



OPEIU LOCAL 8

SOLIDARITY RESOLUTION

WHEREAS, OPEIU 8 has a proud history of solidarity and pursuing justice for all workers; and

WHEREAS, we recognize that systemic racism is pervasive and intersects institutions and society not just in employment but also in wealth distribution, housing discrimination, government surveillance, incarceration rates, and so much more; and

WHEREAS, we cannot achieve economic and social justice if we do not achieve racial justice; and

WHEREAS, our fates are linked with those of all workers and we know racism and xenophobia ultimately serve to divide us; and

WHEREAS, there is not equal opportunity to achieve the “American Dream” due to racism and systemic inequality; and

WHEREAS, our country’s promises of “liberty and justice for all” are not yet a reality for all; and

WHEREAS, we recognize that race is not a biological fact nor a matter of blood, but a social construct created by colonial powers, and that these social divisions are manipulated by the wealthy and the bosses to divide workers and weaken our collective power; and

WHEREAS, the foundation of race in this country has always been the story of labor, specifically being that Indigenous and Black people were subjected to unspeakable violence for the sake of capitalist profit and industry; and

WHEREAS, we recognize that “privilege” is not a concept we will use to shame white people, rather it means the deliberate segregation of races designed to obscure the ways in which *all* working people share interests and enemies in common; and

WHEREAS, after the JANUS decision, it is clearer than ever that to beat union-busting which goes hand-in-hand with white supremacy, we must act in unity; and

WHEREAS, historically and globally, labor unions and unionists have been instrumental in fighting back injustices; and

WHEREAS, we acknowledge that we all live in a structurally racist society and are implicated in racism, but we also acknowledge that organized labor must be an instrumental part of the solution through our collective power, our intentional commitment and our action; now therefore be it,

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RESOLVED, that the starting point of our work in the area of racial equity must be internal reflection and examination whereby our union will look for ways to engage our members in open and courageous conversations on racism, inequity and privilege to determine how our union can address racism and inequality; and

RESOLVED, OPEIU 8 reaffirms our pledge to fight to defend and uphold the rights of all workers including people of color, women, non-binary individuals, persons with disabilities, ethnic minorities, religious minorities, immigrants, refugees, asylees and members of the LGBTQ community; and

RESOLVED, that OPEIU 8 identifies Deferred Action for Childhood Arrivals (DACA) and full immigration reform to be a political priority; and

RESOLVED, that OPEIU 8 will incorporate an equity training component into future workshops and conferences (e.g. gender justice, ability, antiracism); and

RESOLVED, that OPEIU 8 will commit to a race equity framework for our political and organizing projects; and

RESOLVED, that OPEIU 8 will begin formal union meetings and trainings (i.e. Membership Assembly, Regional Meeting, Steward Conference) by first recognizing the traditional Indigenous land we are standing upon; and

RESOLVED, that OPEIU 8 will make Bill Fletcher's "Race to Labor" narrative mandatory reading for our staff, board members and shop stewards; and

RESOLVED, that the OPEIU 8 Diversity Committee will henceforth be renamed the Race, Equity and Social Justice Committee.

M/S/C Membership Assembly on September 28, 2019