Said commitment is reflective to potential new members, organizations, and all functions that CBTU may commit to working with, that CBTU is engaged, involved, and determined.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists Executive Council consider:

- (a) The membership's desire and interest in purchasing lifetime memberships; and
- (b) The proper charge for the lifetime membership; and
- (c) The creation of a special card (durable material, preferably) along with a certificate of appreciation; and
- (d) The inclusion of the lifetime member's name on the CBTU website and in the annual Executive Council & Reports book.

Submitted by: Central Indiana CBTU Chapter

Resolution #19

Support of Cultural and Religious Clothing Diversity in All Public Spaces

WHEREAS:

The Ontario Legislature recently banned the wearing of the kufiyah, a significant cultural garment to Palestinians and allies; and

WHEREAS:

The kufiyah holds a deep cultural significance for many communities, symbolizing heritage, identify, and unity; and

WHEREAS:

The ban on the kufiyah in the legislature represents a restriction on the cultural expression and diversity, contradicting the principles of civil liberties, human rights, solidarity in the labour movement – a foundational principle, and principles of inclusivity and multiculturalism which Ontario, Canada, and the U.S. government pride themselves on; and

WHEREAS:

Embracing cultural diversity enriches our society, fosters understanding, and promote unity among all communities; and

WHEREAS:

The freedom to express one's cultural or religious identity through clothing is a fundamental human right that should be protected and celebrated.

THEREFORE BE IT RESOLVED:

That the Coalition of Black Trade Unionists stand in solidarity with the diverse communities affected by the ban of the kufiyah in the Ontario and other legislative bodies and express full support for the wearing of all articles of cultural clothing from all cultures, both within the legislature and in public space; and

BE IT FURTHER RESOLVED:

That CBTU condemn any form of discrimination or prejudice based on cultural or religious attire and demands that the Ontario Legislature reverse the ban of the kufiyah, recognizing its cultural significance and importance of respecting cultural diversity; and

BE IT FURTHER RESOLVED:

That CBTU commit to advocating for the protection of cultural and religious expressions in all institutions, workplaces, and public spaces; and

BE IT FURTHER RESOLVED:

That CBTU encourage dialogue and education on the significance of cultural clothing, promoting understanding and appreciation of diverse cultural identities within our communities; and

BE IT FURTHER RESOLVED:

That CBTU write an open letter to the Ontario Legislature based on its support for cultural and religious clothing to be worn in the Ontario Legislature, encourage its affiliates to do so, and write a letter to any government body or institution which chooses to block the wearing of the kufiyah or any cultural or religious article of clothing; and

BE IT FINALLY RESOLVED:

That CBTU forward this resolution to the AFL-CIO and Central Labor Council to recommend they adopt this resolution at their next convention.

Submitted by: Ontario Canada CBTU Chapter